

Engineering Management

Critical Skills

Support

Team-Building

- Set boundaries
- Getting work done thru others
- Delegation
- Develop
- Roles and responsibilities
- 1:1s, casual meetups, team building activities

People focus

- Is the team setup well
- Aligned to common goal
- Mistakes are tolerable to learn and grow
- Fostering a supportive environment
- Coach

Organized

- Technical Judgment
- Drive clarity

Debugging

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Results

- - Guide the team
 - Multipliers w/o micromanaging and Delegating tasks
 - Project Work Breakdown
 - Prioritize work
 - Has good handle on the issues
 - Thinks about impact on broader business
 - Thinks about scope/impact

Keeping on point

Role

Team

- 1. Work is less about me, more about the team
- 2. Empower the team
- 3. Remove blockers
- 4. Establish systems and processes
- 5. Think about broader impact to business
- - Build Relationships and Trust
 - Guidance
 - Team-building
 - Results

Technical

- Strategic
- Establish systems and processes
- Results
- Team Guidance

Skills

- Delegation
- Time Management
- Facilitating, then leading people
- Inwards and Outwards
- People focus

What comes in way of building the skills

- Limiting beliefs

- Fear of judgment

- Fixed Mindset

Individual focus

- Not Putting people first

Behaviors to stand out

- Get support from manager

Be visible

- Results speak

- Team presence

- Show case the teams achievements in various forums and settings

- Double down on strengths

Mistakes to avoid

Perfectionism

- Getting lost in the weeds; not seeing the forest for the trees
- Micromanagement

Not shielding the team

- Burnout

- Support Burden

- Not managing the resources at the top of the funnel actively

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- Cannot scale

- Lack of delegation

Doing all things by yourself

- Cannot scale

- Lack of delegation

Self-care techniques

Mindfulness

- Not standing up for the team - Ability to say 'No'

Future trends and leadership skills

- Courage/Empathy/Resilient/Grit

- Self-aware/Learning Agility/Humility

Collaborative and Situational leadership

- - Setting the example and leading from the front
 - Self-aware, mindful and compassionate who put needs of the organization and team above them
 - Leading without Ego
 - Be the leader of the team rather than an individual or few individuals
 - Mission first, people always
 - Caring about people

Doing all things by yourself

- Cannot scale

- Lack of delegation

Self-care techniques

Mindfulness

- Not standing up for the team - Ability to say 'No'

Skills

- Communication

- Facilitation

- Inspire and motivate team

- Opportunities to grow

- Time Management

- Delegation