



There and Back Again: Why I Entered and Left Management

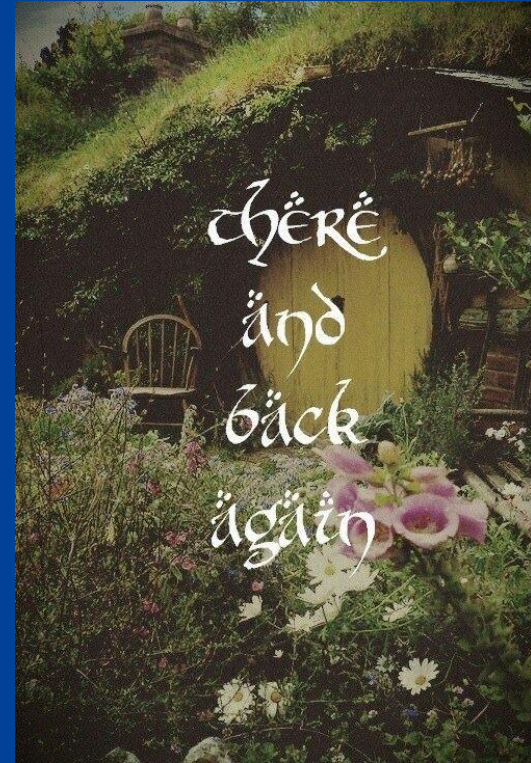
Joy Ebertz

@jkebertz

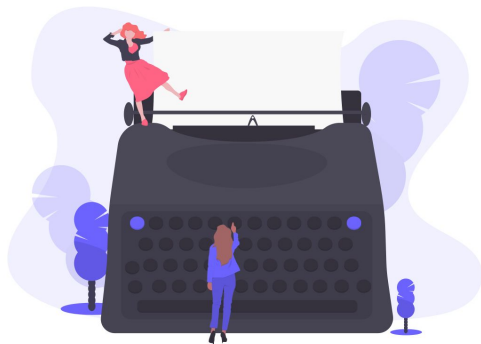
Sr Staff Software Engineer

Agenda

- Who am I?
- Why did I go into management?
- Why did I leave management?
- How was my transition?
- What knowledge was I able to transfer?



Who Am I?



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Who Am I (professionally)?



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box



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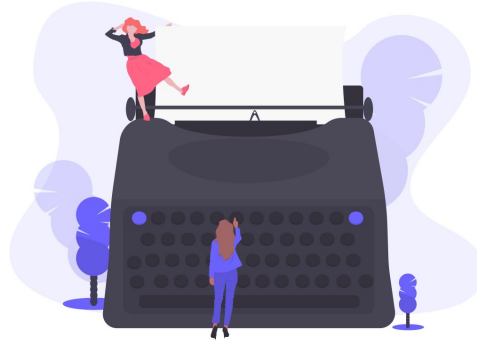
box



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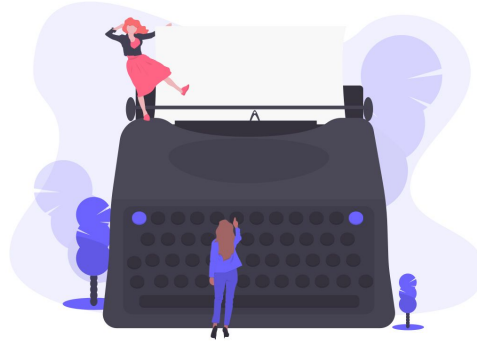


{ REST : API }

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box

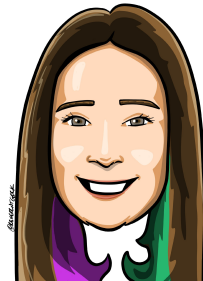


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SDE
Microsoft



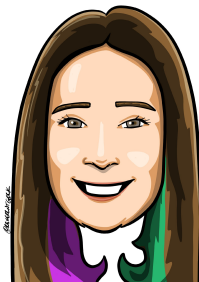
IC

Management

All things Software
Tiny Startup



SDE
Microsoft



IC

Management

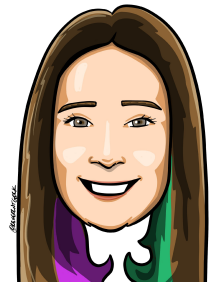
SWE
Box



All things Software
Tiny Startup

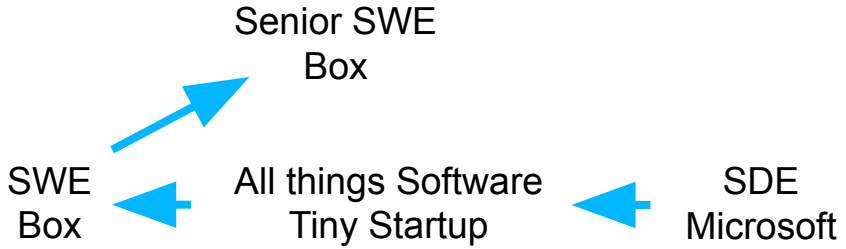


SDE
Microsoft



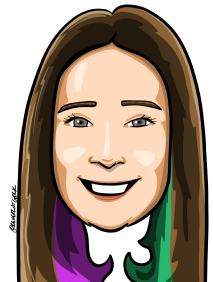
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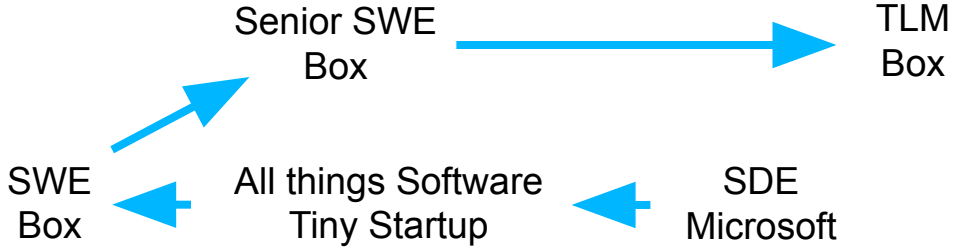
Management



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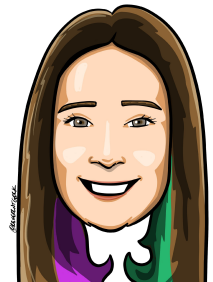
Management

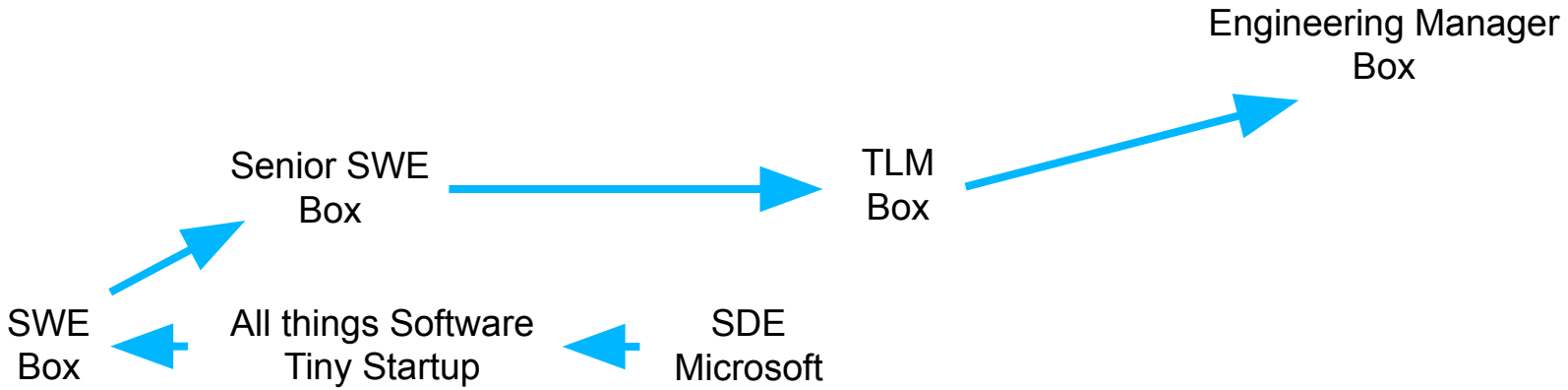




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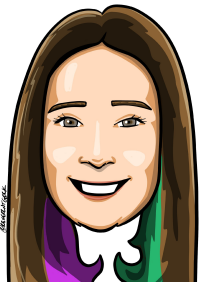
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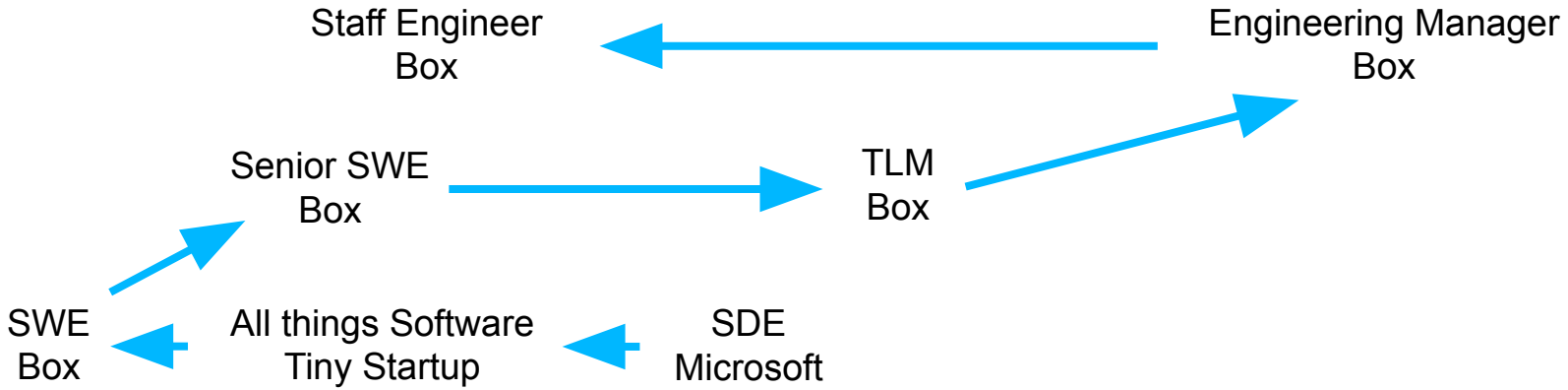




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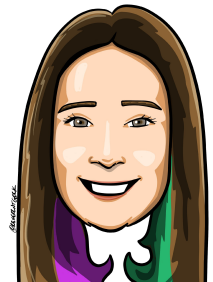
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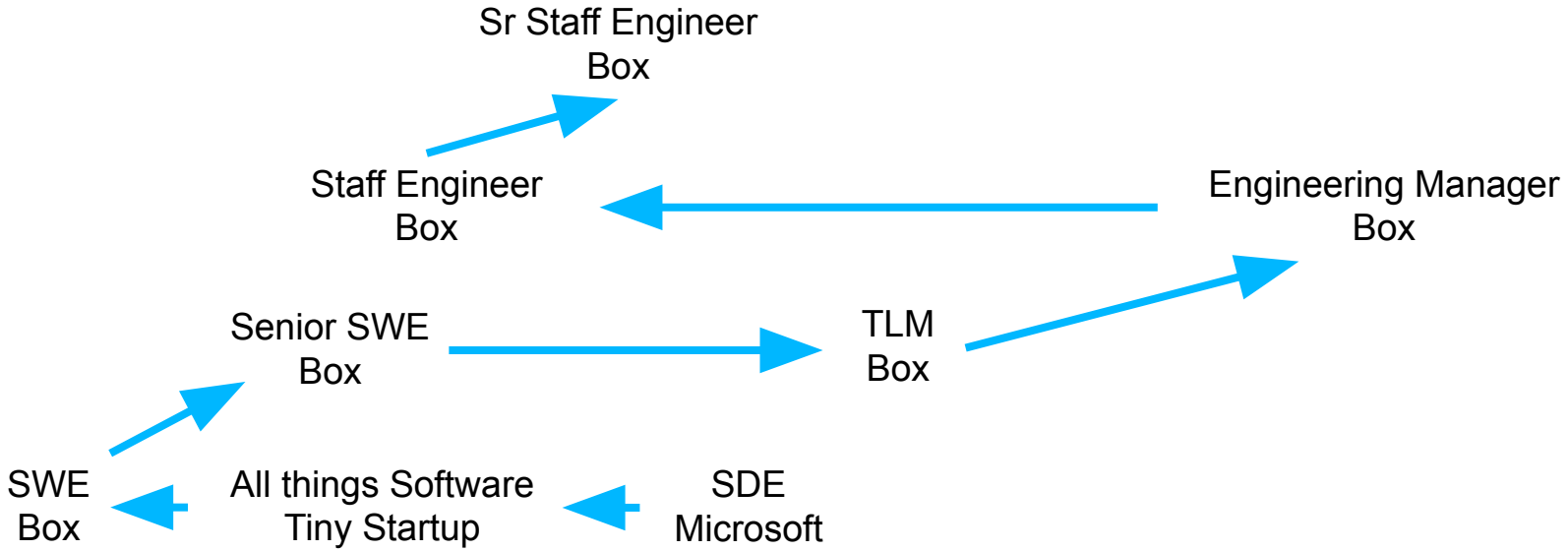




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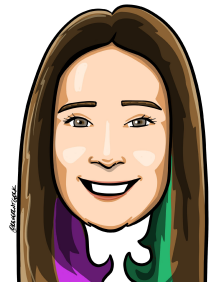
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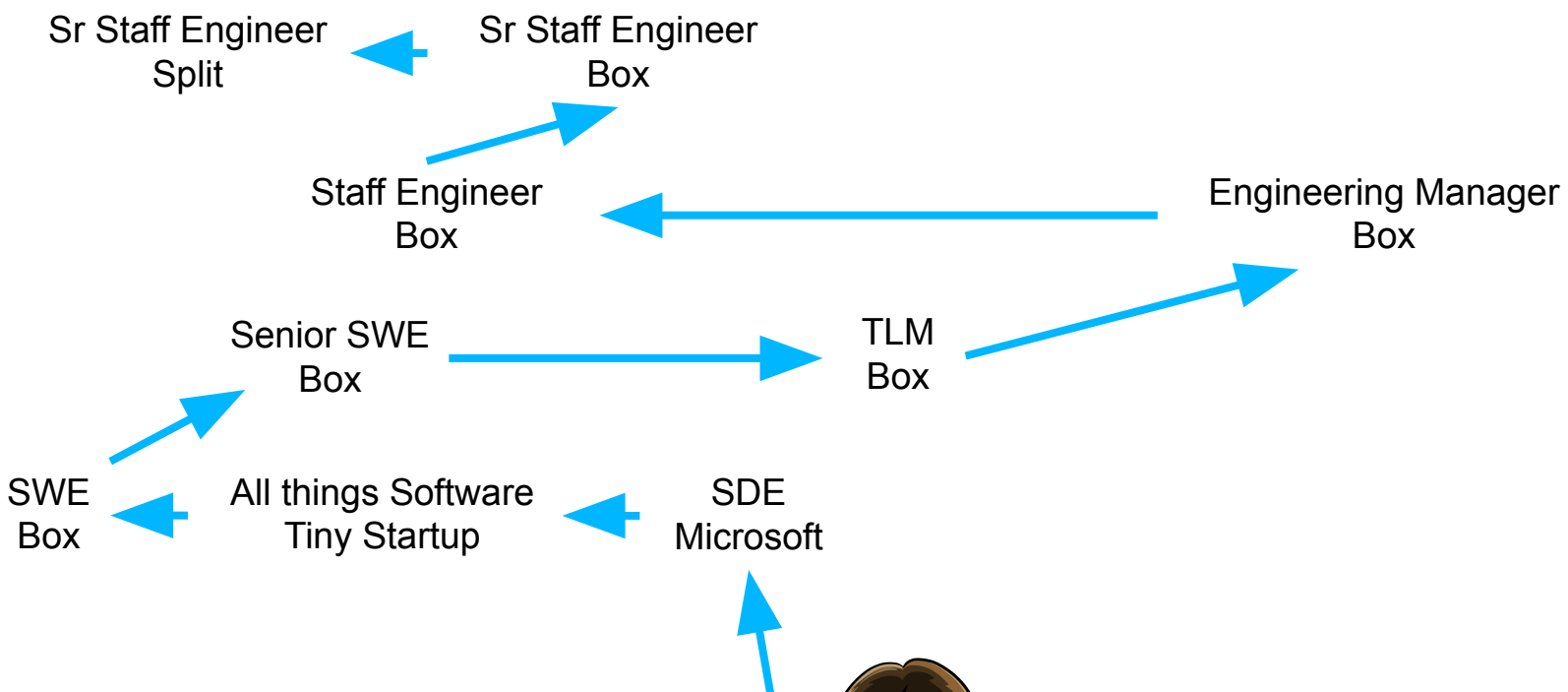




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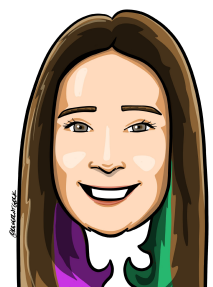
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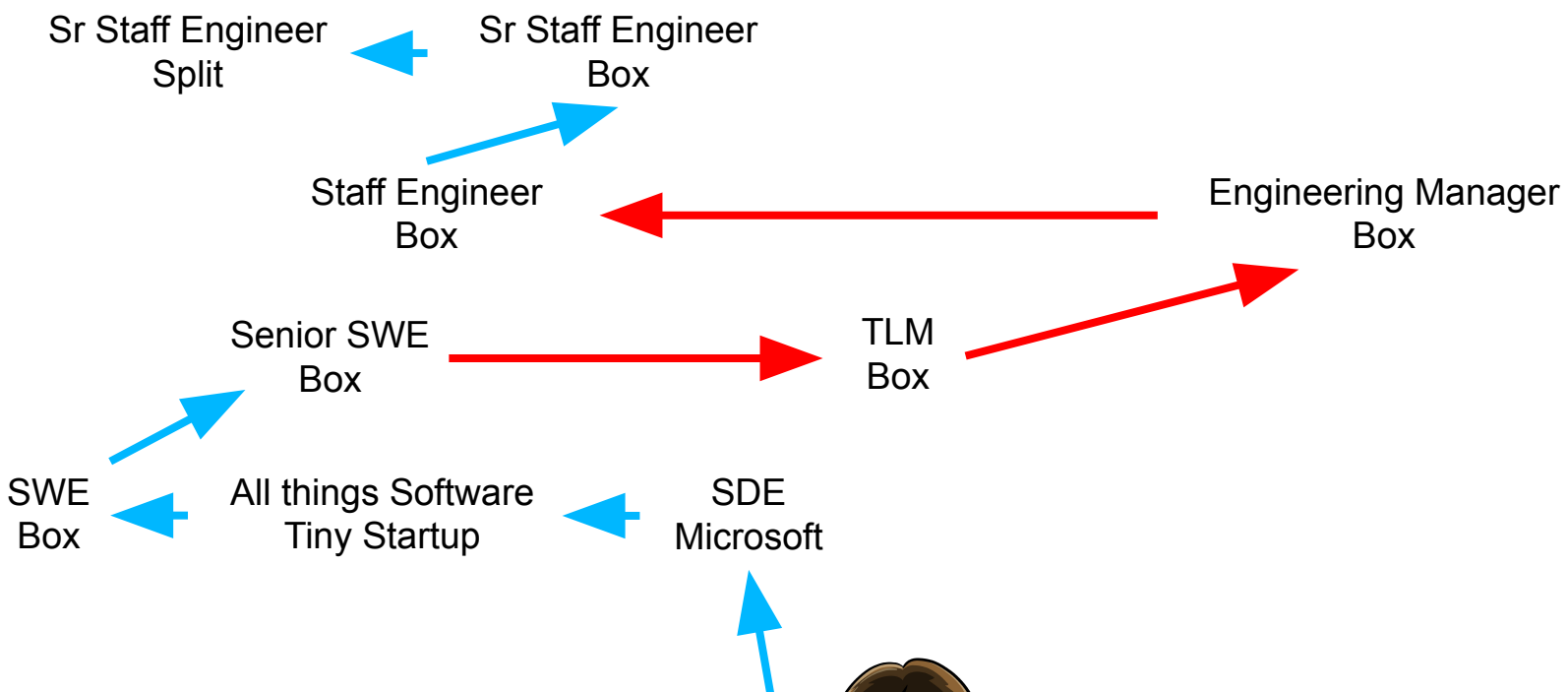




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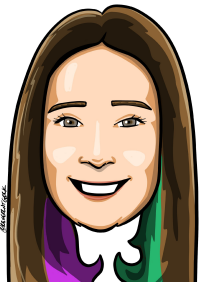
Management





IC

Management



Why did I go into management?

Leadership Skills

- Project Management
- Team Motivation
- Leading Discussions (And making sure they move forward)
- Seeing the Big Picture
- Communication

Mentors



Mentors



Why did I leave management?

I hated it.

But why?

What Gives You Energy?

(And What Drains You?)



What Gives You Energy?

(And What Drains You?)



What Gives You Energy?

(And What Drains You?)



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(And What Drains You?)



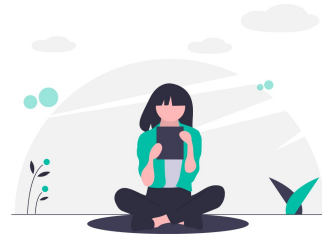
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(And What Drains You?)



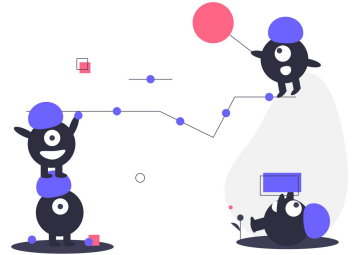
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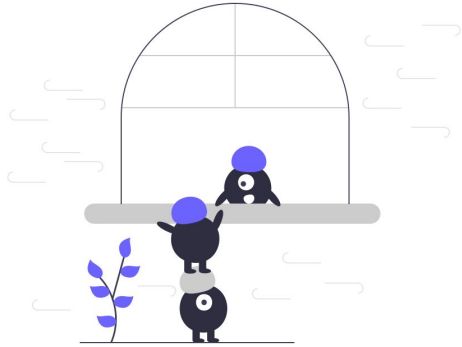
Types of Fun

- Type 1: Fun the whole time
- **Type 2: Terrible the whole time, but fun after**
- Type 3: Not even fun after

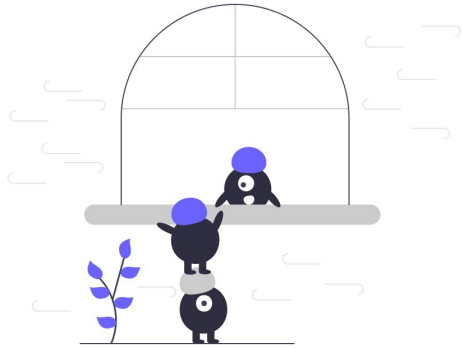


What Drives and Excites You?

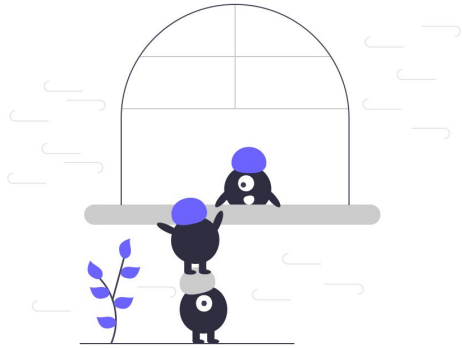
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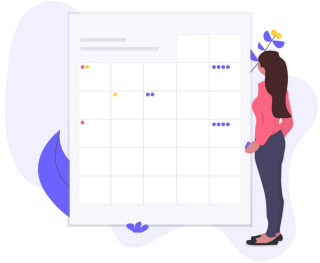


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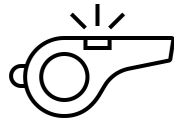
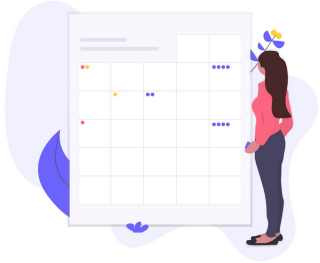


How Do You Feel Accomplishment?

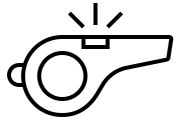
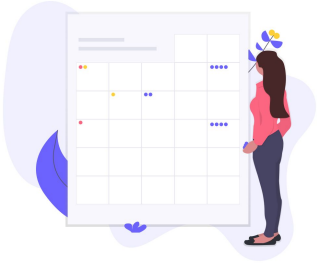
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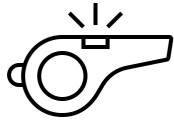
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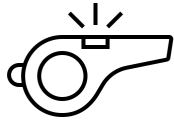
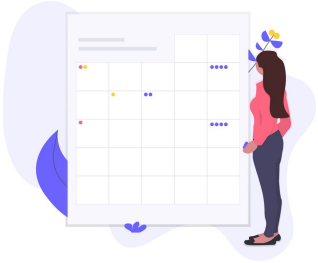
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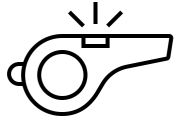
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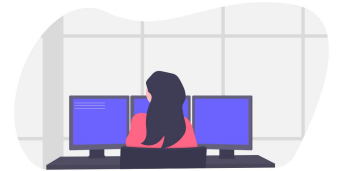
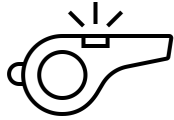
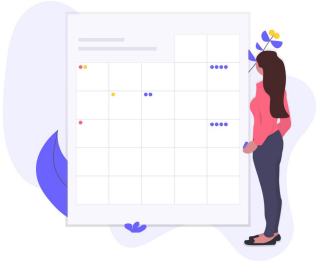
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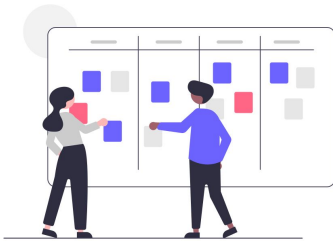
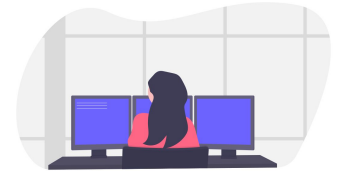
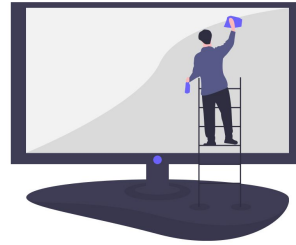
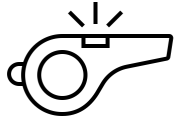
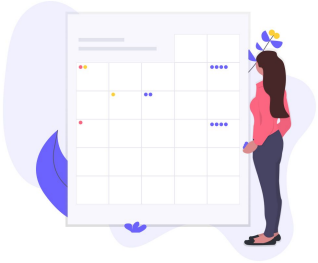
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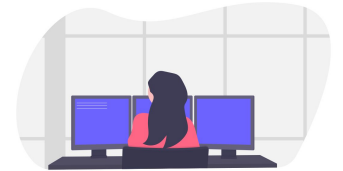
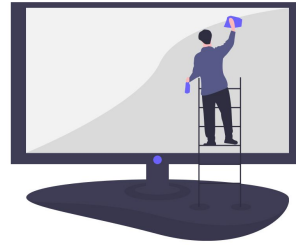
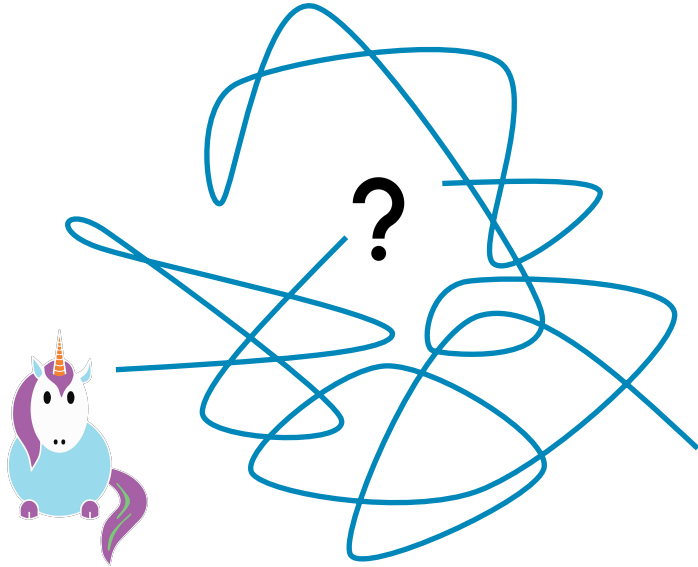
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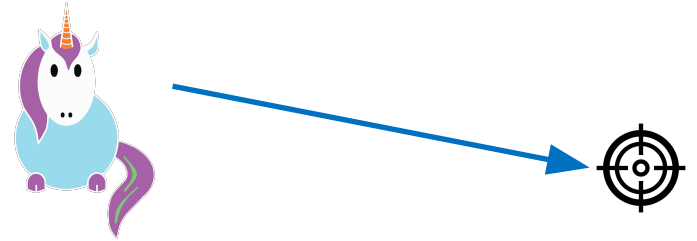
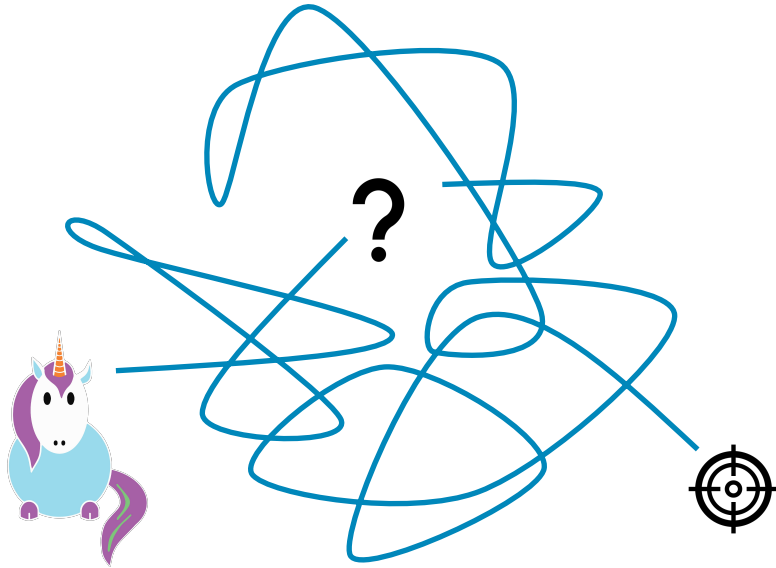
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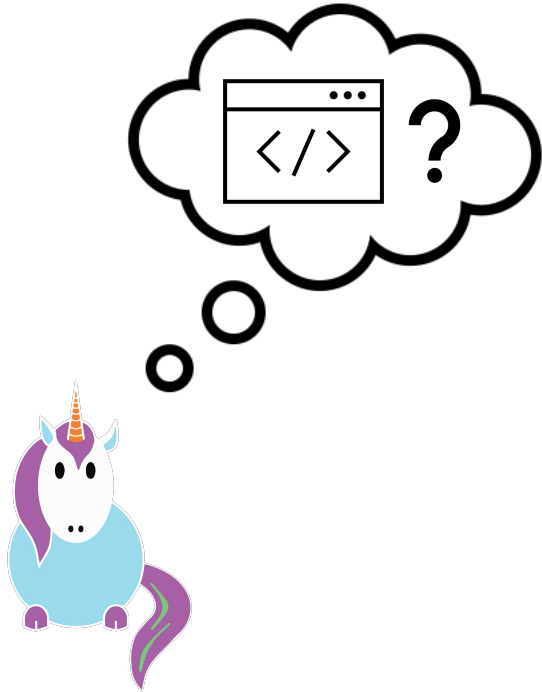


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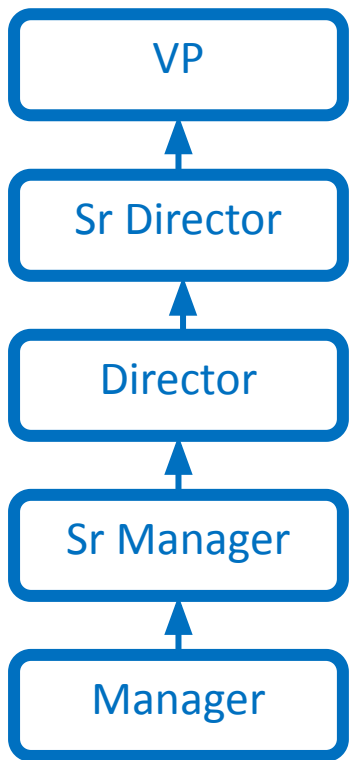


Switching Back

Easier Than Expected



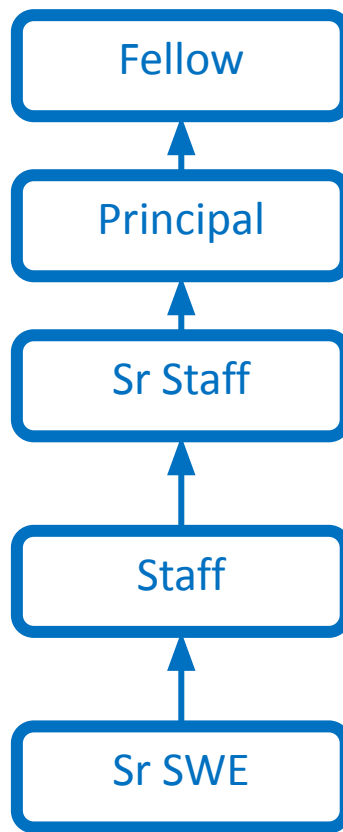
Transferable Skills



Management



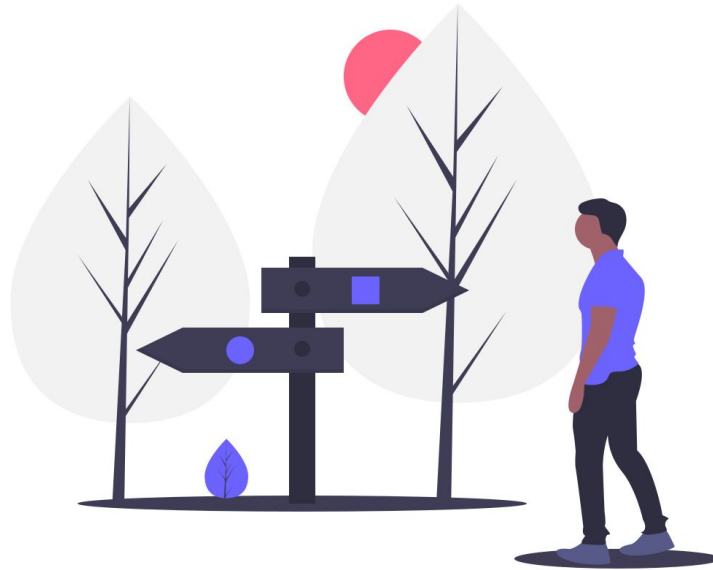
Scope/Influence



IC

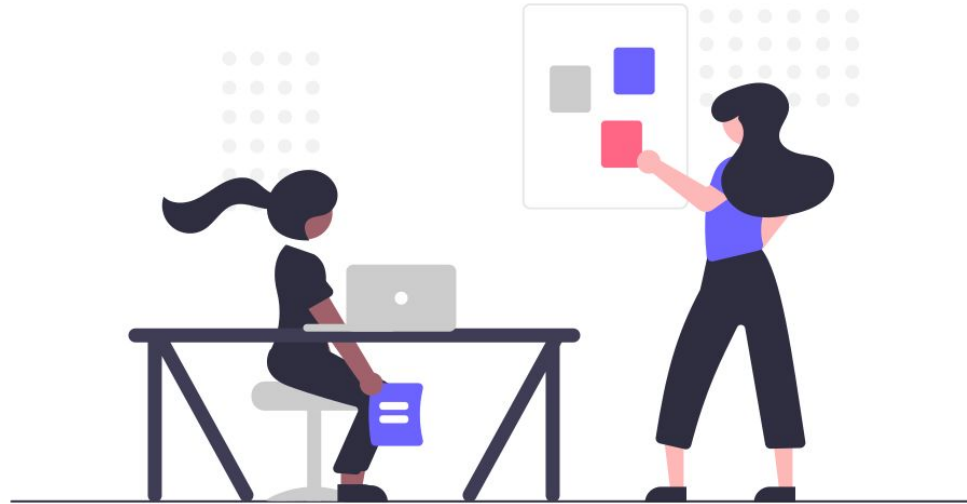
Transferable Skills

Setting Vision/Direction



Transferable Skills

Influencing



Transferable Skills

Communication



Transferable Skills

Mentoring



Transferable Skills

Understanding People/Empathy



Career Lattice





Thank you



Credits

- Photos and images from:
 - undraw.io
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 - [Nadir sYzYqY](https://unsplash.com/photos/Nadir-sYzYqY) on [Unsplash](https://unsplash.com)