



Sitting on the other side of the managing table

Tanisha Barnett - Senior Director of Engineering at Mailchimp



Table of Contents

- Recap
 - Unraveling the misconceptions of managing up - Neha Batra
 - Switching up how you manage up - Laura Hogan
- Being Managed
- Tools for you
- Questions for you
- Key takeaways



The Recap ...



Misconceptions of managing up

Myth #1 - A manager relationship is just chemistry

Myth #2 - Managing up is sucking up or manipulation

Myth #3 - In an ideal world, you wouldn't have to manage up



Adapting your tactics to different personalities

BICEPS

B - Belonging

I - Improvement

C - Choice

E - Equity/Fairness

P - Predictability

S - Significance



Being managed?

Good examples:

Promotions

Headcount

Being asked open ended questions

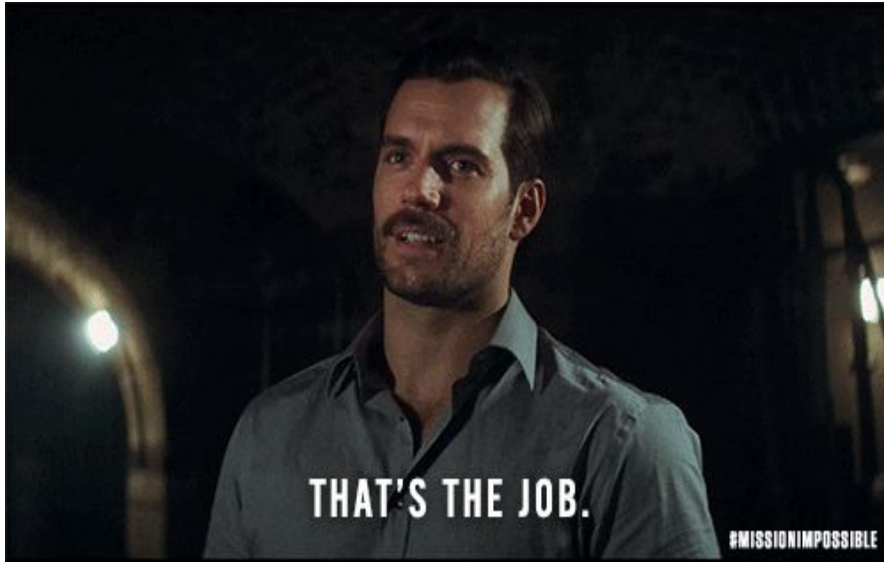


My Story....



Tools for you





EMBRACE THE MISSION

- Your job and your people are important
- You want people to take initiative

Develop positive relationships

- Nurture the relationship
- Get to know people
- Some things to avoid



Honor your time

- Give them the time when you can focus
- Try not to just “fit them in”
- Begin and End meetings on time



Listen, Listen, Listen

- Use reflective listening
 - Listen to the message
 - Determine the meaning
 - ask for clarification
 - Reflect back in your own words
 - Seek confirmation
 - Talk about next steps



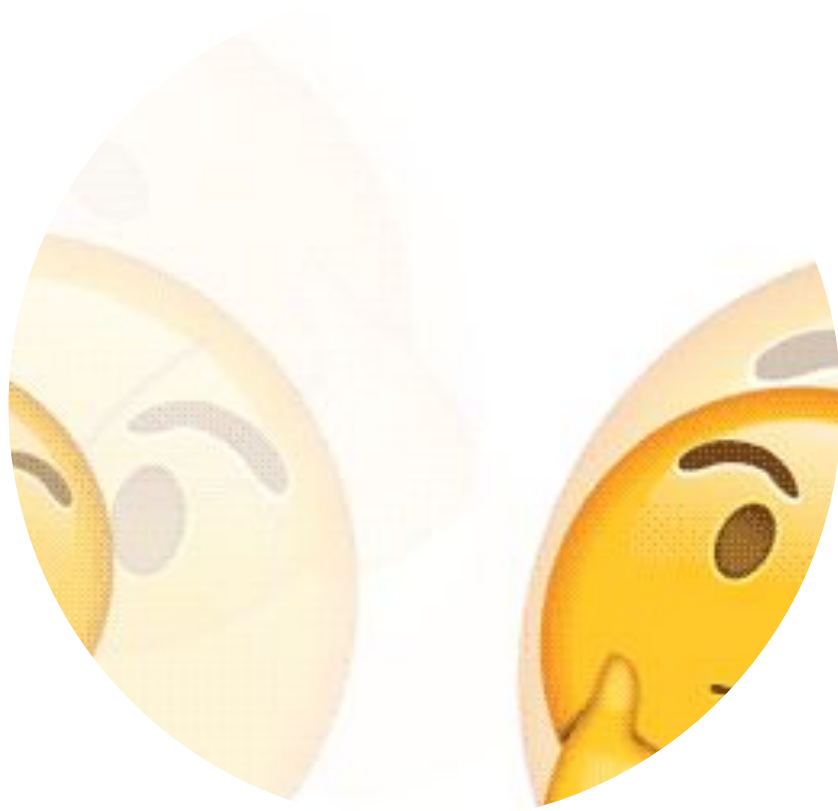
Build Trust

- Be vulnerable
- Speak the truth
- Do what you say



Things to think about ...





Ask yourself

- What are some ways that you have been managed up that worked?
- How do you communicate to your people how to manage you
- How can you be more open to being managed up

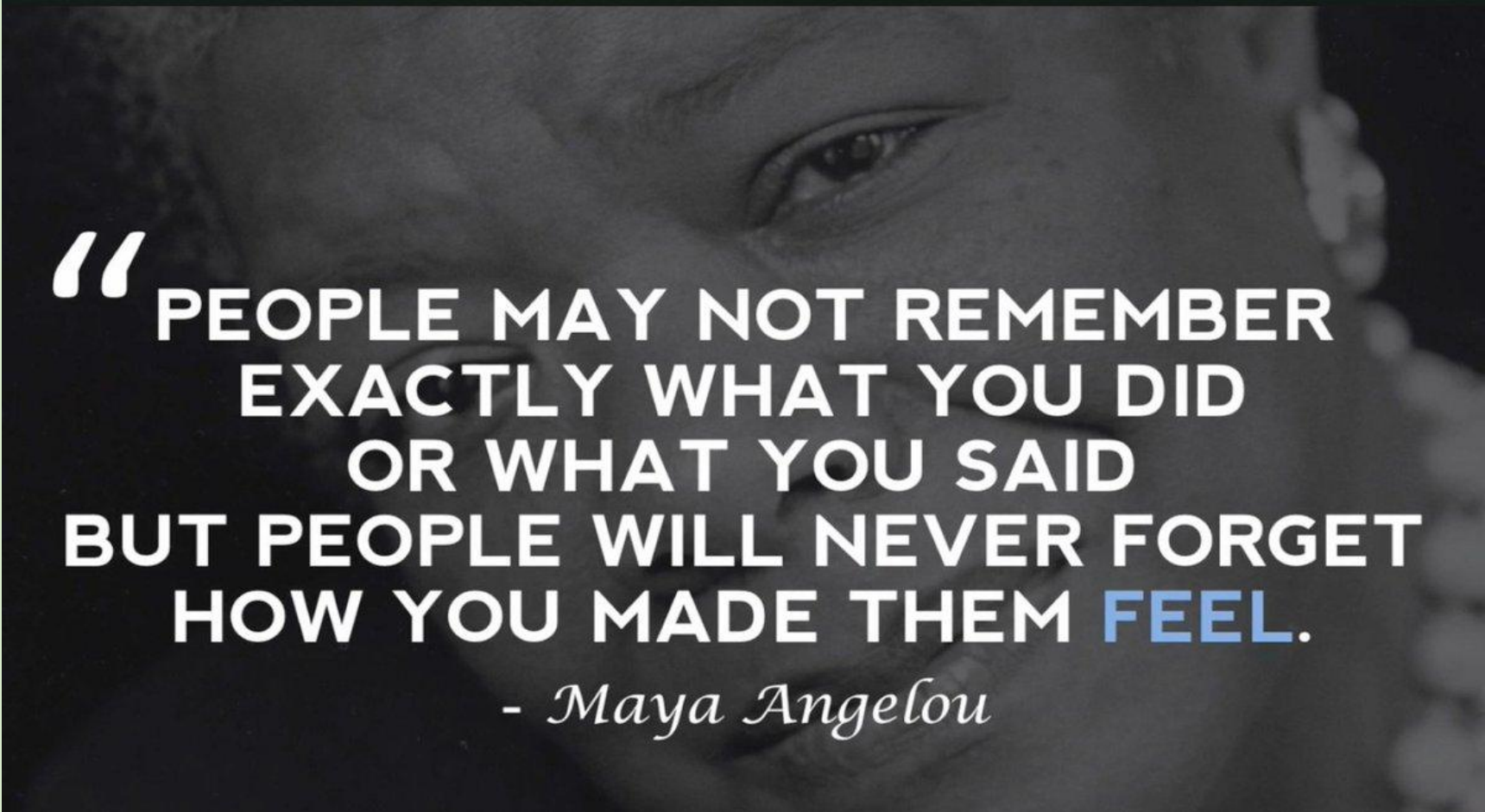


Key Takeaways





- Give yourself grace
- You can not solve all the problems
- You can not do it alone
- Speak the truth



“PEOPLE MAY NOT REMEMBER
EXACTLY WHAT YOU DID
OR WHAT YOU SAID
BUT PEOPLE WILL NEVER FORGET
HOW YOU MADE THEM **FEEL.**

- Maya Angelou



Thank you!

