



The Care and Feeding of Your Engineering Manager

Jenna Zeigen • MongoDB World 2018

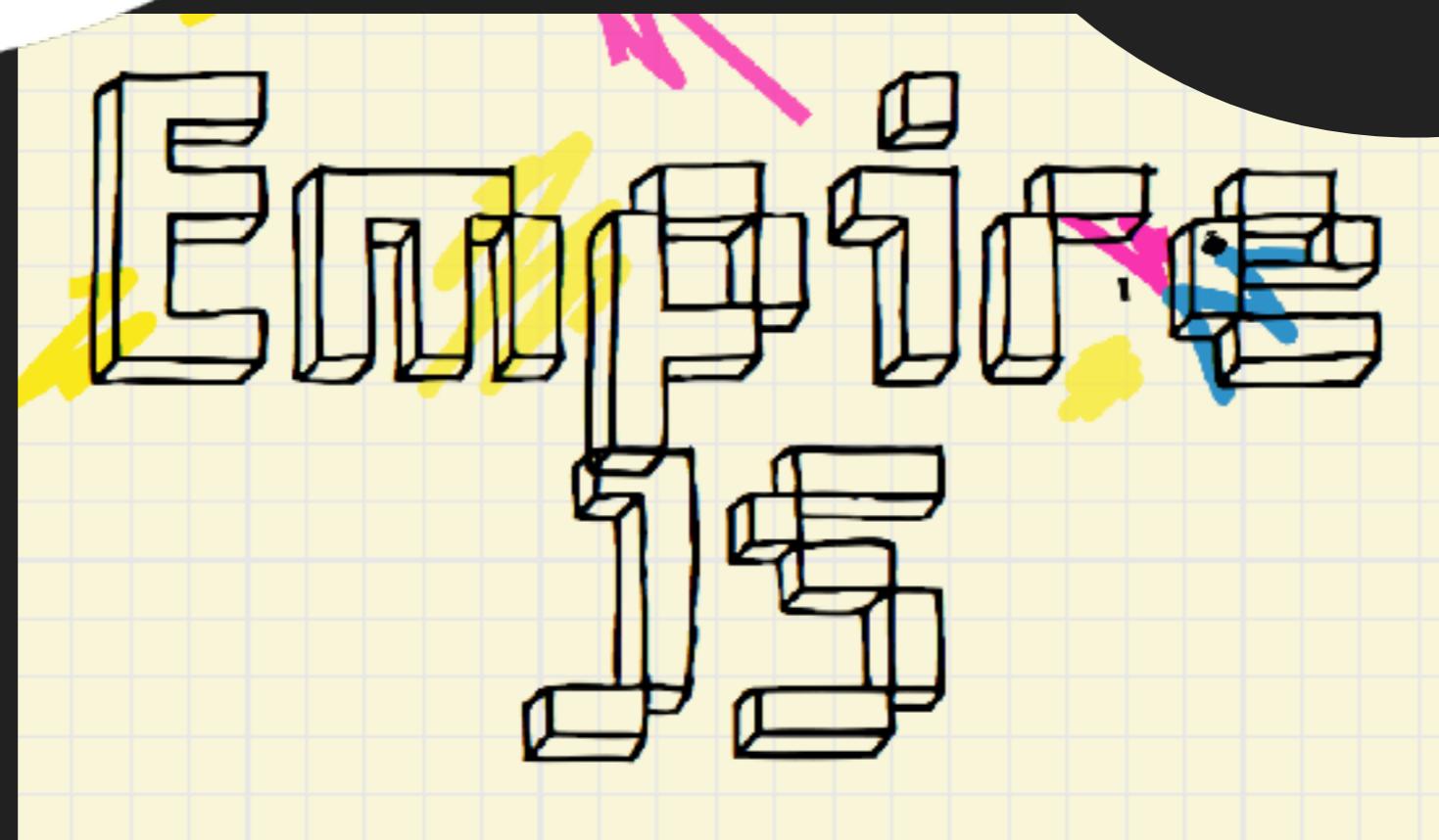
A black Persian cat with a dark, shaggy coat and a slightly lighter patch on its chest. It is sitting upright on a light-colored, textured surface, possibly a sofa or bed. The cat's eyes are wide and alert, looking directly at the viewer. Its ears are perked up. The background is a plain, light-colored wall.

@zeigenvector

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Brooklyn





what does
your
Engineering
Manager do
all day?

A painting depicting a dense assembly of numerous cats of various breeds and colors, including white, black, brown, and calico. They are shown in various poses, some looking directly at the viewer while others look away. The setting appears to be an indoor room with architectural elements like a doorway and a chair visible in the background.

tídr
meetings



**weekly
1:1s**

career Growth



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



Hiring

A black and white photograph showing a group of Balinese cats. There are at least five cats visible, with one prominent dark-colored cat in the center foreground looking directly at the camera. Other cats are partially visible behind it, some looking towards the viewer and others slightly away. They appear to be sitting on a light-colored, textured surface.

Maintaining the Team

Dealing with conflict

A fluffy, long-haired cat with brown and white fur, sitting in tall grass and looking directly at the camera with its mouth slightly open.

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 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 appear to be indoors, possibly on a bed or sofa.

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. Its fur is a mix of light orange and white, with darker orange patches on its head and back. It is looking directly at the camera with a curious expression.

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 black and white photograph of a Siamese cat standing on a light-colored chessboard. The cat is positioned on a pawn piece, looking towards the left. The background consists of several other chess pieces, including rooks, queens, and kings, all standing on the board. The lighting creates strong shadows, emphasizing the geometric shapes of the chess pieces.

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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