
Considering a new role?

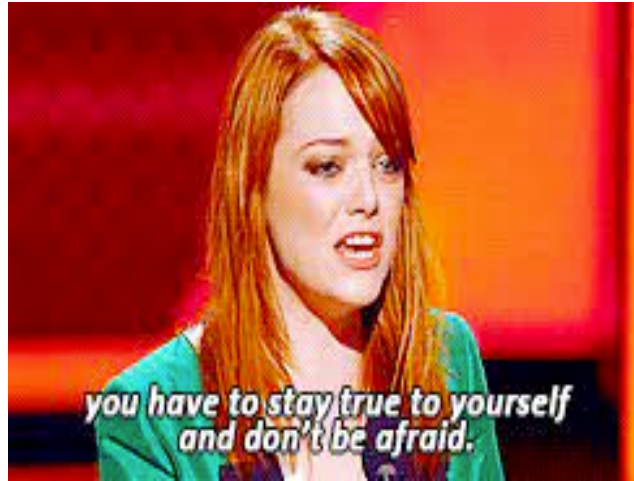
— Courtney Kissler, CTO @ Zulily —

Here's what happened to me...



1. Decided it was time to find a new role
2. Resume & LinkedIn Outdated
3. Hadn't interviewed in 14 years
4. Minimal external network/
Personal Board of Directors

What I learned...



BIG THANK YOU TO MANY OF YOU IN THIS COMMUNITY!!!

My Criteria for Assessing a New Role (internal or external)

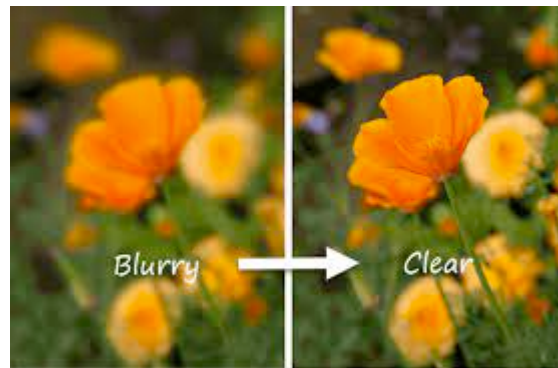
1. Boss
2. Peers/Directs
3. Team (greenfield, turnaround, sustaining success, high performing)
4. Subject matter/passion for mission
5. Moving toward career goal/learning/challenging - is this a new experience/something I haven't done before?

Pressure Testing



How will I know?

Do Your Best to
Drive Clarity



Example Questions

Can you walk me through your last outage? How did leadership engage?

Looking for actions & words that are pathological “command and control” & “human error”, “root cause” and “who?”

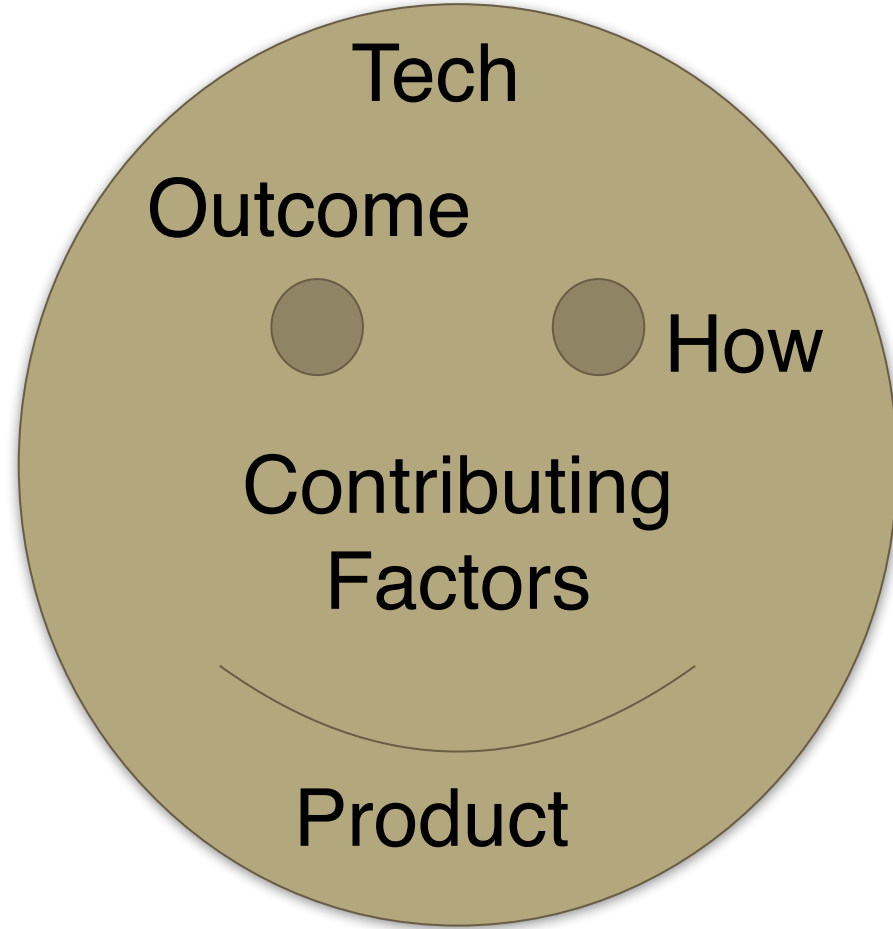
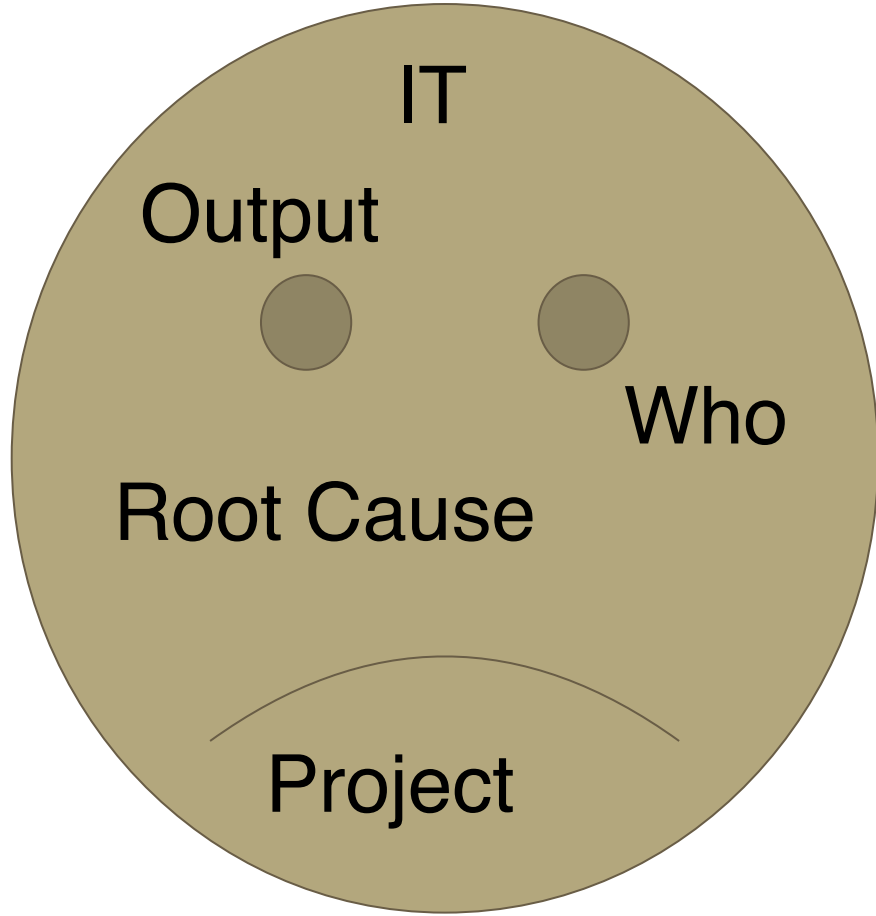
True colors surface when things aren’t going well

What is your method for staying current with technologies and ways of working?

Looking for references to anything ITRevolution has published, State of DevOps Reports, Wardley Mapping, Value Stream Mapping, who they may follow on Twitter, podcasts, etc.

Do they attend DOES and/or send members of the team?

Words Matter



Crowd Sourced Questions

Can you walk me through
your typical workday?

Crowd Sourced Questions

What is the talent management
process

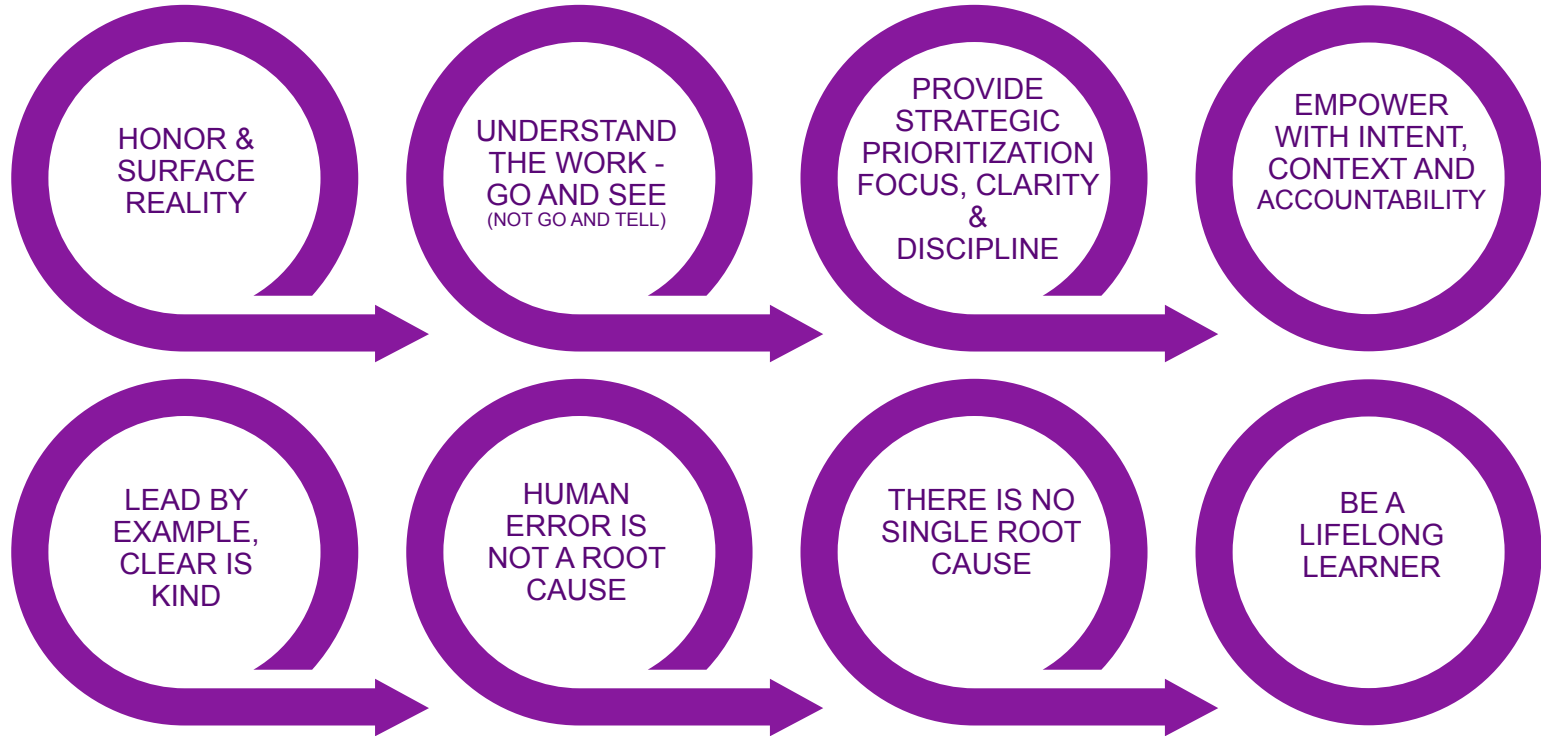
(hiring, promos, career
development, performance)?

Crowd Sourced Questions

How are consultants used?

My Beliefs

LEADERSHIP EVOLUTION - GENERATIVE CULTURE - DYNAMIC LEARNING ORGANIZATION



When all is said and done...

Stay true to the criteria!

Thank you!

Find me on
Twitter:
[@chawklady](#)

