



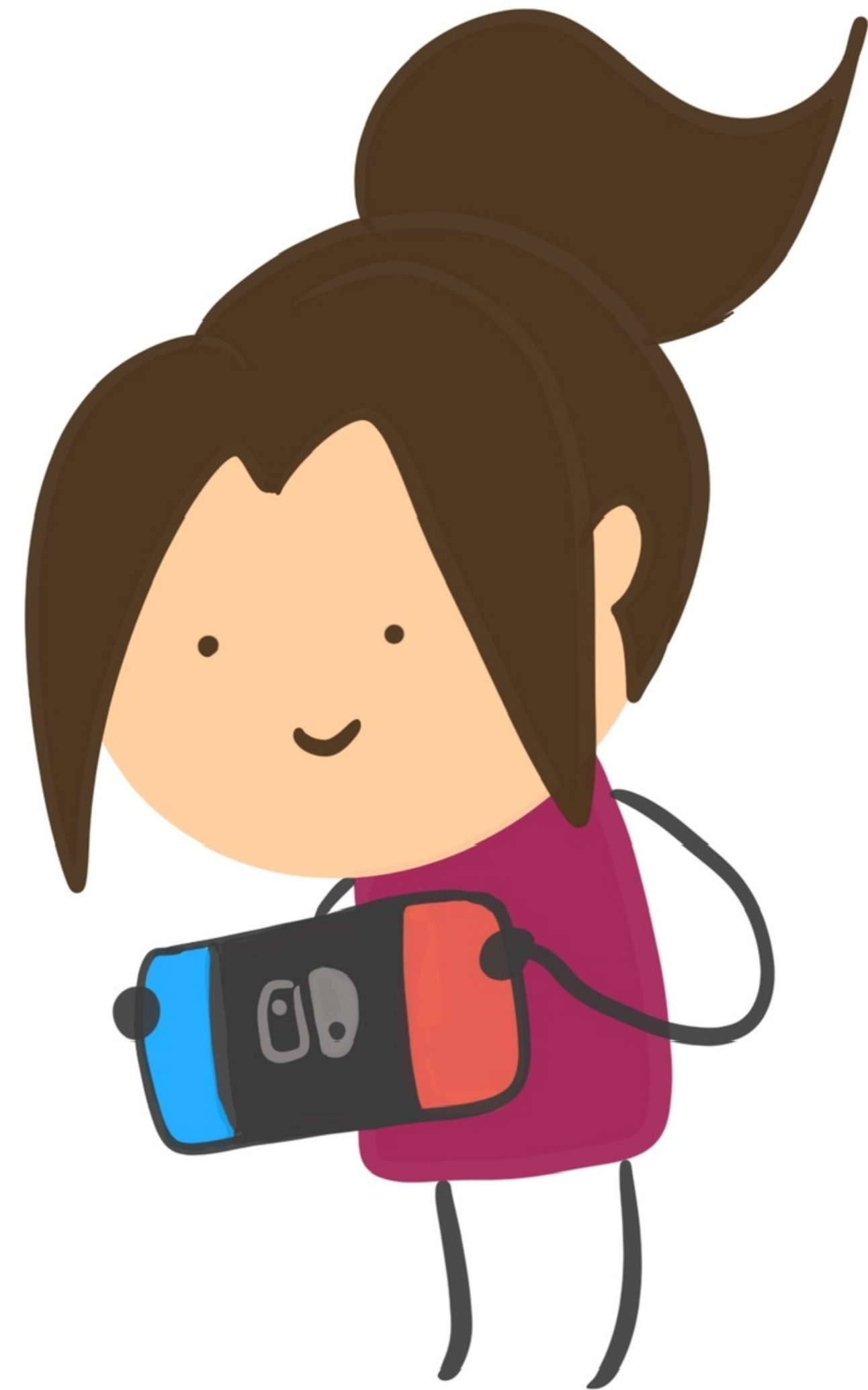
Level up the whole party,
not just the hero

Denise Yu
Lead Dev Berlin 2024

Hello, Lead Dev Berlin!

Engineering Manager @ HashiCorp
I work on Terraform providers

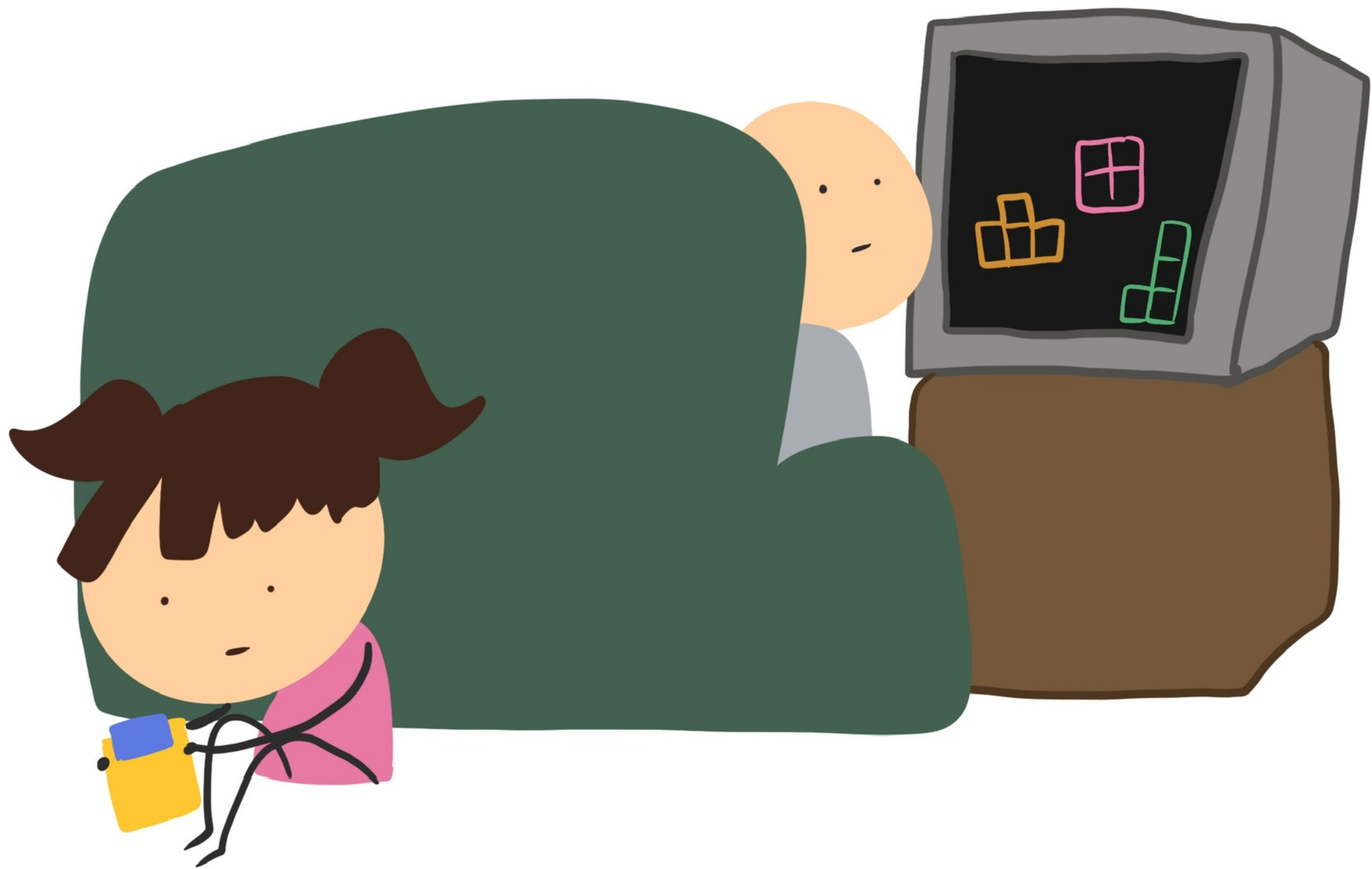
I am obsessed with Role-Playing Games (RPGs).



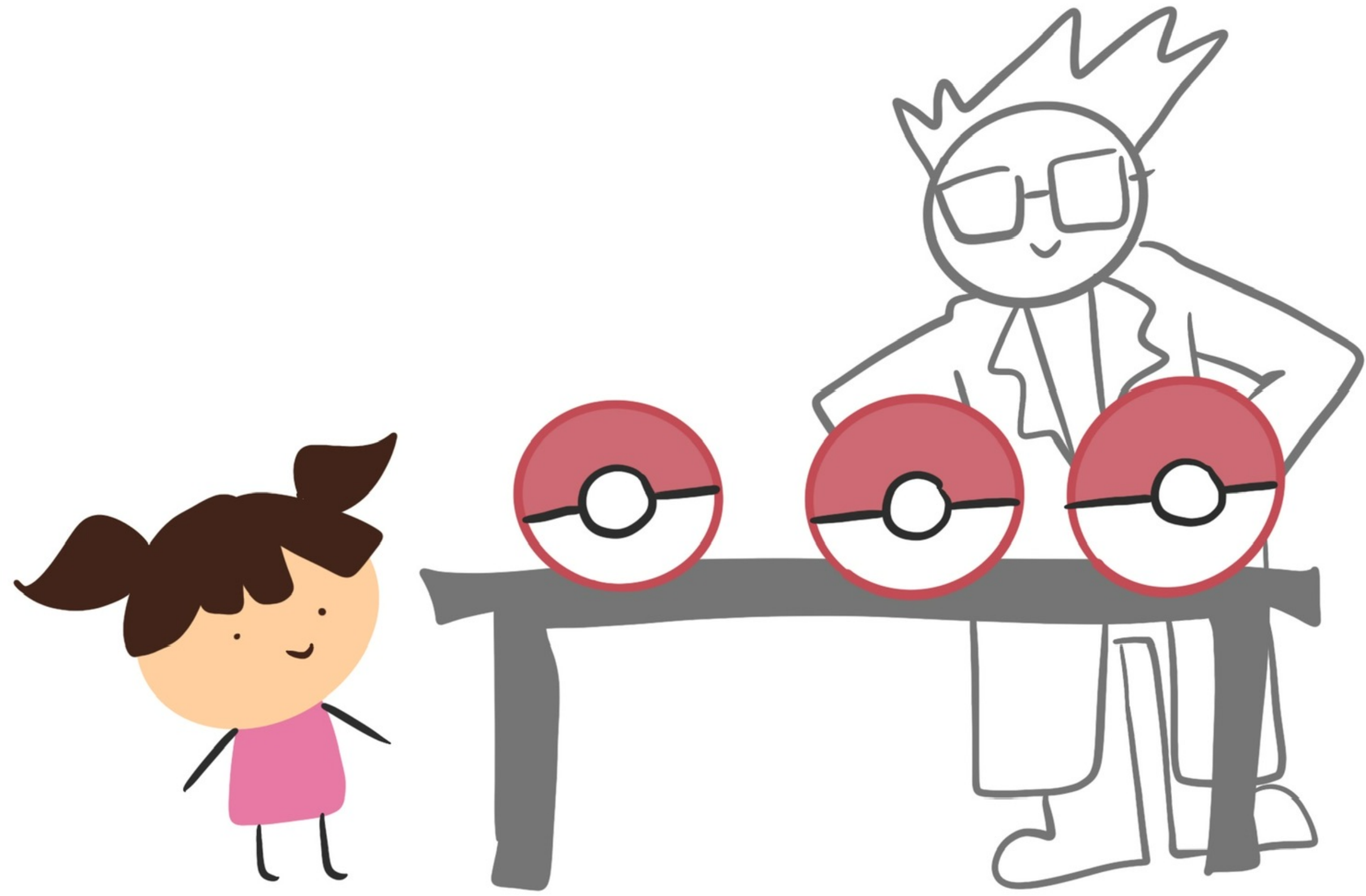
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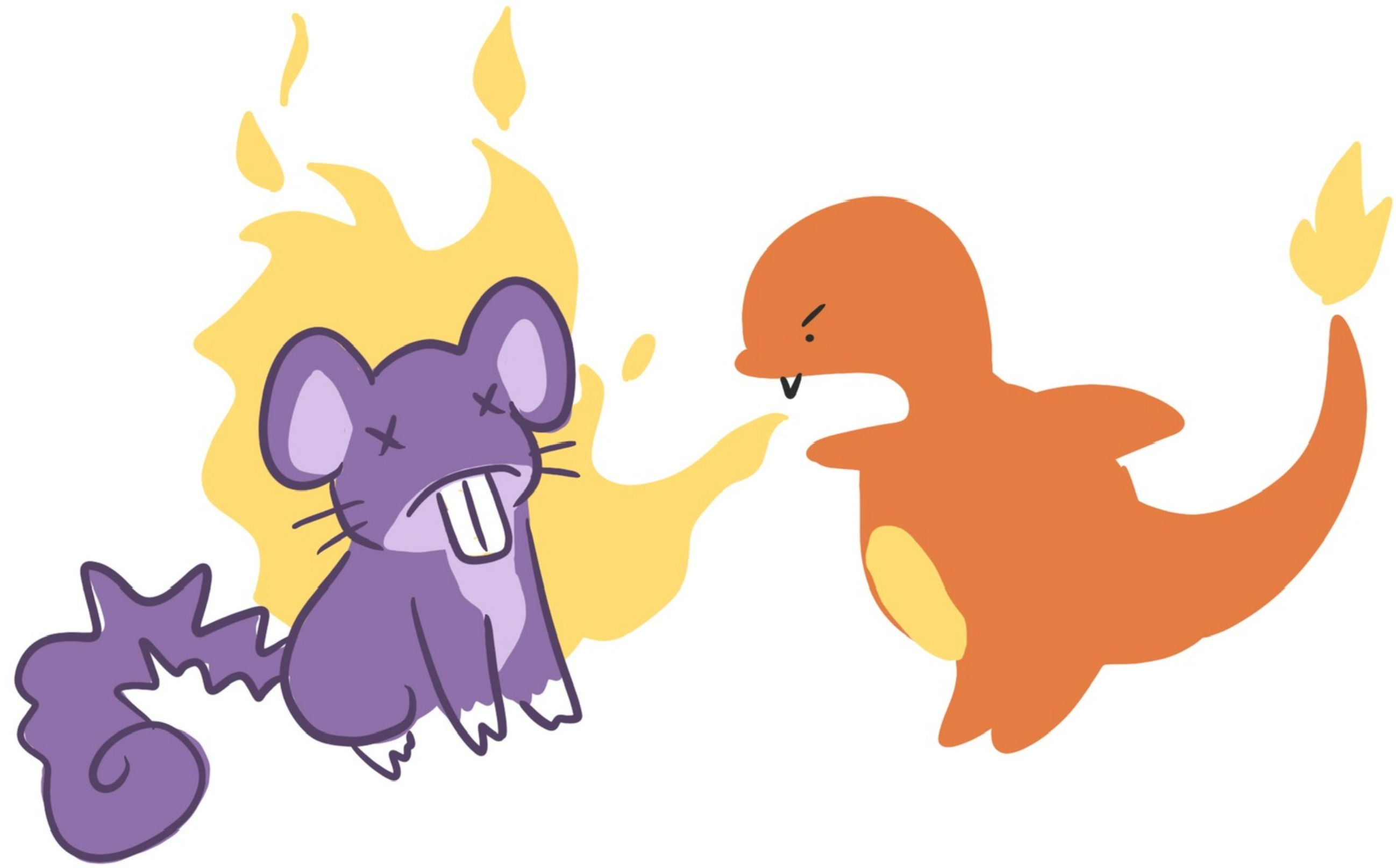


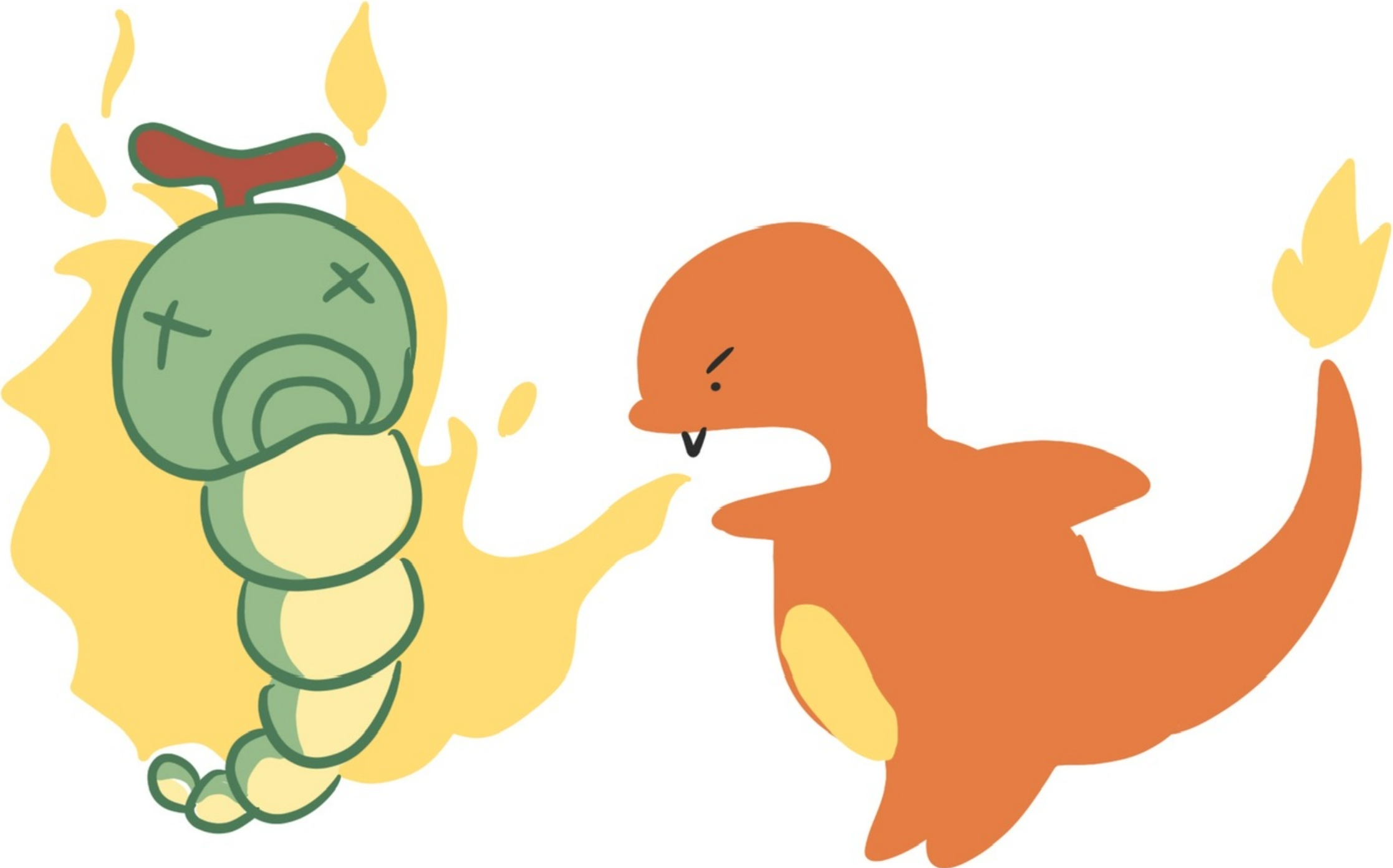




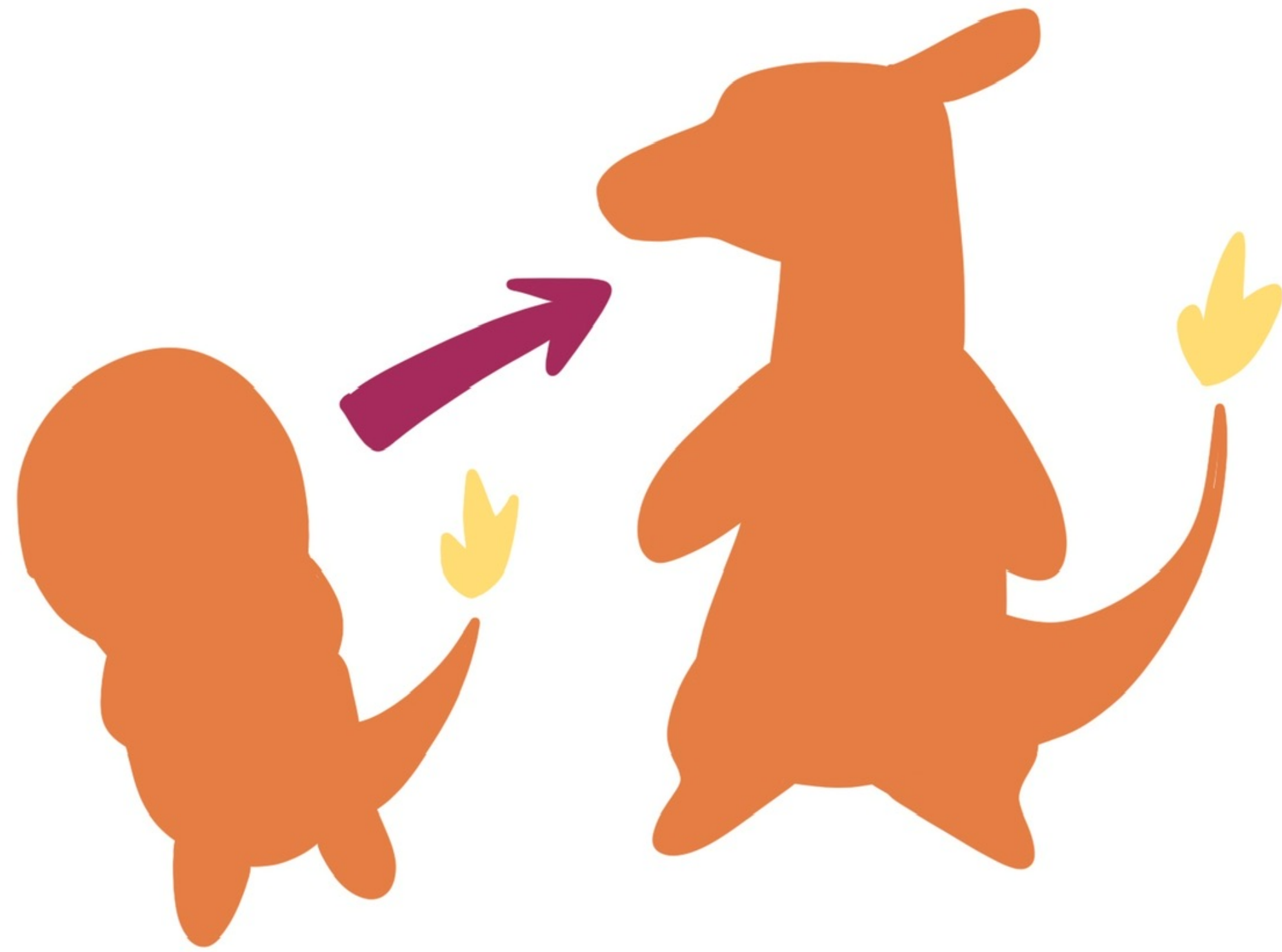


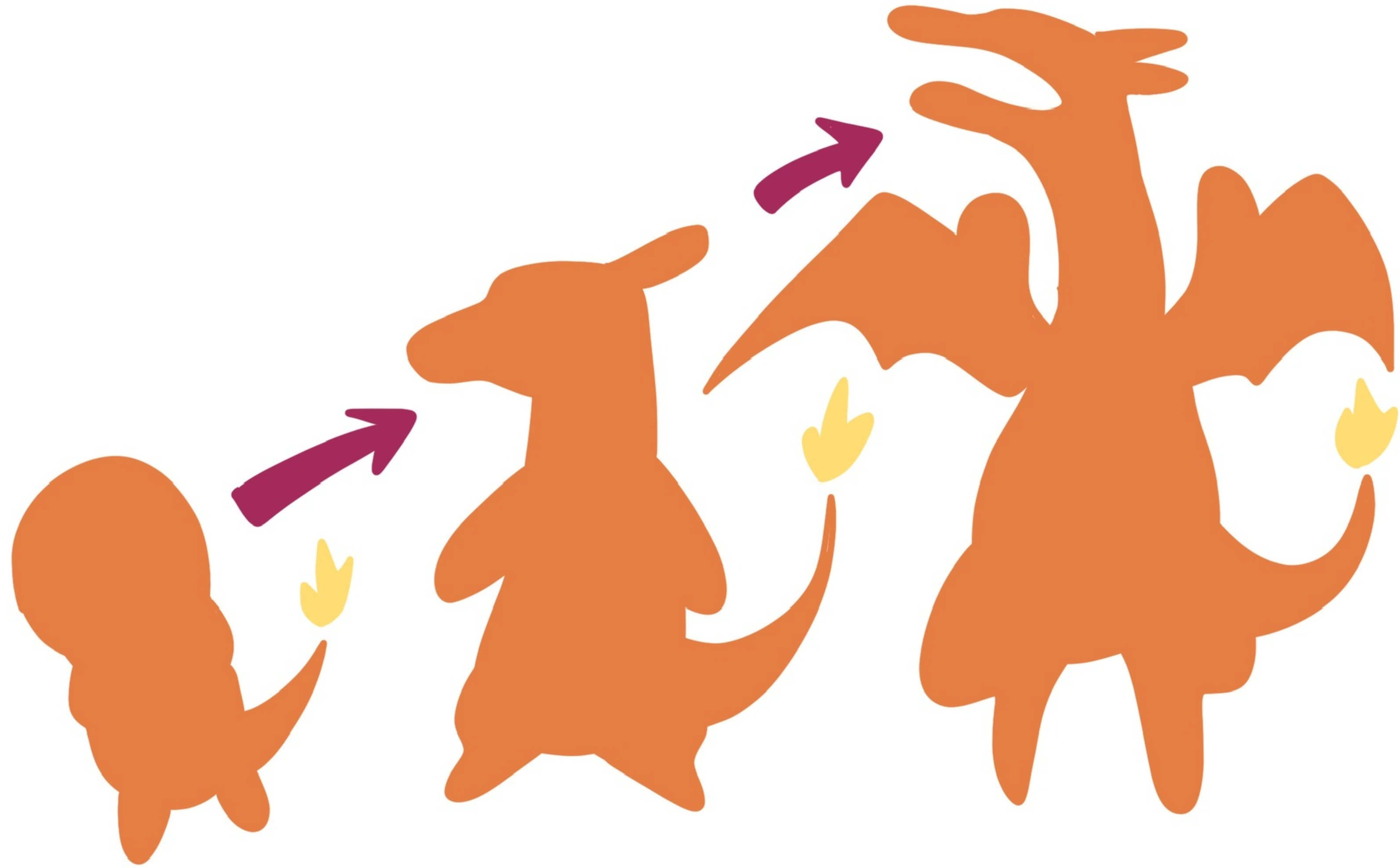




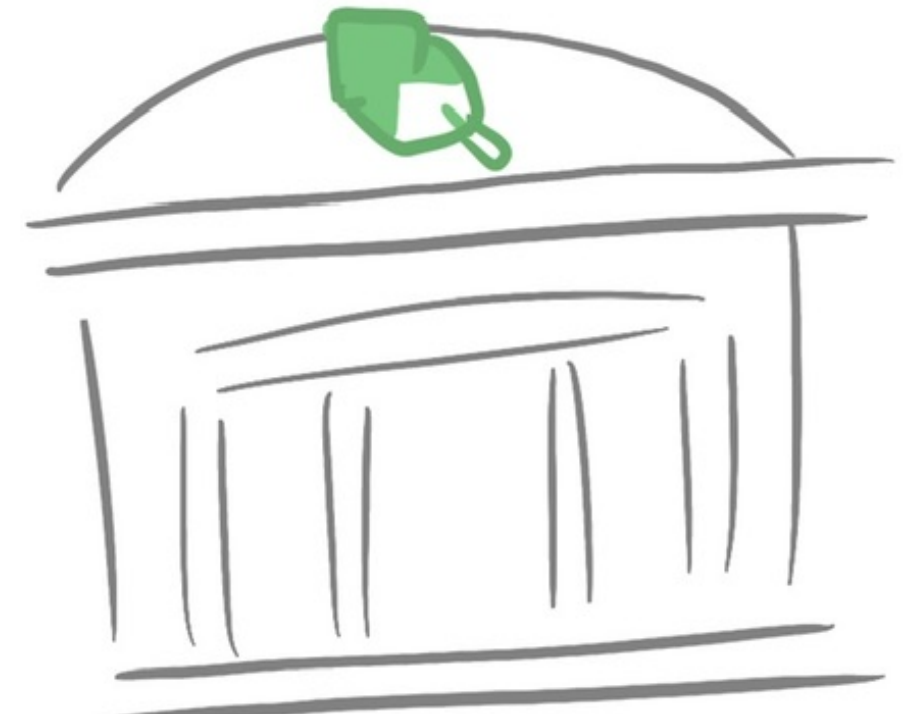
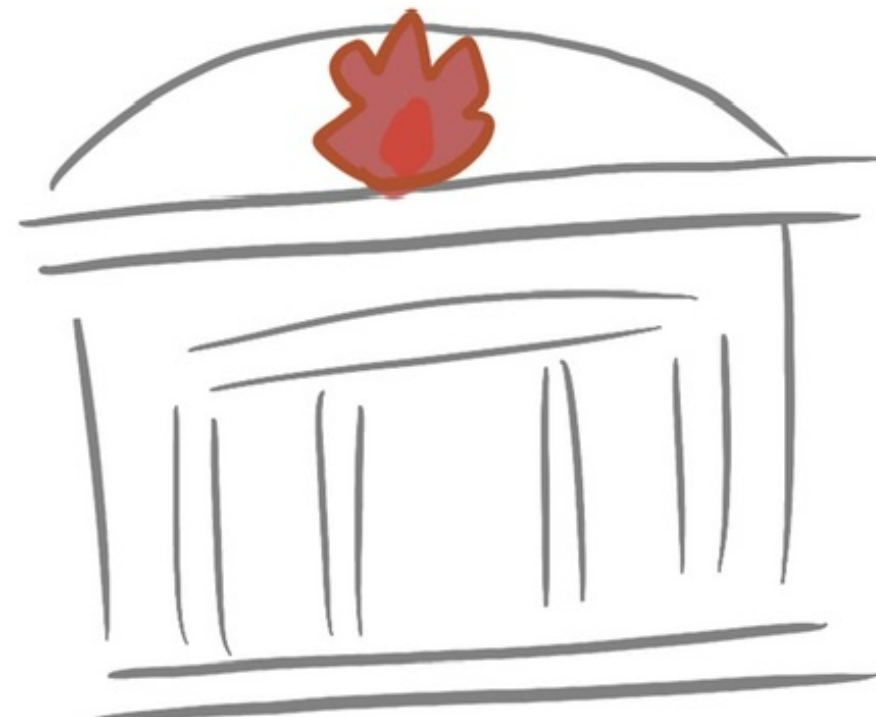
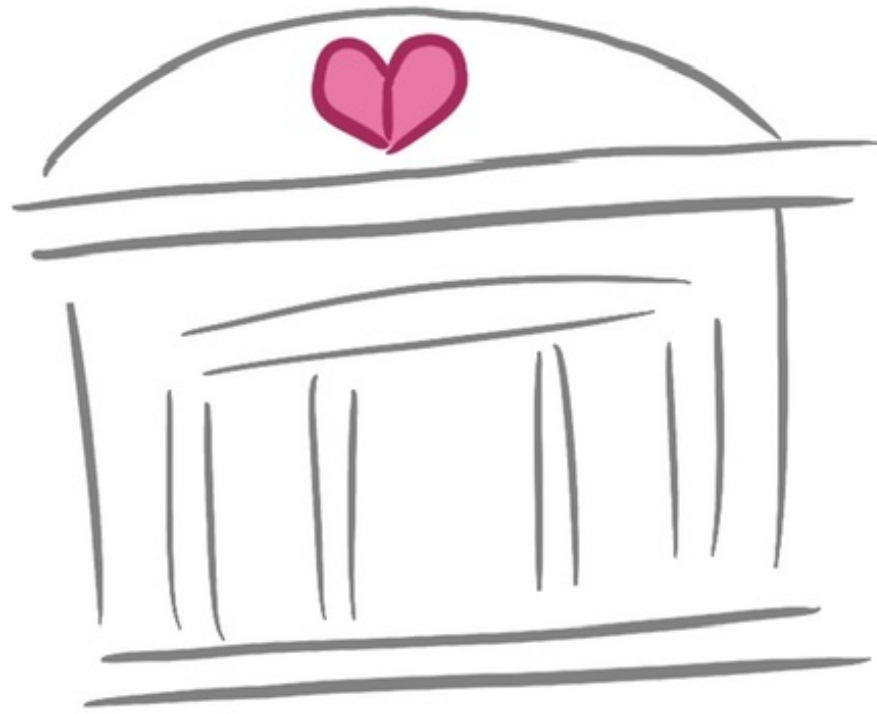
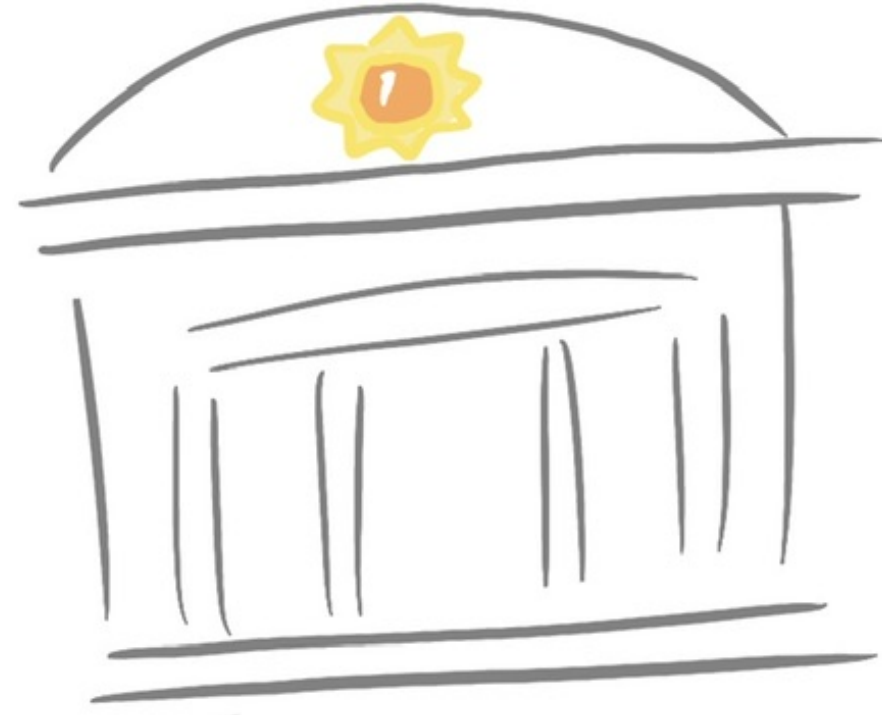


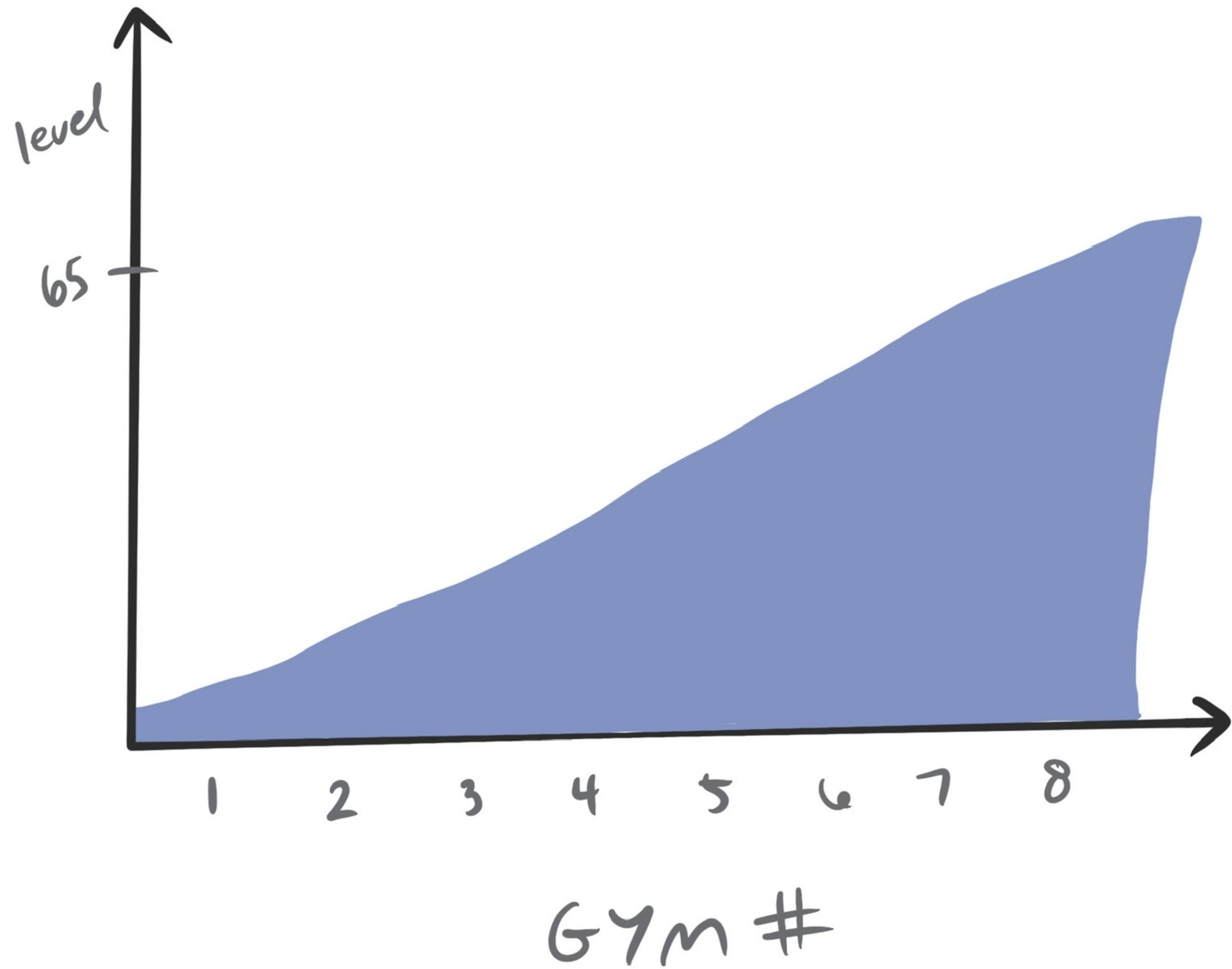


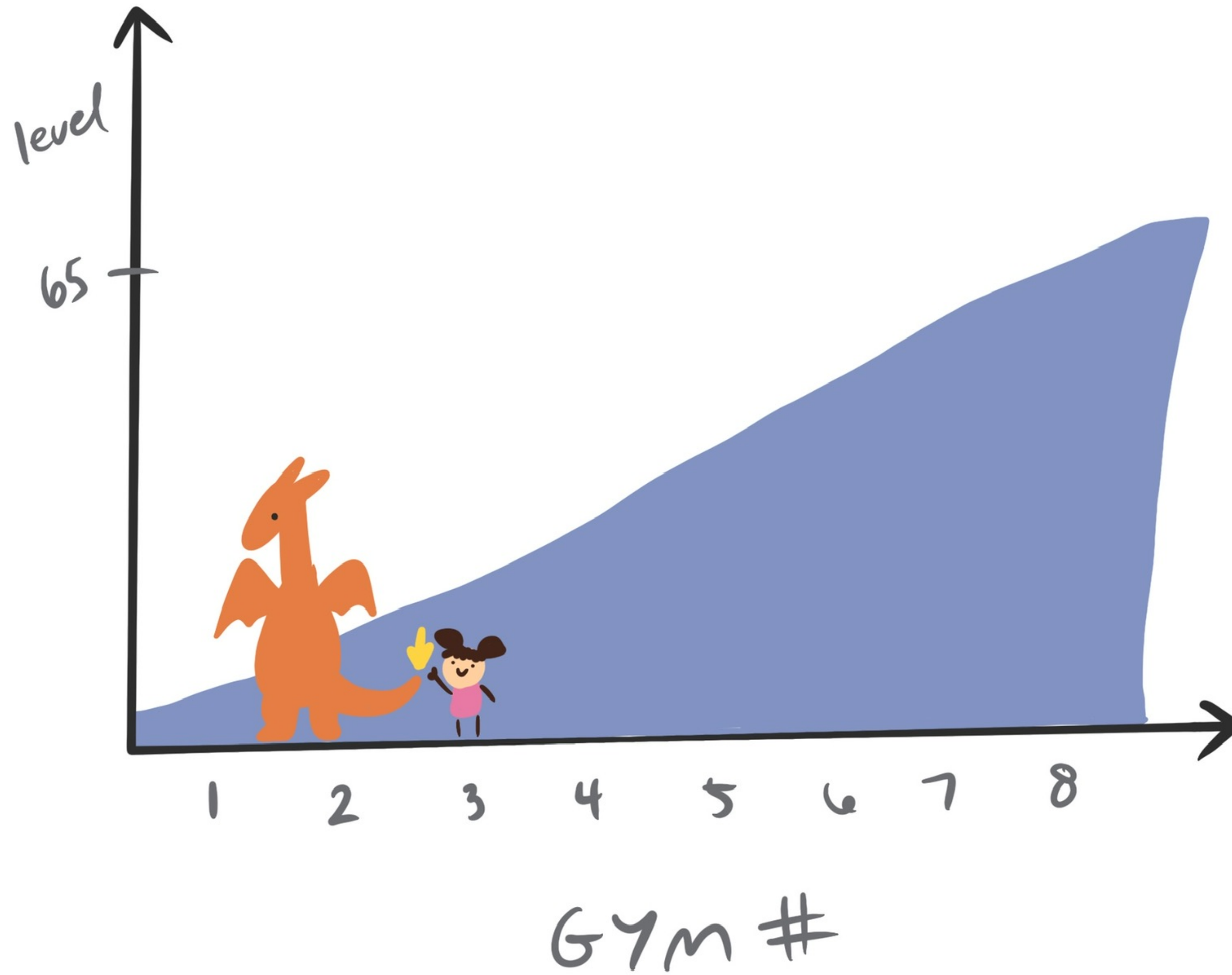




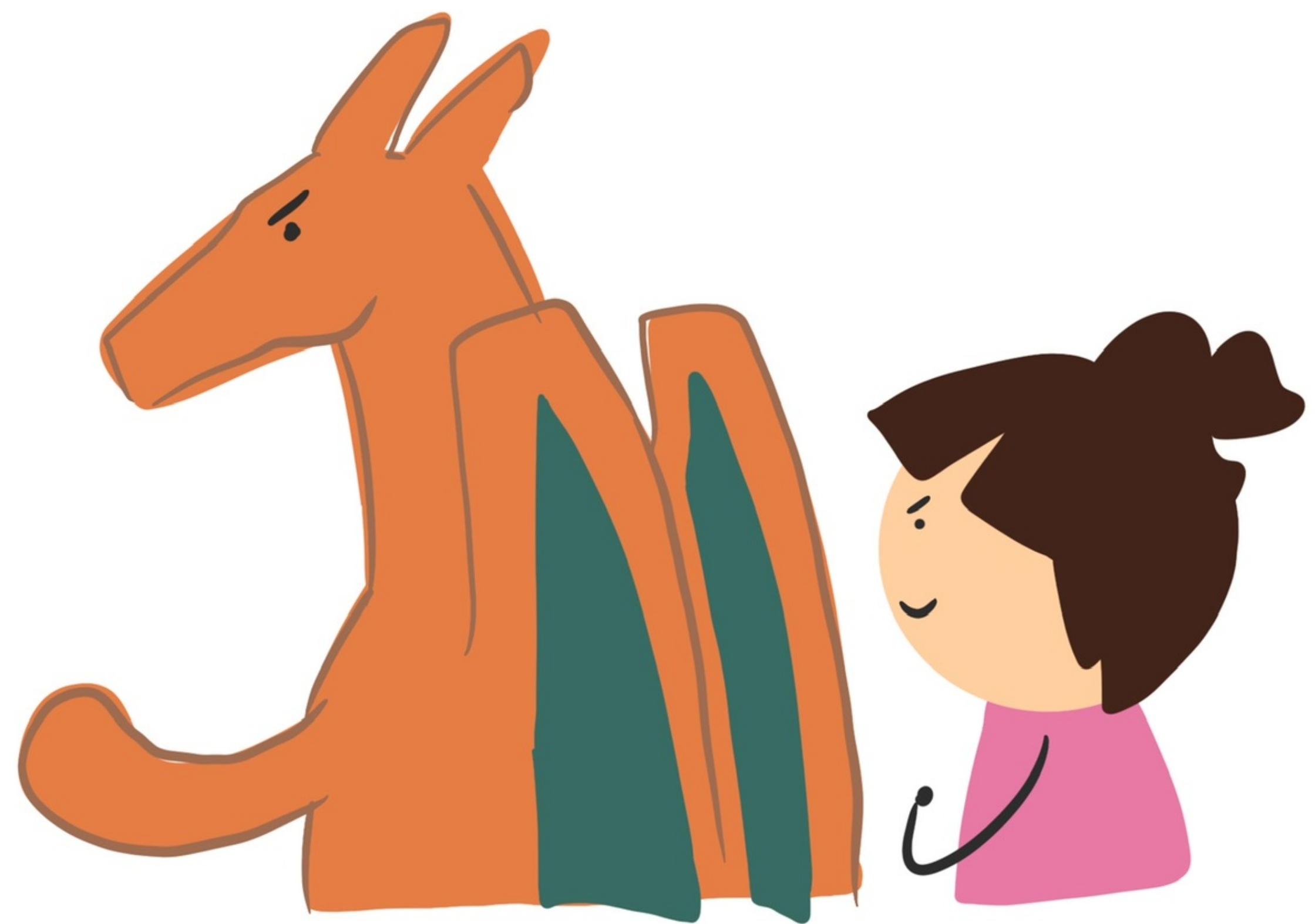


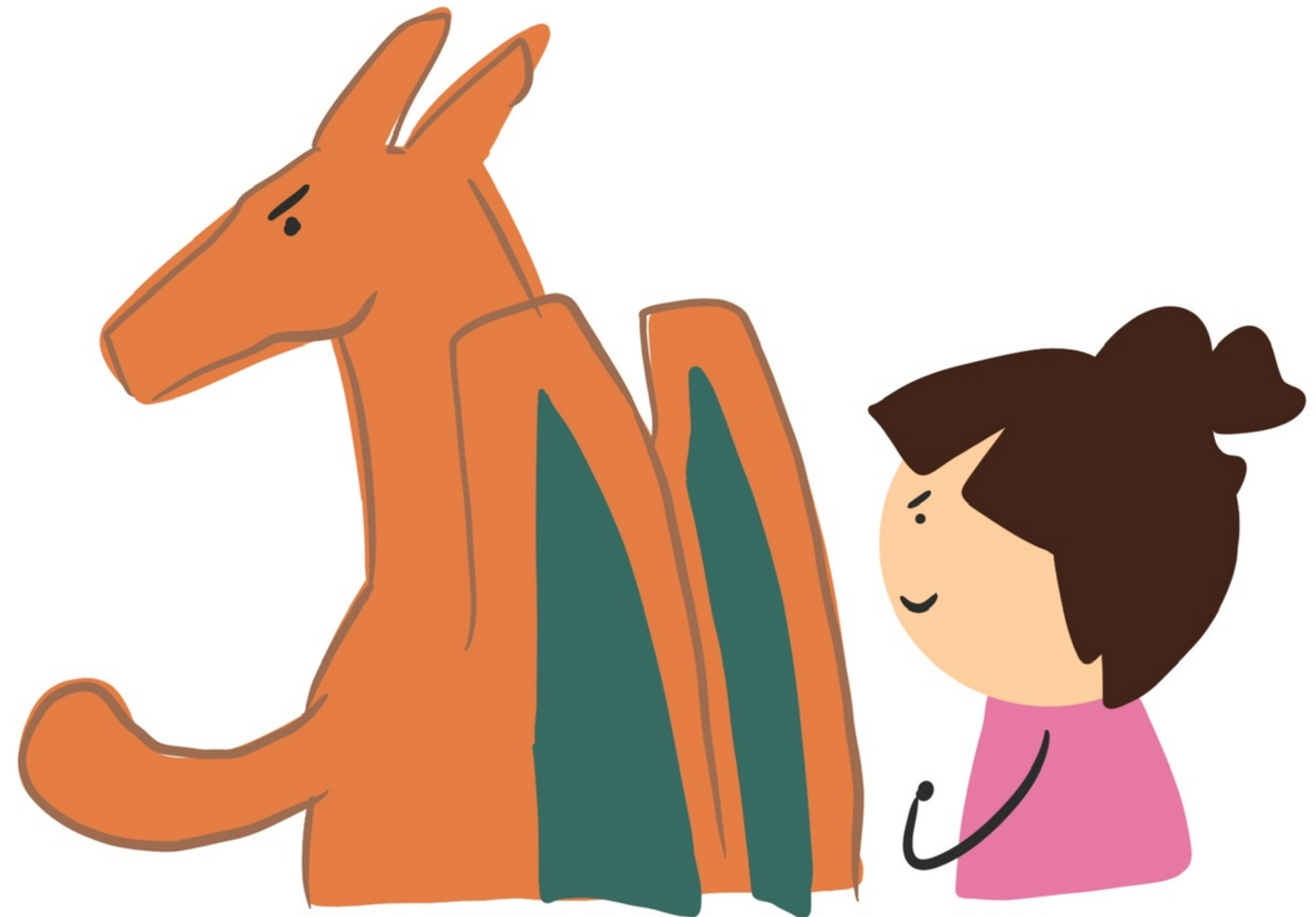
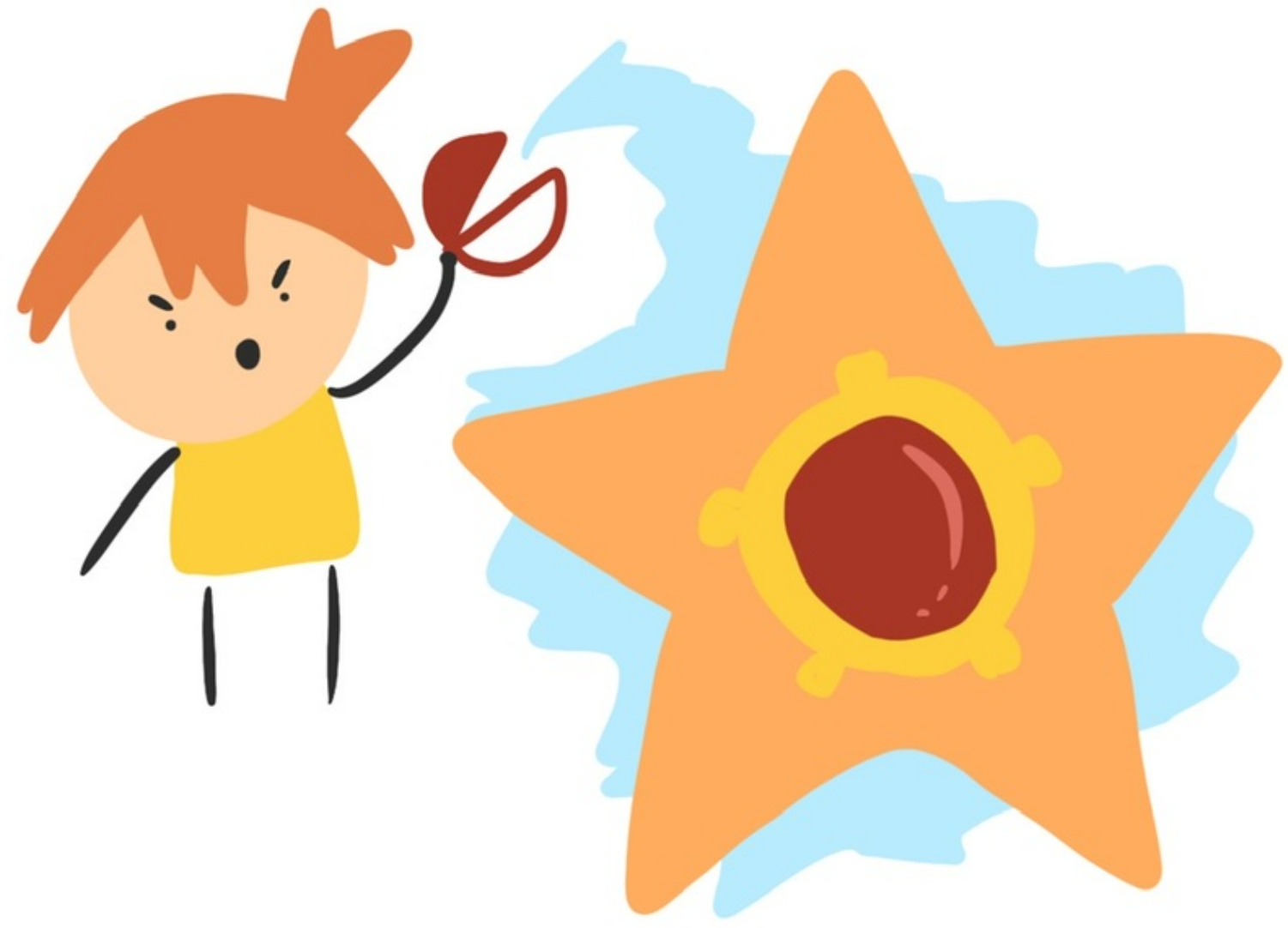


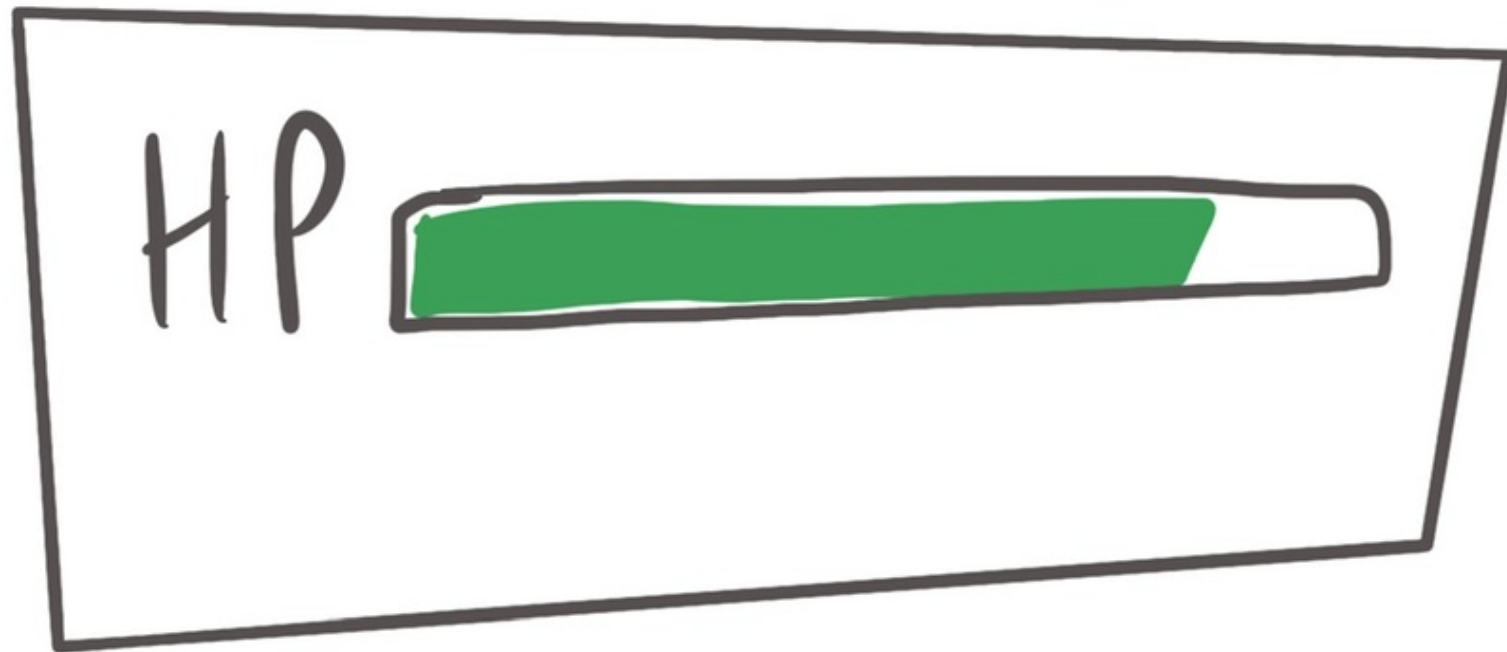
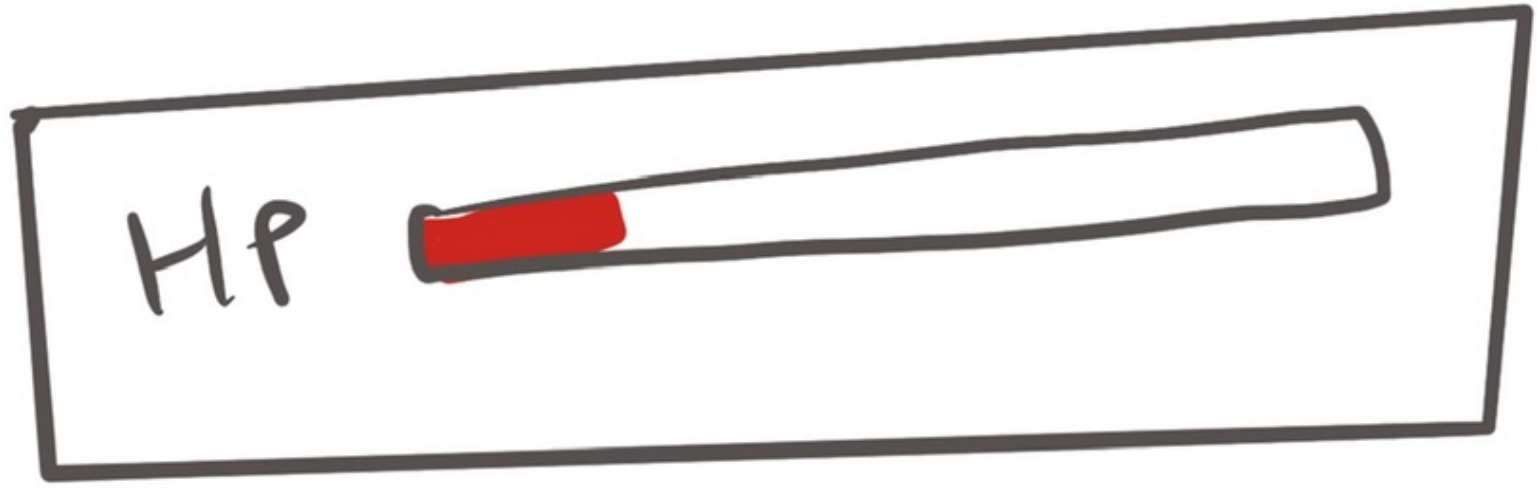


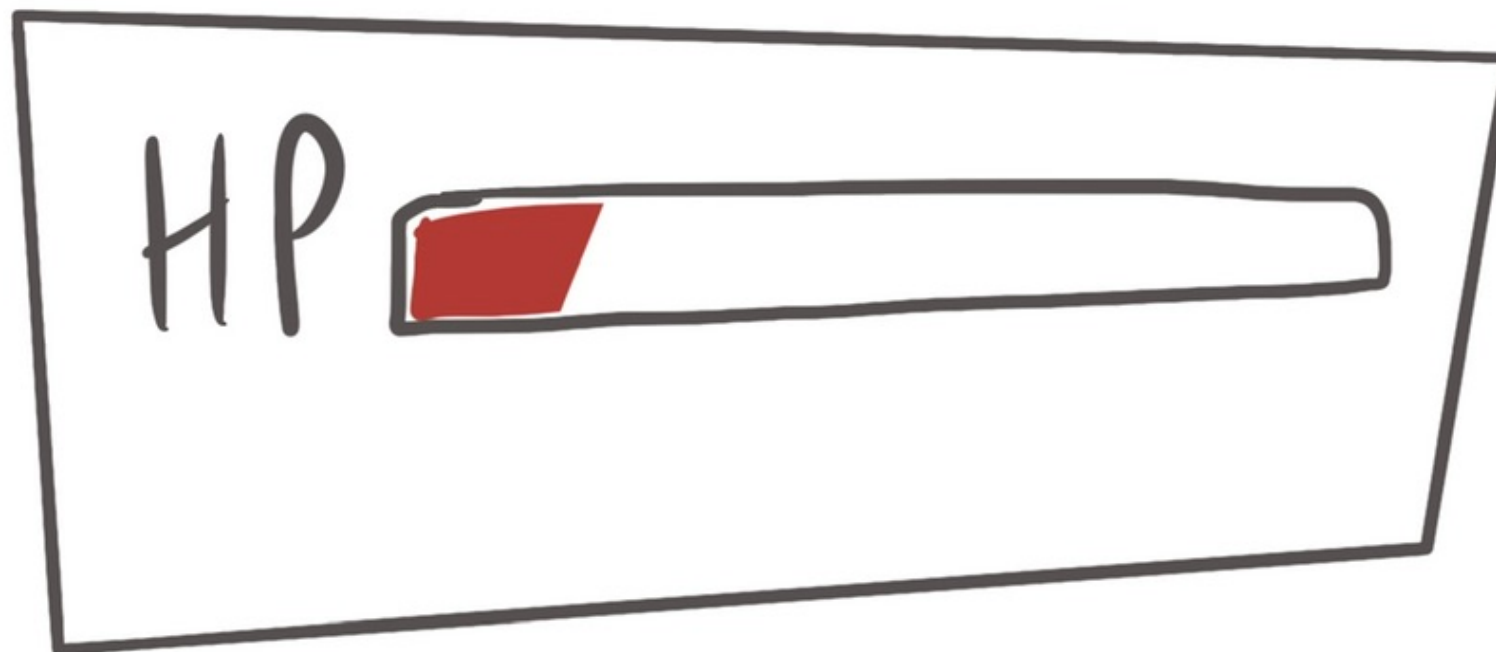
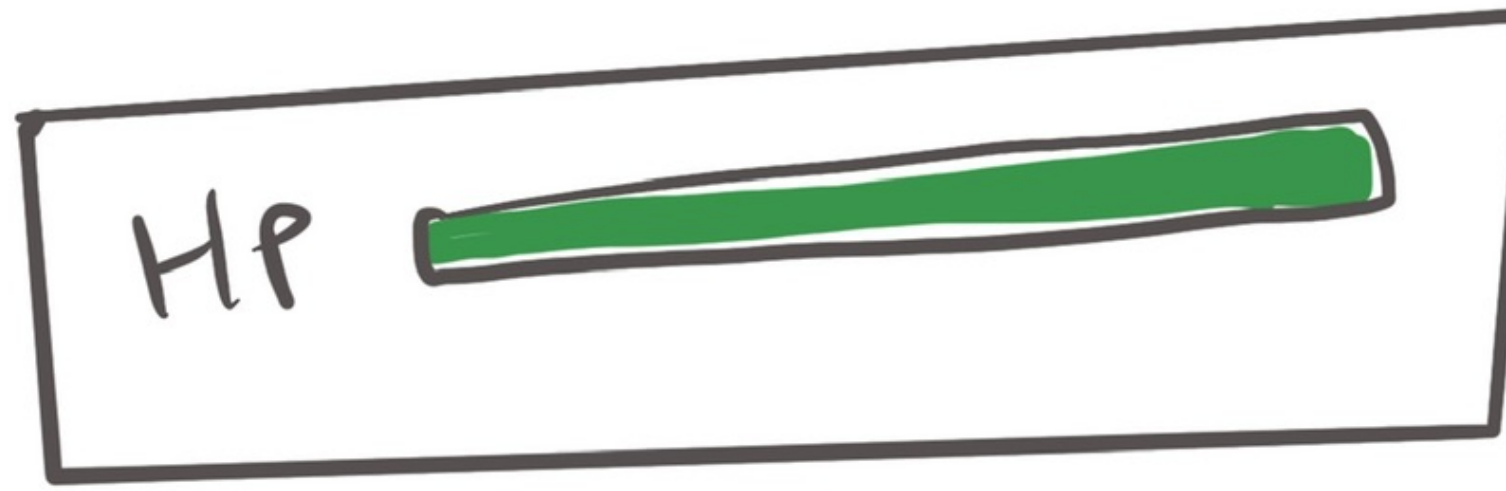


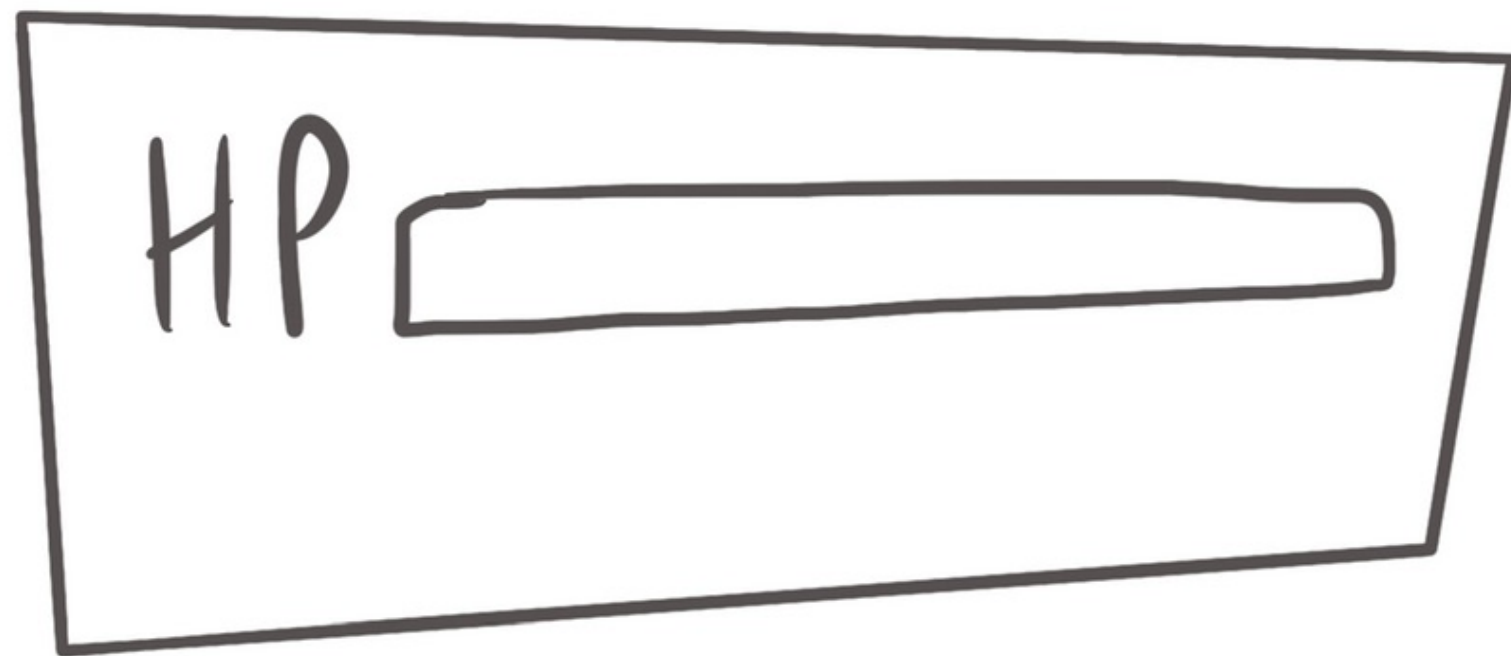




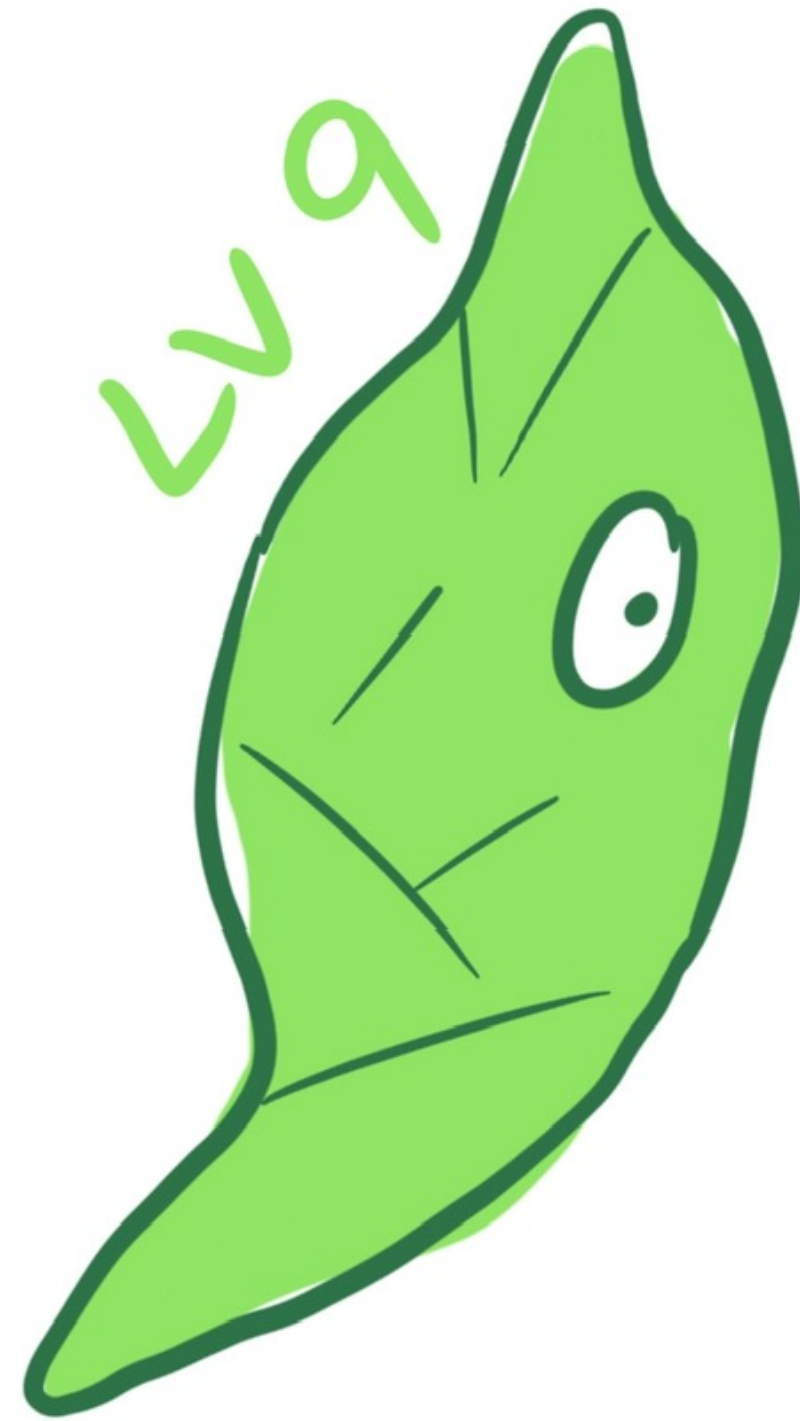












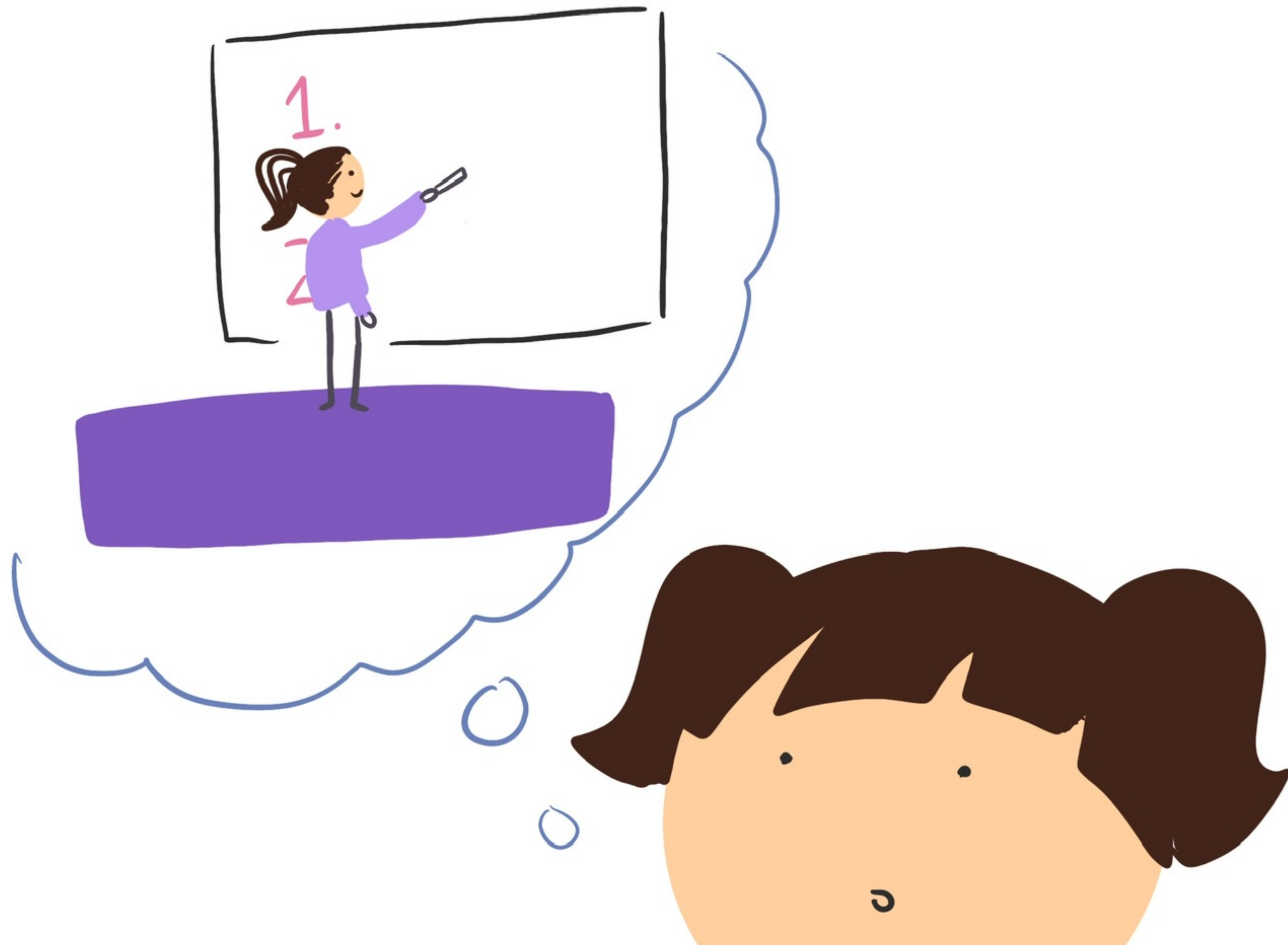


GAME OVER







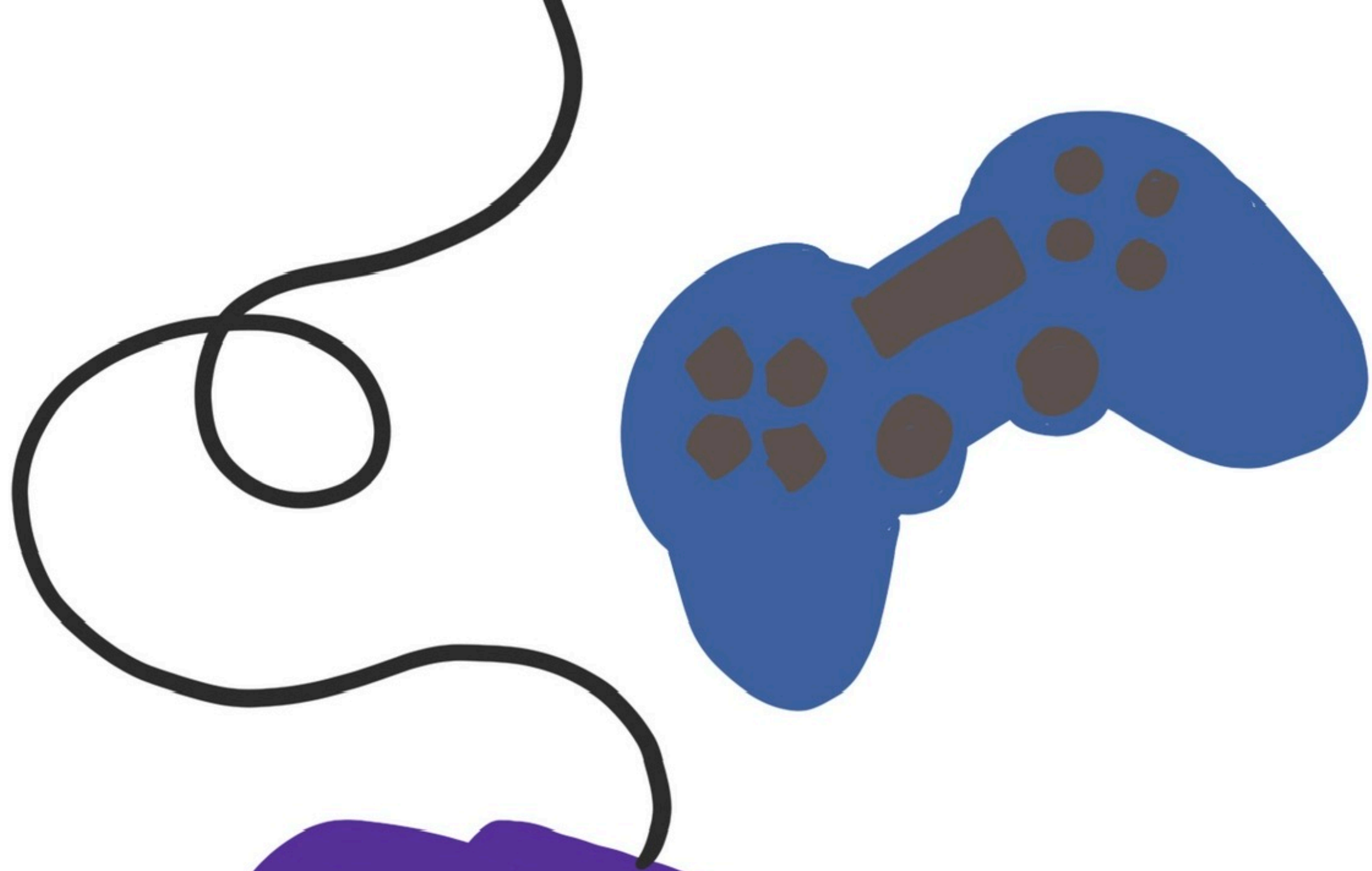
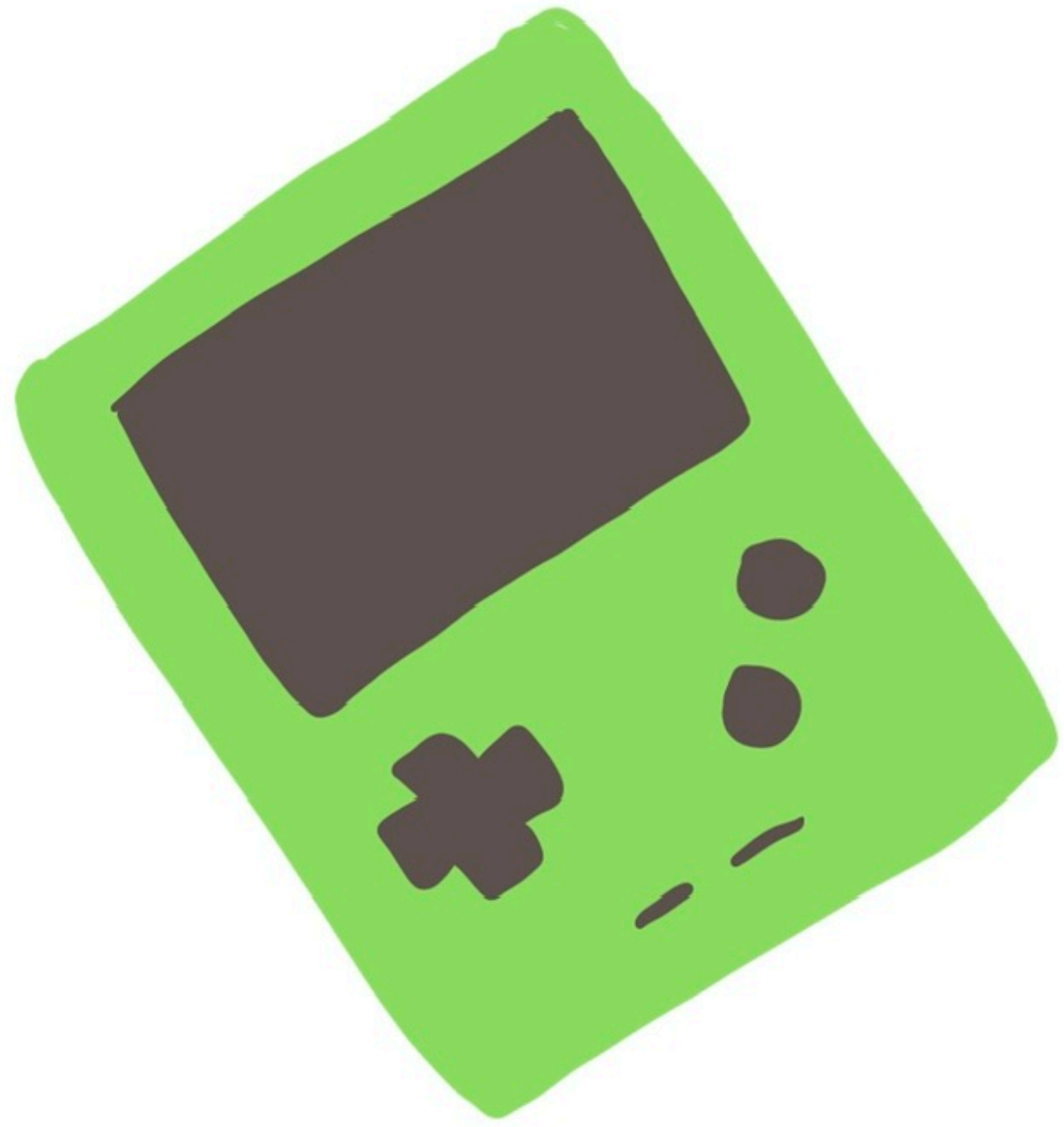


1. Good
Leadership

#

VIBES

prefer
2. Balanced
teams
over
Heroes







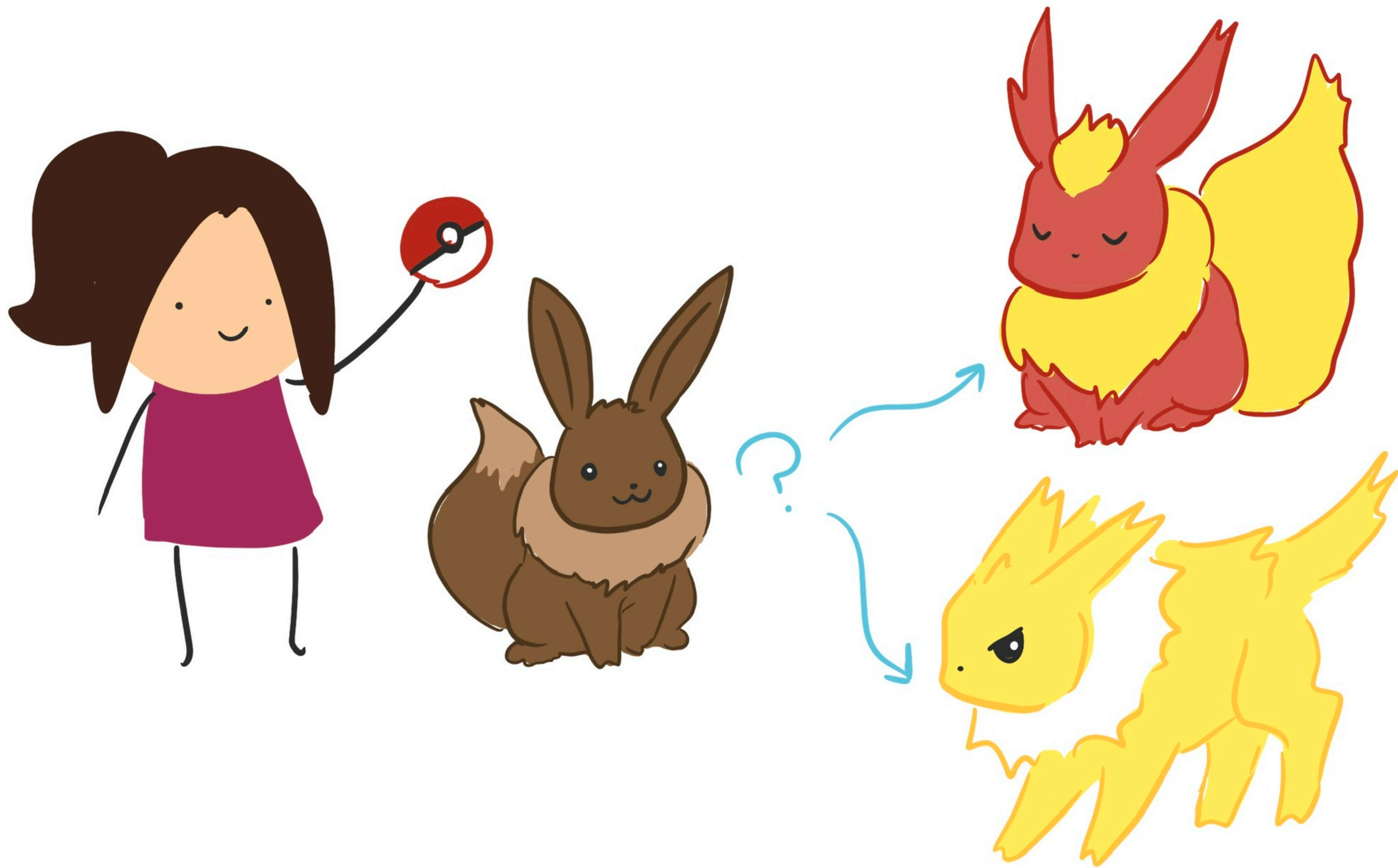


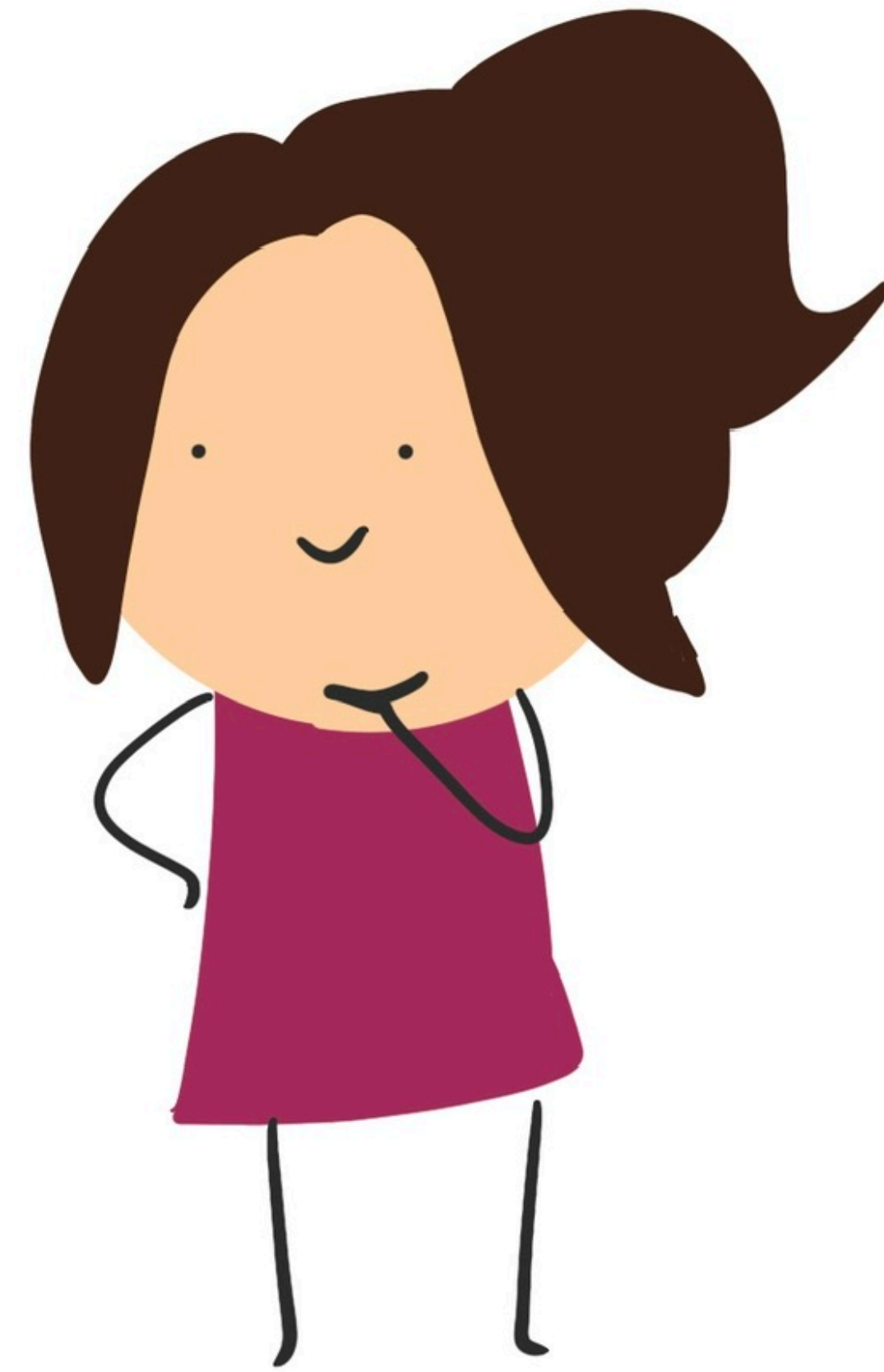


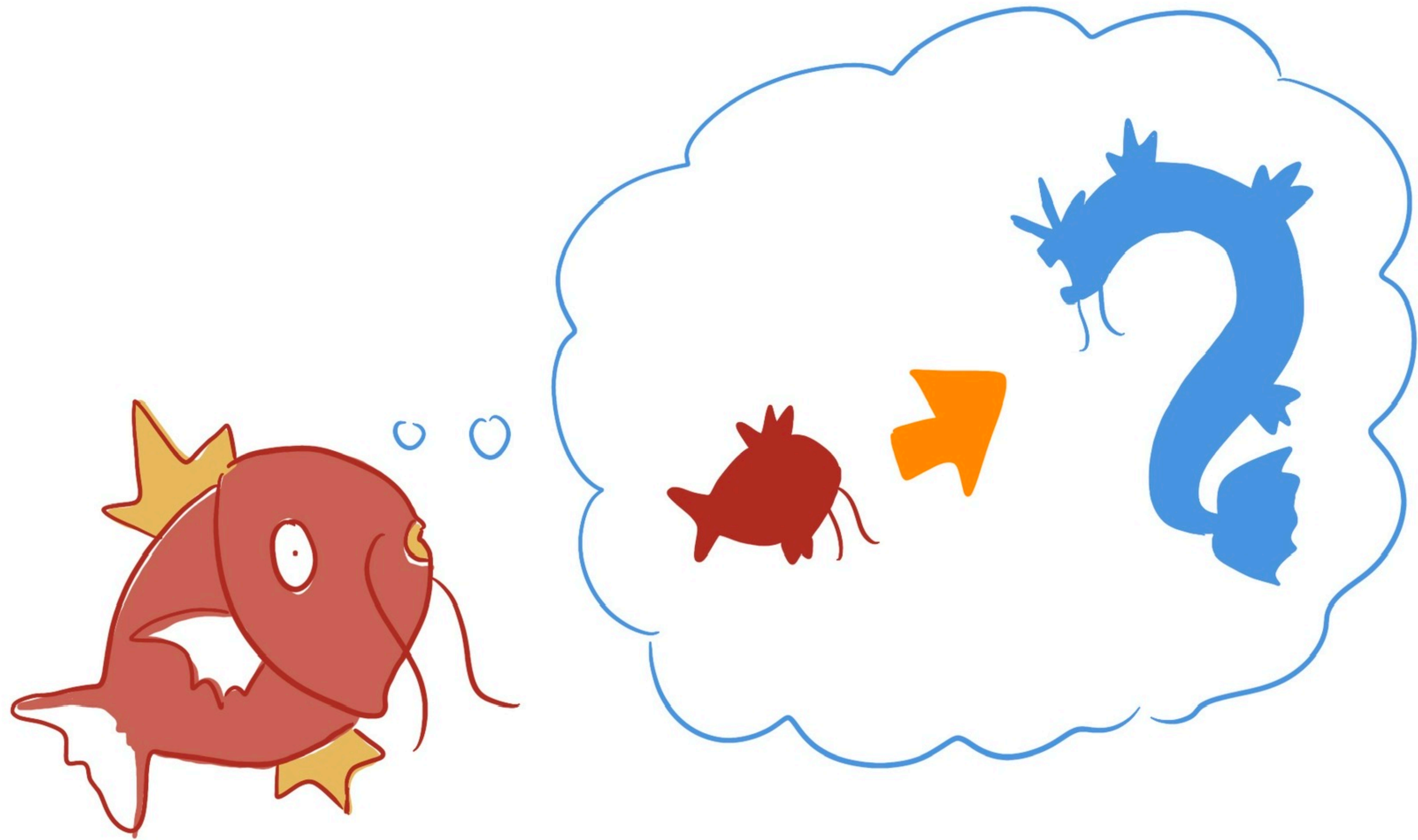












Belonging

Improvement

Choice

Equality

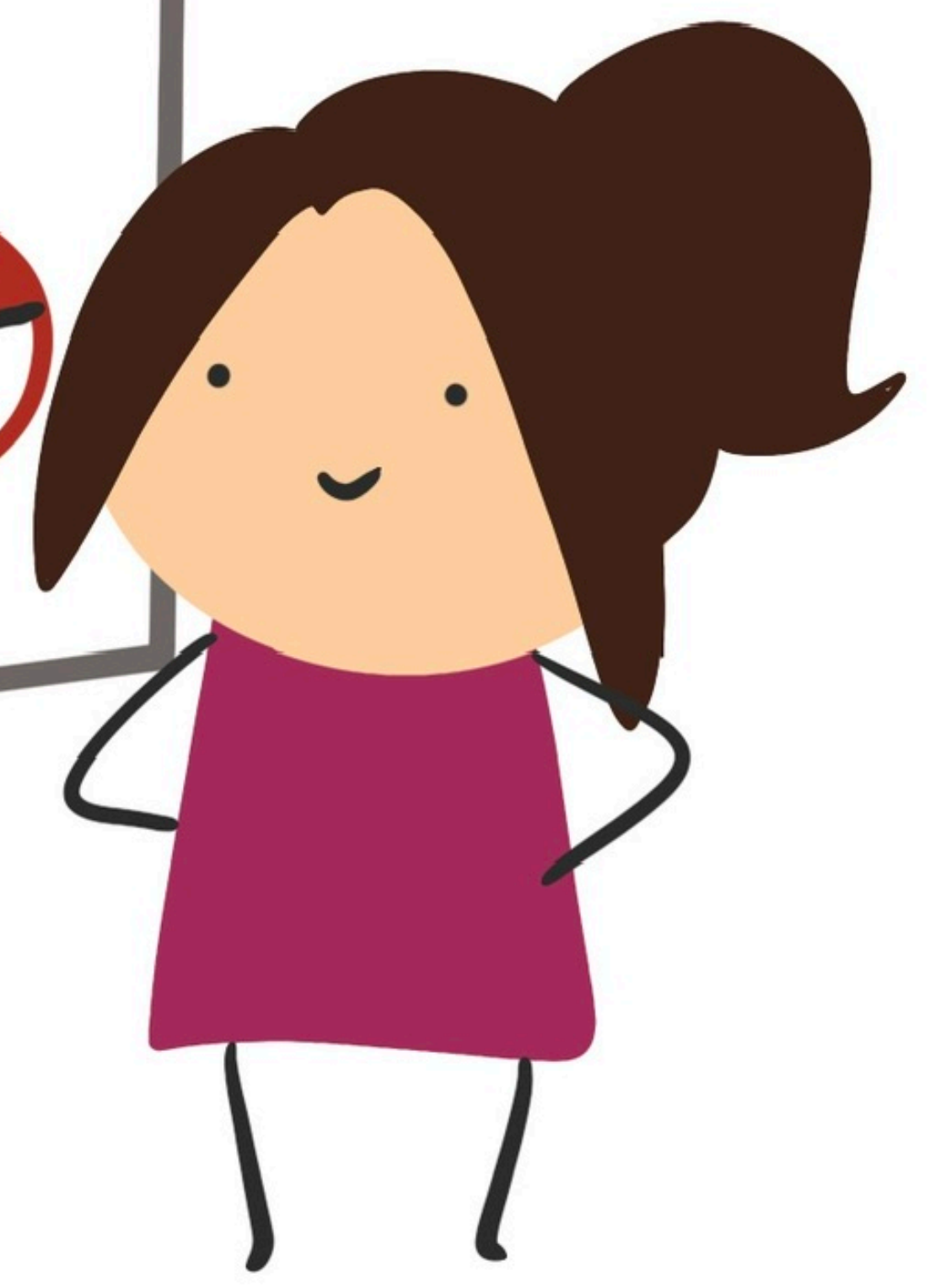
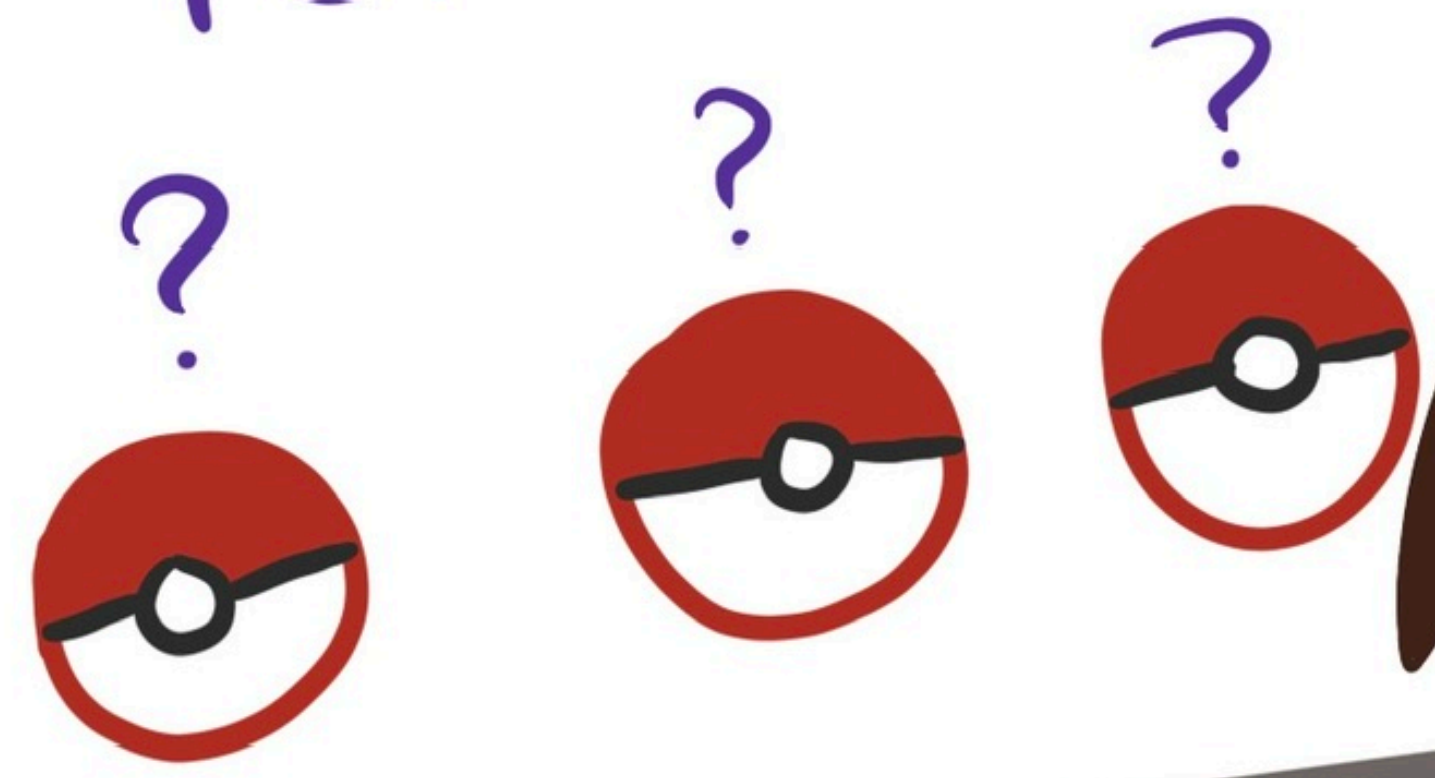
Predictability

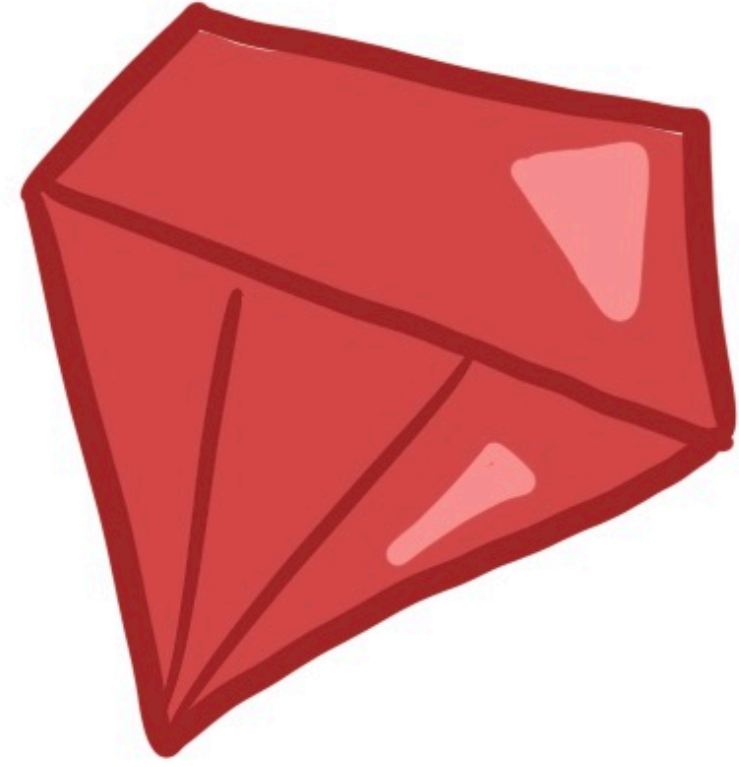
Significance

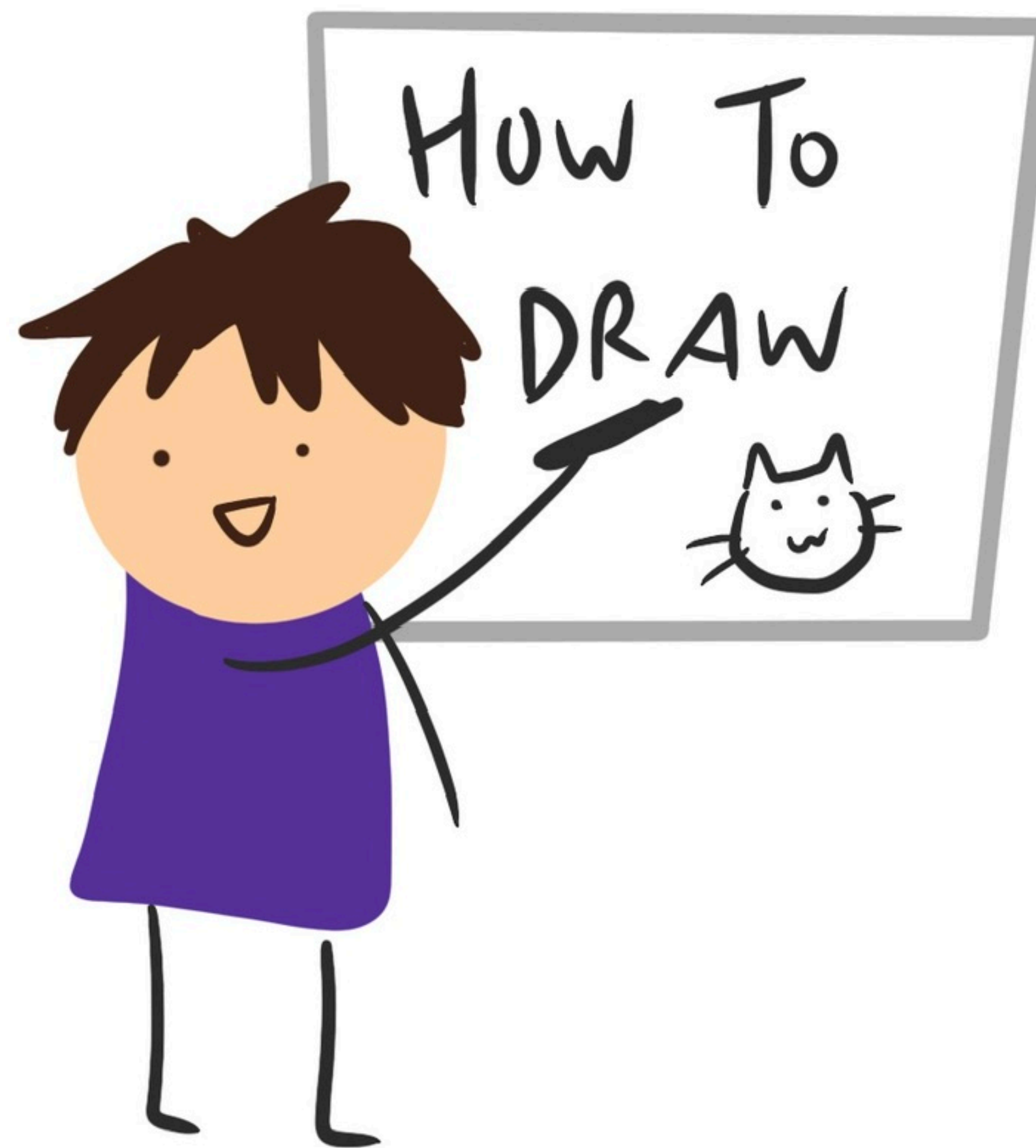
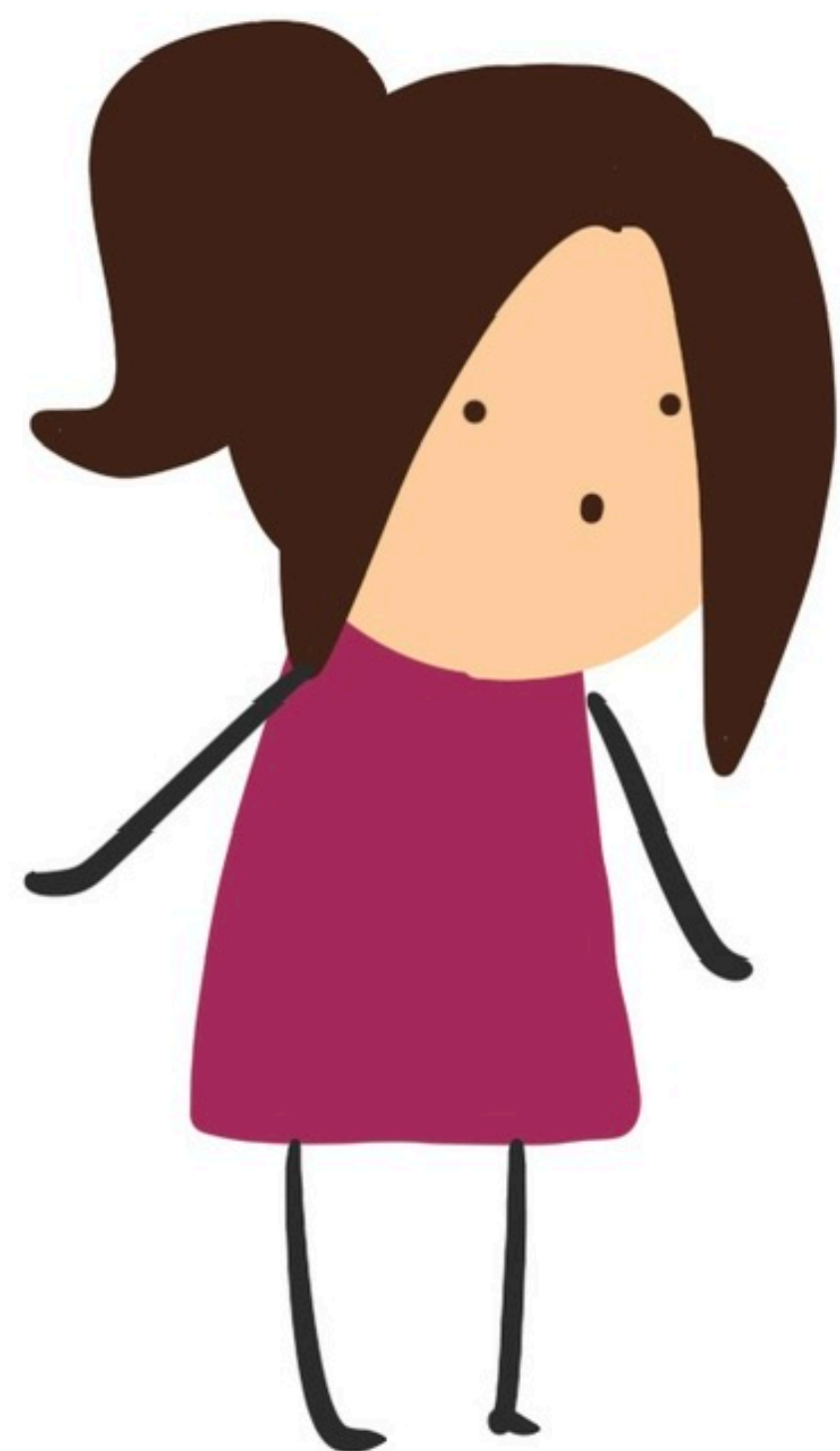
Checkpoints

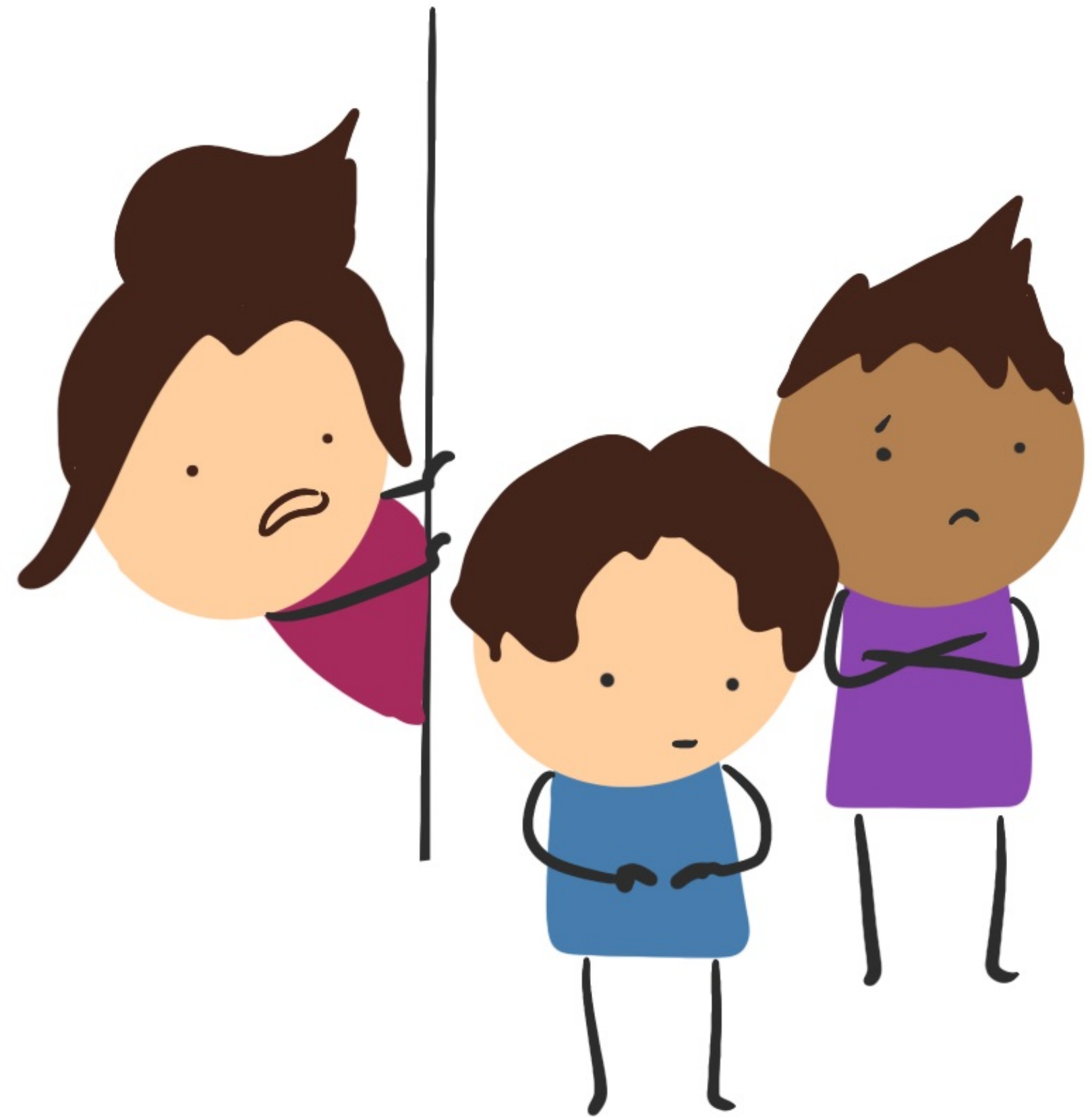
1. Identify your end state



TEAM NEEDS

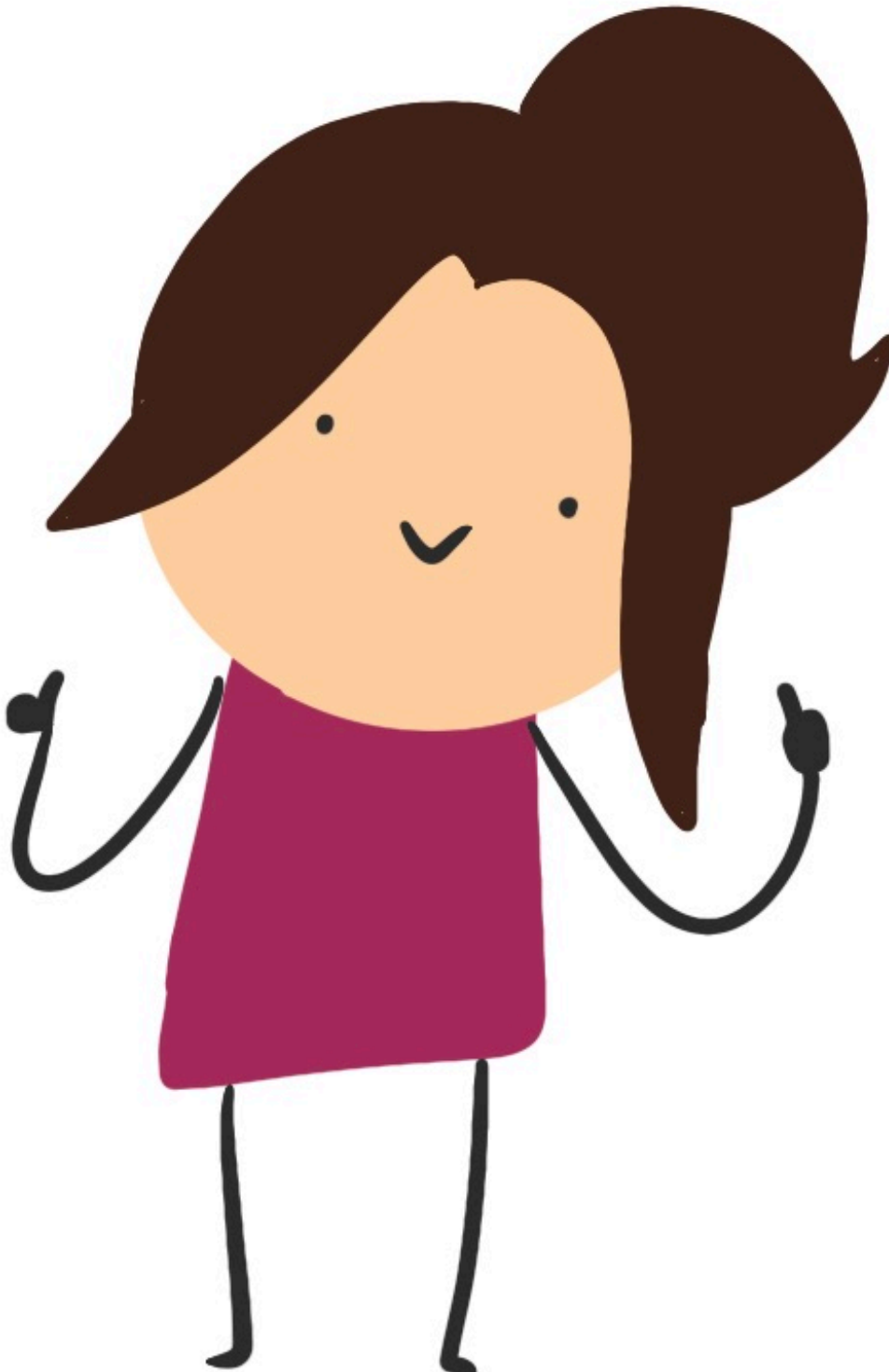




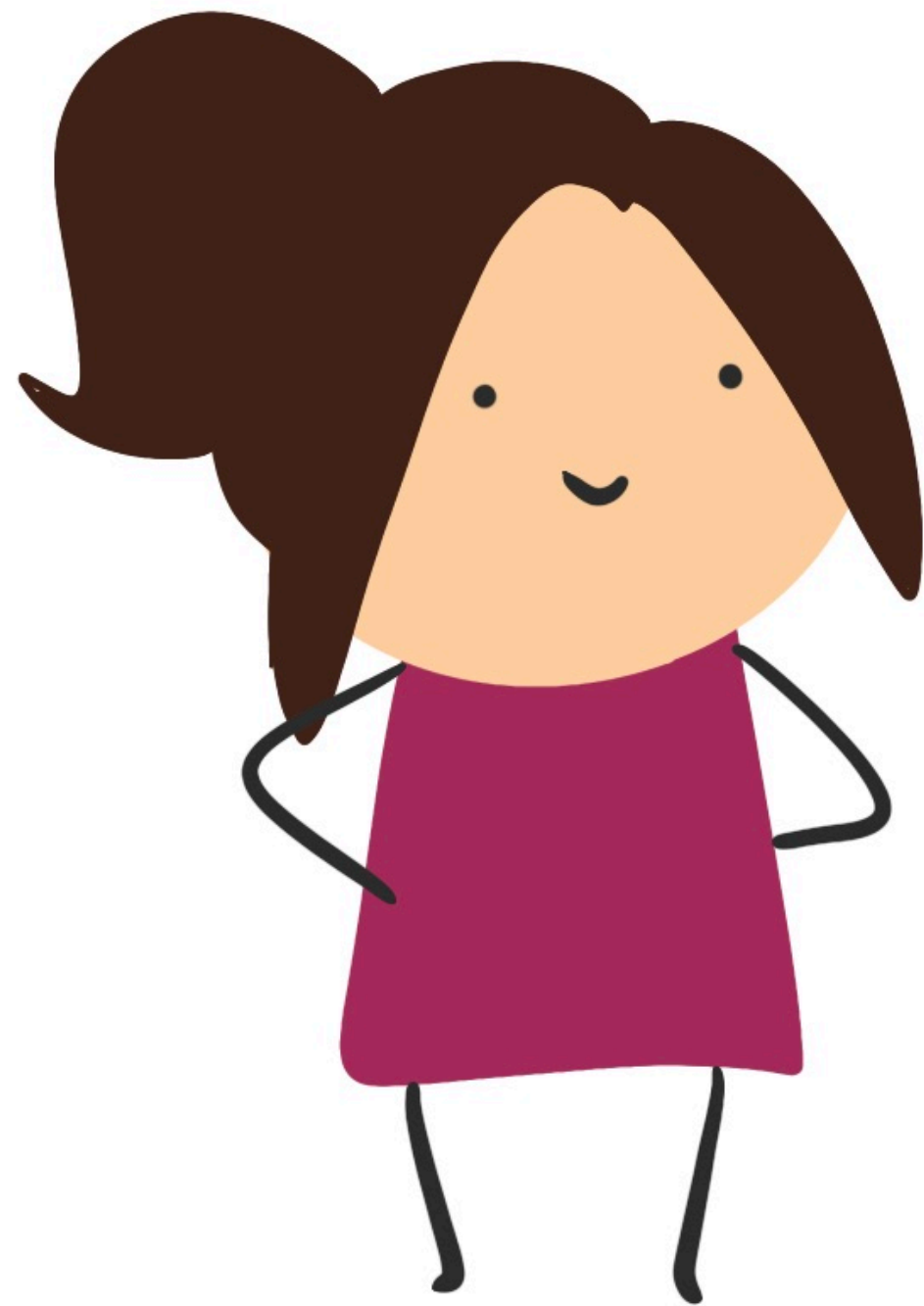




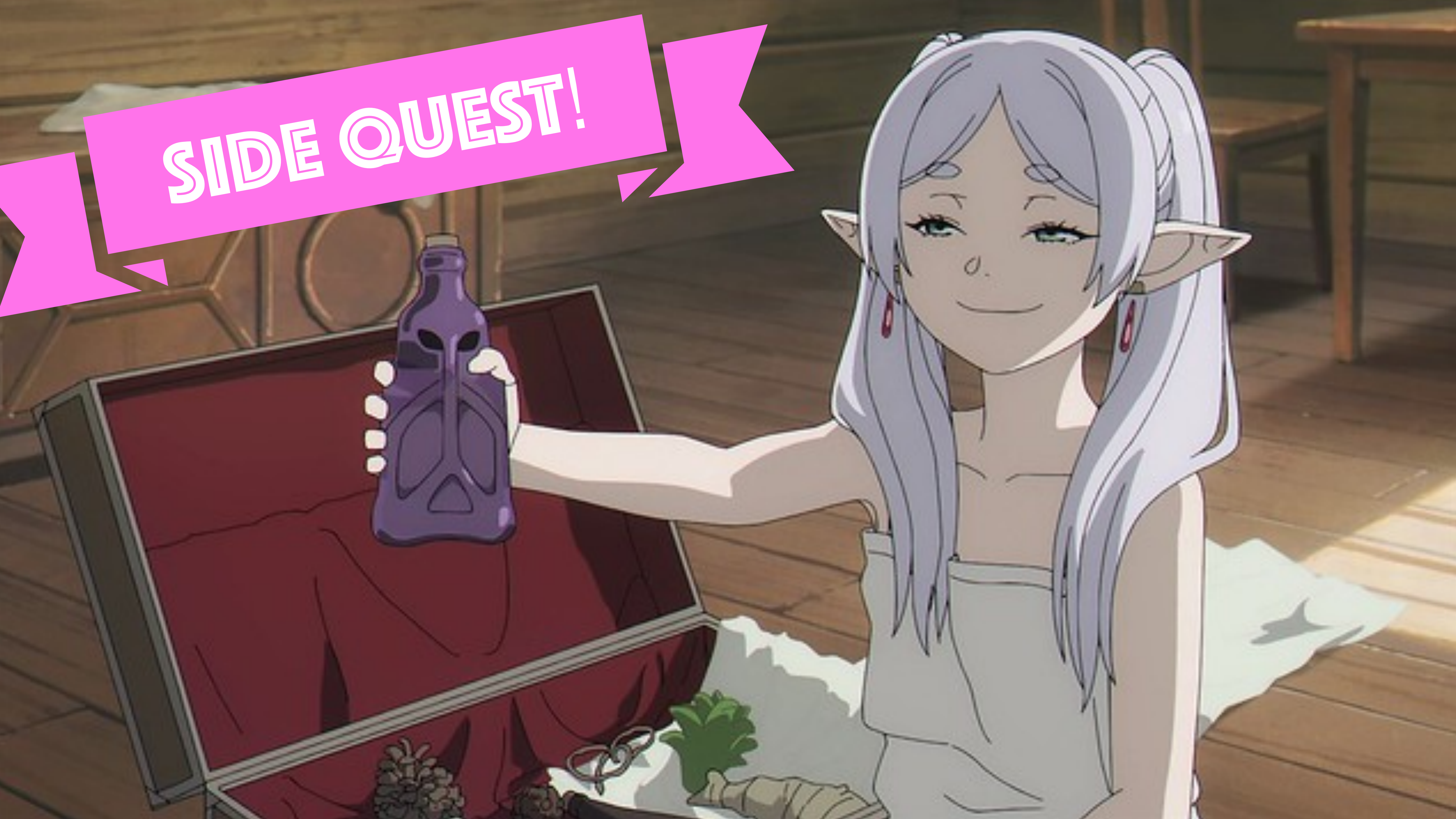
To Do	DOING	DONE
		







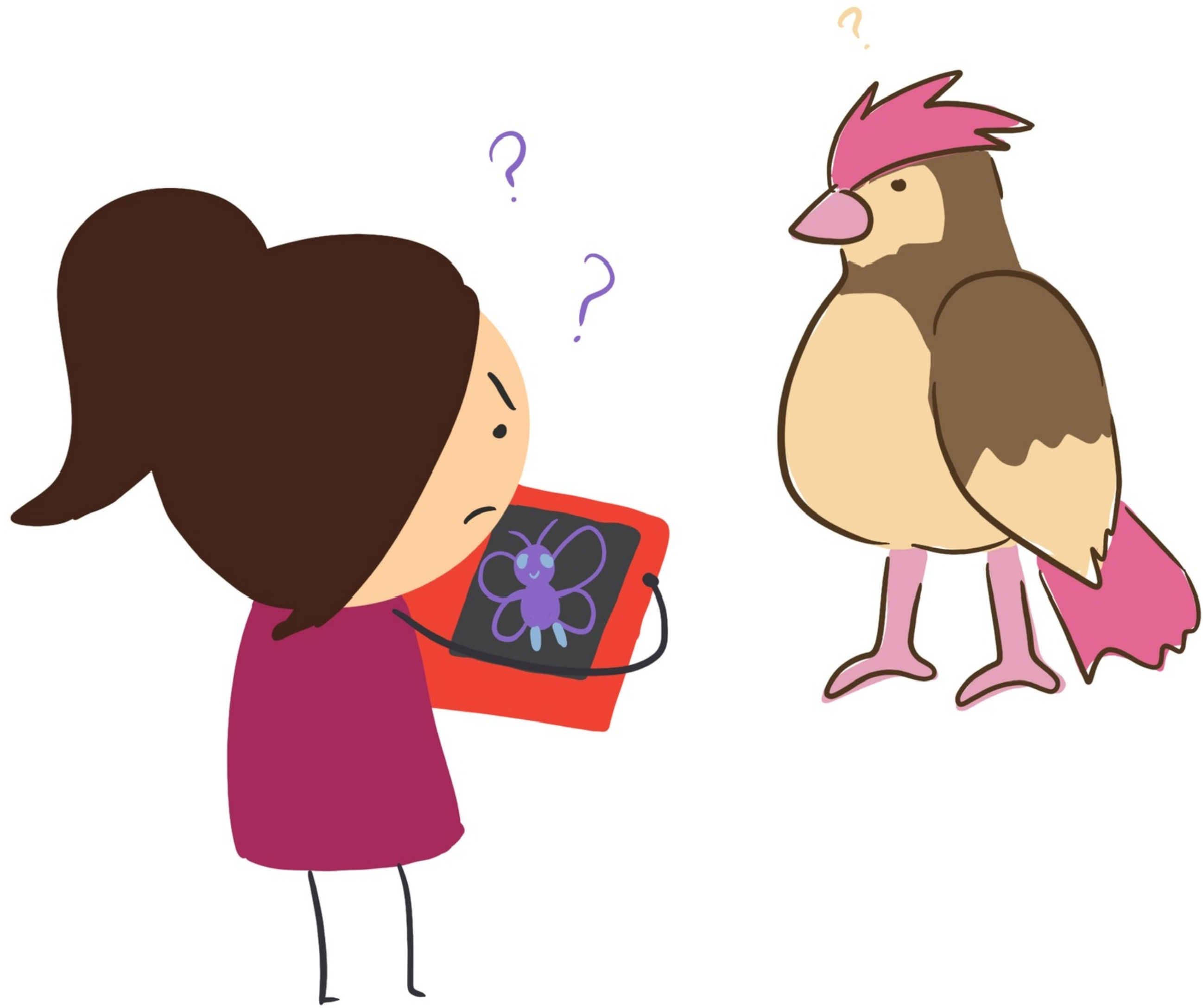
SIDE QUEST!



Novices see only what is there;
experts can see what is not there.

Gary Klein

*Seeing the Invisible: Perceptual-Cognitive
Aspects of Expertise (1992)*

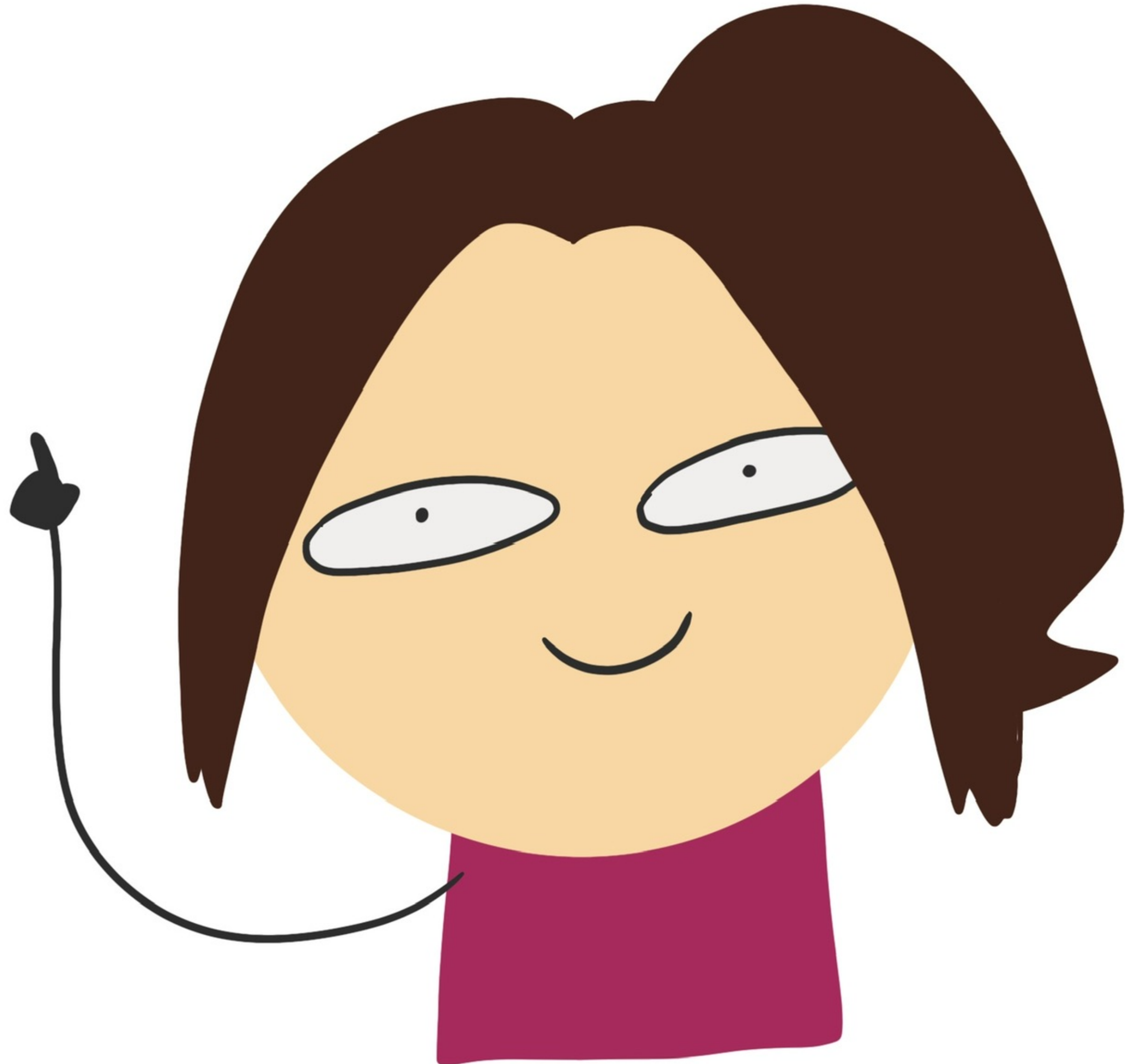


THE CAMBRIDGE HANDBOOK OF
EXPERTISE
AND EXPERT
PERFORMANCE

Edited by K. Anders Ericsson, Robert R. Hoffman,
Aaron Kozbelt and A. Mark Williams

SECOND EDITION







HOW MUCH CURSED
KNOWLEDGE DO YOU
POSSESS



COUNTRY

nl	▼
Nigeria	
Norway	■
Oman	

Countries:

- ...
- nz
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- no**
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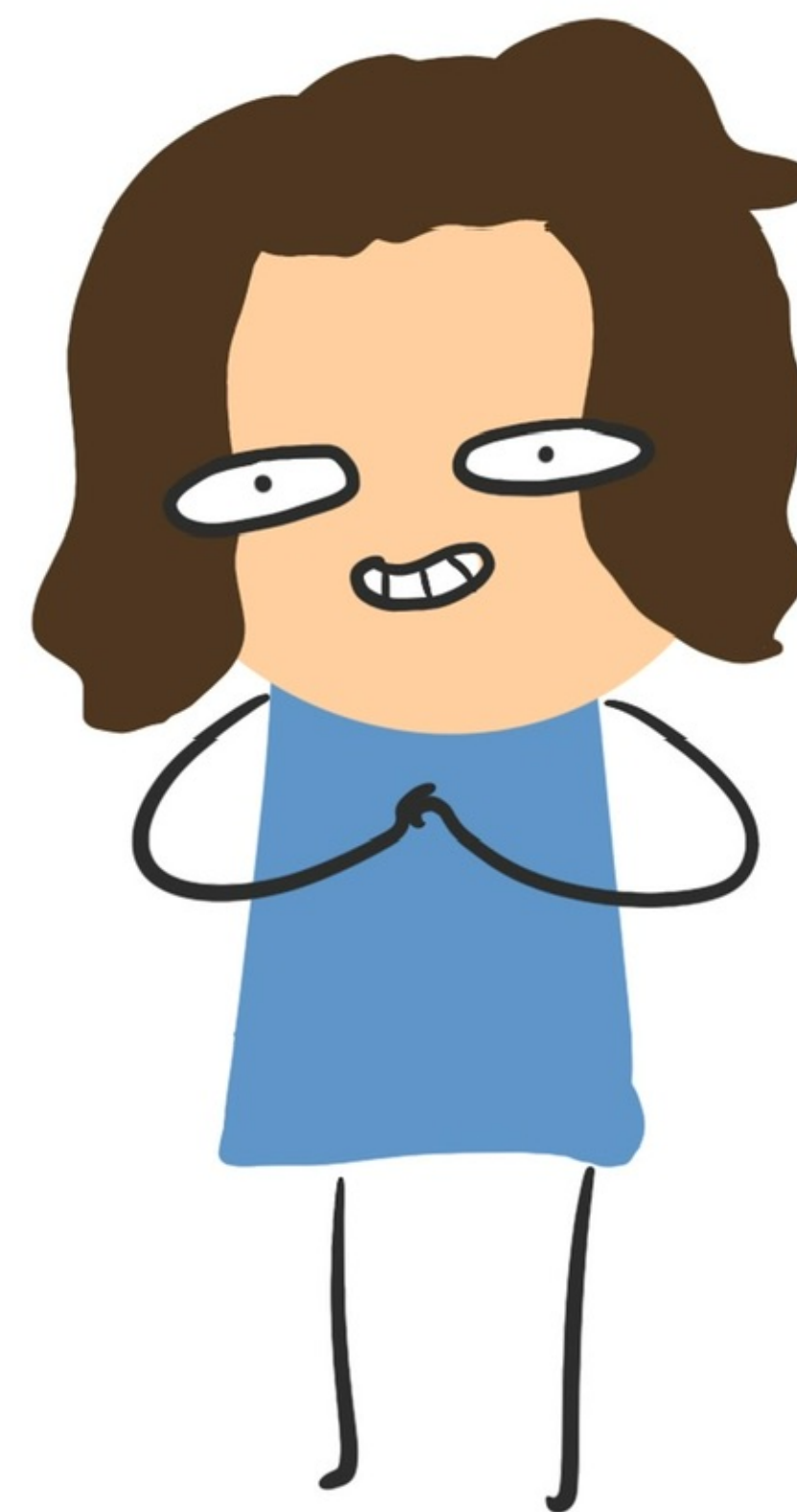
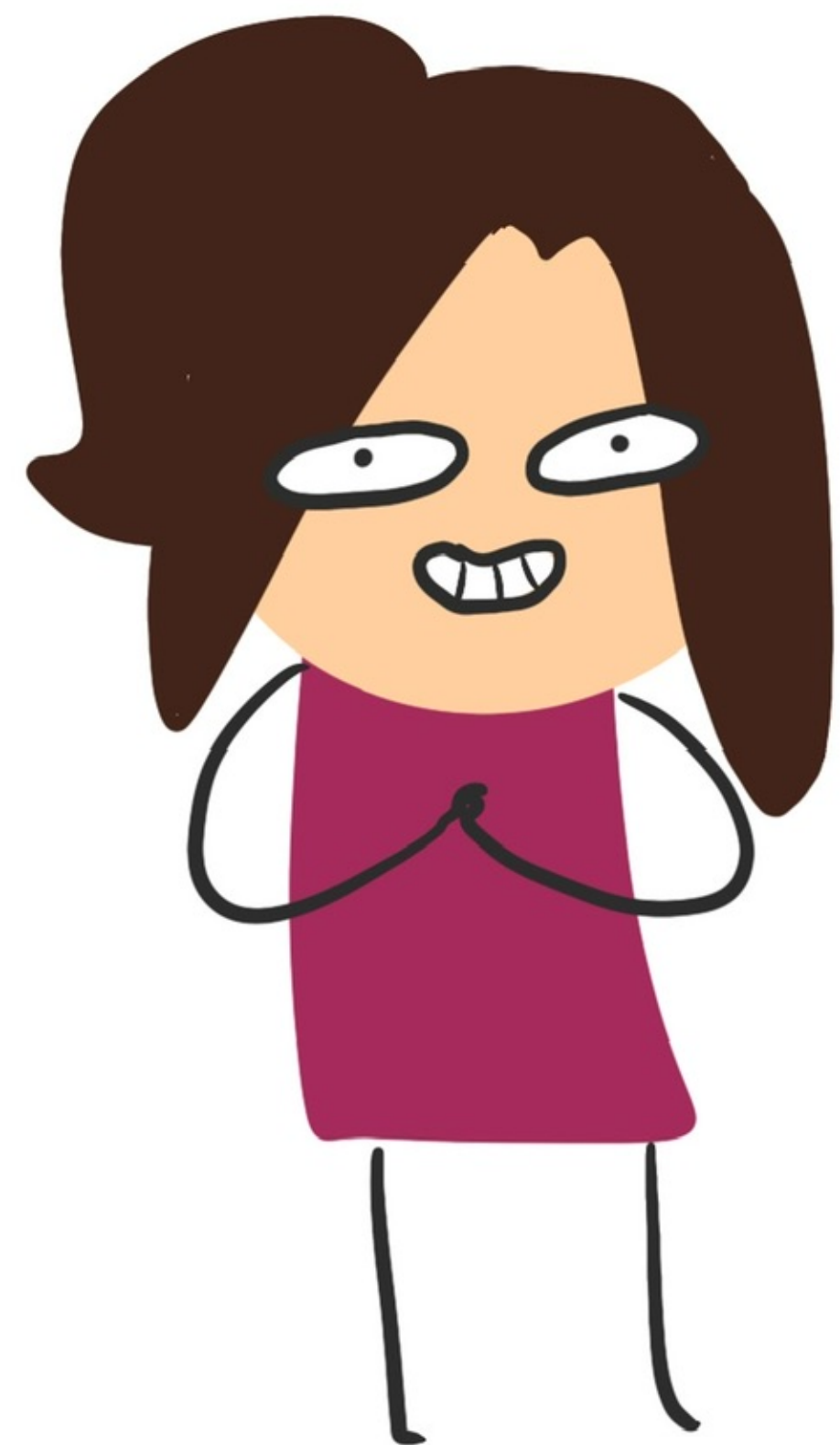




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("no" is a string)







SIDE QUEST COMPLETE



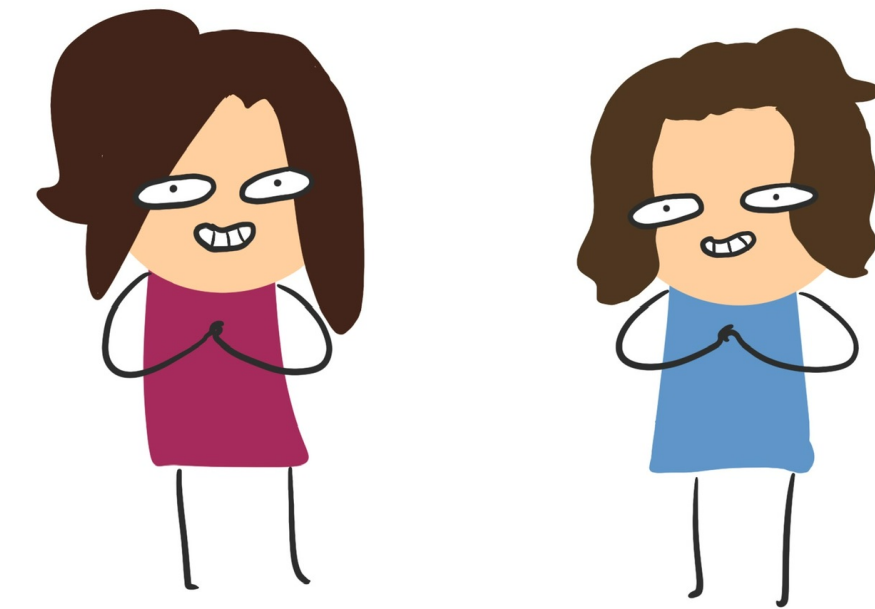


Checkpoints

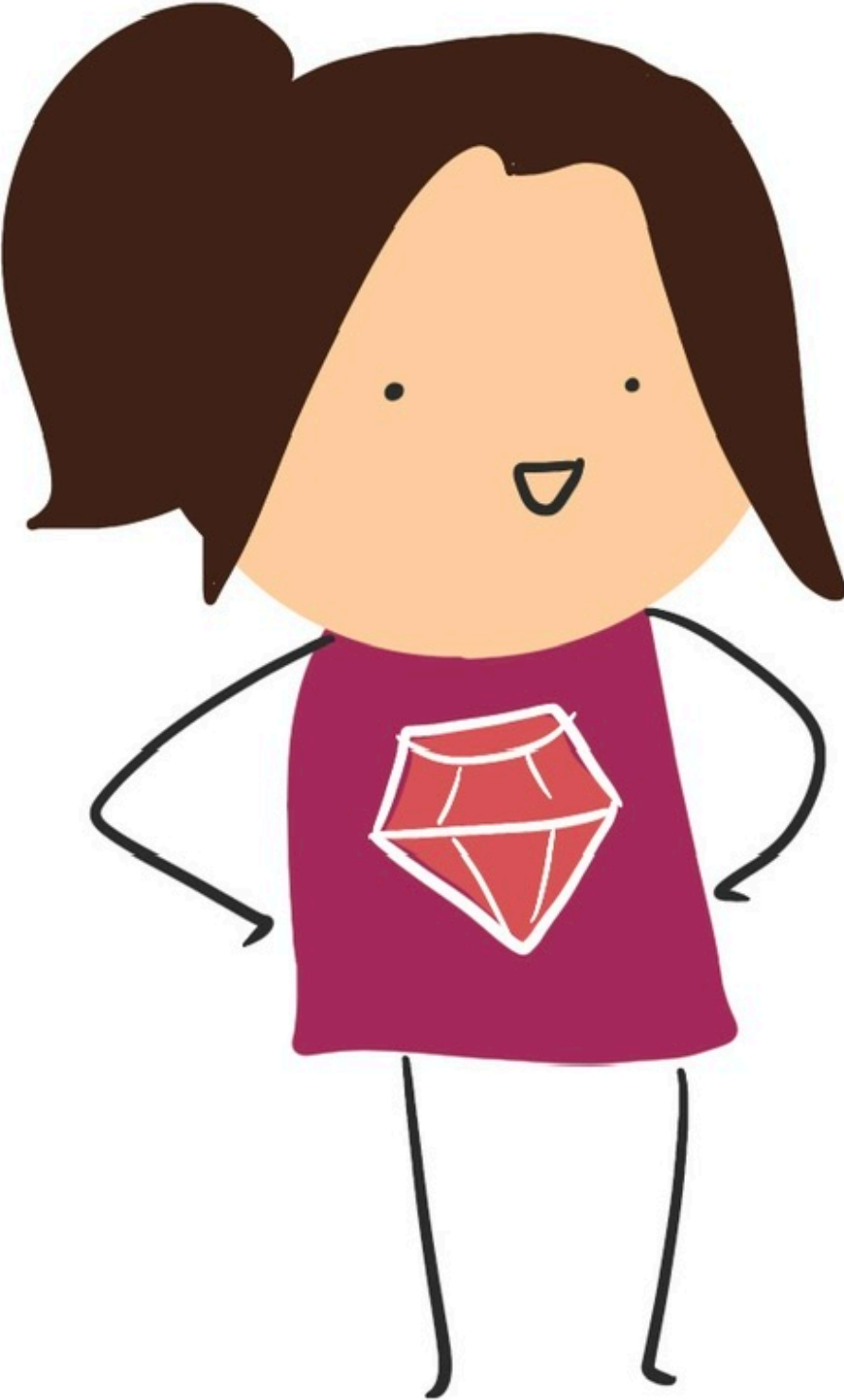
1. Identify your end state

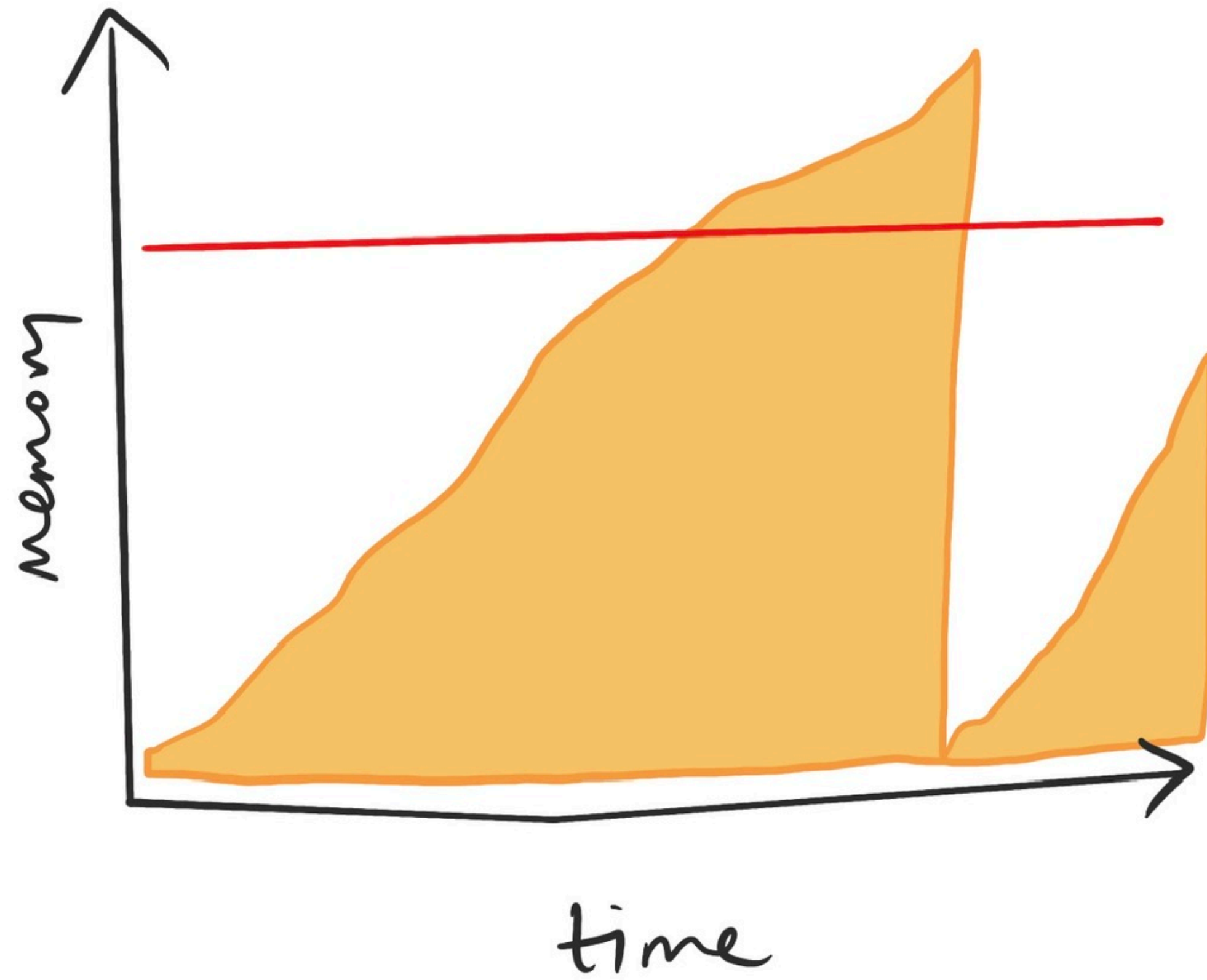
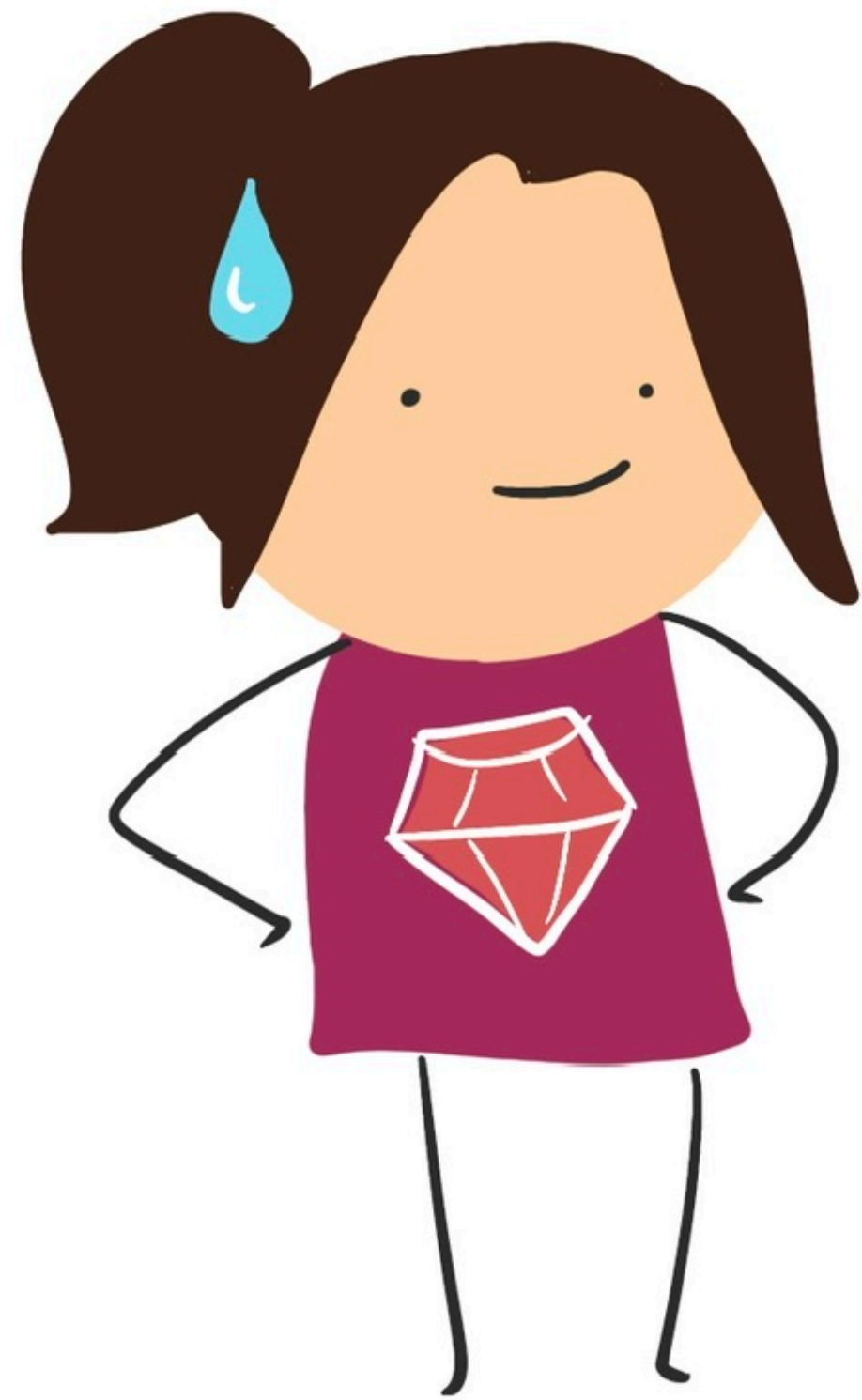
2. The mechanics of expertise

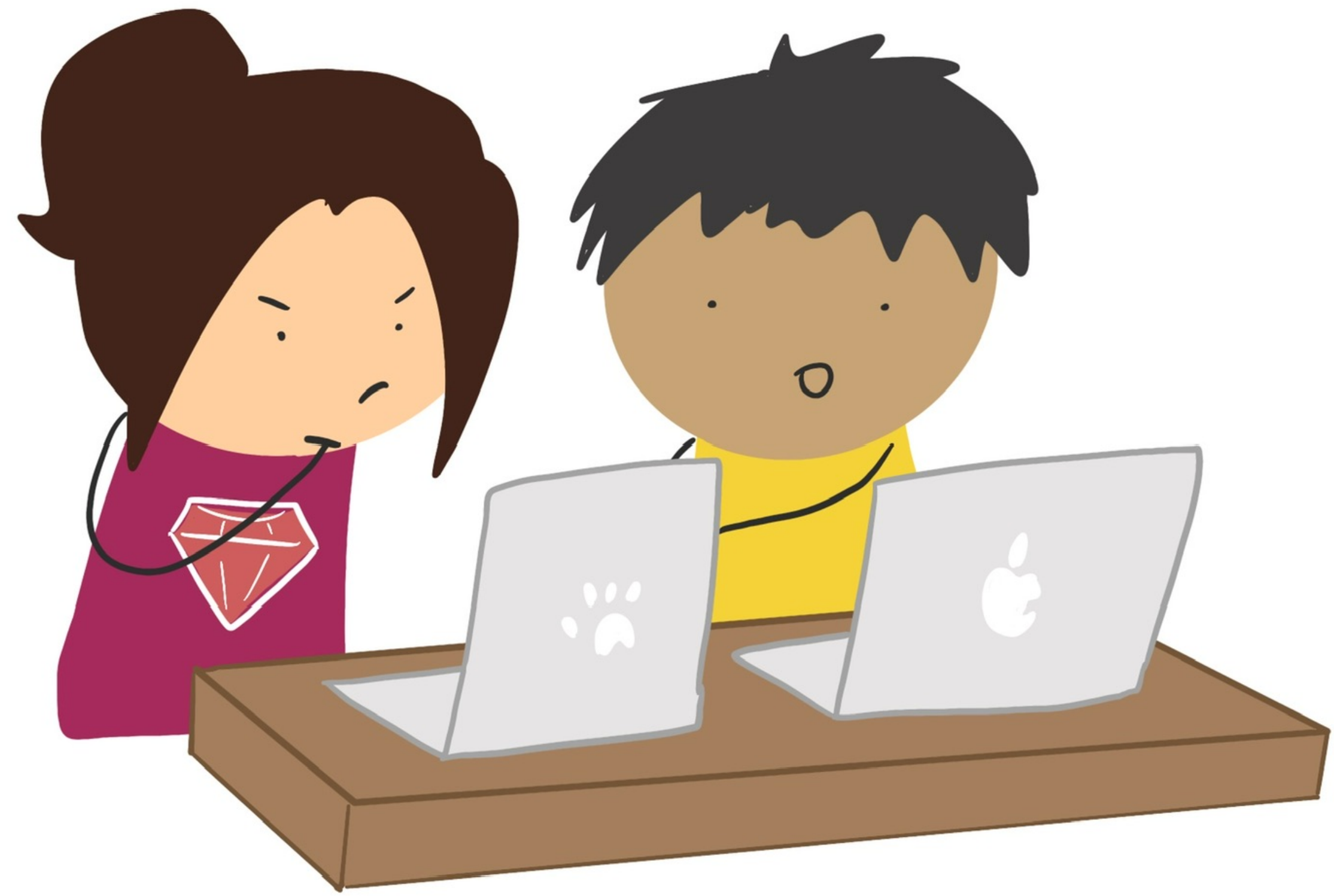
Theory of Proximal Development



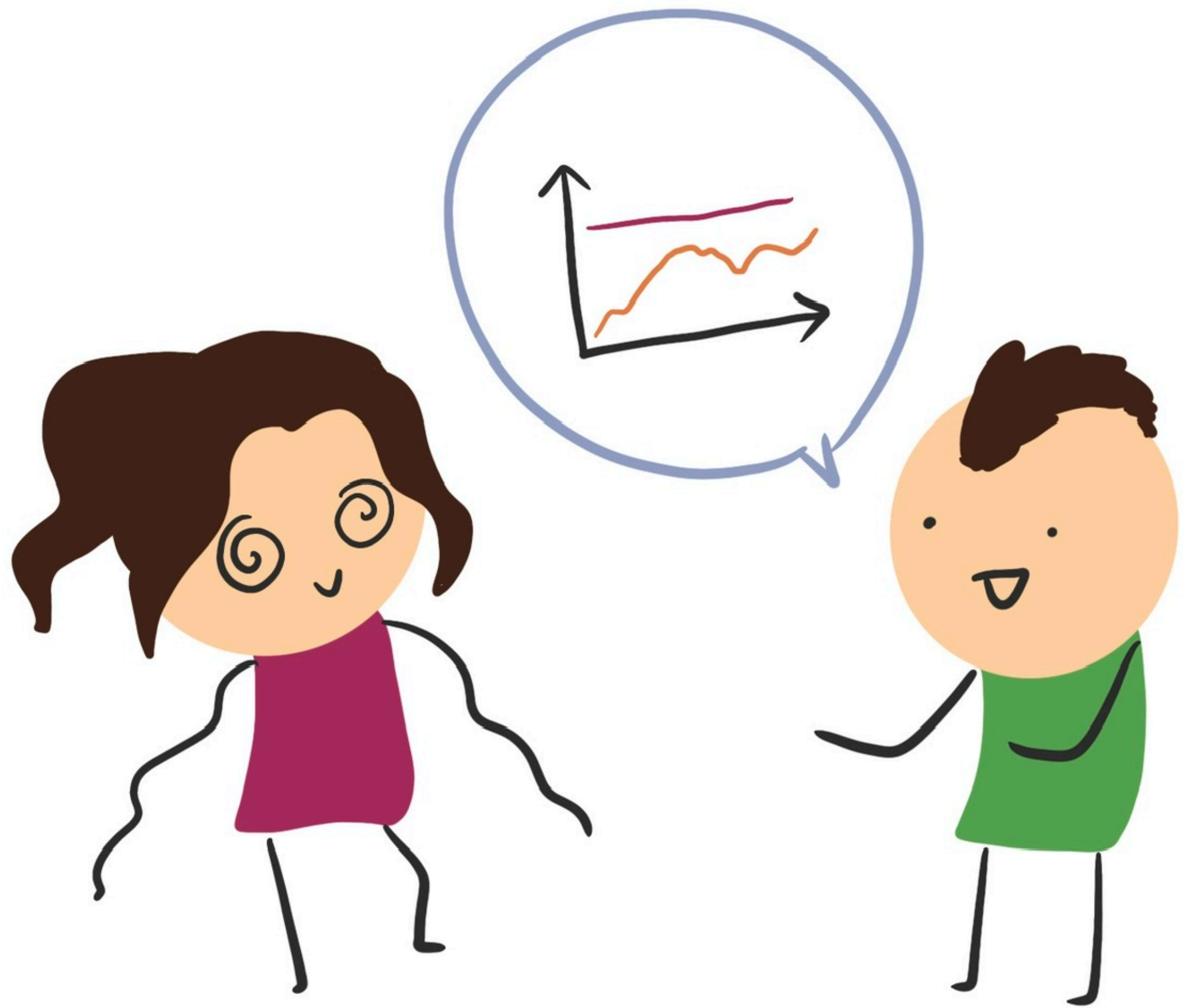


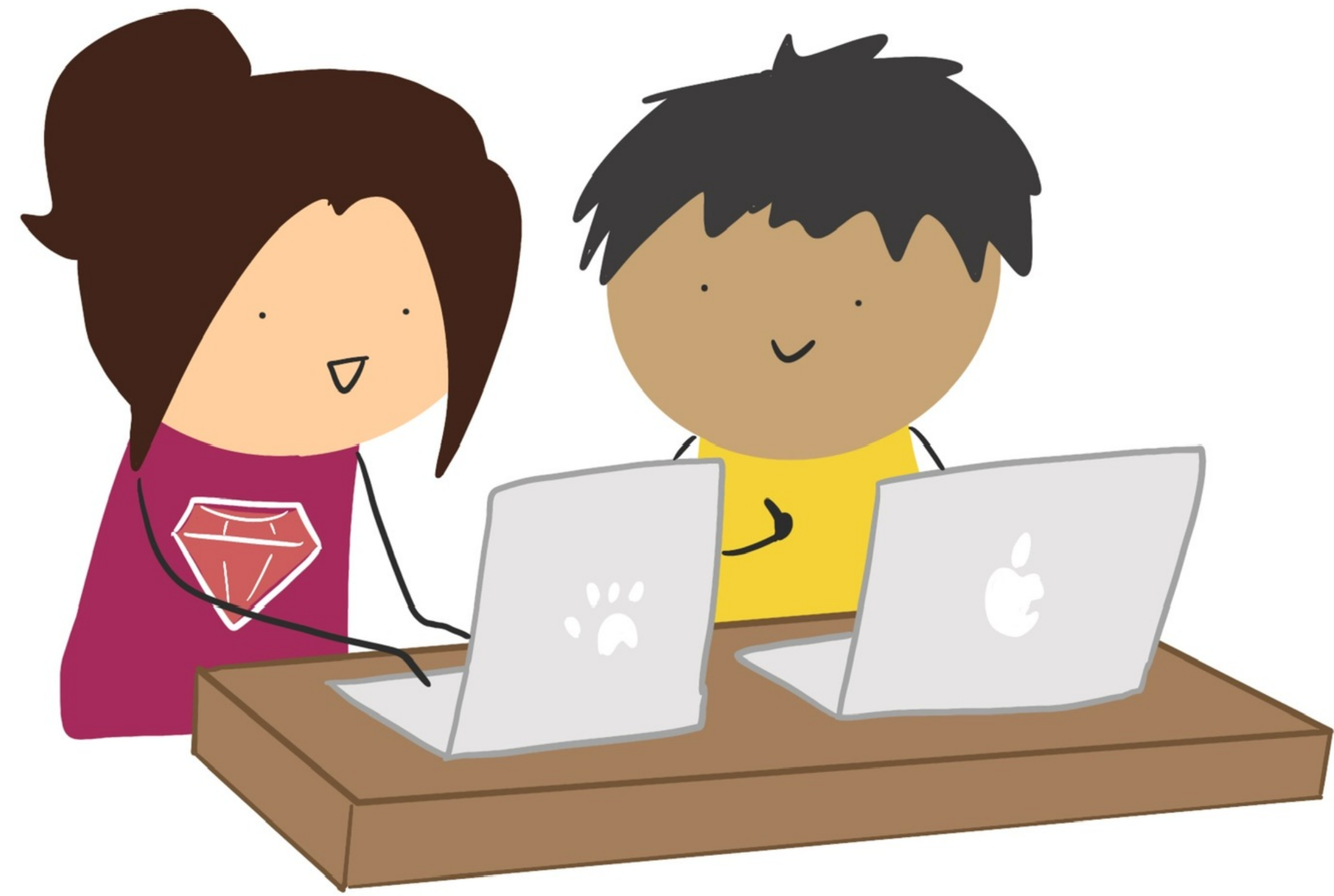




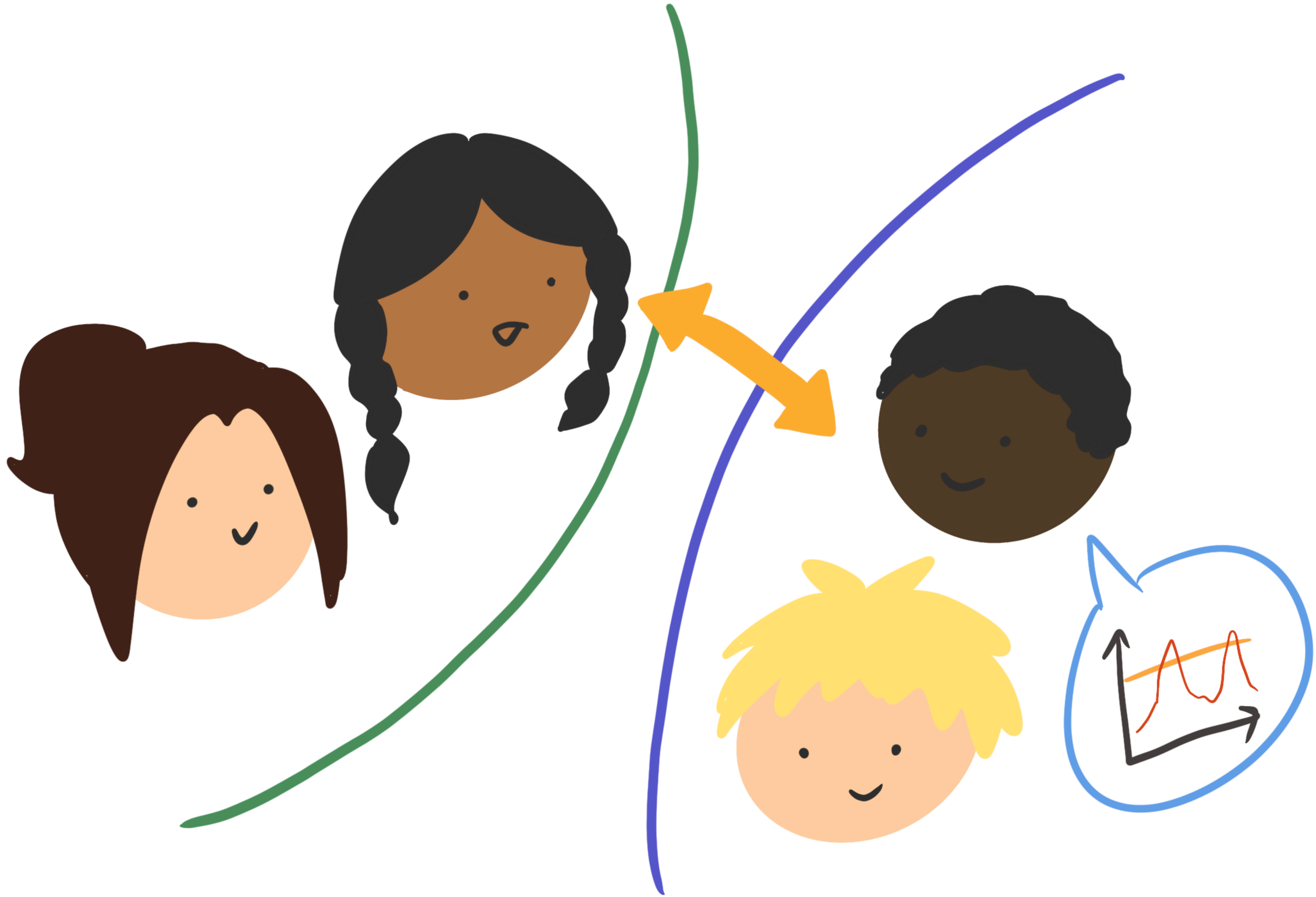


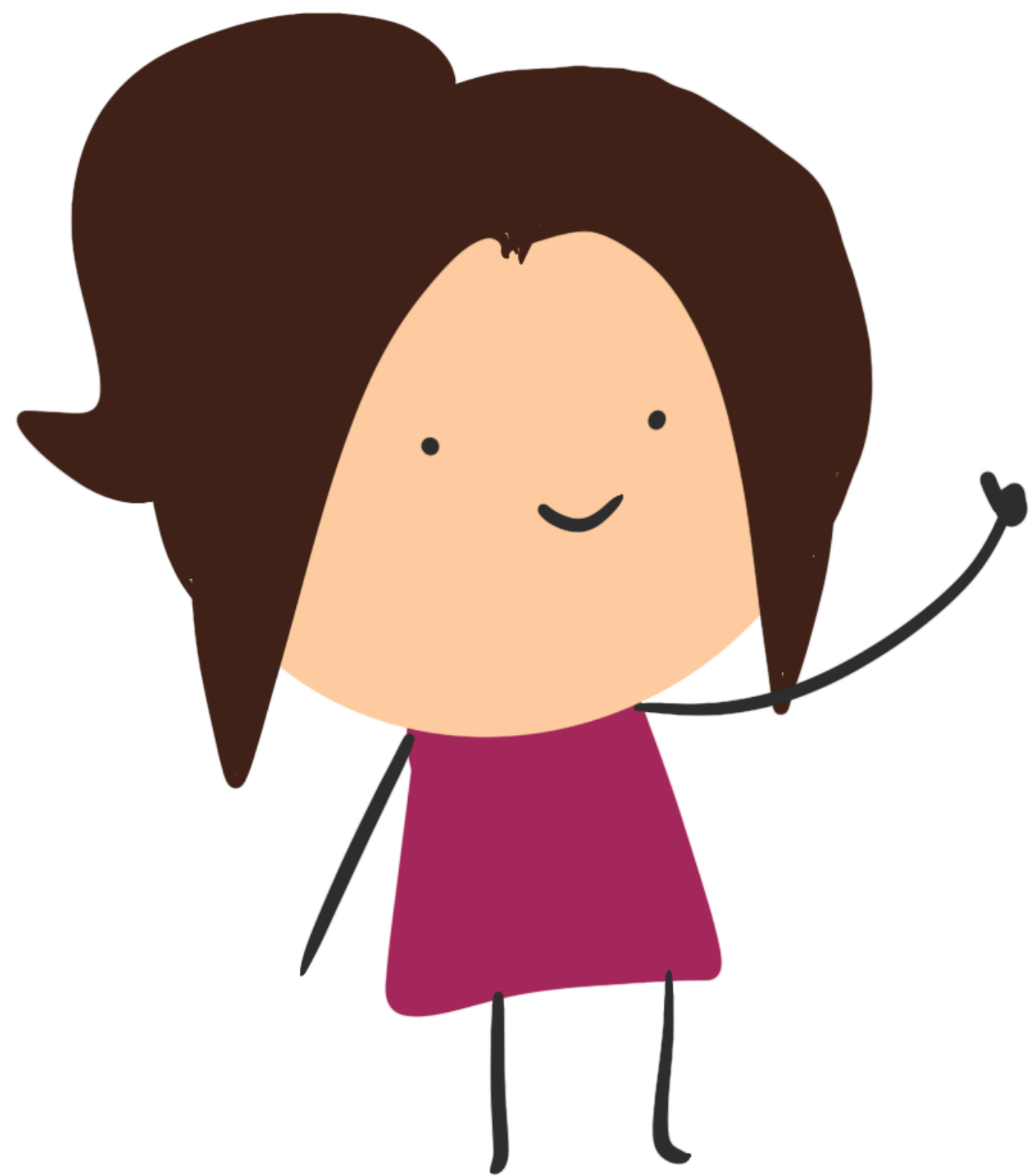










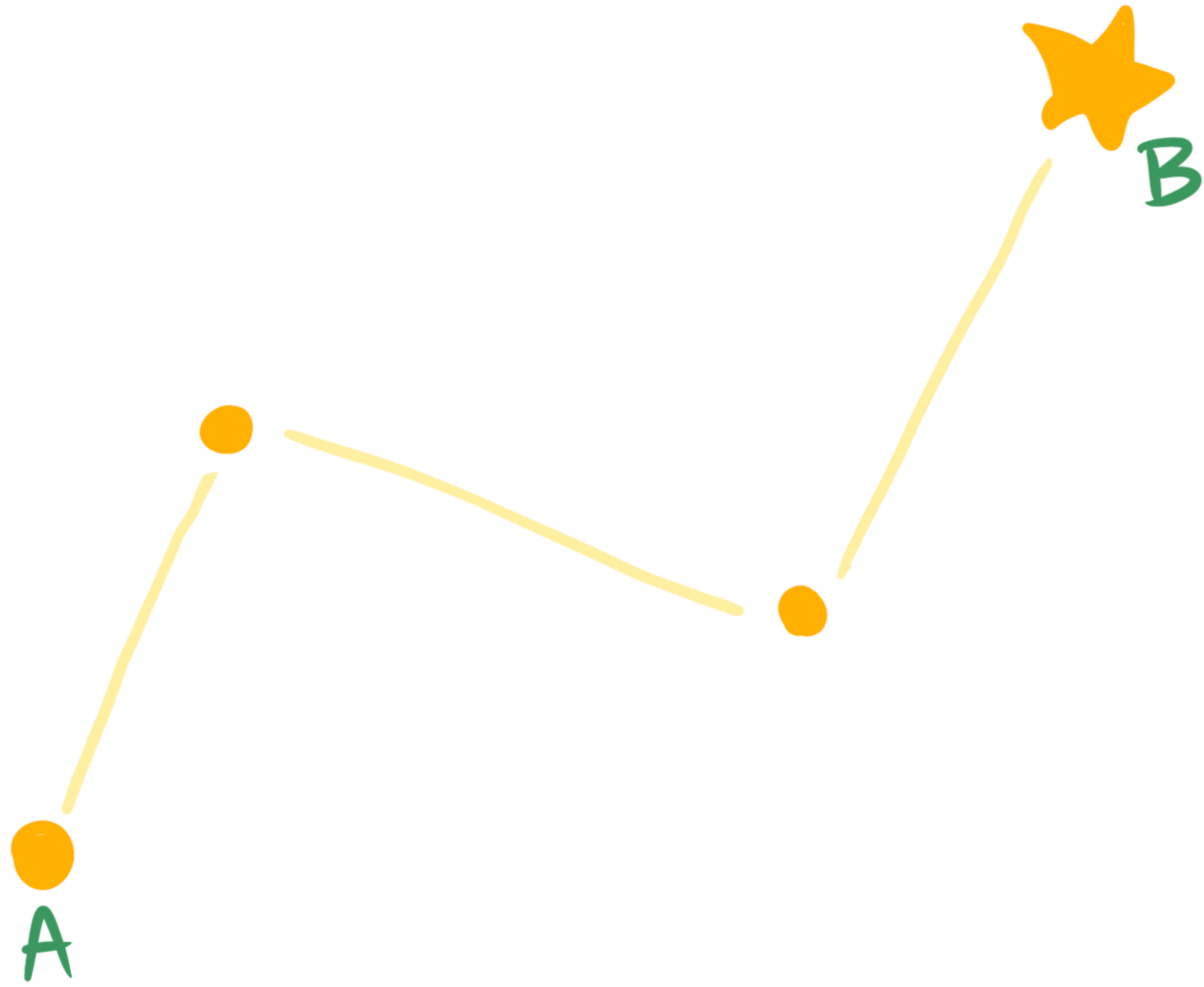
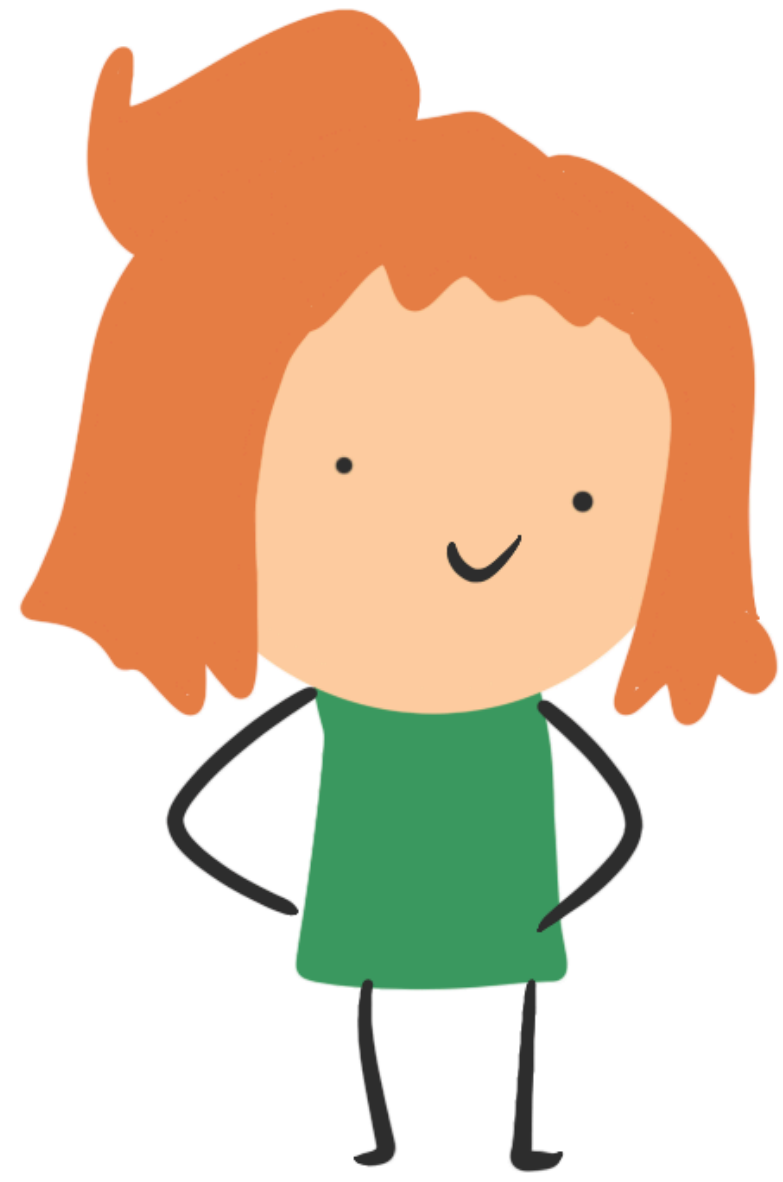


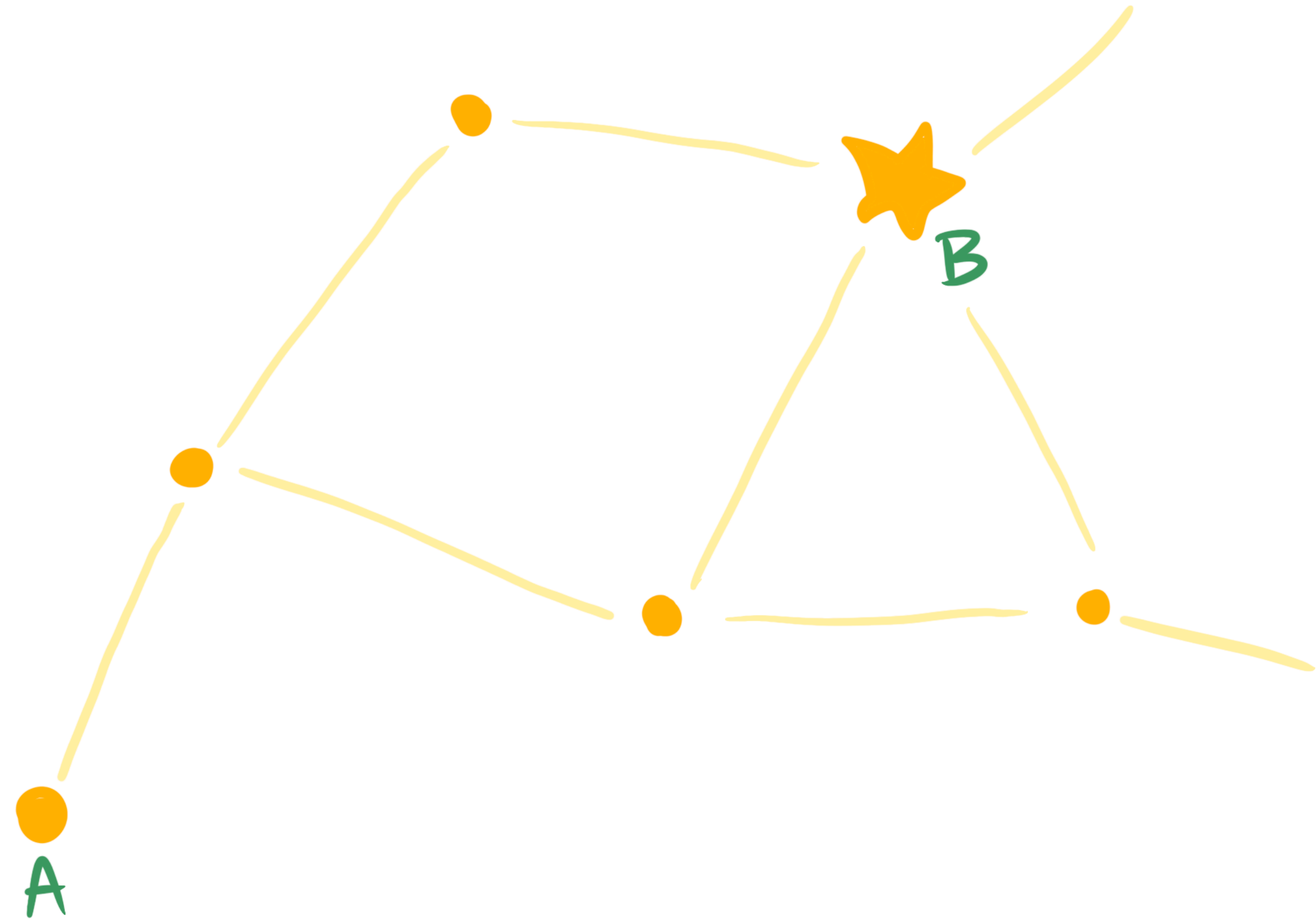
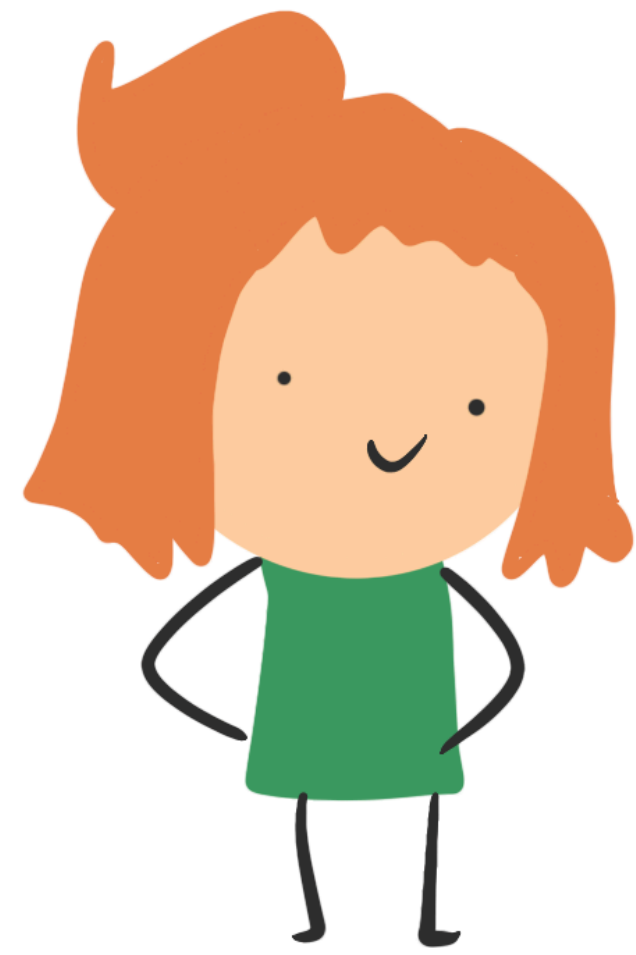
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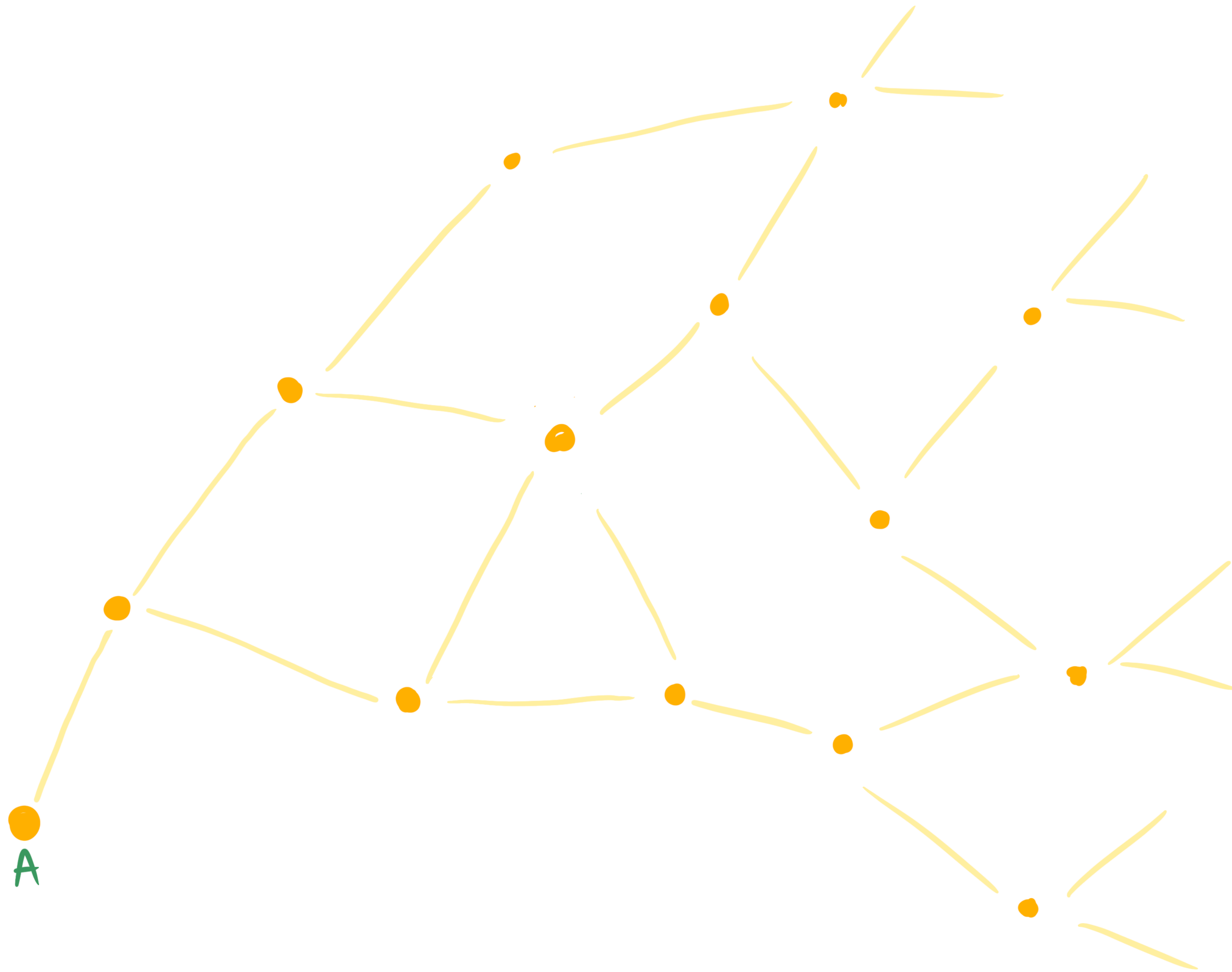
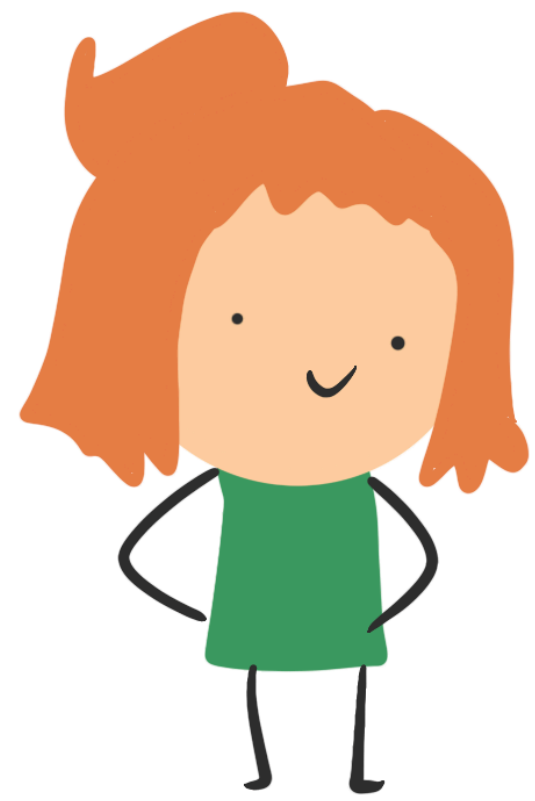
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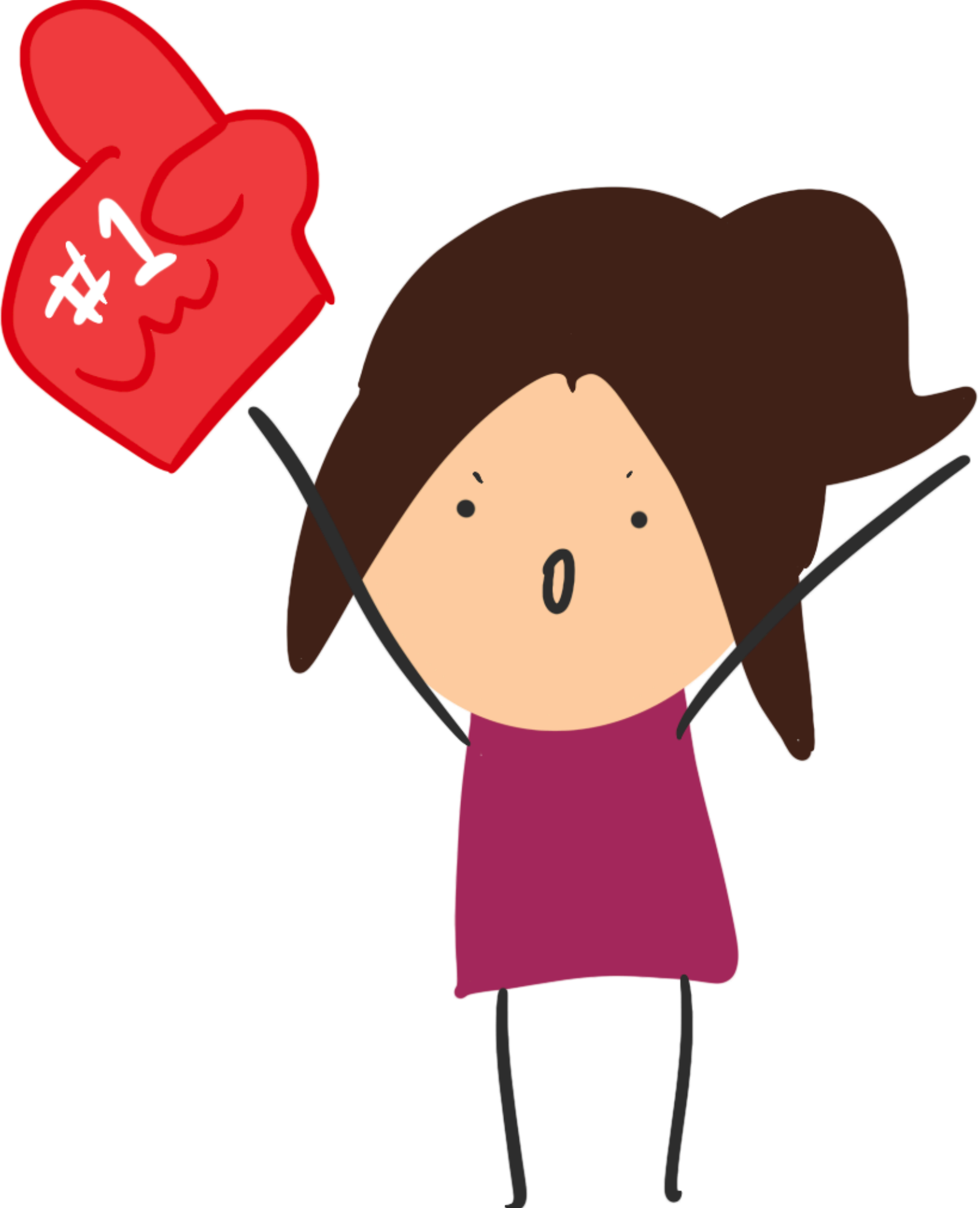
c	o	w
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Change just one thing



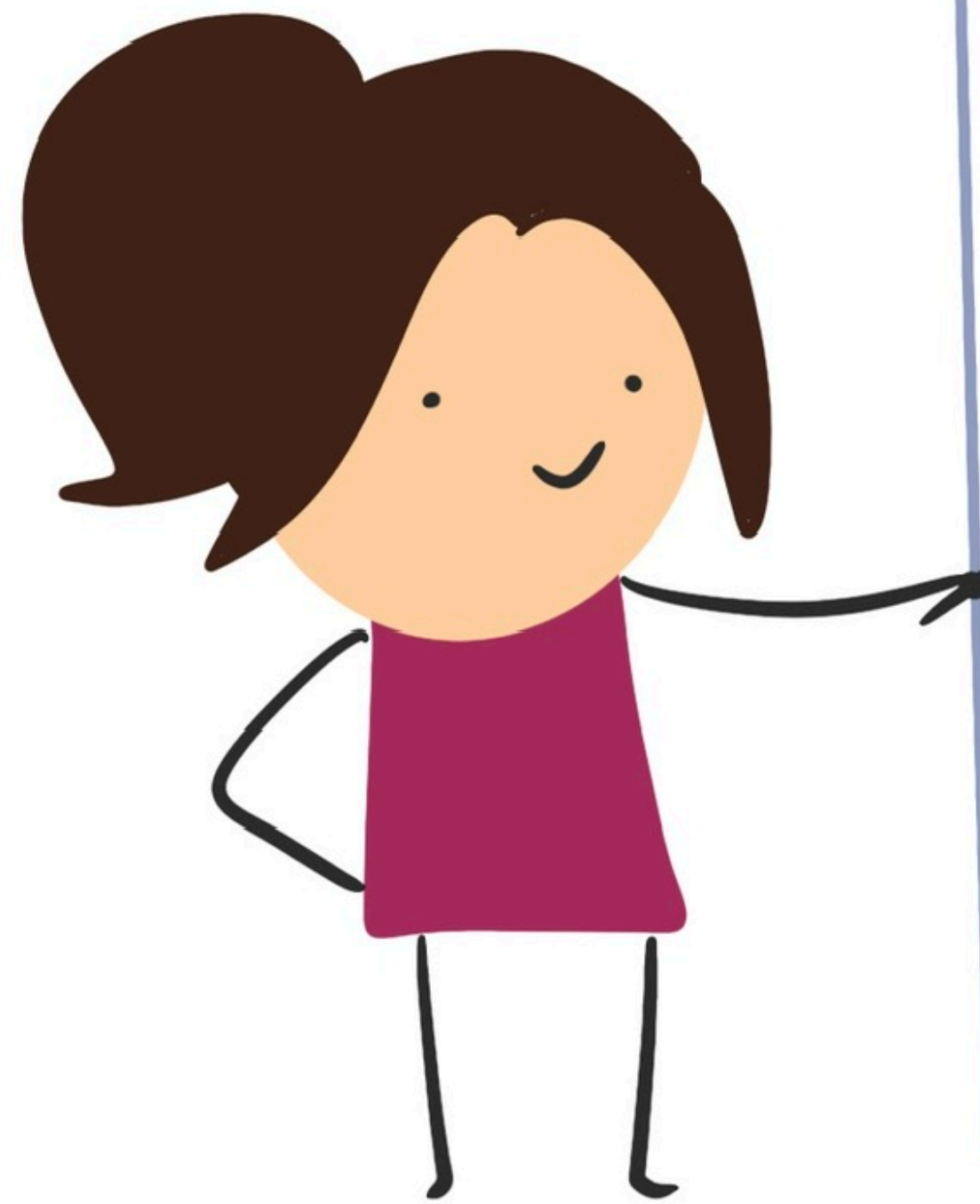













	L1	L2	L3
</>	• — • —	• — • — • —	• — • — • — • —
👉	• — • —	• — • — • —	• — • — • — • —



	L1	L2
</>	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———
☺	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———




Gap Analysis Exercise

	L1	L2
</>	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———
	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———



current

next

	L1	L2
</>	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———
	<ul style="list-style-type: none">——	<ul style="list-style-type: none">———



current

next
+ why?

	L1	L2
</>	• — • —	• — • — • —
👉	• — • —	• — • — • —



current



current

next
+ why?

between

	L1	L2
</>	<ul style="list-style-type: none"> — — 	<ul style="list-style-type: none"> — — —
🐻	<ul style="list-style-type: none"> — — 	<ul style="list-style-type: none"> — — —



current



current

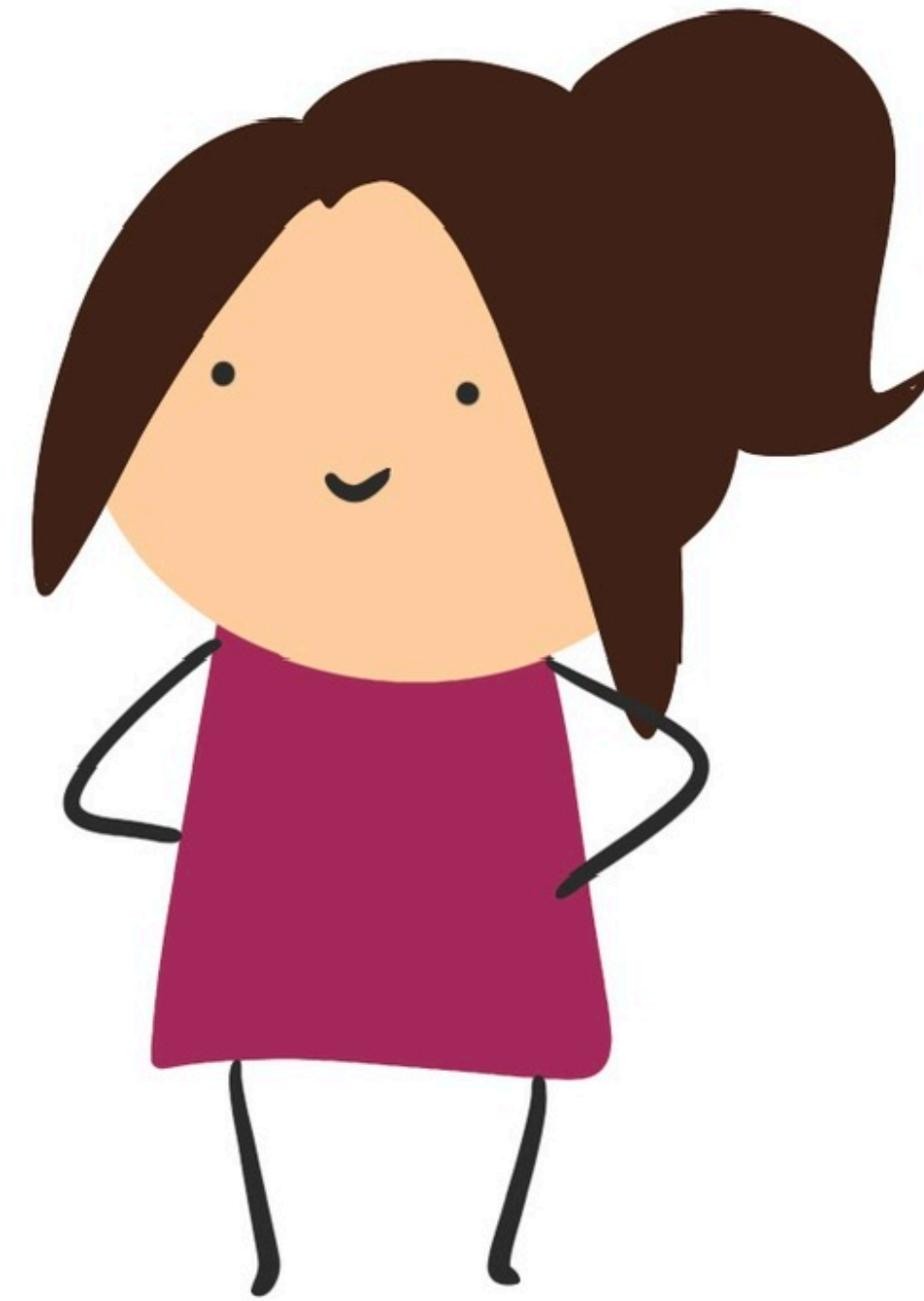


★
SMART
GOAL

next
+ why?

between

progression.fyi



Checkpoints

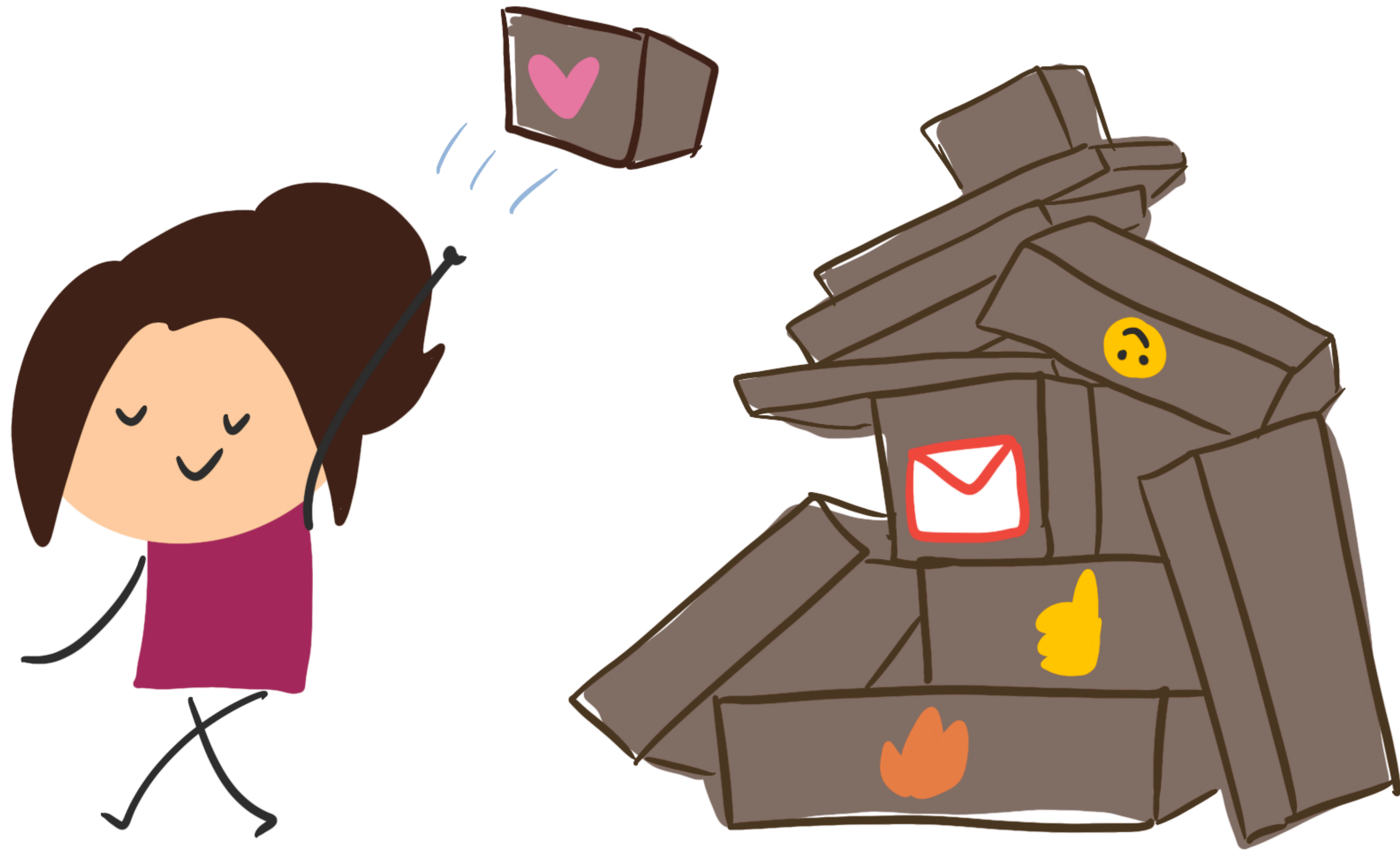
1. Identify your end state

2. The mechanics of expertise

3. Stewardship of the vision

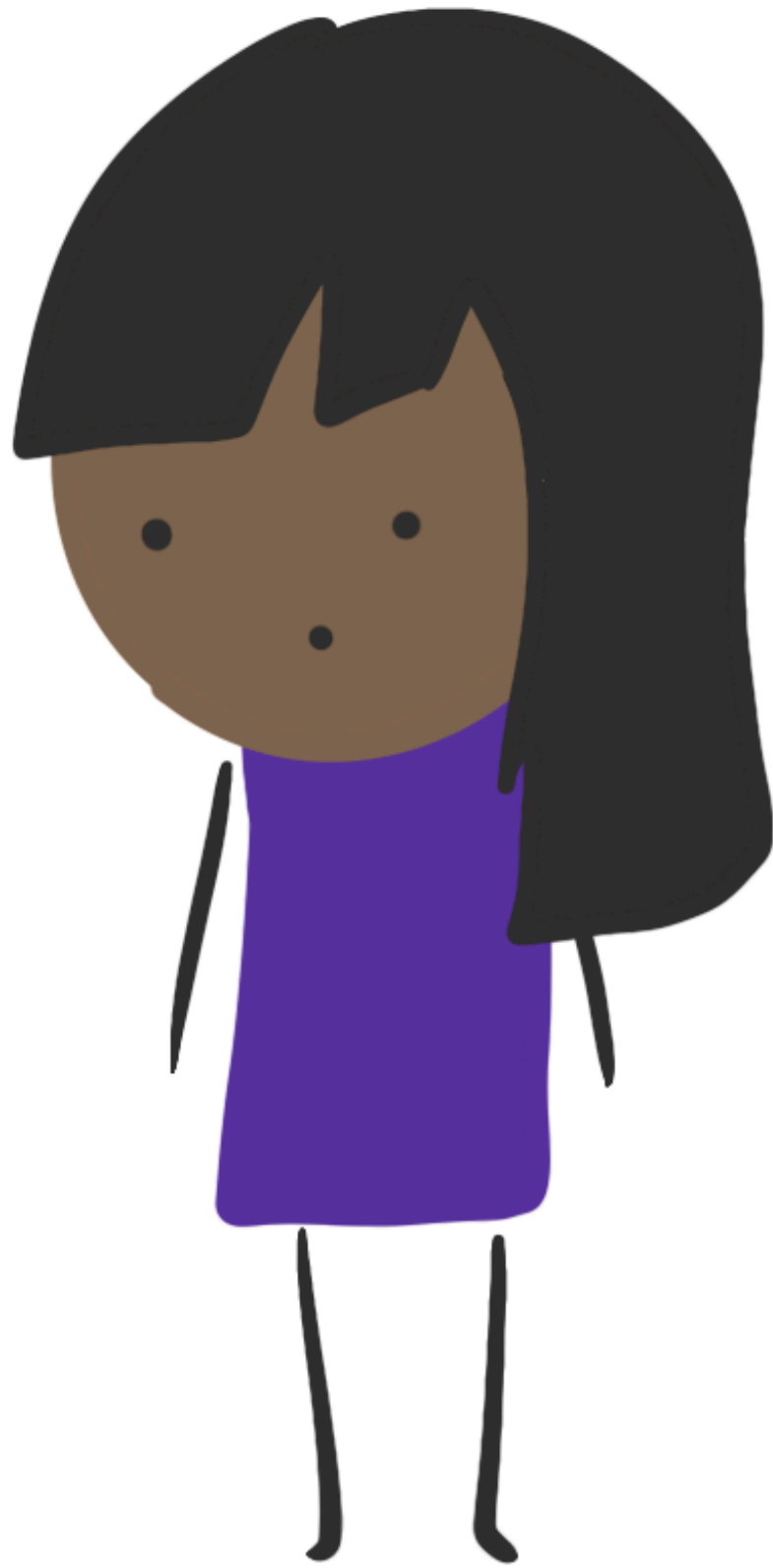
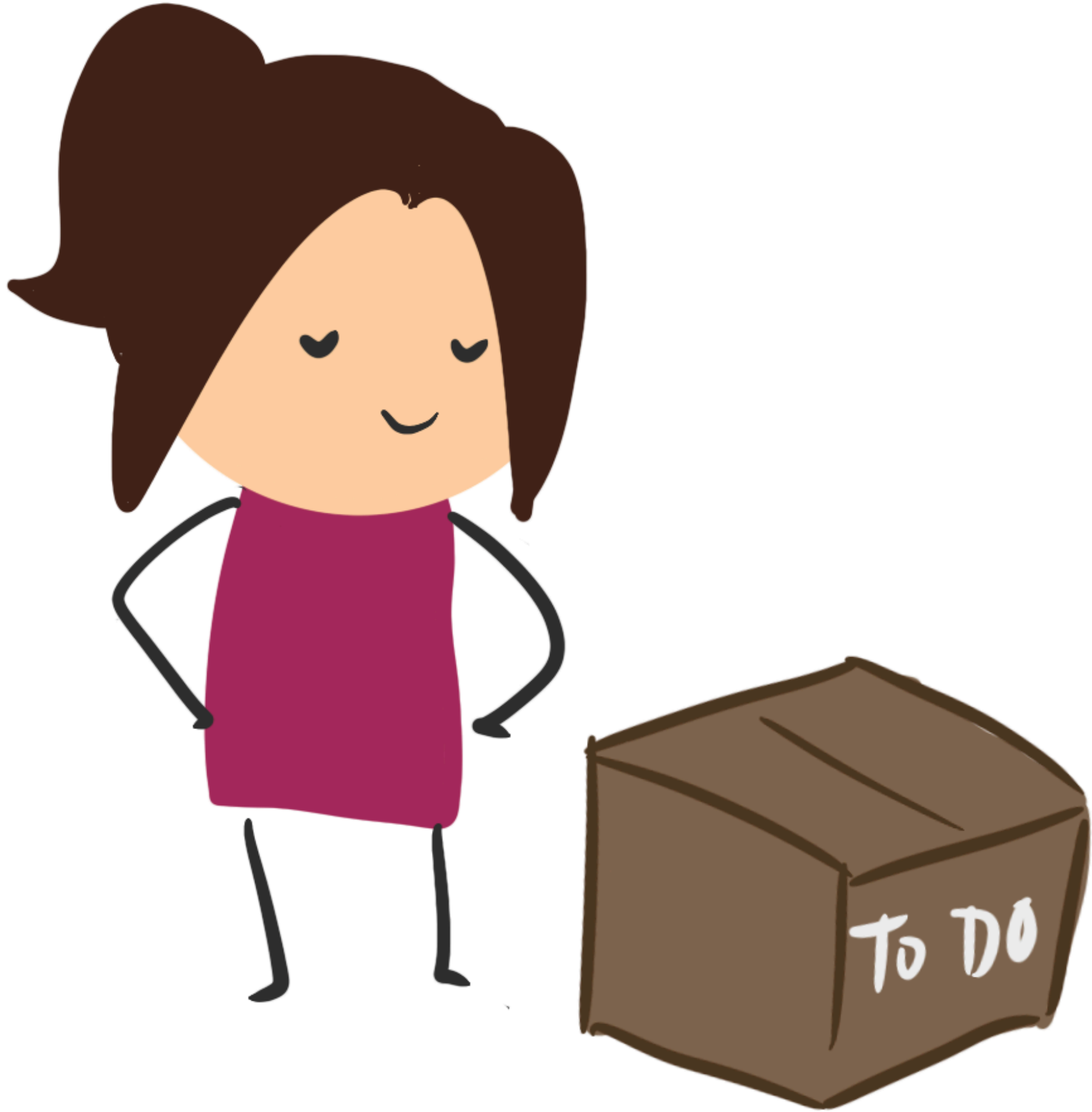










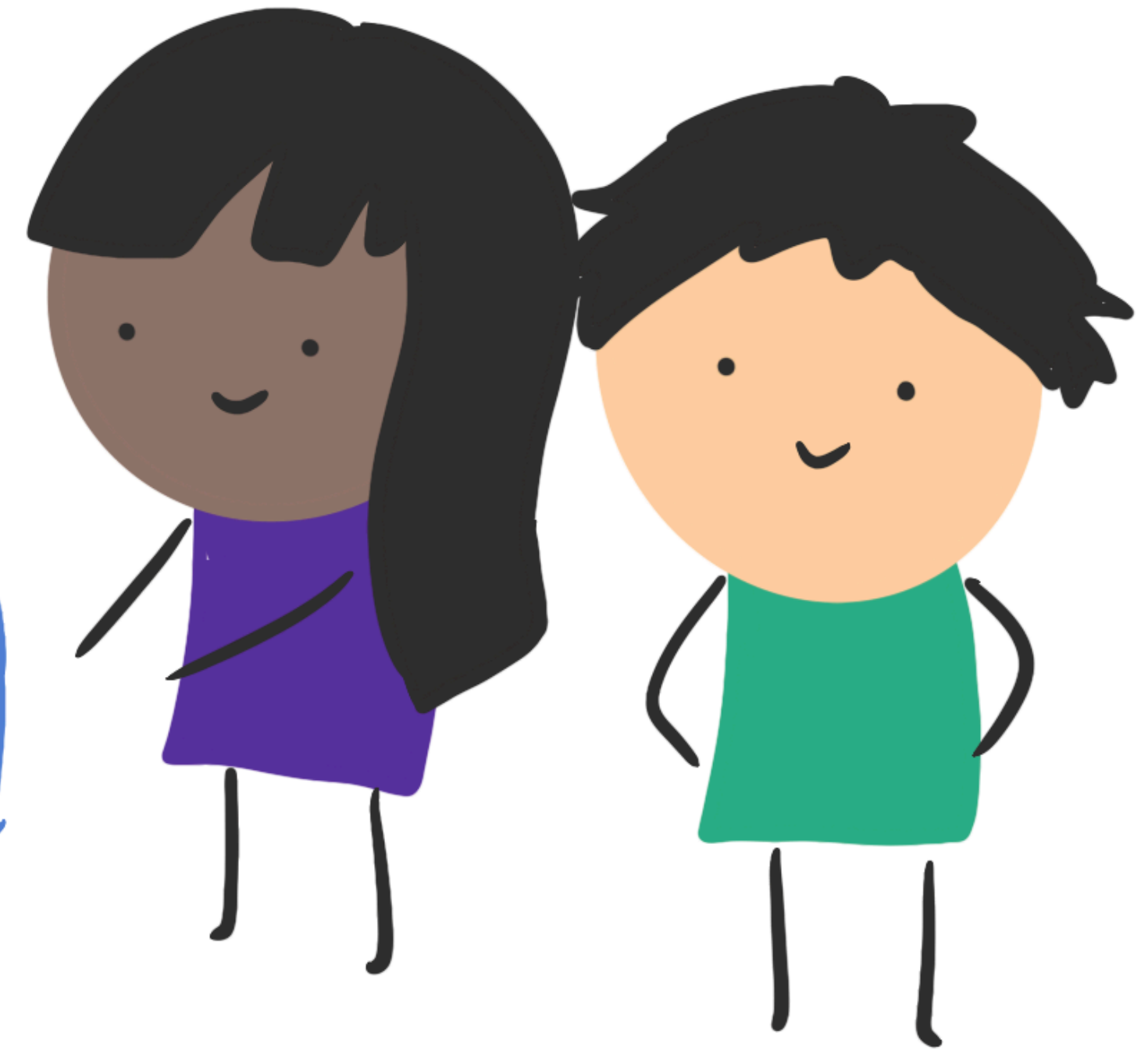
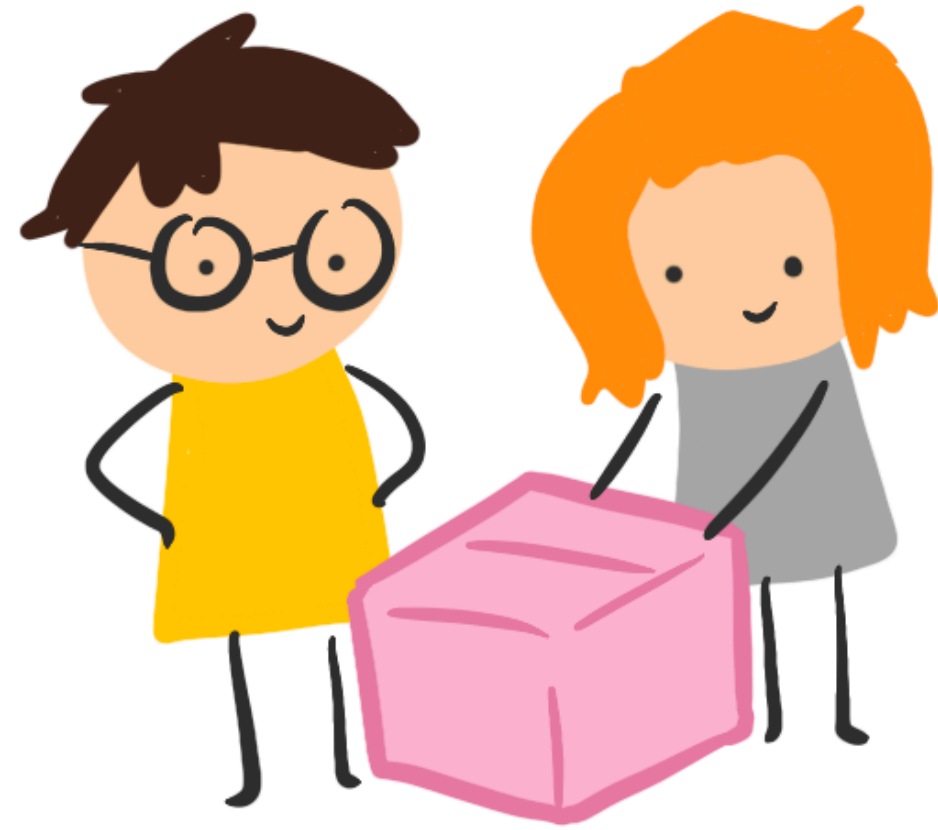


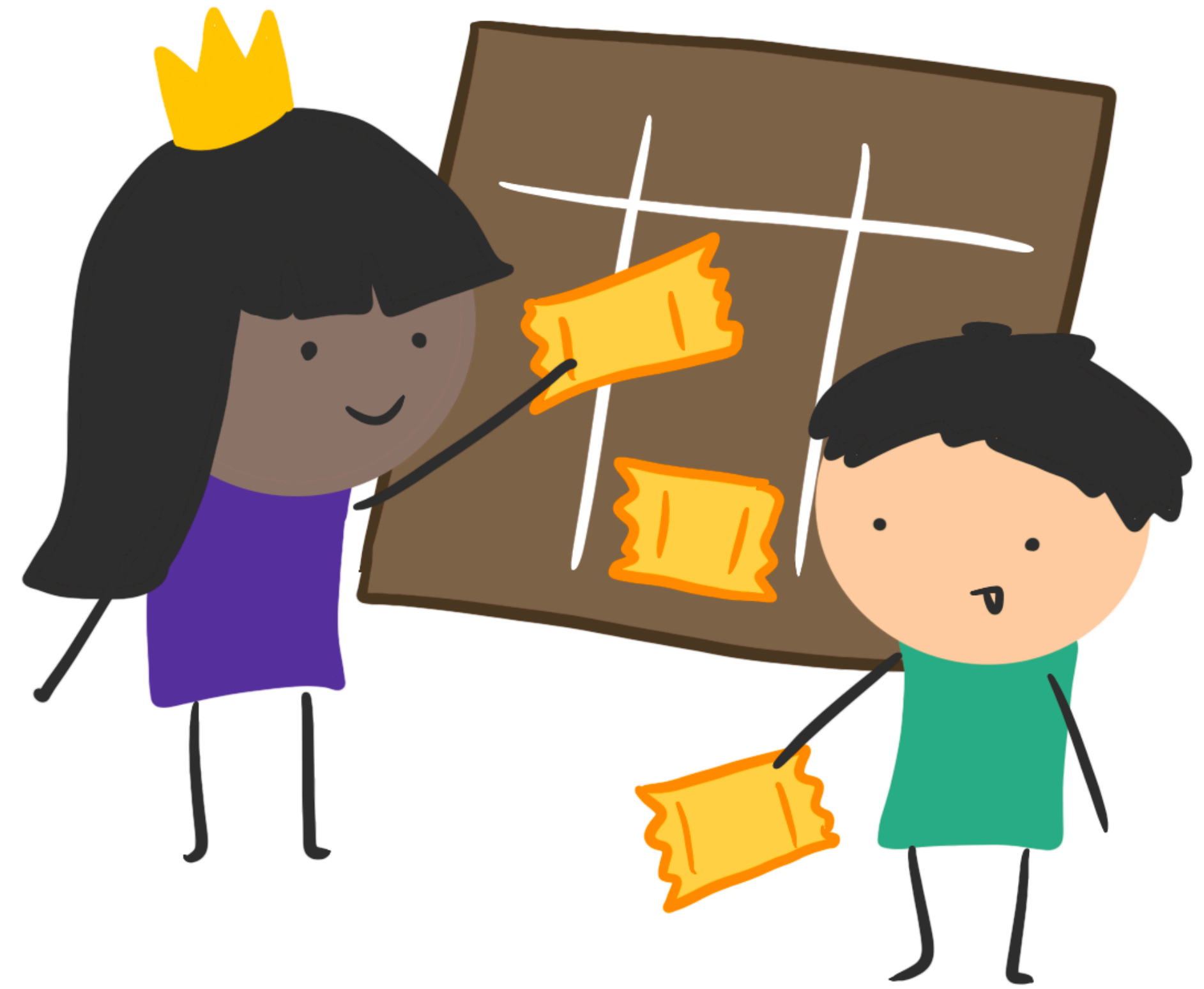


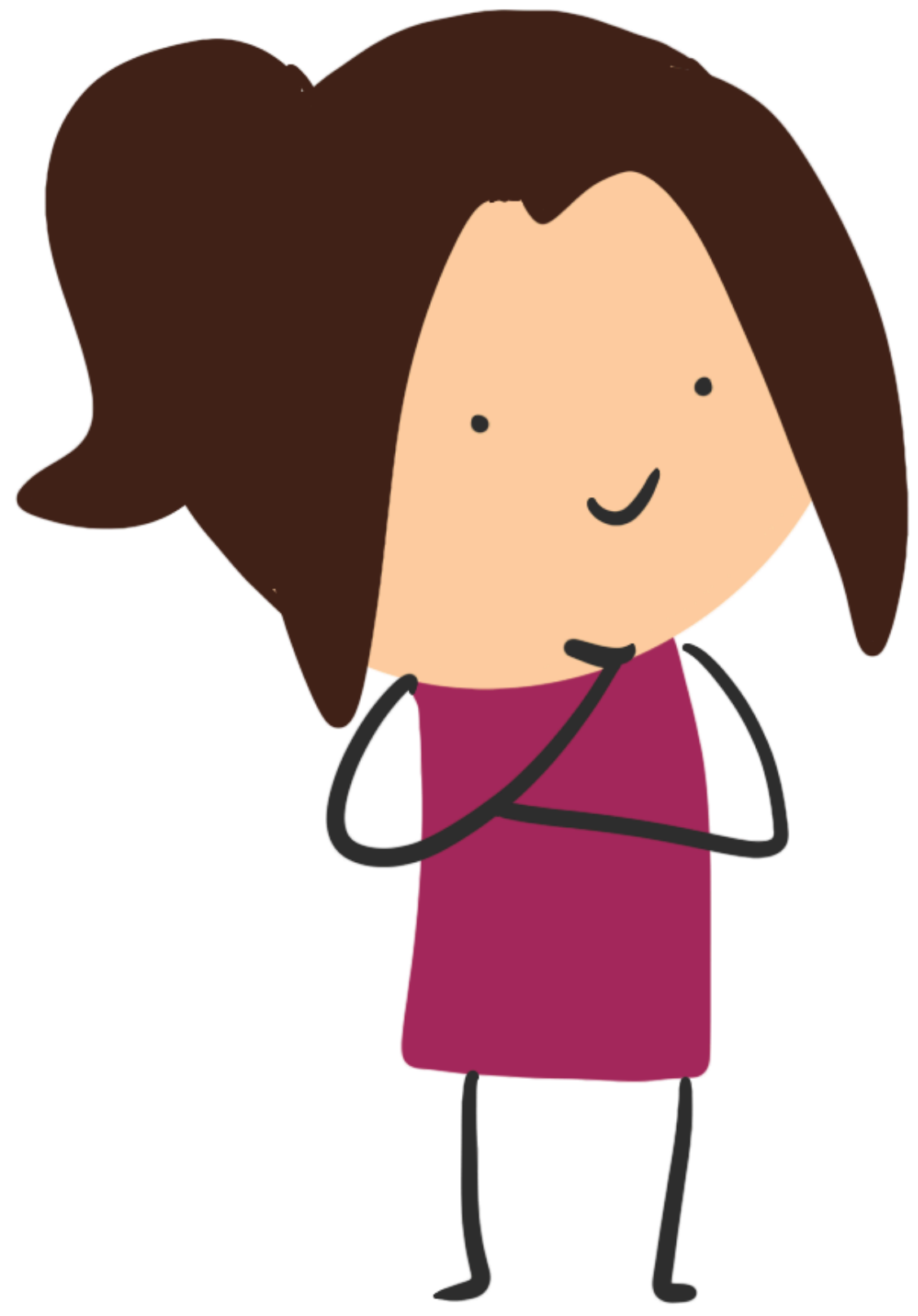


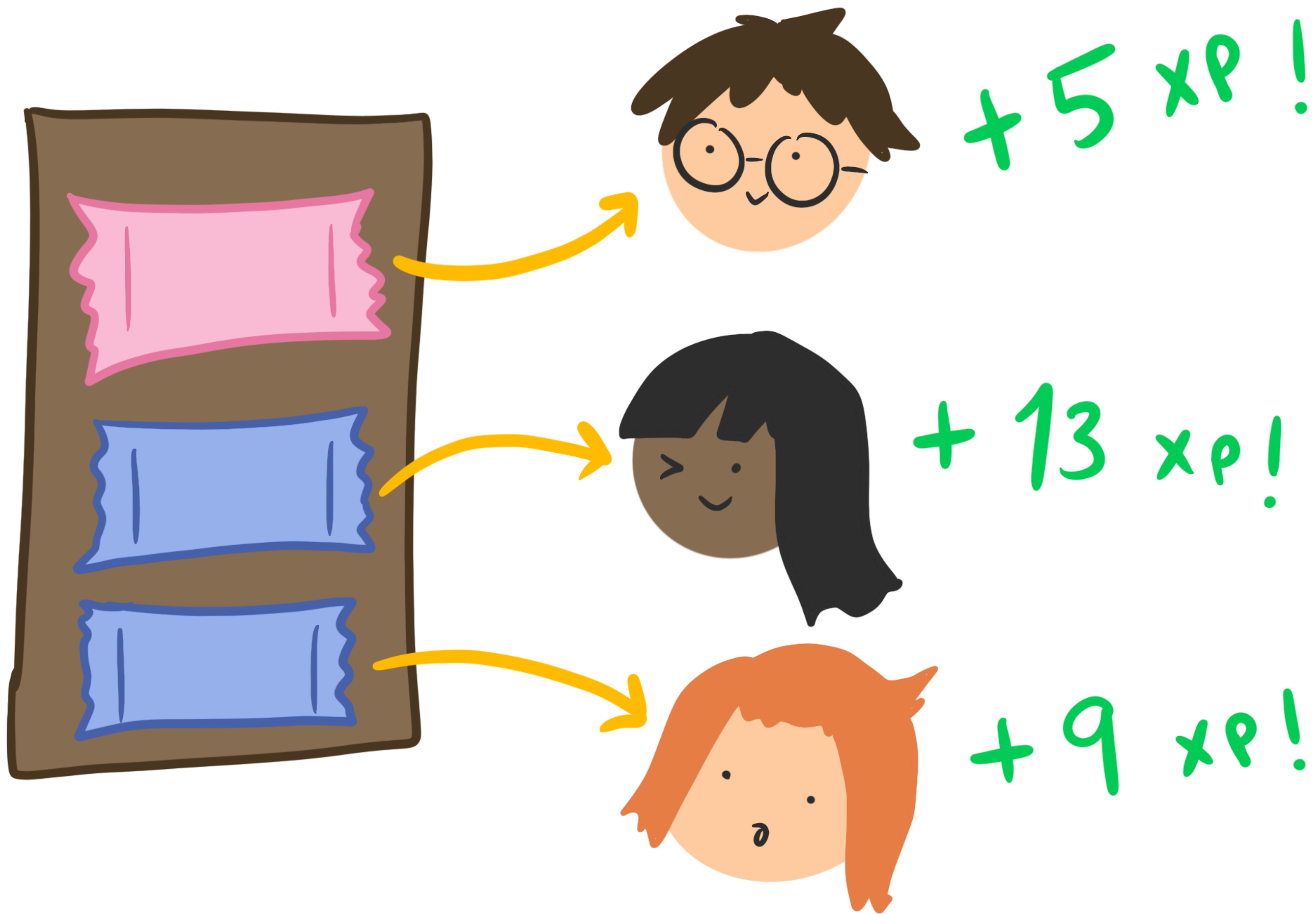


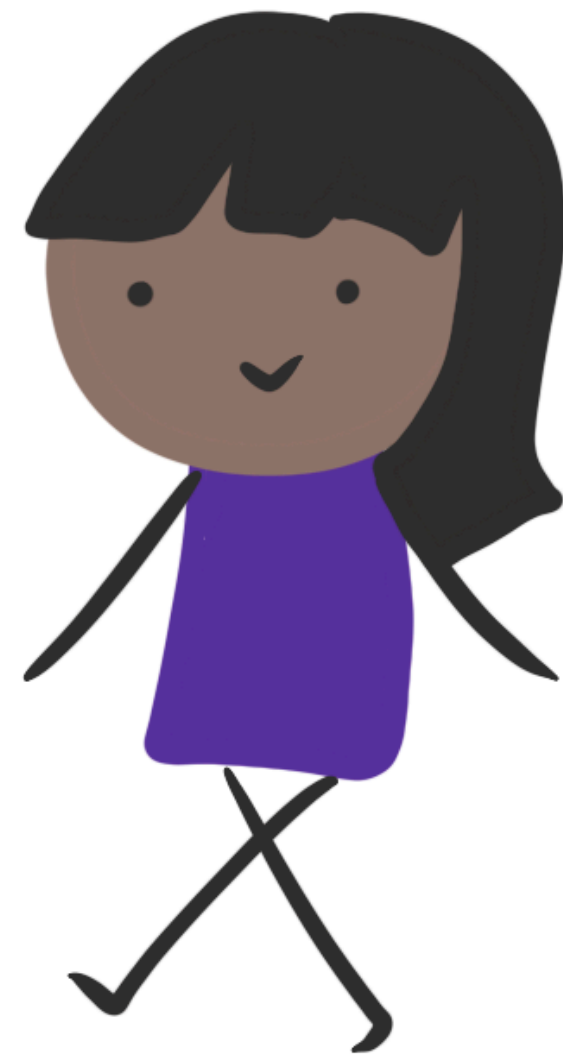
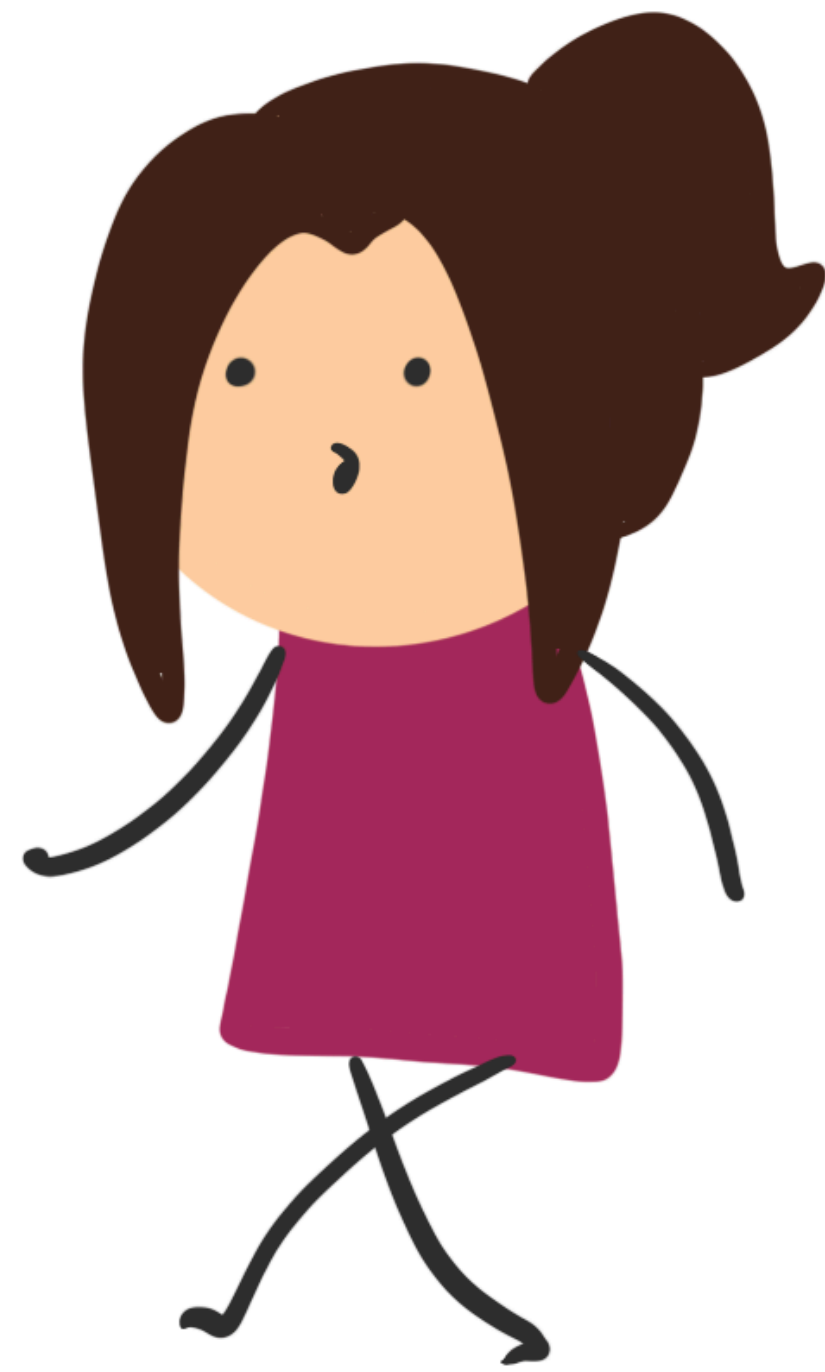




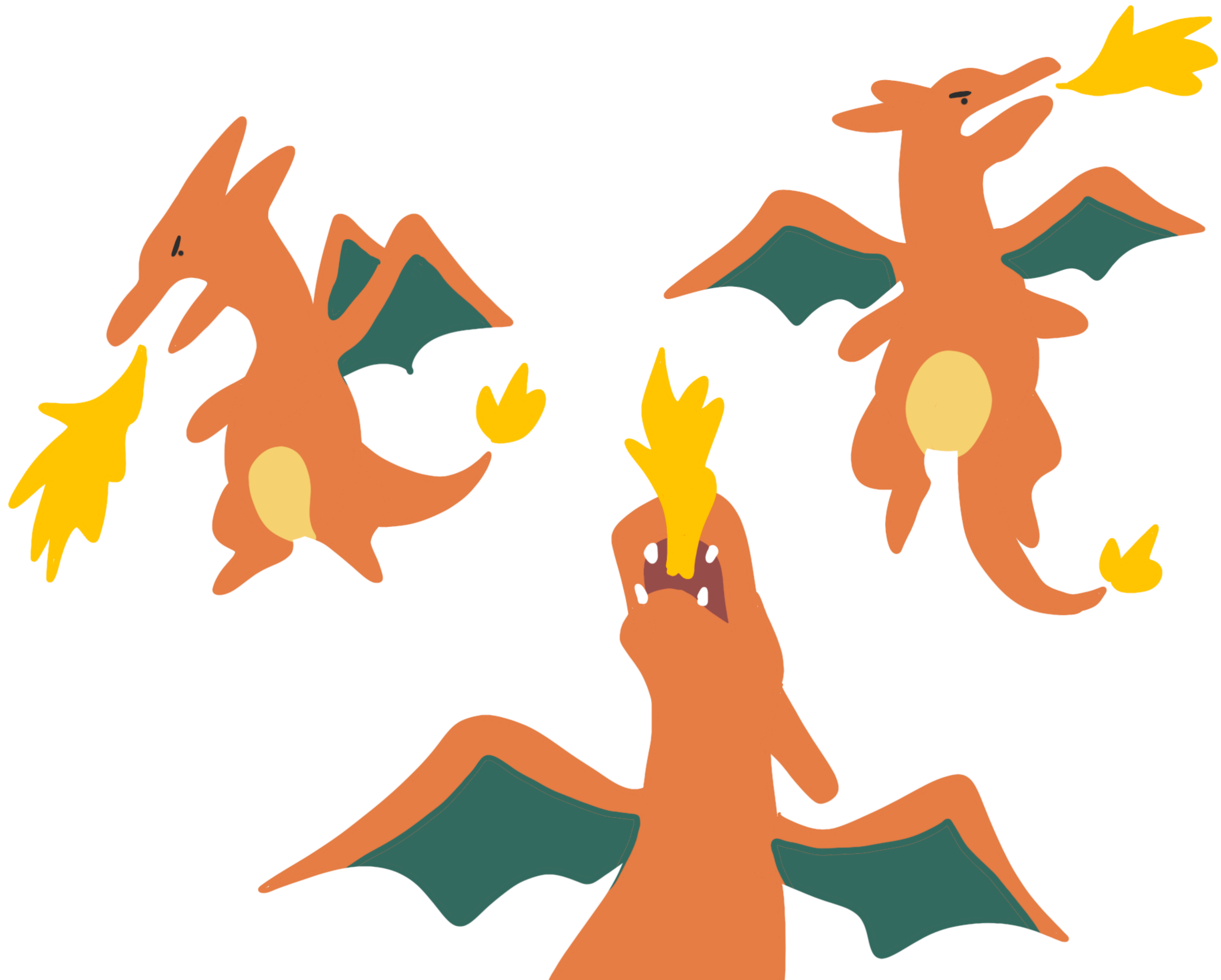


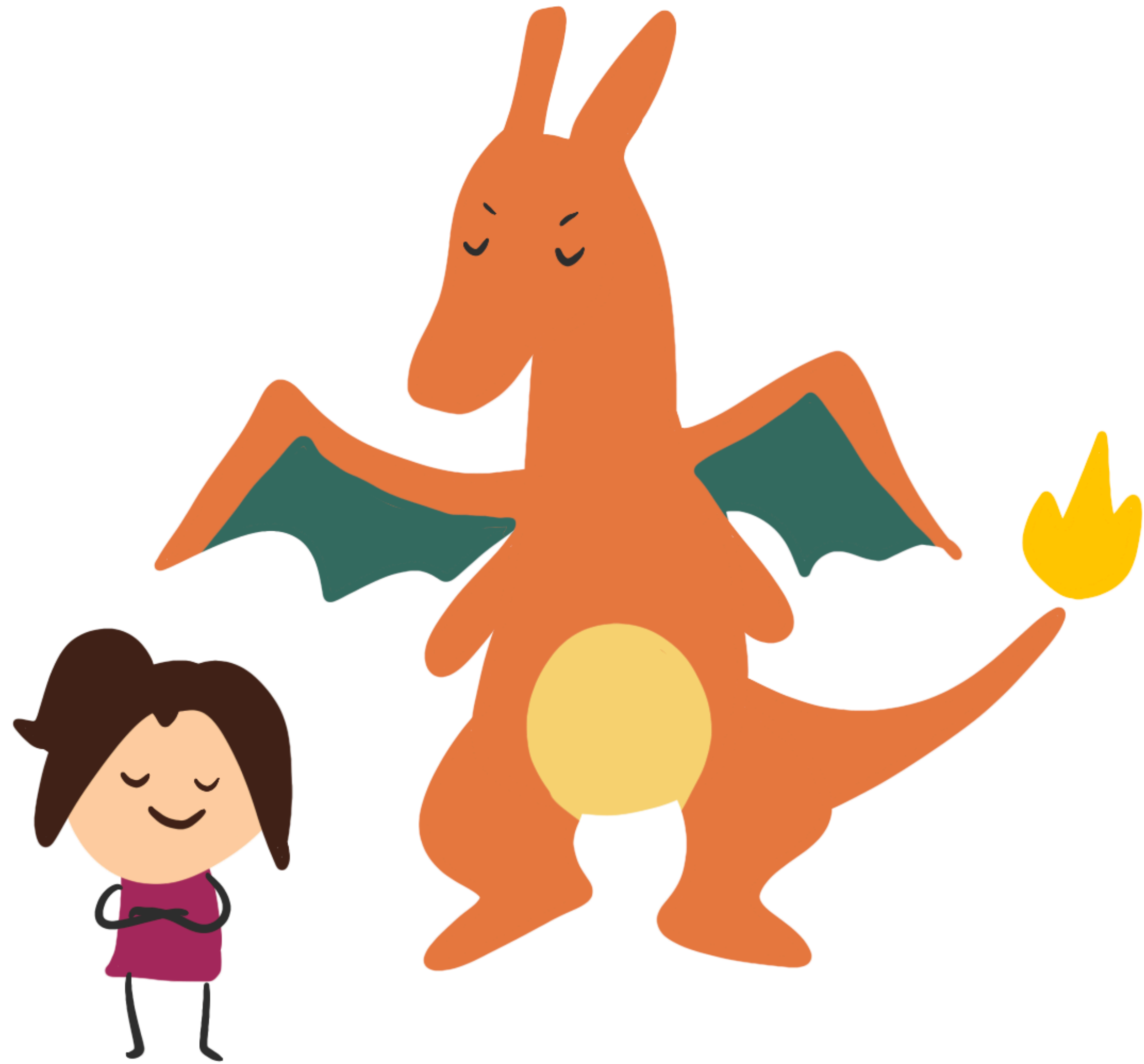




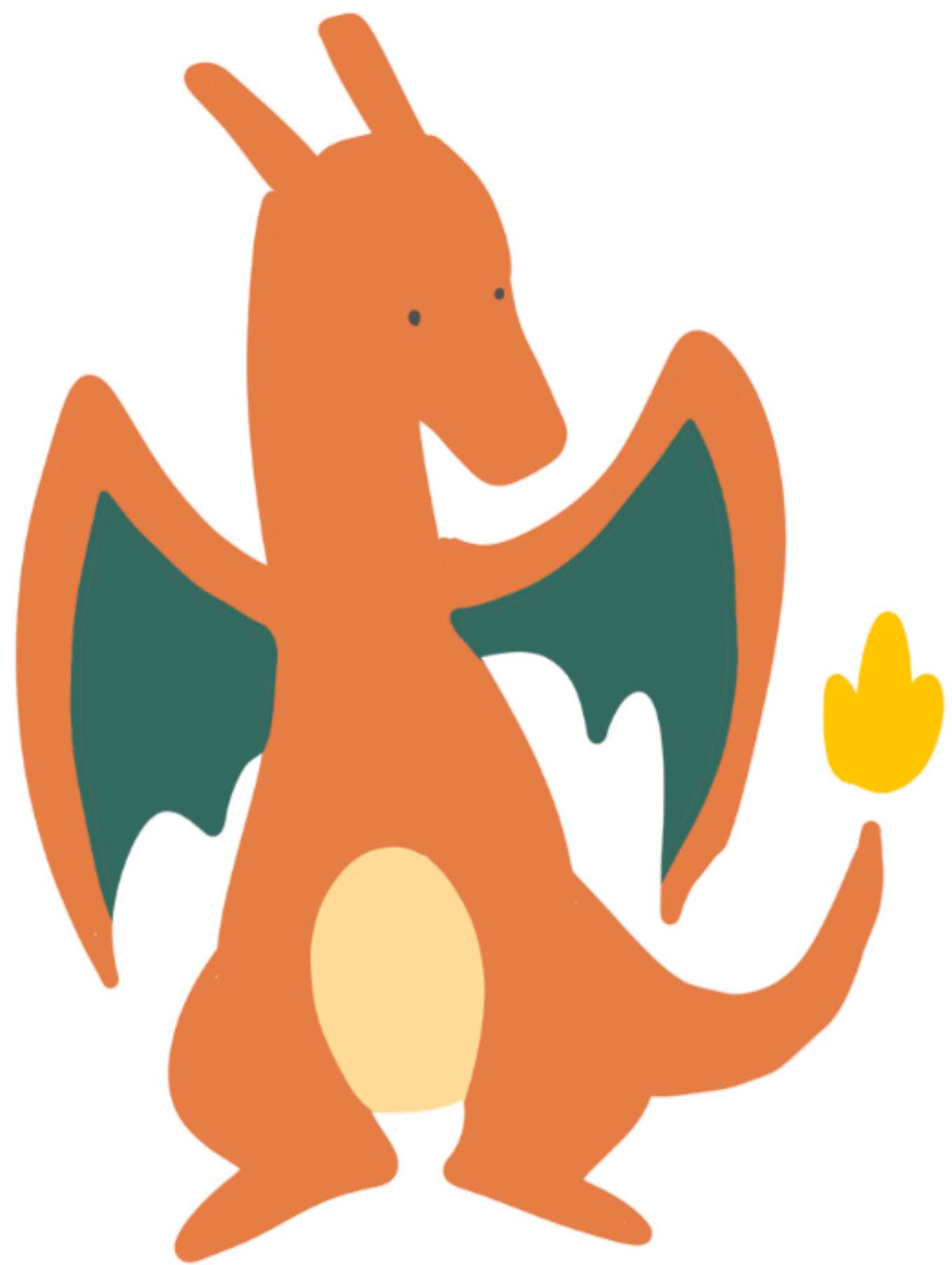


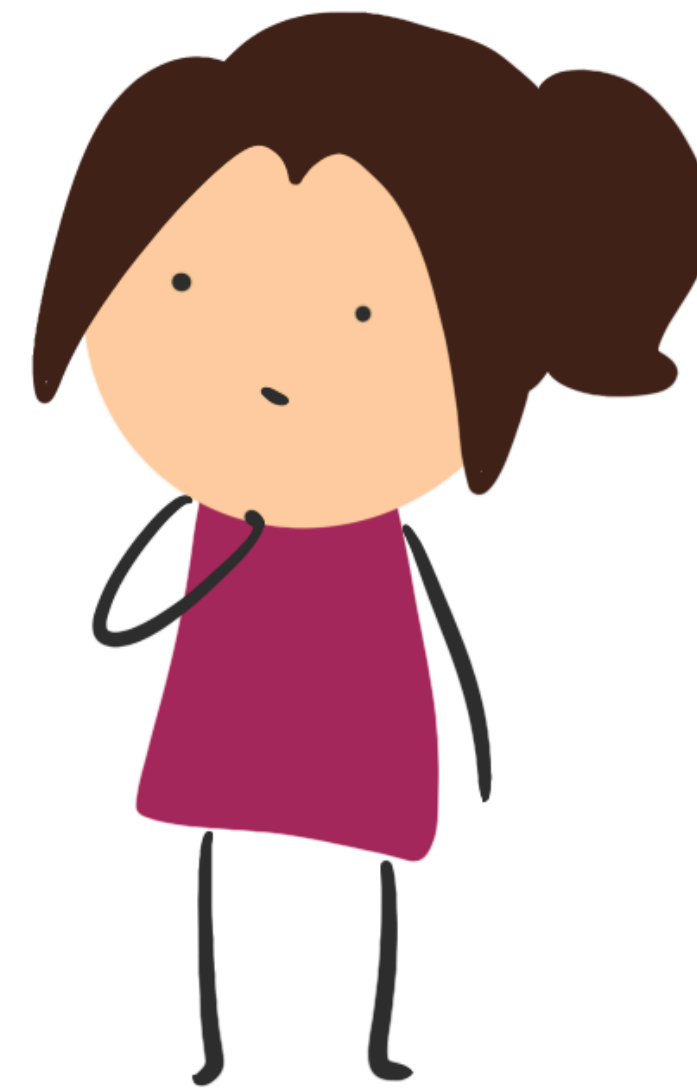
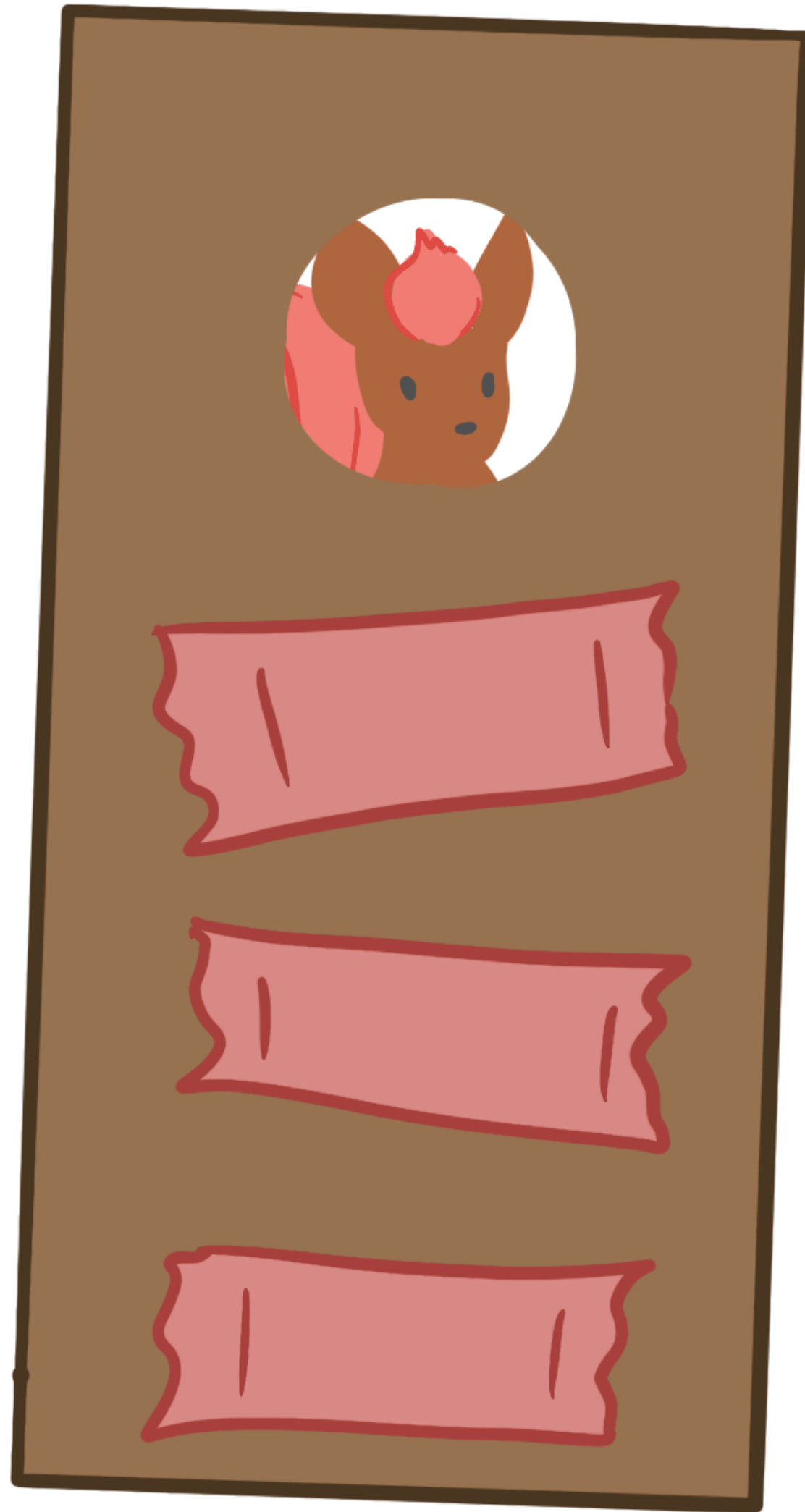
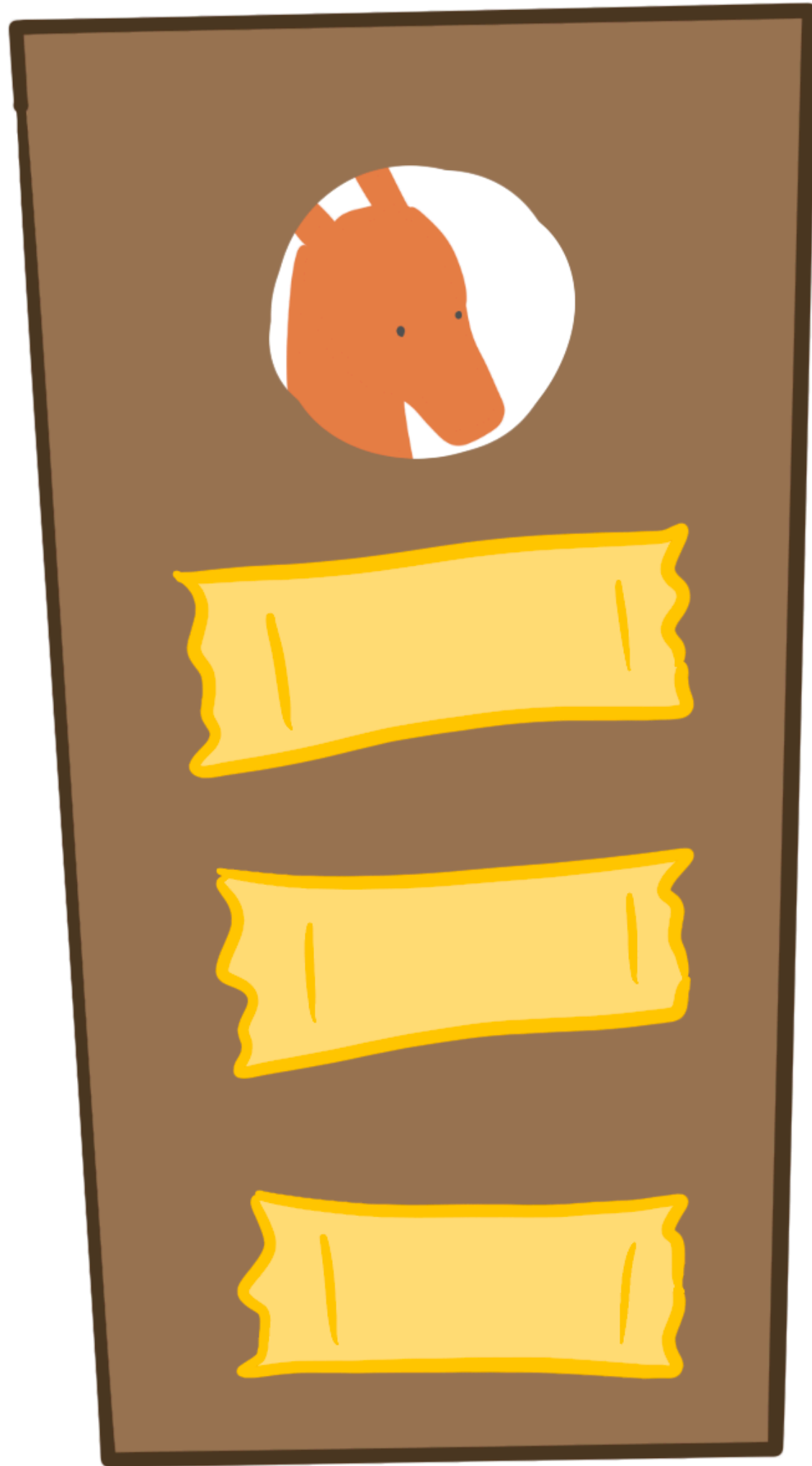


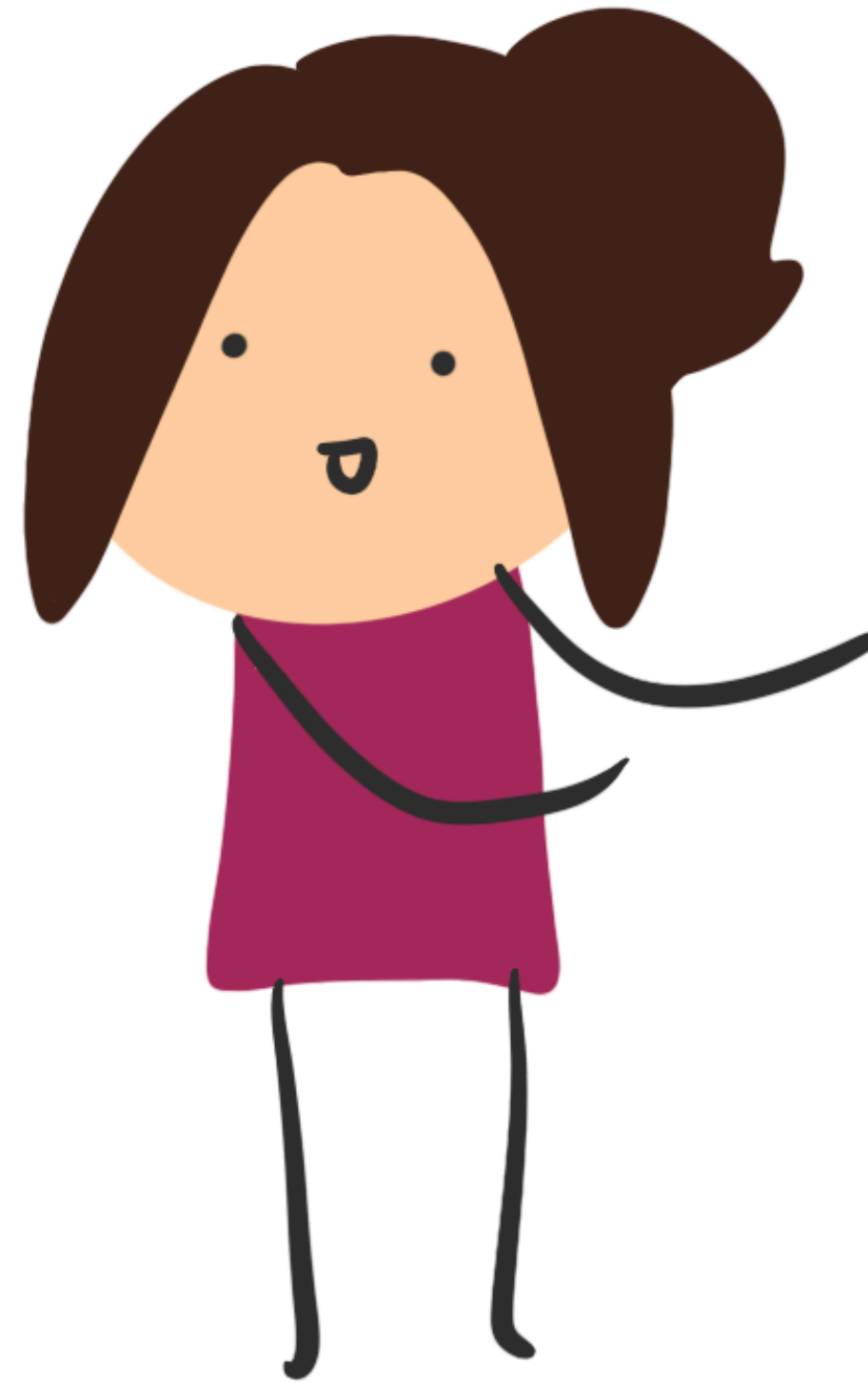
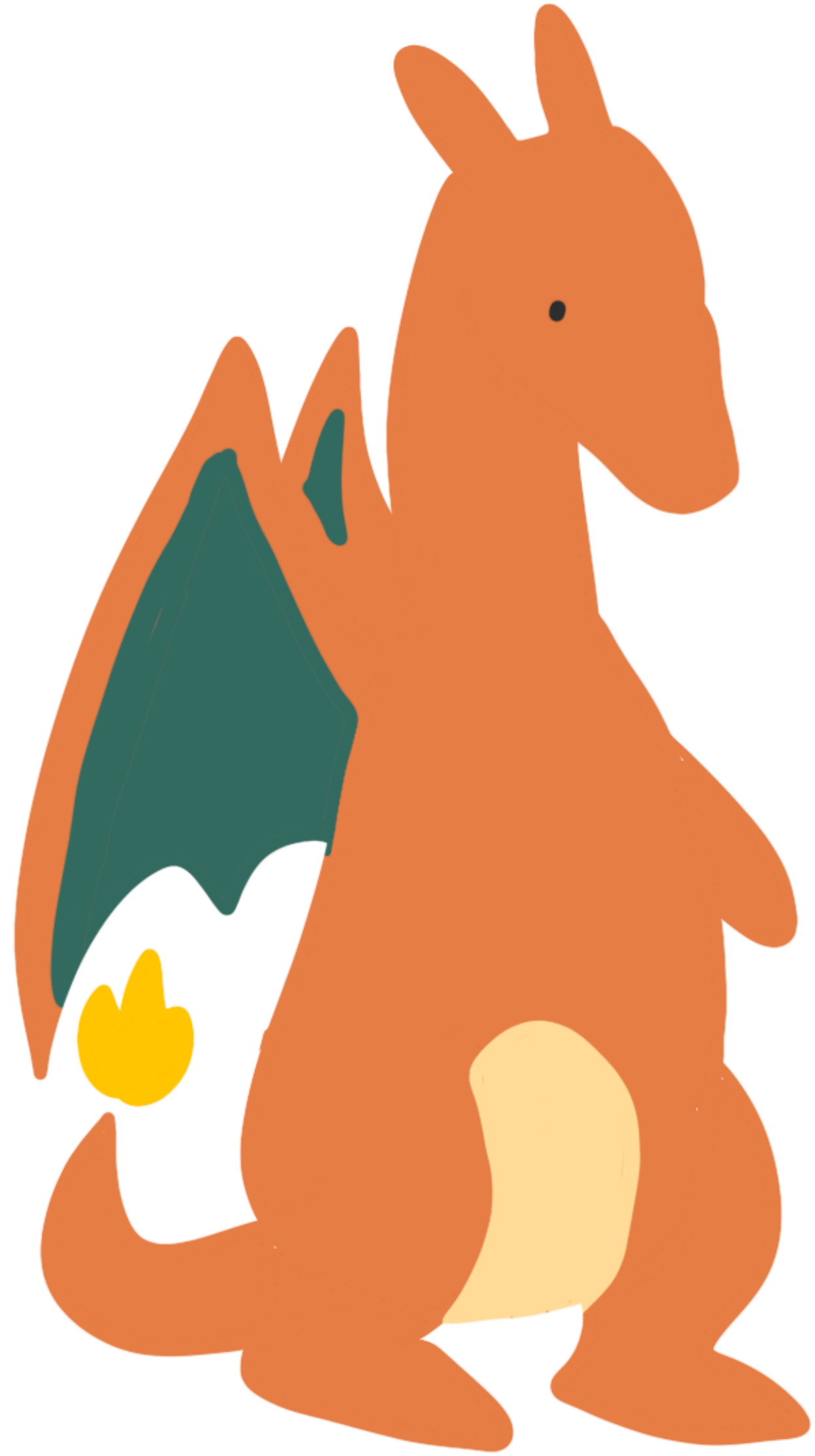


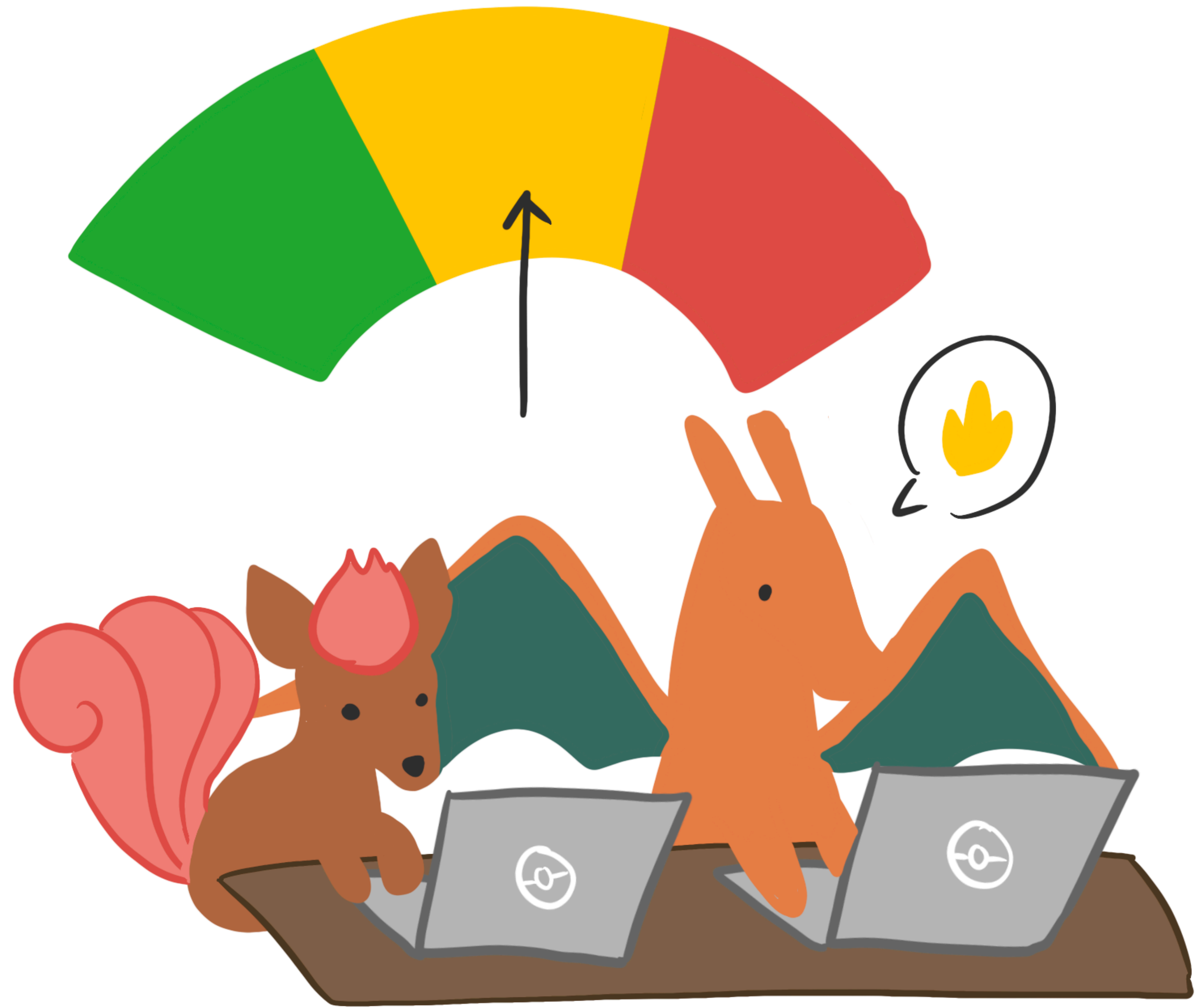
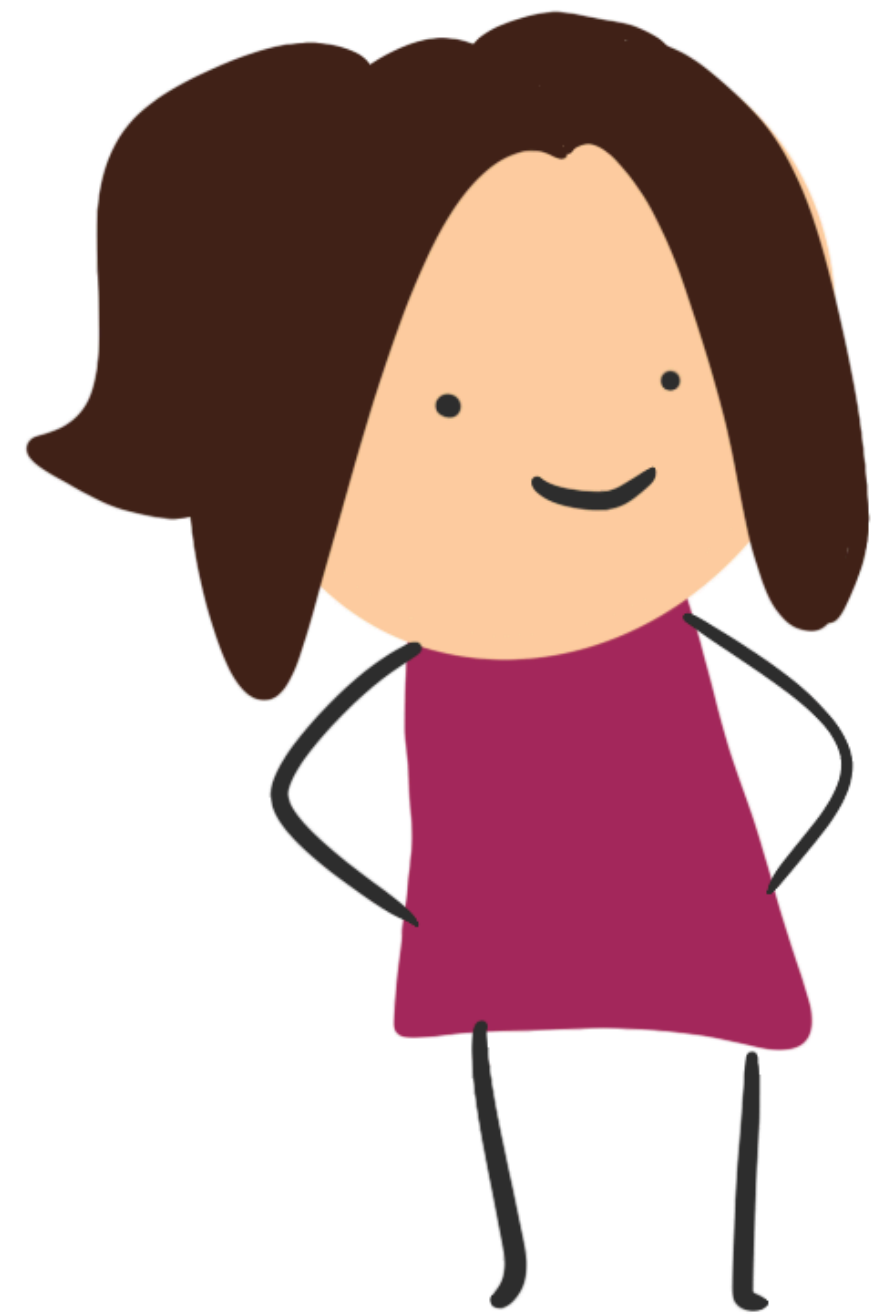




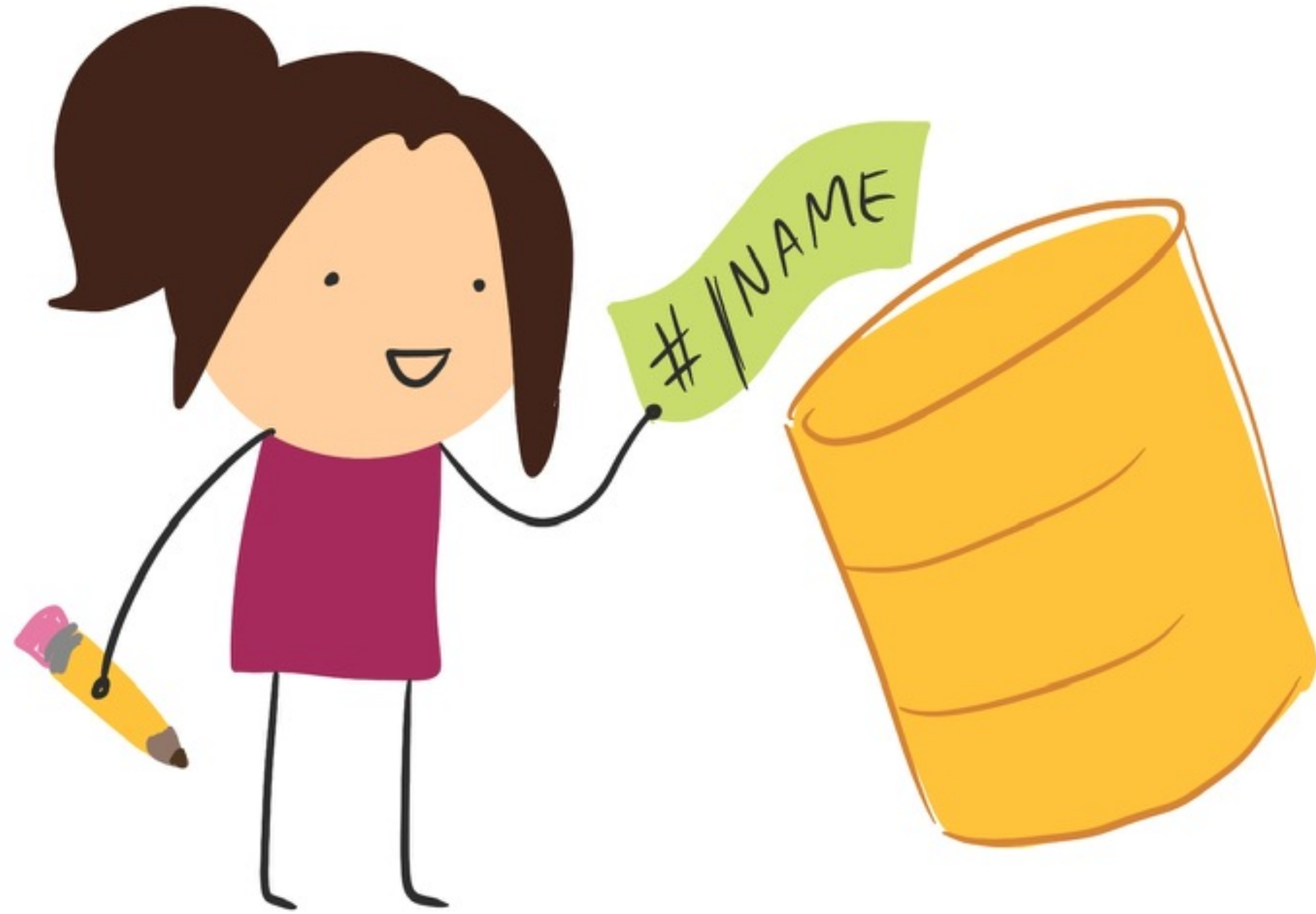


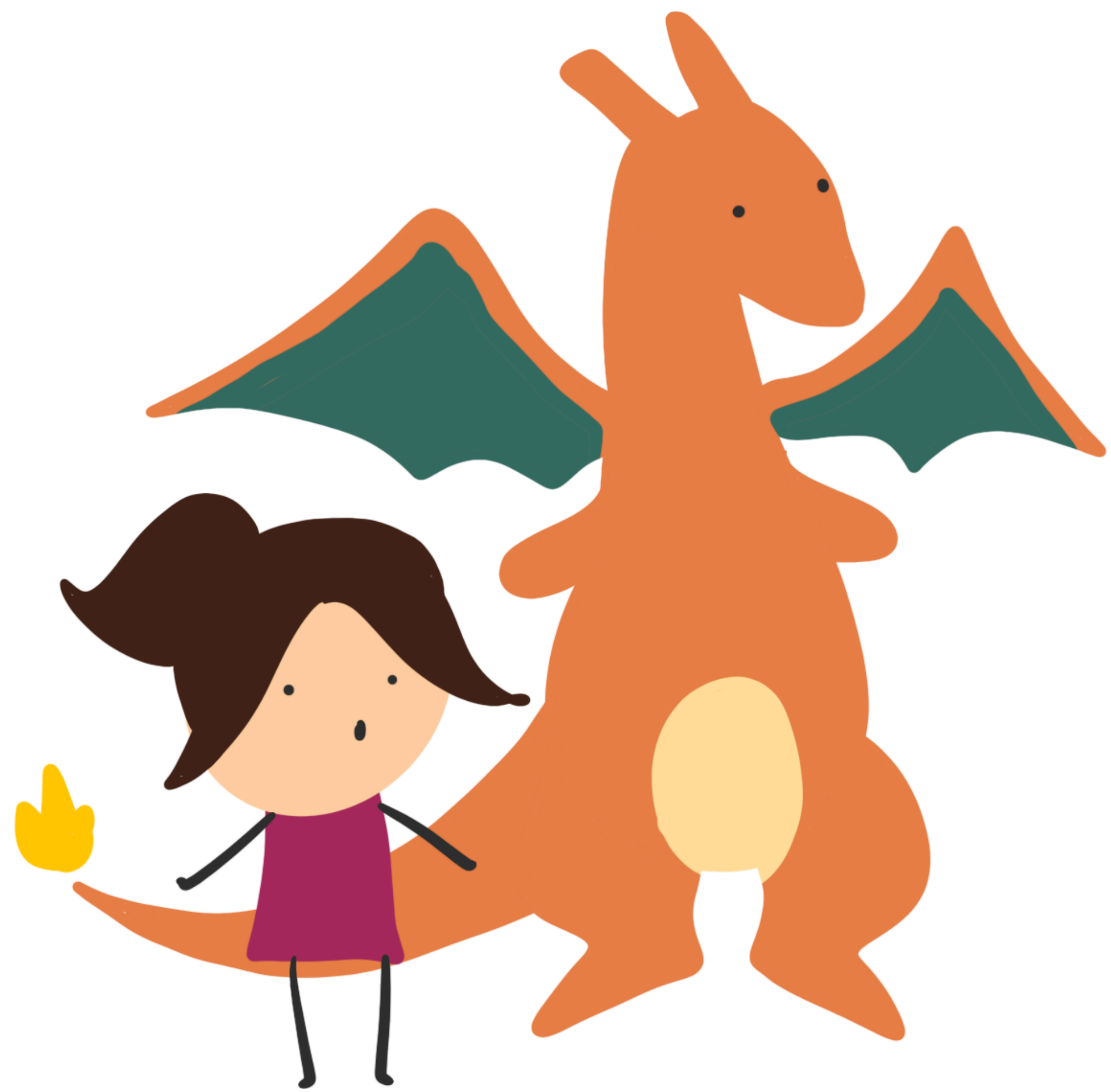






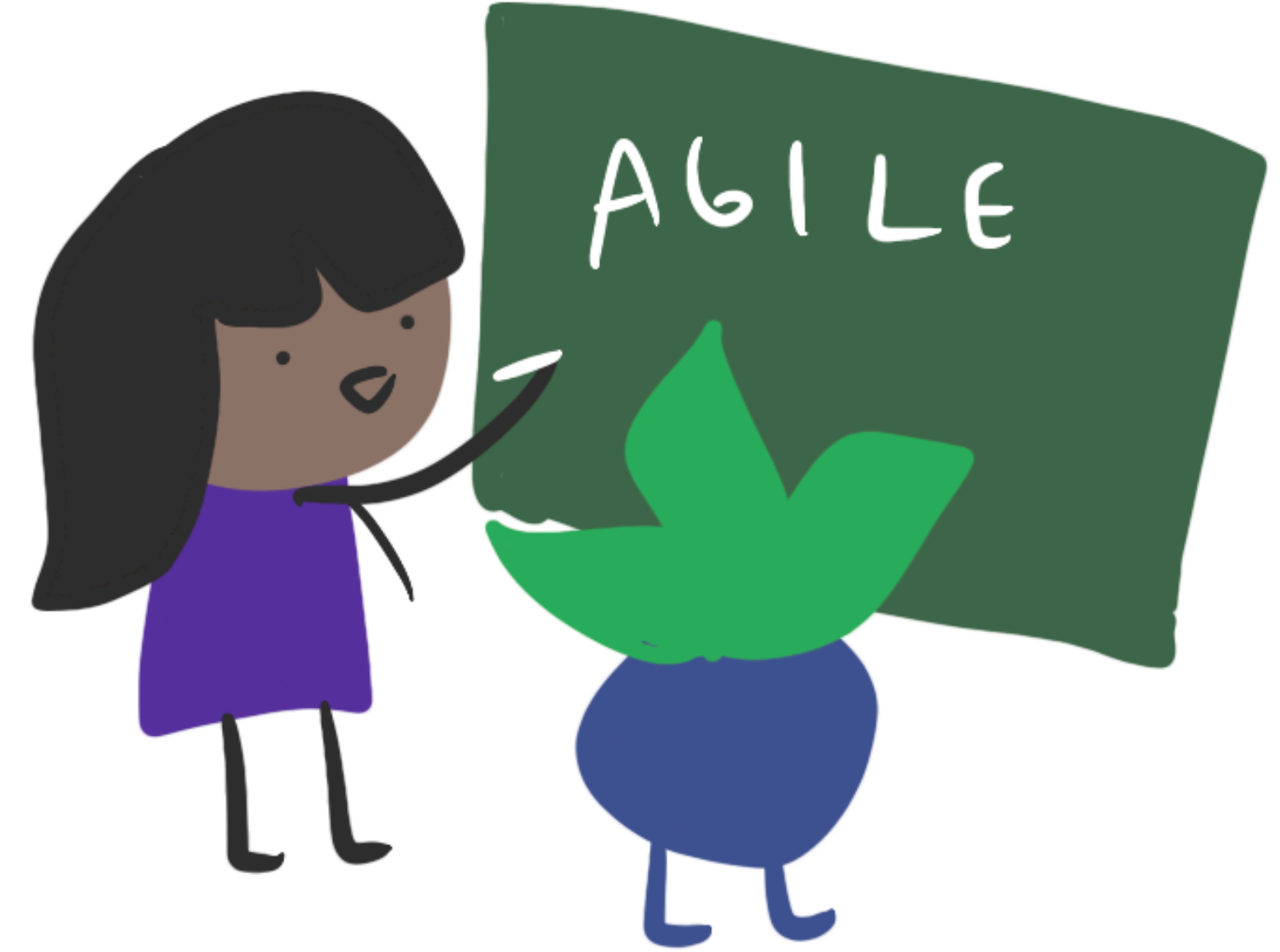
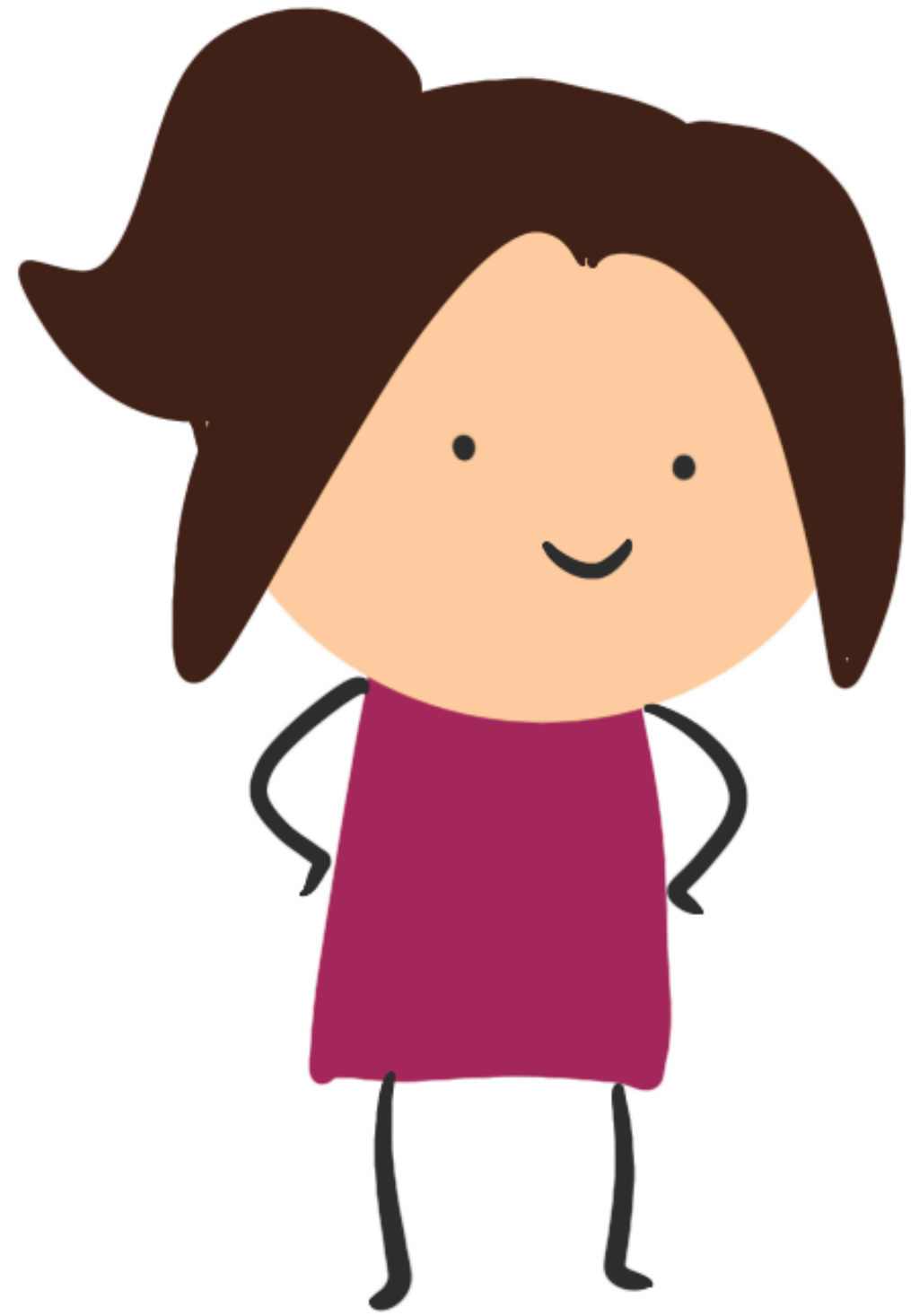












Checkpoints

1. Identify your end state

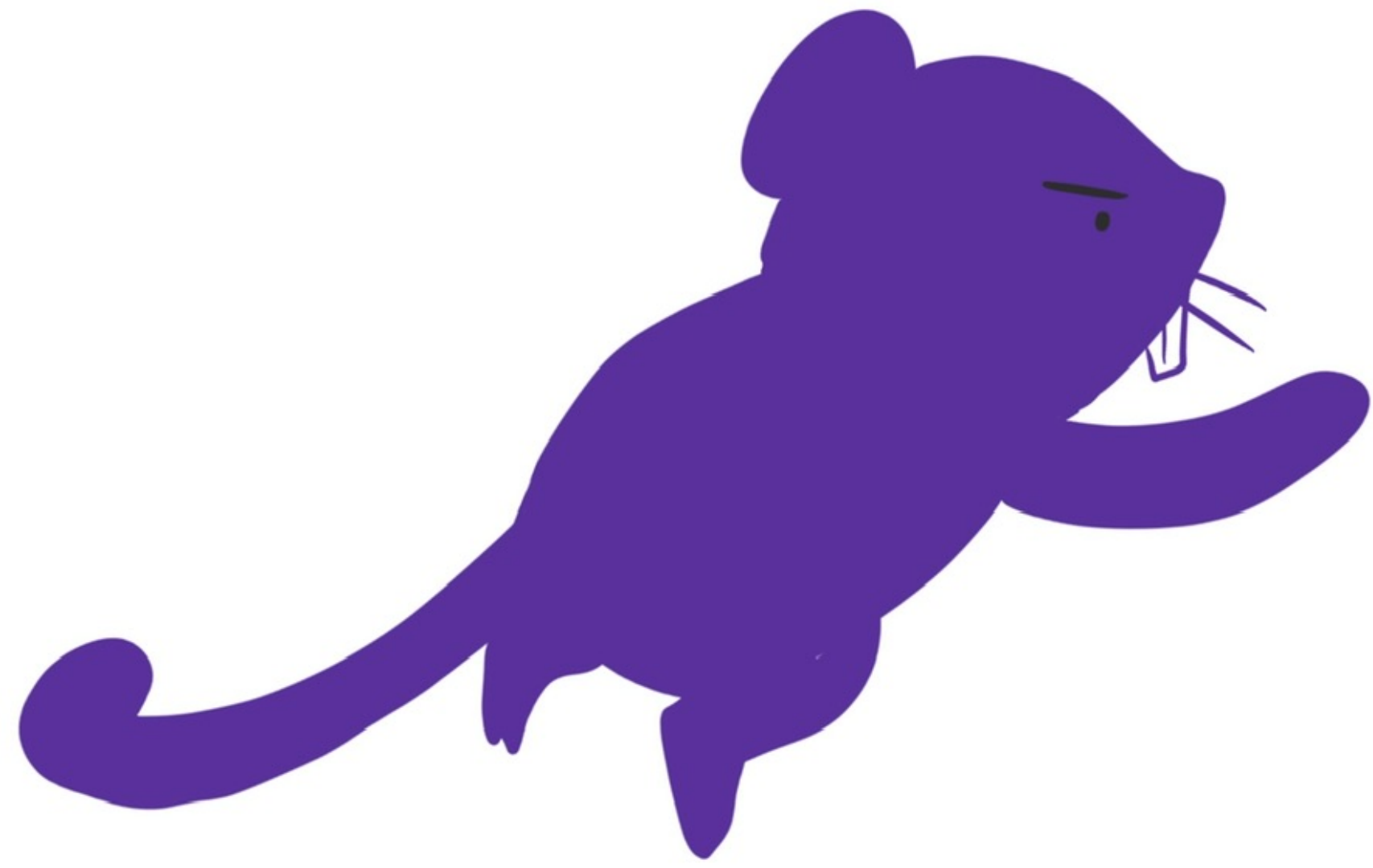
2. The mechanics of expertise

3. Stewardship of the vision

4. Epilogue







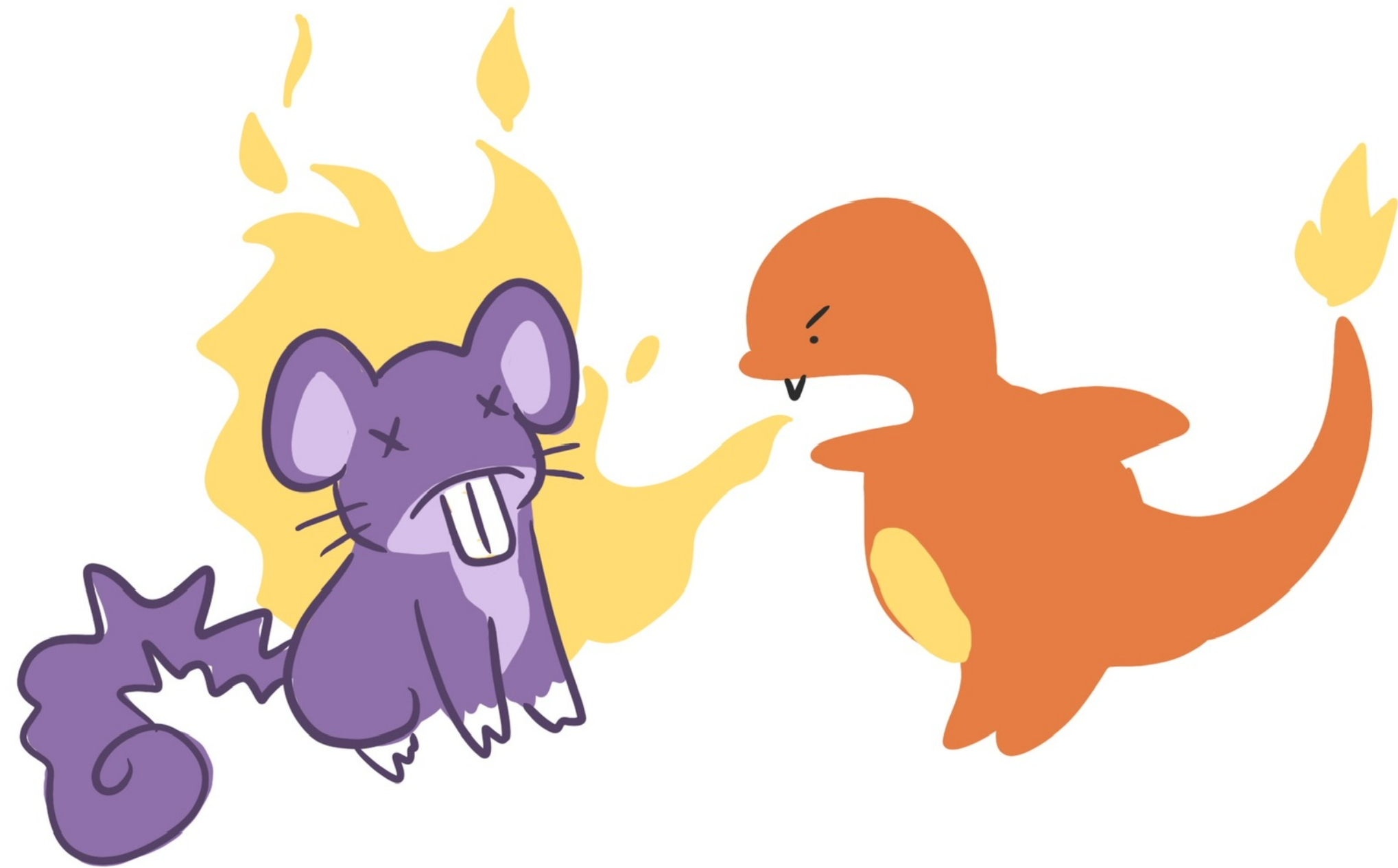




Special thanks

Barrett Clark
Jean Stewart
Najla Elmachtoub
Paul Anunda
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