



Product Leadership Cheat Sheet

Manager

Coaching:

- Recognizing individual strengths and weaknesses
- Fostering growth through training and resources
- Setting professional goals aligned with company objectives
- Regularly evaluating performance to provide feedback and acknowledge achievements

Staffing:

- Interviewing and assessing candidates
- Hiring based on company goals and needs
- Replacing team members as required
- Integrating new hires into the team

A leader doesn't have to be a manager, but you can't be a good manager without being a good leader.

"Coaching is no longer a specialty; you cannot be a good manager without being a good coach."
- Bill Campbell, as quoted in Trillion Dollar Coach

Leader

Good leaders influence others, inspire, and motivate them without exercising authority.

Being a leader is not a job title: *"If you're a great manager, your people will make you a leader. They acclaim that, not you"* - Bill Campbell, as quoted in Trillion Dollar Coach

What motivates us?

Purpose: *"If you are working on something exciting that you really care about, you don't have to be pushed. The vision pulls you."* - Steve Jobs

Autonomy: The most critical aspect of Netflix's culture is leading with context, not control.

Psychological safety: "A shared belief held by members of a team that the team is safe for interpersonal risk-taking." - Amy Edmondson, The Fearless Organization

Mastery: "The desire to get better and better at something that matters." - Daniel Pink, Drive

7 traits all great leaders have in common

Humble: *"Greatness is to stay humble when the whole world calls you great!"* - Mehmet Murat Ildan

Authentic: *"In order for connection to happen, we have to allow ourselves to be seen, really seen."* - Brené Brown

Respectful: *"Respect comes in two unchangeable steps: giving it and receiving it."* - Edmond Mbiaka

Decisive: *"Chronic indecision is not only inefficient and counterproductive, but it is deeply corrosive to morale."*
- Robert Iger

Open-minded: *"Progress is impossible without change, and those who cannot change their minds cannot change anything."* - George Bernard Shaw

Stay calm: *"You don't have to control your thoughts. You just have to stop letting them control you"* - Dan Millman

Nurturing: *"Gardeners don't try to command plants to grow with (...) Gantt chart and milestones. With care, they tend to the garden, planting seeds, watering them, and, when done, producing a varied and flourishing garden. In a leader-nurturing culture, people can build psychological safety, the single most important ingredient of a high-performing team."* - Jonathan Smart, Sooner Safer Happier