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Snr engineering manager at incident.io

15 years in tech, 5 years in leadership

Managing authentically across levels

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What do I mean by authentically?

authentically
/ɔːˈθɛntɪkli/

- (in existentialist philosophy) in accordance with an emotionally appropriate, significant, purposive, and responsible mode of human life.
  "am I living authentically, in a way that embodies my personal values?"

  "finding someone to cook curry authentically can be a real challenge"

- (in existentialist philosophy) in accordance with an emotionally appropriate, significant, purposive, and responsible mode of human life.
  "am I living authentically, in a way that embodies my personal values?"

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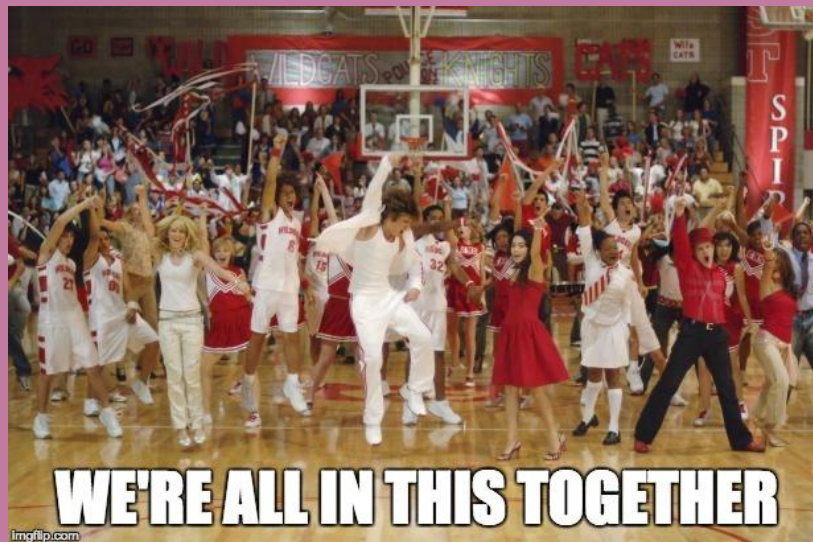@AliciaCollymore

How I work with my team 🤝🏽

Treat engineers peers 👬

Same goal

Wear the hat when needed

Unblock the team

Human connection

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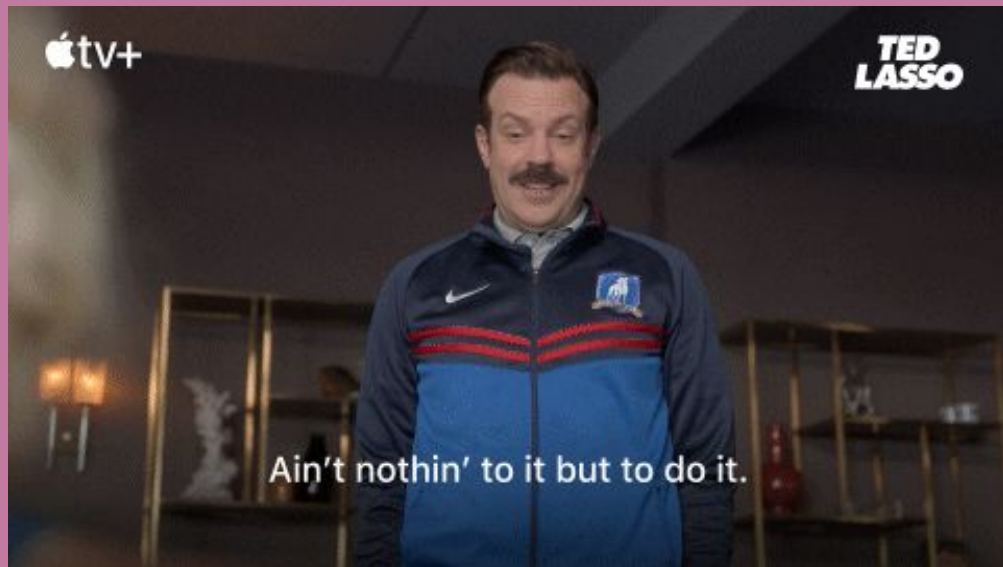
Don't be shy 💯

Face the hard parts

Give feedback

Validate the right things

Have the hard conversations

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Energy and vibez 😝

Keep energy up

Address issues quickly

Be honest and realistic

Set the tone

visual representation of me when i say "sending u good vibes"

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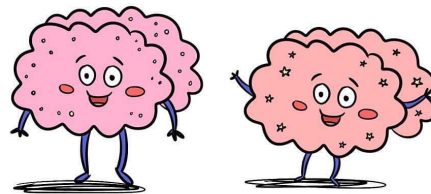
Adaptive approach 🦎

Noone is the same

Ask people what they want

Learn who they are

Tailor your approach

Everyone is DIFFERENT.
People LOOK different, SOUND different, LIKE different things, and are GOOD at different things.

Also, People have DIFFERENT BRAINS.

NeuroWild

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Changing approach across levelz 🔢

Juniors 👶

Know they don't know much

Moldable

Clear expectations and goals

Lots of feedback

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Mids 🧑🏽‍🦰

Don't know what they don't know

Ambitious and dangerous

Give them room to fail

Lots of feedback

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Senior 👩🏽‍🦳

Know what they don't know

Help fill in the gaps

Coach and sponsor

Lots of feedback

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Staff+ 👵🏽

Might know more than you... But not everything

Solve problems together

Coach and support

Lots of feedback

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Let's recap quickly 👀

👬 Treat as peers - you have the same goal, different roles

💯 Don't be shy - have the hard conversations

😝 Energy and vibez - address issues, set the tone

🦎 Be adaptive - Noone is the same

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Let's recap quickly 👀

👶🏾 Junior - know nothin, teach them

👱🏽‍♀️ Mid level - think they know everything, let them fail

👵🏽 Senior - Know what they don't know, fill in the gaps

👵🏽 Staff+ - Know more than you, Solve problems together

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Thanks for listening 🙇🏽‍♀️