



ACCU
2022

WHY IT'S GOOD TO BE A SOFTWARE MANAGER

JIM PASCOE

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(THE FIVE CONCERNS OF SOFTWARE MANAGEMENT)

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WHY THIS TALK?

- Becoming a software manager is daunting
- ... but there are many benefits to doing so
- Share my experience
- Address concerns
- Debunk myths

CONCERN 1: WILL I HAVE TO STOP CODING?

- In a word - no. Certainly not my experience
- Solve harder problems
- Stay in touch with the code
- Team members respect coding skills
- Mentoring others means mastering your skills

CONCERN 2: WHAT DO I DO DAY-TO-DAY?

- Organise the work
 - We use Jira - other strategies work well
- Translate commercial strategy into a roadmap
 - Work packages and deliveries
- Develop an appropriate amount of process
 - Definition of 'done'

CONCERN 3: HOW DO I MOTIVATE OTHERS?

- Understand individual motivations
- Use interesting tools and libraries
- Make it fun
- Praise is free
- Track happiness

CONCERN 4: 'HARD CONVERSATIONS'

- Do happen occasionally
- Come straight to the point
- Focus on outcome
- Make it clear what needs to change
- Be fair and respectful

CONCERN 5: WHAT ARE THE BENEFITS?

- You can influence the technology
- Solve software engineering problems
 - Versioning, Delivery, DevOps etc.
- Commercial exposure
- Improvement in communication skills
- You can help people - training budgets, praise etc.
- You will learn about yourself and others

CONCLUSION

- Technical leadership can be daunting
- But gives you different skills and mindsets
- Definitely rewarding:
 - When approached in the right way
- You can always go back

QUESTIONS?

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