Product and Engineering

Sako, DevOps, OpenGov @sakows

This presentation is available at:
https://github.com/goupaz/comingsoon

ABOUT ME

- Contact

    Linkedin: https://www.linkedin.com/in/sakom/

- Education

    MSc: ITU(US), Eurecom(France), Qafqaz Uni(Azerbaijan)

- Experience

    Current :

    - OpenGov Devops, San Francisco Area

        Open Source Founder: GOUP, JobHax

    Past:

    - NGINX, Fraunhofer, SAP, Huawei, ZTE, Bakcell

Prepare for the worst, hope for the best!

Personal Interests

What things do you *like* to do?

What do you **like most** about your current job?

When do you feel the most **rewarded**?

What **excites you**?
What do you want to do more of?

What do you wish you didn't ever have to do again?

ME in 2018

Industry Trends

~~What is on demand?~~

What will be on demand?

What are the industry trends for the **next 5 years**?

What industries are slowing? **Oversaturated**?

What are the latest **technologies**?

What are the **growth areas** in the economy? Technology? International?

Career Tracks

Individual Contributor

Qualities
- Deep technical expertise
- Focus on job and output
- Passionate about mastering craft
- Thought & tech leadership
- Mentor other ICs

Challenges
- Sphere of influence
- Making impact across teams
- Pragmatism
- Understanding of business

Primary output is a *successful product*
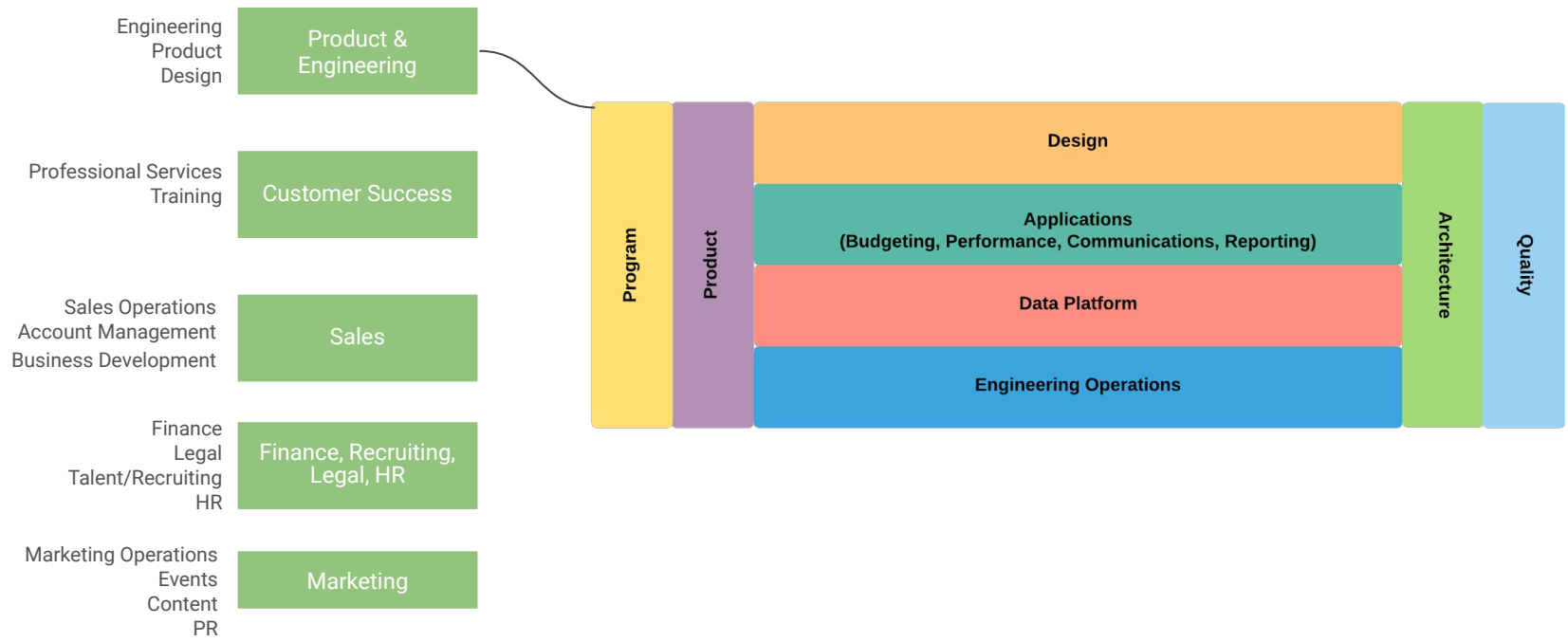
People Manager

Qualities
- Leadership & delegation
- Drive results, responsible for team results
- Passionate about people
- Positive influence on others; motivator
- Coaches & develops teams and ICs

Challenges
- Servant leadership vs bossy
- People management
- Performance management
- Building trust

Primary output is a *successful team*

R&D in Org map

Engineering
Product
Design

Product & Engineering

Professional Services
Training

Customer Success

Sales Operations
Account Management
Business Development

Sales

Finance
Legal
Talent/Recruiting
HR

Finance, Recruiting, Legal, HR

Marketing Operations
Events
Content
PR

Marketing

Program

Product

Design

Applications
(Budgeting, Performance, Communications, Reporting)

Data Platform

Engineering Operations

Architecture

Quality

Assume good intentions.

Always!

It's hard to convey or detect tone over digital mediums

*"Good intentions never work, you need good **mechanisms** to make anything happen." - Jeff Bezos*

Mechanisms

- ❏ People
- ❏ Process
- ❏ Tools (Github, Zoom, Slack)

People

❏ Company Culture
- egoless
- **collaborative**
- **competent**
- decentralized
- scalable
- fun

❏ Data flow - within team / cross-team / across-company / external
- structured
- indexed

By pushing culture in right direction, company can go **faster** *and* **longer***!*

Communicate well, communicate often

Over-communicate with your team & peers.

Default to written communication over verbal.

Socialize your ideas early and often to ensure relevance. Peer reviews, 1:1, etc. are easy ways to do this.

Write clearly and concisely

Short sentences

30 words or less

8 words x 8 bullet points

No abstract words

"Due to the fact"

"Should result in benefits"

"Significantly better"

Use data

"Performance is 2.3x faster"

Clear answers

"Yes"
"No"
"I don't know"
A number

Subject-verb-subject

X did action

Competence

Technologies / Industry

UI/UX Design

Frontend

Backend

Databases

DevOps

Domains / Market

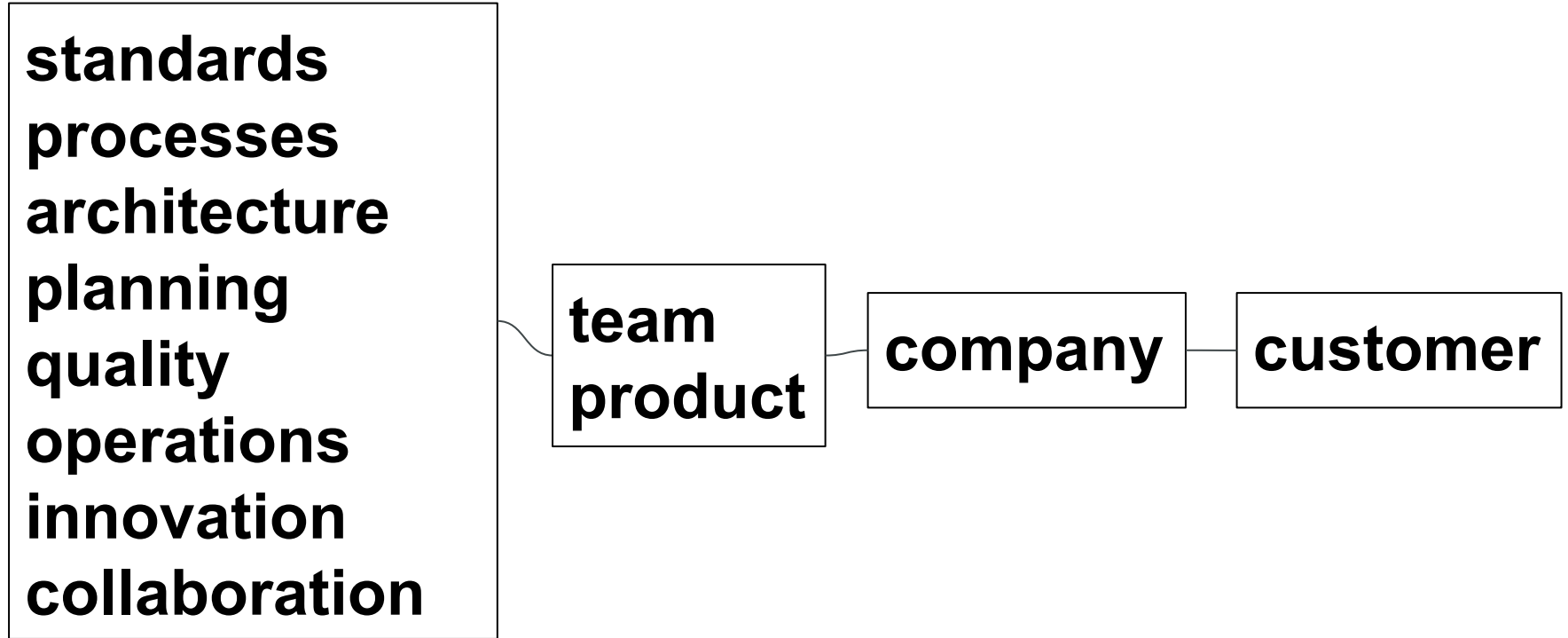*Recruitment*

Transportation

Oil/Gas

Keep Learning

- Past experience, others experience
- Certification
- Open source projects
- Video courses
- Whitepapers
- Books
- Slides
- Meetup

AND Mentoring

- Define clear goal
- Understand where he/she is
- Define path, how to achieve the goal
- Define how measure the progress
- Define what he/she will get once get there

Consistent elevation

standards
processes
architecture
planning
quality
operations
innovation
collaboration

team
product

company

customer

Continuous Feedback

Feedbacks:

- 1:1 (you and manager) / weekly
- 360 team / every 6 month
- 360 cross-team / every 6 month

Company wide events:

- Team Planning, Review / weekly
- All Hands / company-wide updates / monthly
- Kickoff / R&D Team building / every 6 month
- Demo Day / R&D Team Updates, demos / biweekly

Building respected profile

Predictable

- Strong on commits, dates.

Accountable

- timebox efforts
- prioritize tasks
- keep a time log

Result Focused

- What results are important – and what steps need to be taken to achieve them
- Short-term small wins

RACI

Responsible

The responsible person is the individual who actually completes the task.

- Engineer

Accountable

The accountable person is the individual who is ultimately answerable for the activity or decision.

- Sr.Engineer

Consulted

Those whose opinions are sought, and with whom there is two-way communication. Define per situation.

- Architect

Informed

Those who are kept up-to-date on progress, often on the completion of deliverable; and with whom there is just one-way communication.

- Manager

Individual success Metrics

Surround yourself with people who have "seen the movie" before:

I - Independence

C - Complexity

M - Maturity

E - Execution

Individual success Metrics

Independence

- High-level instruction on new tasks
- Little guidance on daily work
- Ontime end-to-end execution

Complexity

- scope size: S,M,L,XL
- time duration:
  - S: 1d, 1w
  - M: 2w, 30d
  - L: 60d, 90d
  - XL: 1y

Maturity

- Document
- Design architecture
- Review (team meeting)
- Code standards
- Fix Issues
- Refactor / Optimize
- Cost analysis

Execution

- research/spike (pros & cons)
- select tool / approach
- design solution
- test
- develop
- document
- monitor/maintenance flow

Product success Metrics

Features

Capacity Monitoring/Trending

Configuration

Debugging facility

Deploys and Rollbacks tested

Gameday testing and remediation

Incident management

Alerts / Logging

Runbooks

Security assessment

SLAs defined and reported

Status Check

Dependency Components

Uptime/Readiness/Performance Monitoring

AVOID 10 Common Mistakes

- Lack of initiative

- Being 'cool'

- Being late

- Not understanding a manager's job

- Not clarifying responsibilities

- Being dishonest

- Shying away from opportunities

- Lack of communication

- Being overly-apologetic

- Setting unrealistic goals

Source: https://www.refinery29.com/en-gb/manager-employee-pet-peeves

Keep rocking, as long as lifetime let!