

MANAGERS  
ONLY



THE SECRET  
LIFE  
OF YOUR  
MANAGER

SCAN  
AGILE



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WE DESERVE BETTER  
MANAGERS

A hand-drawn banner with a black outline and a light blue shadow. The banner is rectangular with slightly wavy edges and contains the text "WE DESERVE BETTER MANAGERS" in a bold, black, hand-drawn font. The banner is set against a white background.



Lead and scale engineering teams

Build healthy teams with strong collaboration, psychological safety, and clear expectations.

Drive cross-team initiatives in partnership with Staff Engineers, Senior EMs, and Product/UX leaders.

Accountability for for the delivery and product quality in your team

Shape and enhance engineering culture, raising the bar for technical excellence, collaboration, and innovation.

Drive career development, capability uplift, and succession planning for engineers.

Shape and enhance engineering strategy in close partnership with Staff Engineers and senior leaders.

Attract, engage, and retain engineers and EMs, supporting the growth of both.

Manage and mitigate high-risk elements of major initiatives, ensuring alignment and transparency with stakeholders.

Jump into our systems and code to debug a customer issue, ship a small bug fix, or improve our developer experience.

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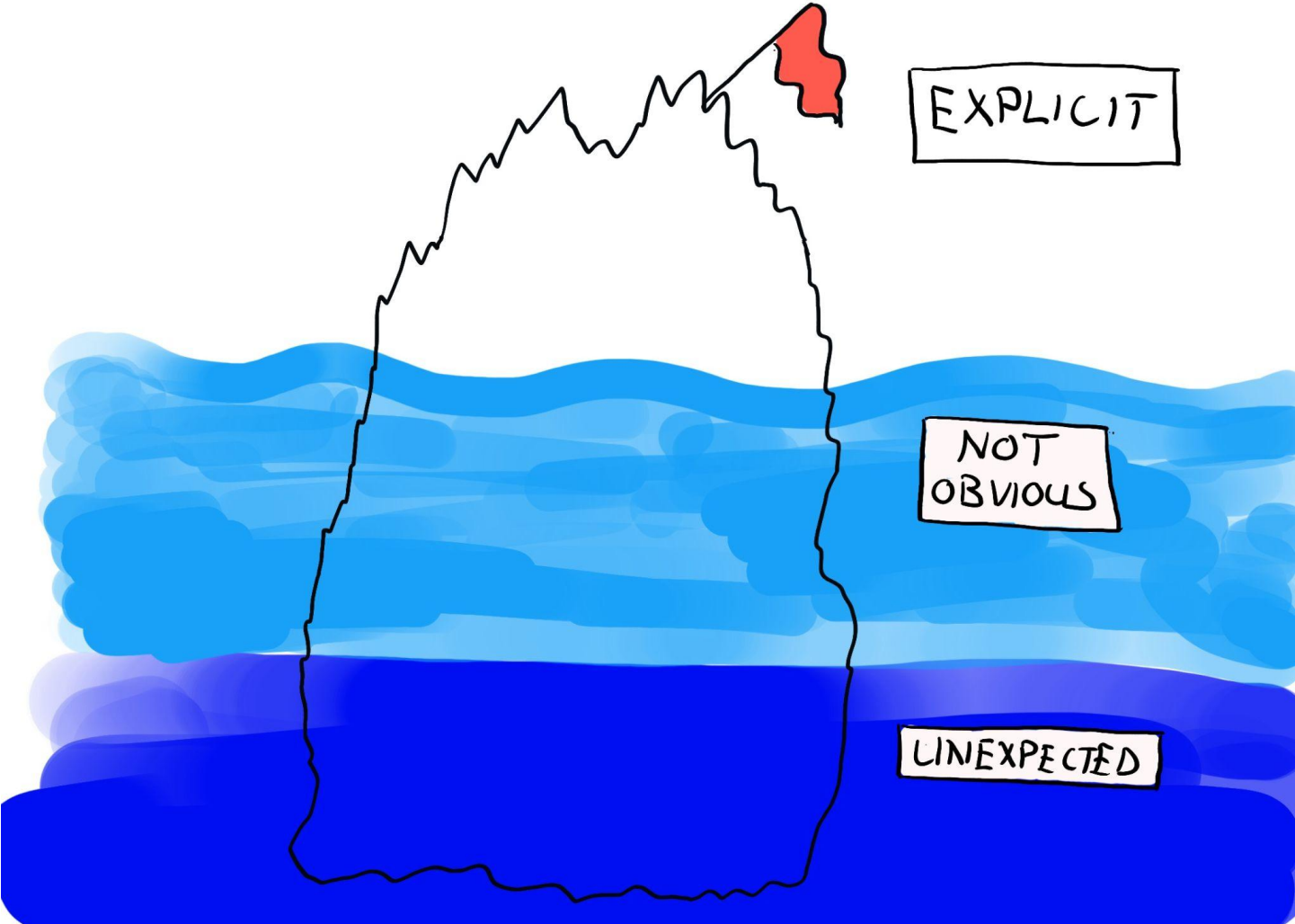
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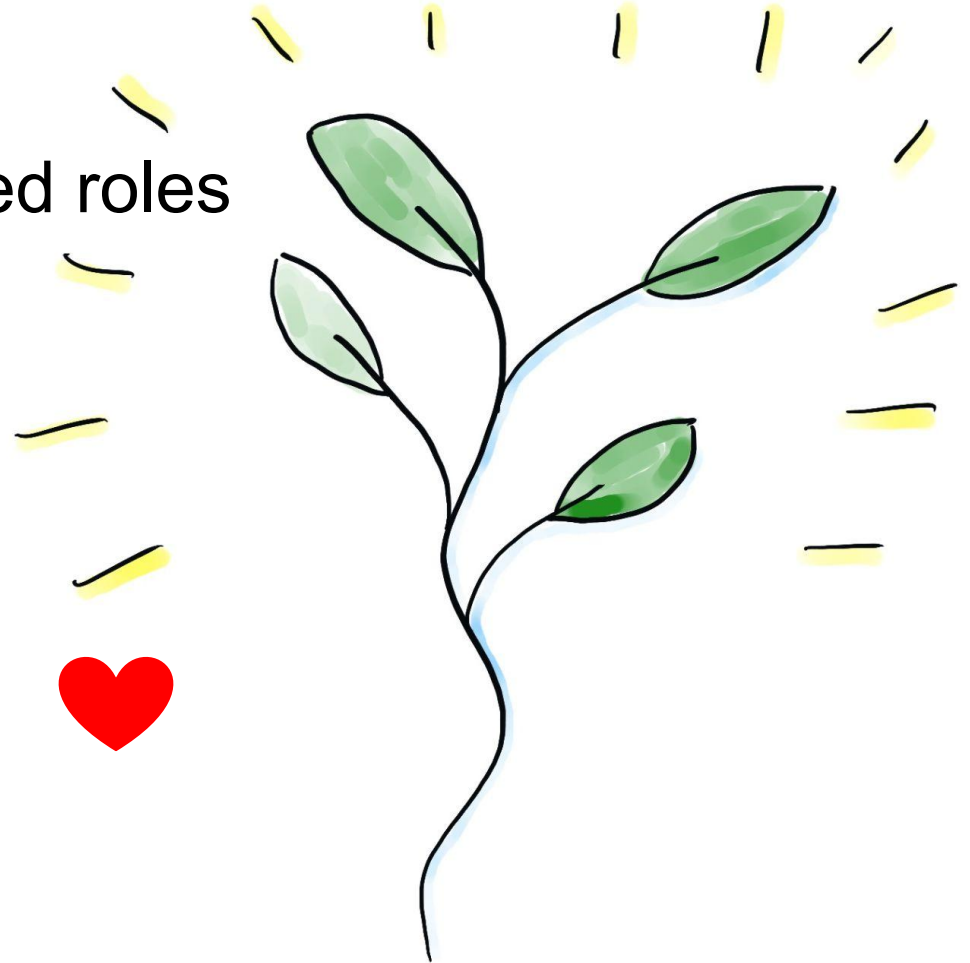
EXPLICIT

NOT  
OBVIOUS

UNEXPECTED

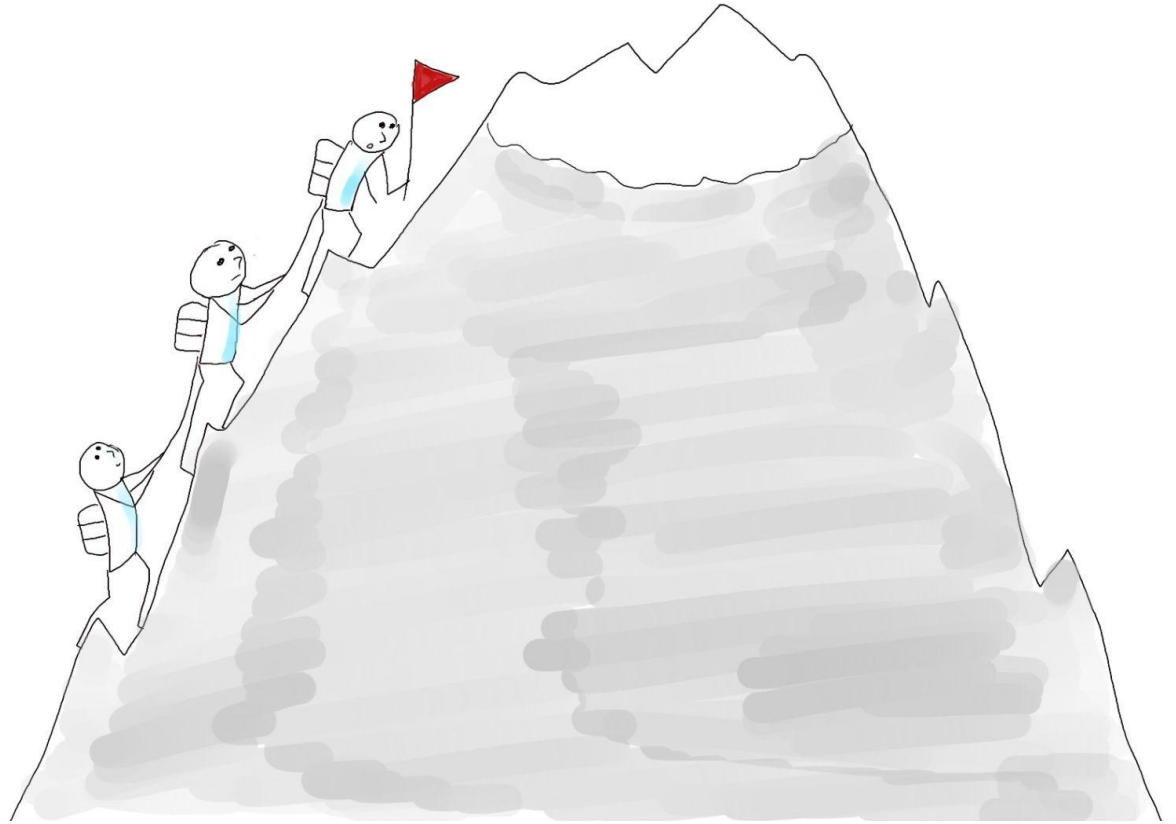
## Reality

- Complex and nuanced roles
- Lots of hard stuff
- BUT also good stuff



# Type of leaders

- Three types of leaders
  - Expert
  - Achiever
  - Catalyst
  
- Coding?



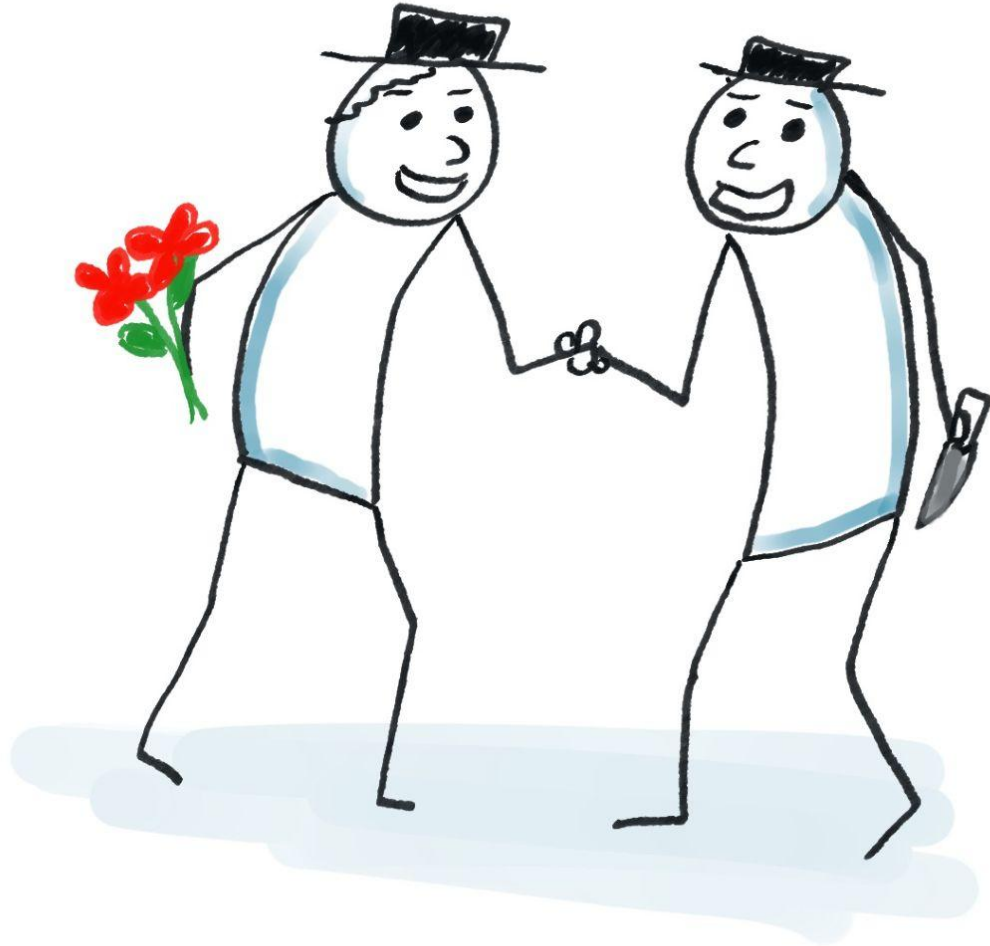
# Ambiguity

- Comfortable with ambiguity
- Control is an illusion
- Prioritise
  
- Hold several thoughts
- Don't expect any honor



# Relationships

- Build networks
- Build trust
- Disagree and commit
- Care for yourself



# Owning decisions

- You need to make decisions
- Many decisions!
- Make it an active decision
- Be accountable for the decisions



# You too

- Start managing
- Start making your own decisions, be accountable
- Find an open area to act in
- Make your own manager a success
- Build your trust network
- Be explicit about ambitions



# Wrap up

- Expect the unexpected
- Get comfortable with ambiguity
- Build trust and networks
- Make decisions
- Help your manager
- Be kind - also to your self



# Thank you for listening :)

We will be around for questions and conversations

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Feedback, please

