

FIRST-TIME MANAGER EXPERIENCES





ABOUT ME - AKASH



ABOUT ME - QUINCY

AGENDA

- Getting Ready!
- What to know as First Time Manager?
- Day-to-Day Managing
- Resources
- Acknowledgements

A man with glasses and a suit is sitting on a couch, looking down at some papers he is holding.

GETTING READY!

HOW DID WE DECIDE?



- Made Pros and Cons list
- Chance to grow new engineers
- Able to transition back to Individual Contributor
- Previous team in good hands
- A lot more to learn
- What do I miss being an IC?



- Co-worker feedback
- Increased lead opportunities
- Sense of satisfaction
- Next job requirements?
- Discussion with my mentors
- What do I miss being an IC?

A woman with dark hair and glasses, wearing a white t-shirt, is sitting at a desk. She has her hand resting under her chin, looking thoughtfully at a laptop screen. The background is slightly blurred, showing office supplies and papers.

WHAT TO KNOW AS A FIRST TIME MANAGER?

WHAT TO KNOW AS A FIRST TIME MANAGER?



- New leader, make a change!
- Building trust
- Suggest vs. command
- Take care of yourself



- Understand the expectations of the role
- Focus on learning
- Get to know the people, and yourself
- Remain “technical”
- Feedback is critical

DAY-TO-DAY MANAGING



DAY-TO-DAY MANAGING



- Balance of technical vs. managing
- When and what to delegate?
- How much is too much communication?
- Influence vs. authority



- Task scheduling
- Note taking
- Majority vs. consensus
- 1-1s
- Inform your manager

RESOURCES

- How To Win Friends And Influence People – Dale Carnegie
- The First 90 Days – Michael D. Watkins
- The Manager's Path – Camille Fournier
- First, Break All The Rules – Marcus Buckingham And Curt Coffman
- Radical Candor – Kim Scott
- Manager Tools Podcast
- Enterprise Technology Leadership Summit
- Leaddev Confs/Events
- Coaching For Leaders Podcast

“ *"Leaders are not born, they are made"*

- Vince Lombardi



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MANAGER

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MENTORS/PEER INFLUENCES

- Colleen Szymanik
- Michael Cope
- Andrew Clyne
- Mitch Abrams
- Edem Kossi
- Jeridan Chavez
- Nora Frye
- Jason Pak



MANAGER

- Jonathan Connolly, Director

MENTORS/PEER INFLUENCES

- John Riviello
- Karolyn Maynard
- Mumin Ransom
- Mike Winslow
- John Hodgson
- Connor Liddic

HELP I AM LOOKING FOR



- Tell us about how did you decide?
- Tell us about your journey on slack!
- Tell us more about your day-to-day management
- Reach out to me on LinkedIn



HAPPY LEADING!

