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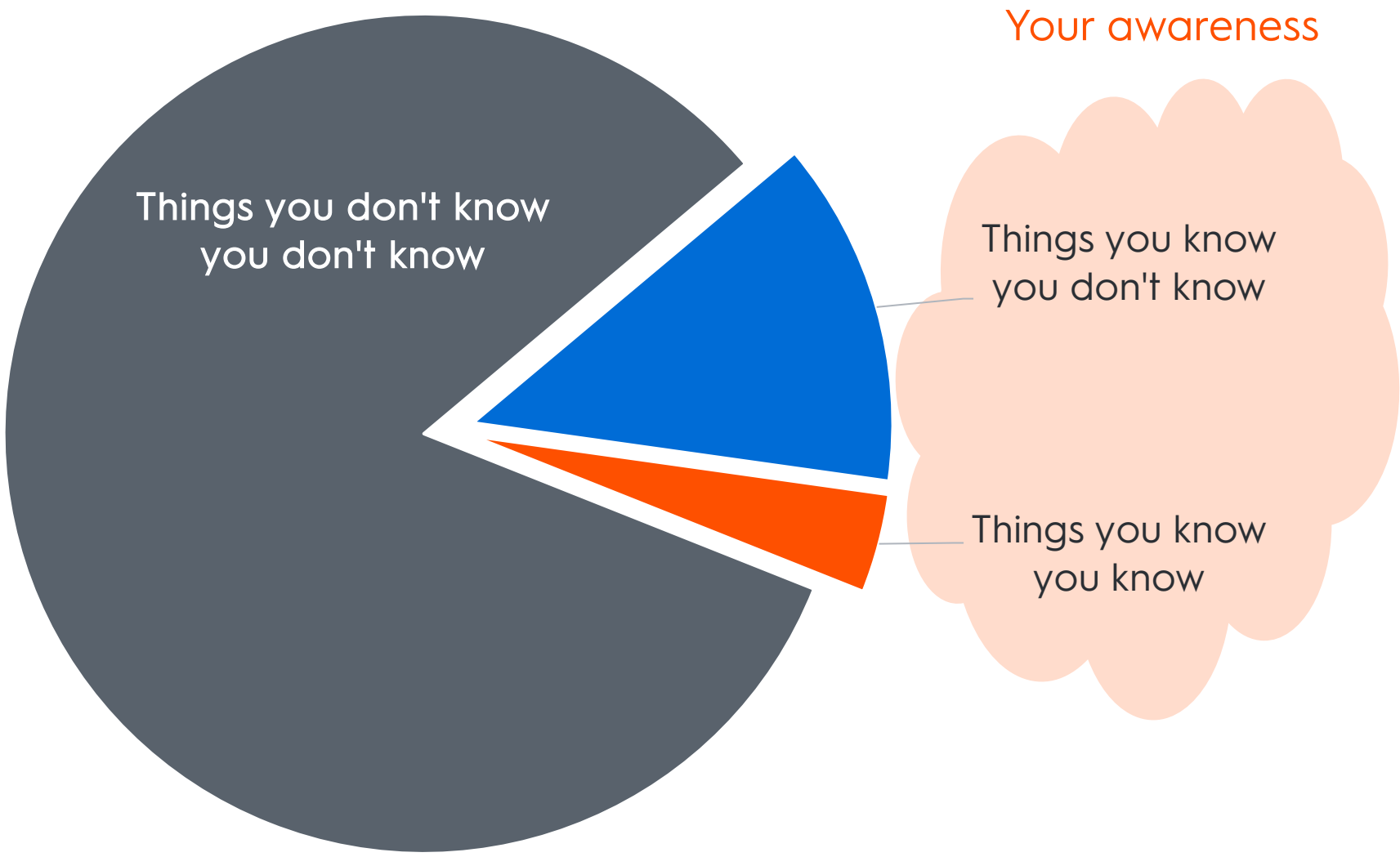
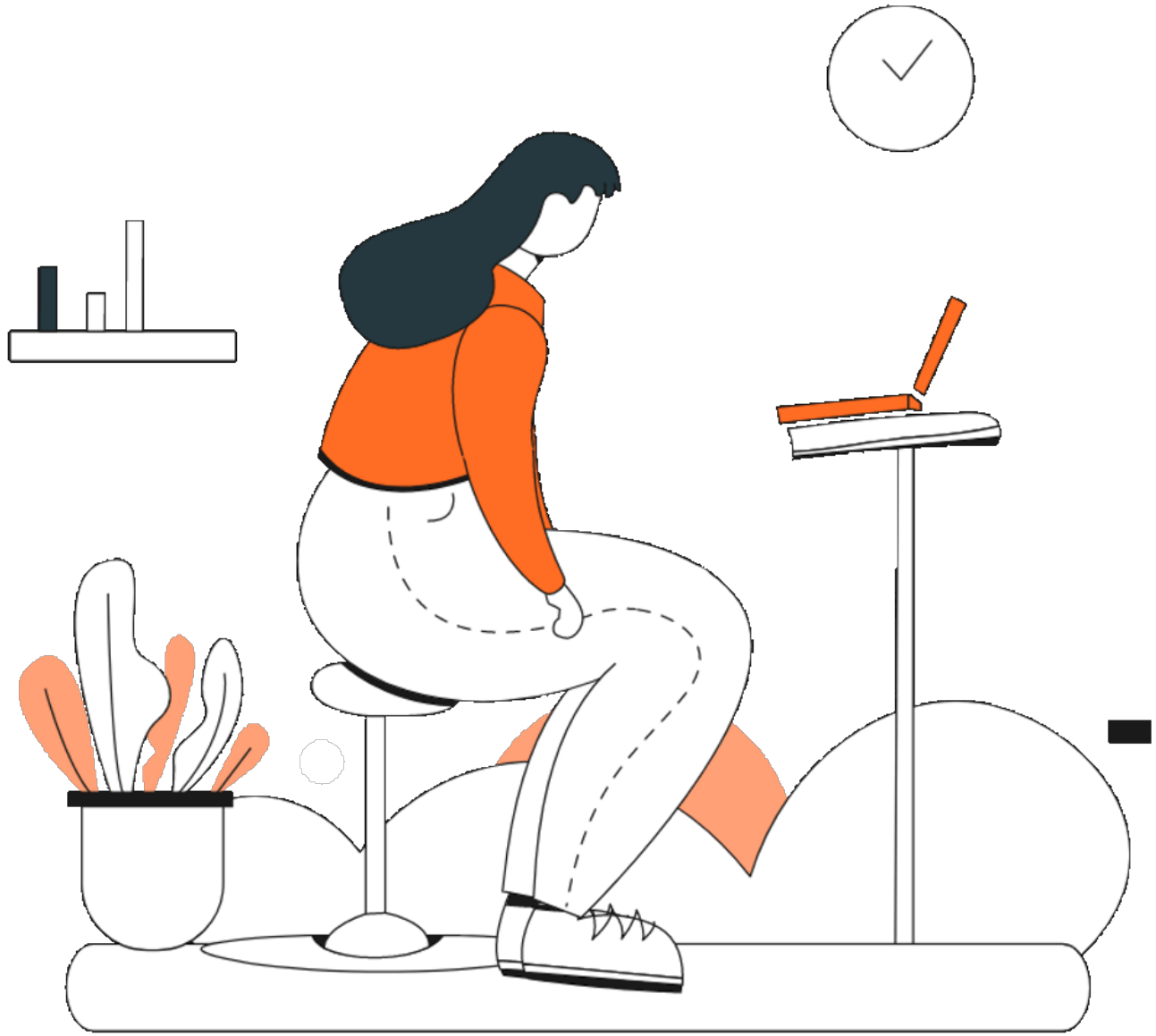
Staff engineer or manager?

Luiza CICONE
Senior Software Engineer Lead


Your awareness
Things you don't know
you don't know
Things you know
you don't know
Things you know
you know



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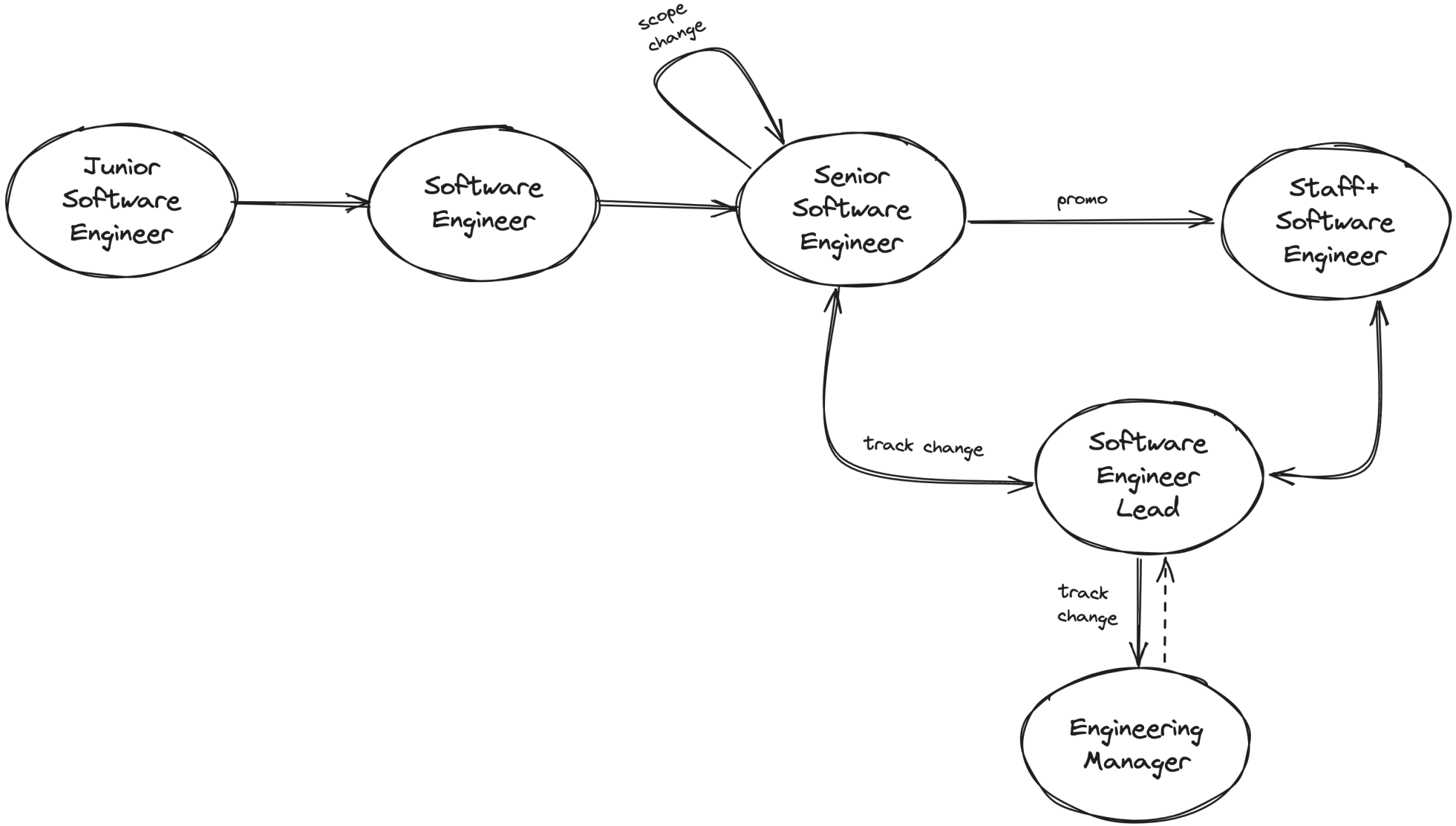
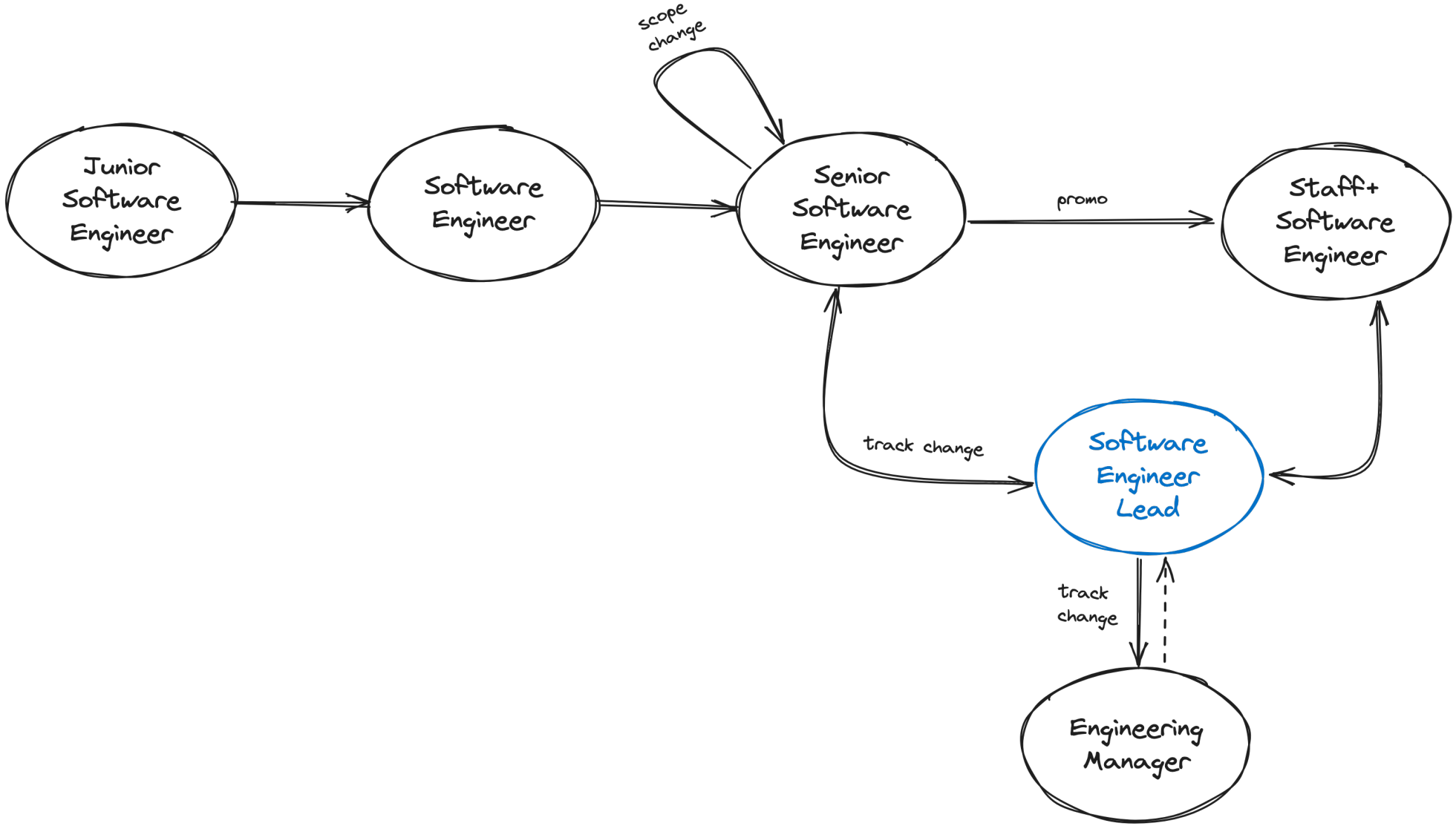
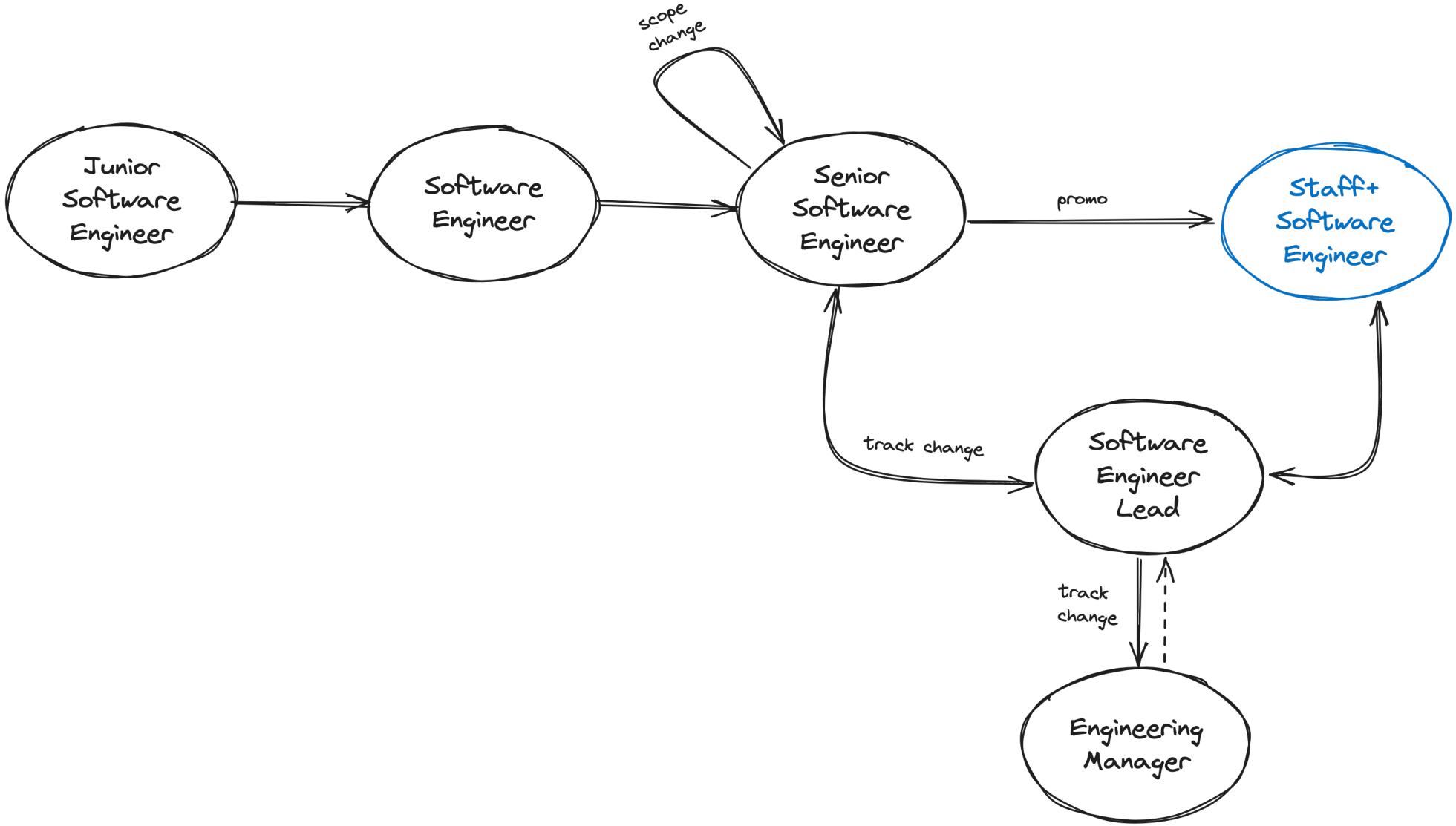
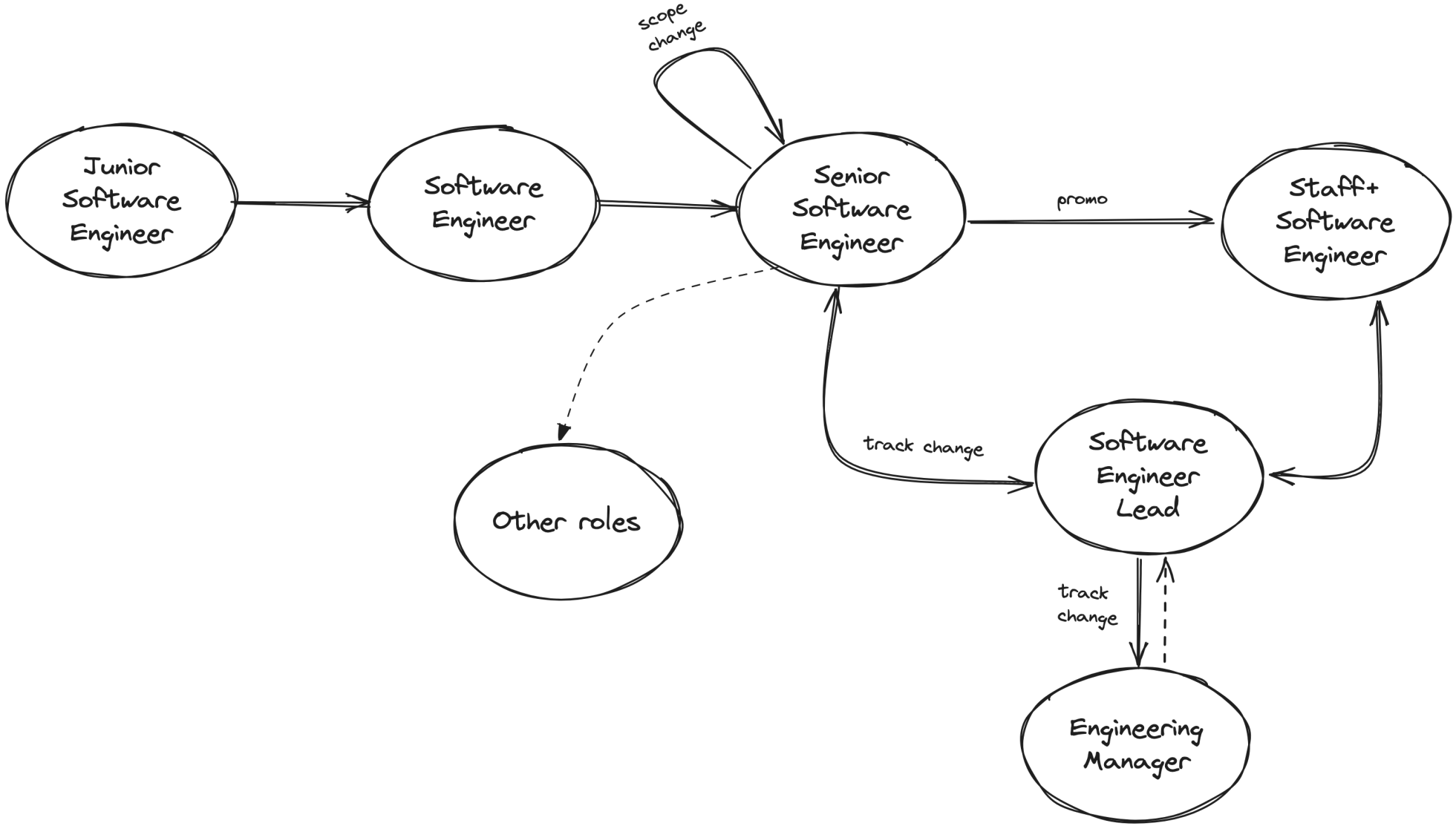
Naïve


Junior Software Engineer
Software Engineer
scope change
Senior Software Engineer
promo
Staff+ Software Engineer
track change
Software Engineer Lead
track change
Engineering Manager


Junior Software Engineer
Software Engineer
scope change
Senior Software Engineer
promo
Staff+ Software Engineer
track change
Software Engineer Lead
track change
Engineering Manager


scope change
Junior Software Engineer
Software Engineer
Senior Software Engineer
promo
Staff+ Software Engineer
track change
Software Engineer Lead
track change
Engineering Manager


scope change
Junior Software Engineer
Software Engineer
Senior Software Engineer
promo
Staff+ Software Engineer
Other roles
track change
Software Engineer Lead
track change
Engineering Manager

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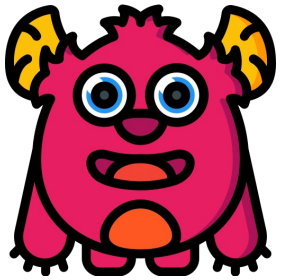
Take control of your 1o1



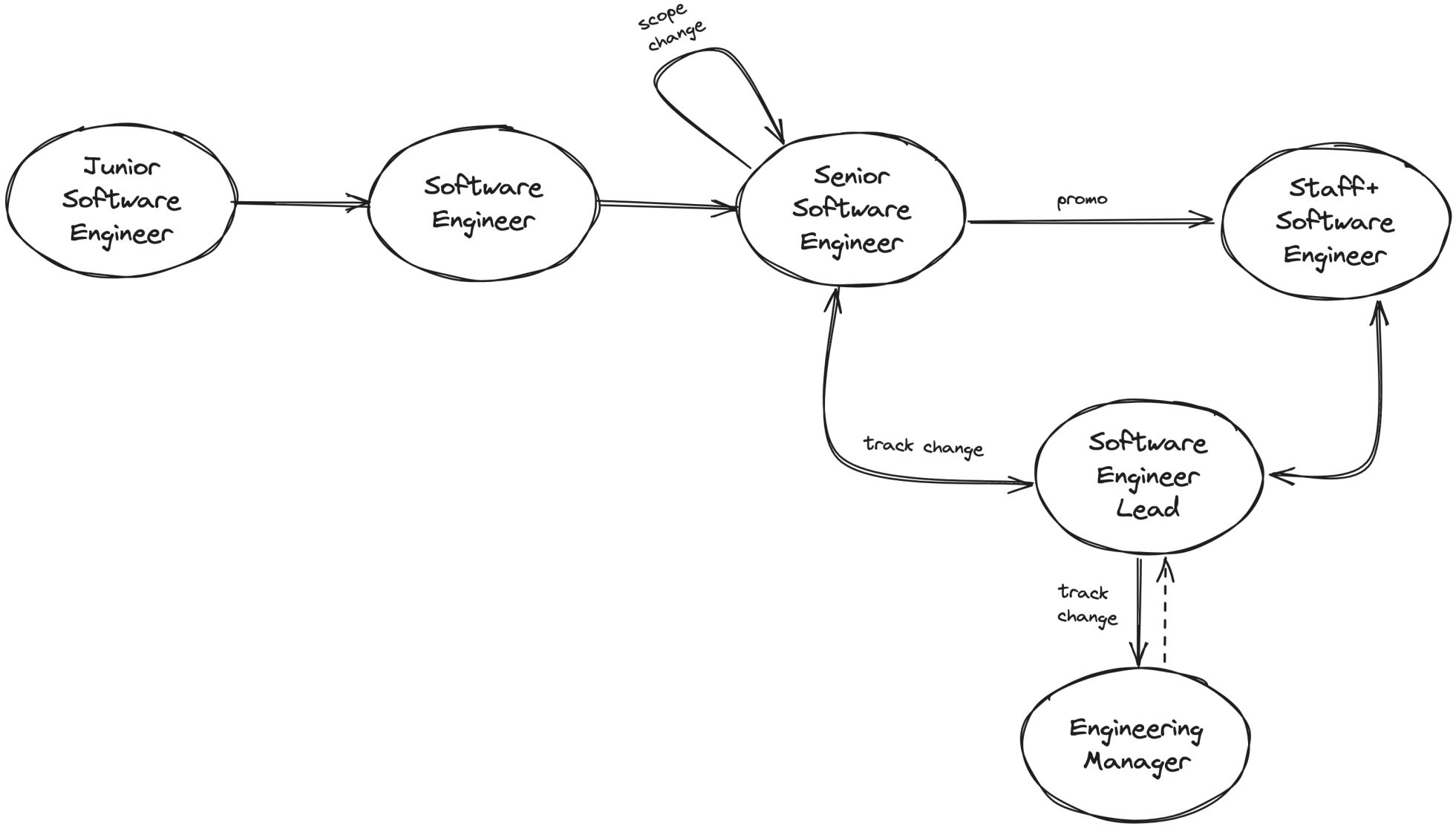
Frequency, duration, day and time

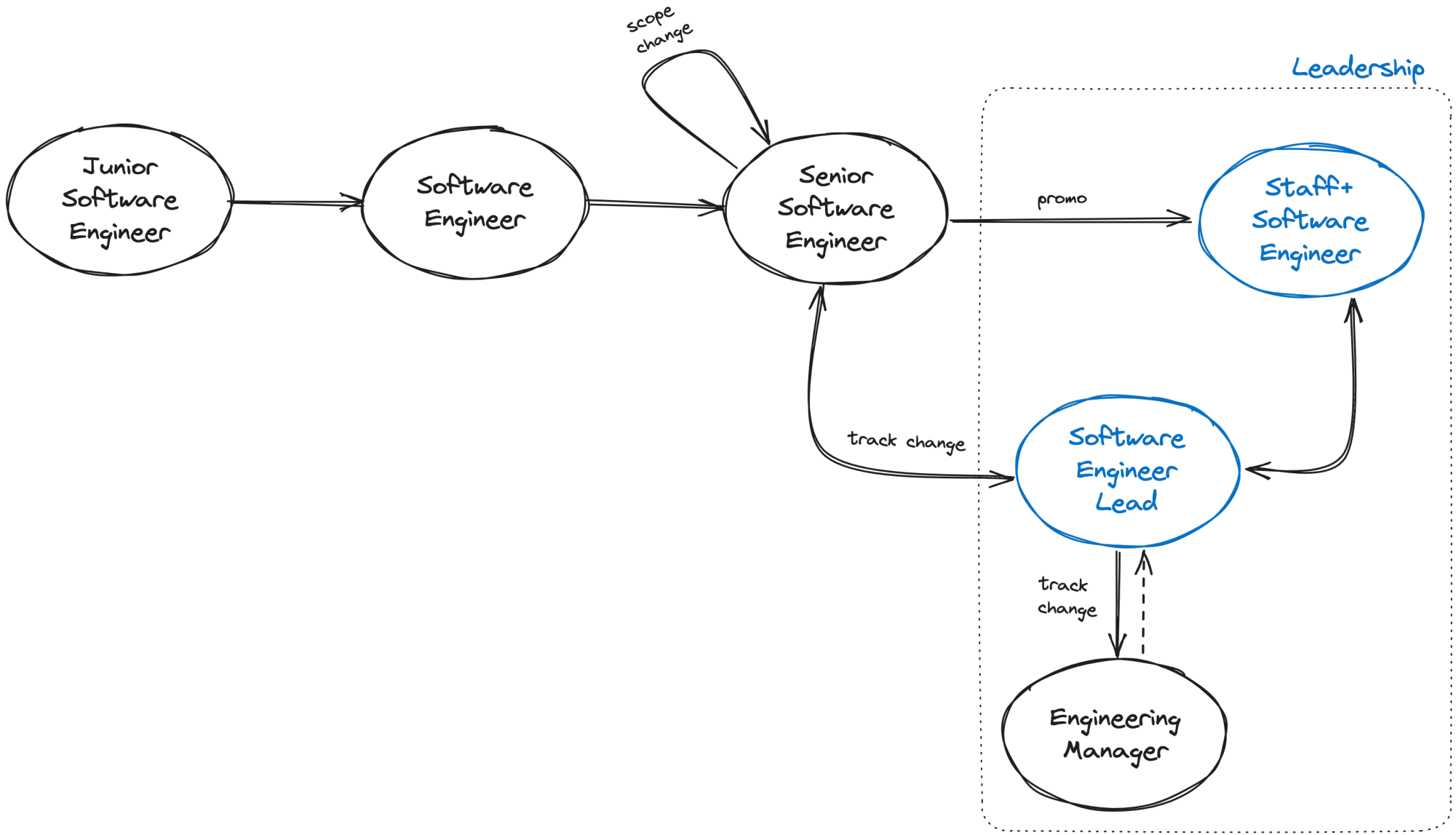
Agenda

- Challenges
- Feedback
- Career development
- Wellbeing
- ...anything and everything

Prepare

Unproductive


Junior Software Engineer
Software Engineer
scope change
Senior Software Engineer
promo
Staff+ Software Engineer
track change
Software Engineer Lead
track change
Engineering Manager


Junior Software Engineer
Software Engineer
scope change
Senior Software Engineer
promo
Leadership
Staff+ Software Engineer
track change
Software Engineer Lead
track change
Engineering Manager

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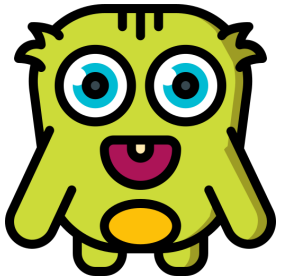
Be patient

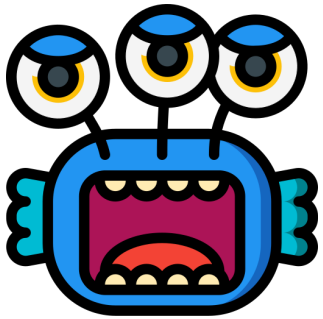


Rome wasn't built in a day

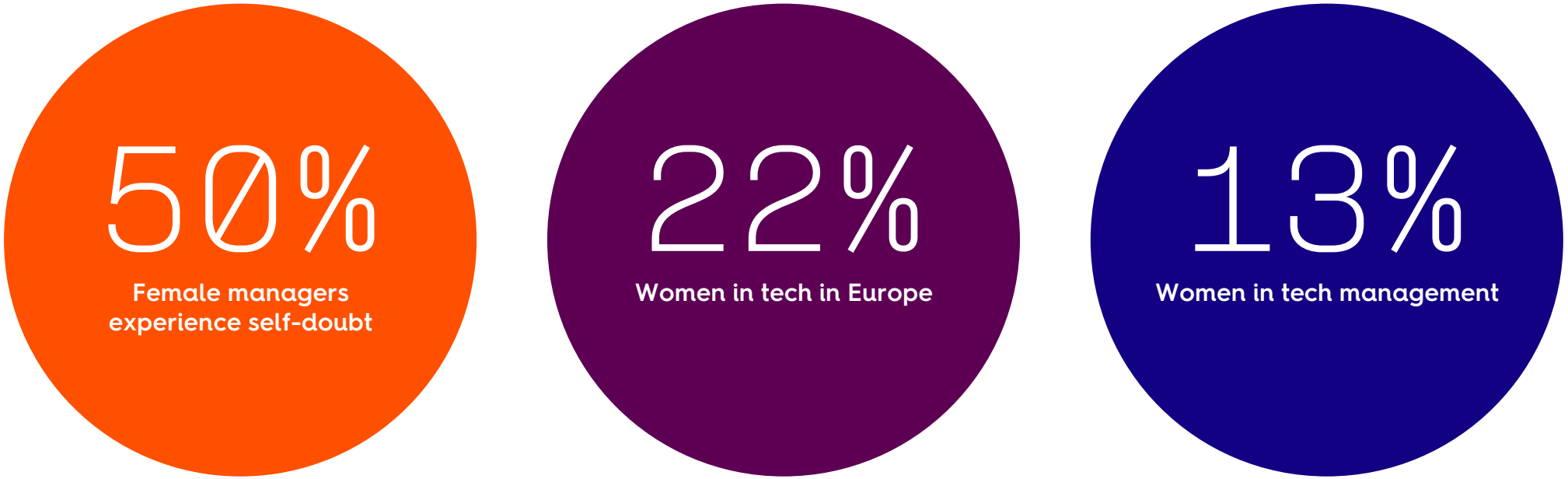
Free up time: delegate, "Quiet Friday"

Weekly recognition

- what did I learn?
- whom did I help?
- what did I initiate, create, innovate…?



Self-doubt



https://www.mckinsey.com/capabilities/mckinsey-digital/our-insights/women-in-tech-the-best-bet-to-solve-europes-talent-shortage

https://info.kpmg.us/news-perspectives/people-culture/kpmg-study-finds-most-female-executives-experience-imposter-syndrome.html

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Be aware of your saboteurs...

https://www.positiveintelligence.com/saboteurs/

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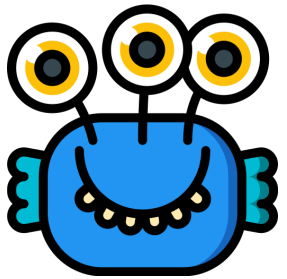
… be aware of your talents…



Online assessments: CliftonStrengths, …

Question yourself

- What energises me?
- What am I good at?
- When do I feel proud?
- What is important for me? …

…and get a Mentor

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Thank you

Luiza CICONE

luiza.cicone

luiza-cicone

Open Feedback

Additional resources

Books

- **The Manager's Path**, by Camille Fournier
- **The Staff Engineer's Path**, by Tanya Reilly

Sites

- https://randsinrepose.com/, and his books (especially **Managing Humans**, by Michael Lopp)
- https://staffeng.com/, and his book (**Staff Engineer**, by Will Larson)
- https://leaddev.com/, start with this article How to expand your scope as a Staff+ engineer
- https://charity.wtf/, start with this article Engineering management: the pendulum or the ladder

Articles

- https://touilleur-express.fr/2022/07/17/devenir-staff-engineer/
- https://dev.to/dvddpl/from-engineer-to-tech-lead-doubts-and-challenges-4n9e
- https://medium.com/criteo-engineering/a-readme-for-staff-engineers-cbe0d39fa5f2