



The Care and Feeding of Your Engineering Manager

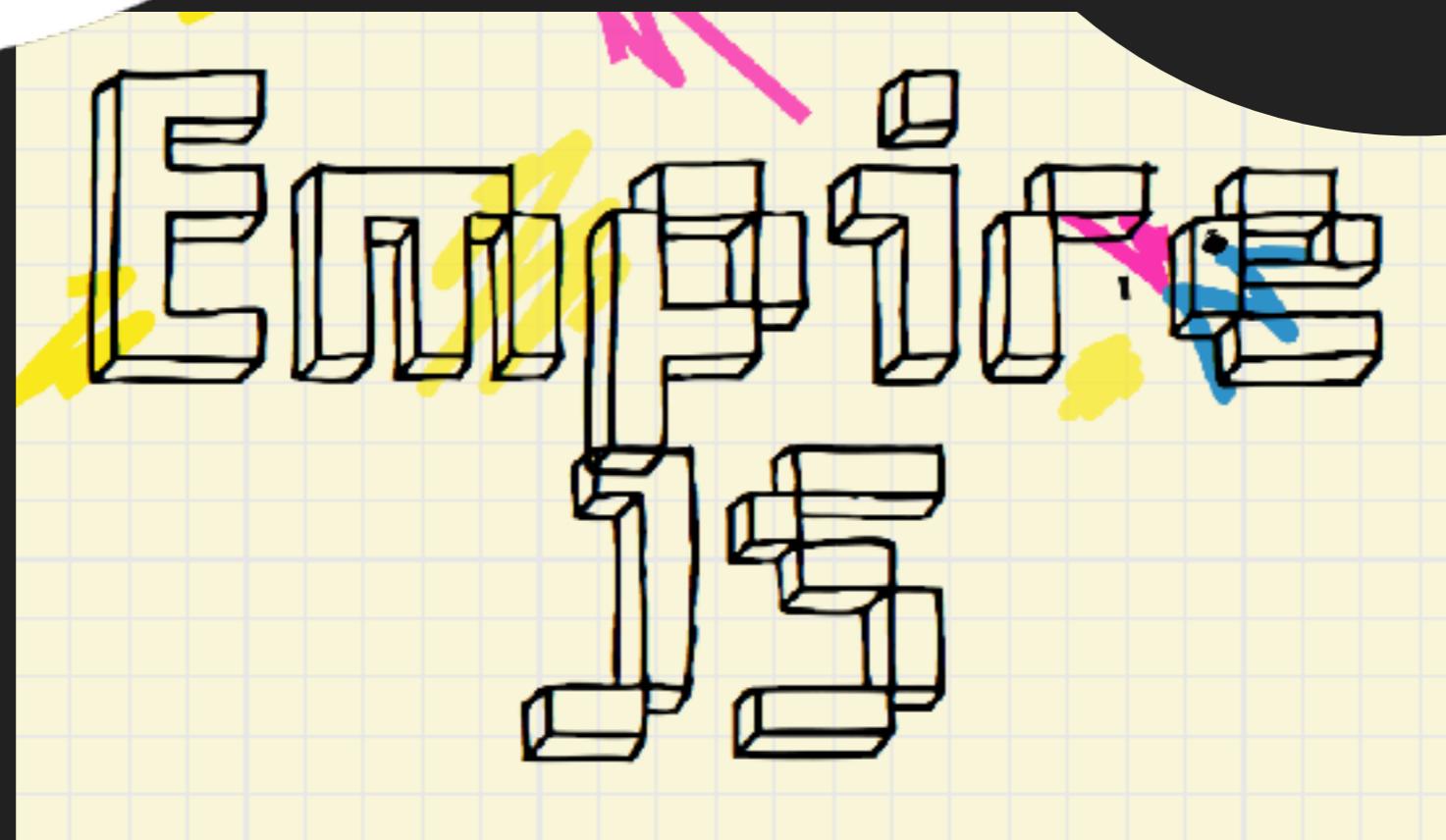
Jenna Zeigen • MongoDB World 2018

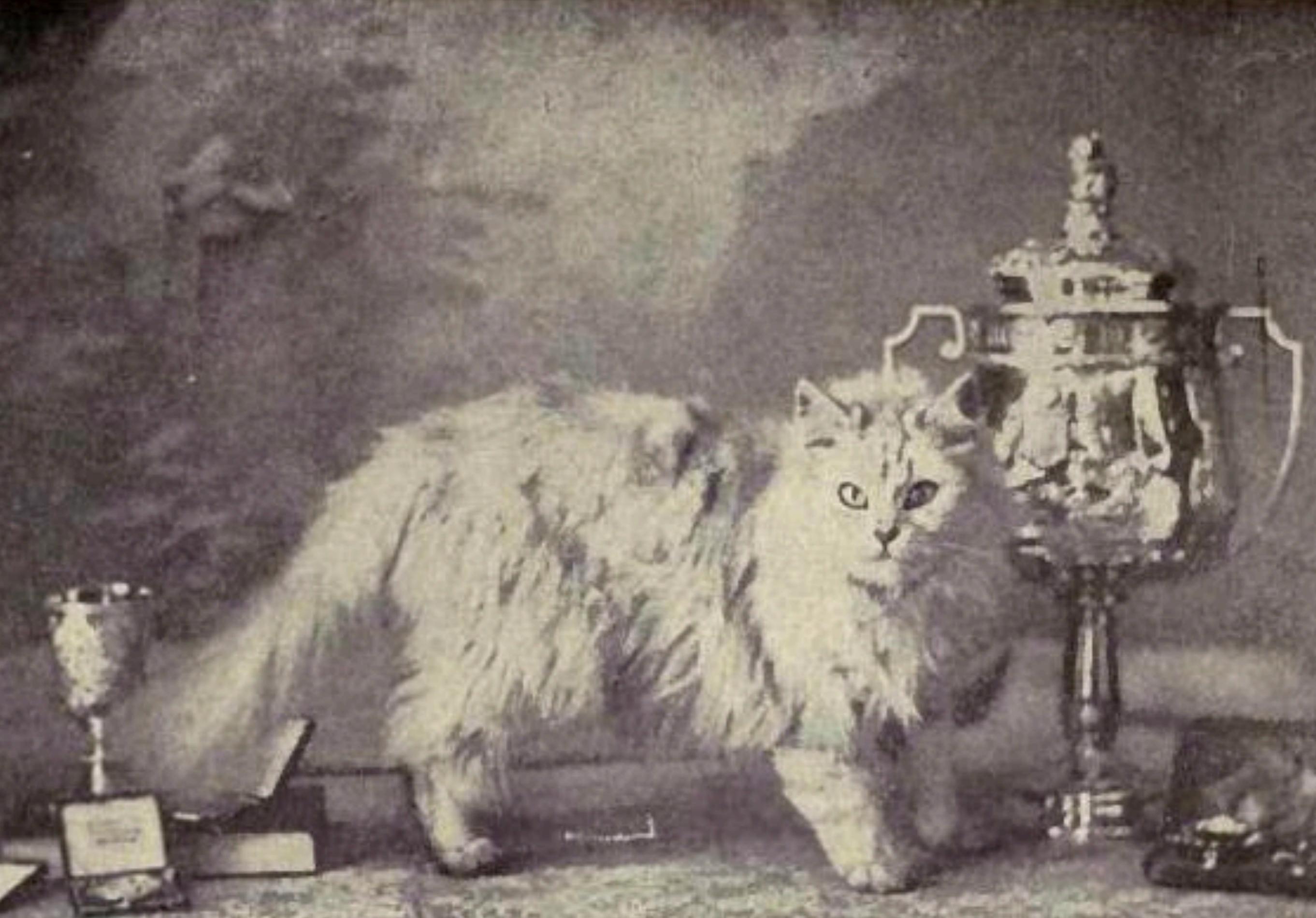
A black and white photograph of a Persian cat with dark fur and a long, dense coat. The cat is sitting upright, facing slightly to the right of the camera, with its head turned towards the viewer. It has large, expressive eyes and a small, pink nose. The background is a plain, light-colored wall.

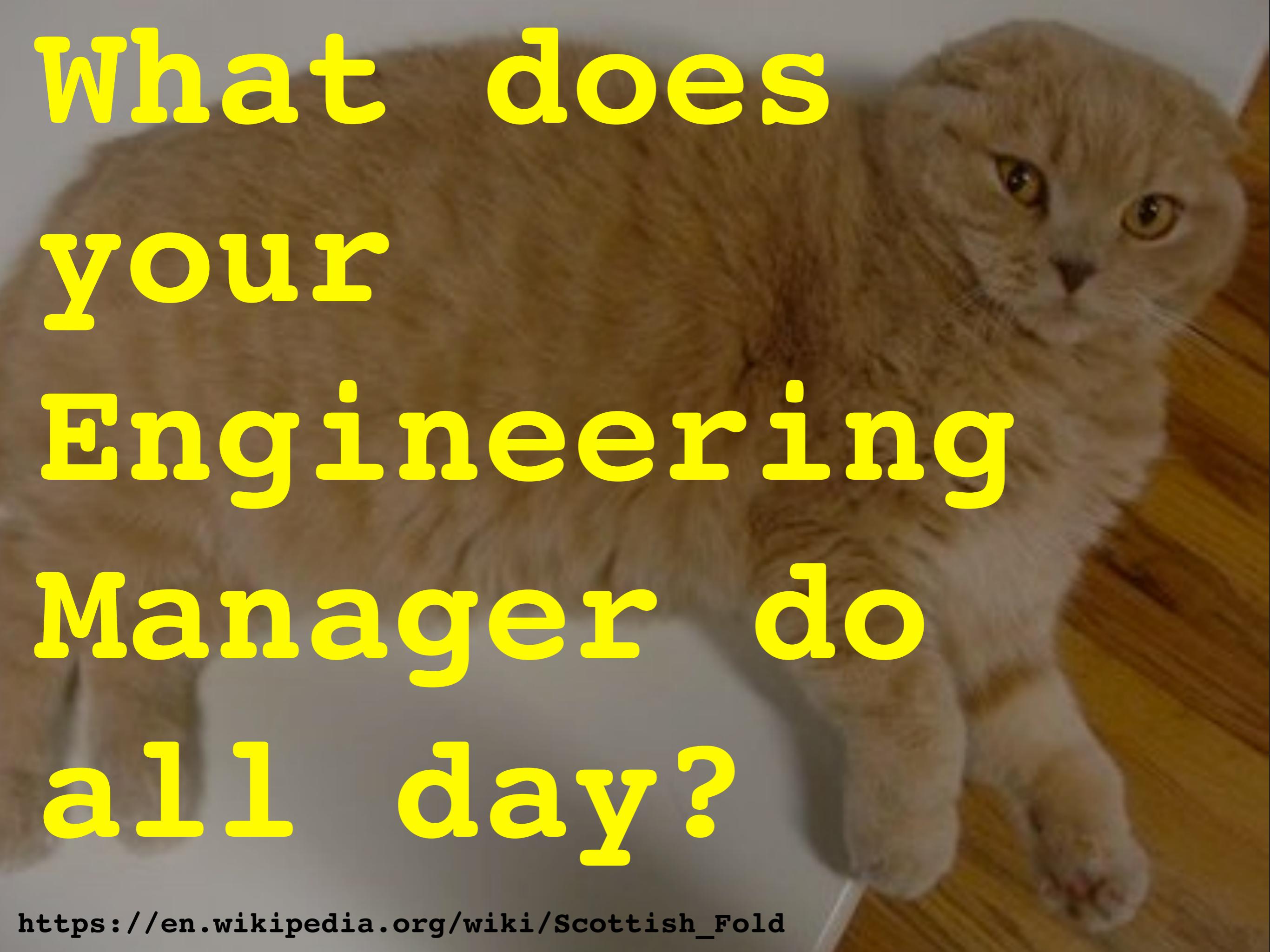
@zeigenvector
jenna.is/at-mongodb-world



Brooklyn







what does
your
Engineering
Manager do
all day?

A painting depicting a dense gathering of numerous cats of various breeds and colors, including white, black, brown, and calico. They are shown in various poses, some sitting, some standing, and some lying down, all seemingly gathered together in a single space.

tidr
meetings



**weekly
1:1s**

career Growth



https://en.wikipedia.org/wiki/Balinese_cat



Hiring

A black and white photograph of a Balinese cat. The cat is sitting, facing left, with its head turned slightly towards the camera. It has dark fur on its face, ears, and body, with lighter, striped fur on its legs and tail. The background is blurred.

Maintaining the Team

Dealing with conflict

A fluffy, brown and white cat is sitting in tall grass, looking directly at the camera with its mouth slightly open, possibly meowing or hissing.

A fluffy orange tabby cat with dark stripes sits behind a glass partition in a cat cafe. The cat is looking directly at the camera with a slightly curious expression. The background shows other cats and the interior of the cafe.

short-term Project Management

A photograph of two Tonkinese kittens lying on a light-colored couch. The kitten in the foreground is looking directly at the camera with large blue eyes, while the one behind it is looking slightly to the side. Both have dark brown points on their ears, faces, and paws.

Longer-Term Planning

https://en.wikipedia.org/wiki/Tonkinese_cat

A photograph of two dark-colored Burmese cats. One cat is in the foreground, looking directly at the camera with bright yellow eyes. Another cat is partially visible behind it, also looking upwards. They are positioned against a light-colored wall.

Meetings with
Stakeholders



How can you
help your
Engineering
Manager?

A fluffy orange and white Scottish Fold kitten is sitting on a solid blue background. The kitten has large, expressive blue eyes and a slightly wrinkled forehead characteristic of the breed. It is looking directly at the camera with a curious expression. The text "Have empathy for them" is overlaid on the image in large, bold, yellow letters.

Have
empathy
for them

Give Your Manager a Break

“This is a job. Your manager will be stressed out sometimes. She’ll be imperfect. She will say [silly] things, or do things that feel unfair or harmful to you.”

The Manager’s Path by Camille Fournier



Feedback

A close-up photograph of two Persian cats. One cat is in sharp focus in the foreground, looking directly at the camera with its head slightly tilted. Another cat is partially visible behind it, also looking towards the viewer. The cats have dense, dark brown fur with white patches on their faces and paws.

weekly

1:1s

A Siamese cat with dark brown points is standing on a light-colored wooden shelf. Behind it are several books on a shelf. The cat is looking towards the camera.

career
growth

Resources

Camille Fournier

- The Manager's Path
- <http://www.elidedbranches.com/>

Michael Lopp

- Managing Humans
- <http://randsinrepose.com>

Lara Hogan

- <https://larahogan.me/blog/>

Thanks!

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