

# There and back again

A cautionary tale about entering middle management

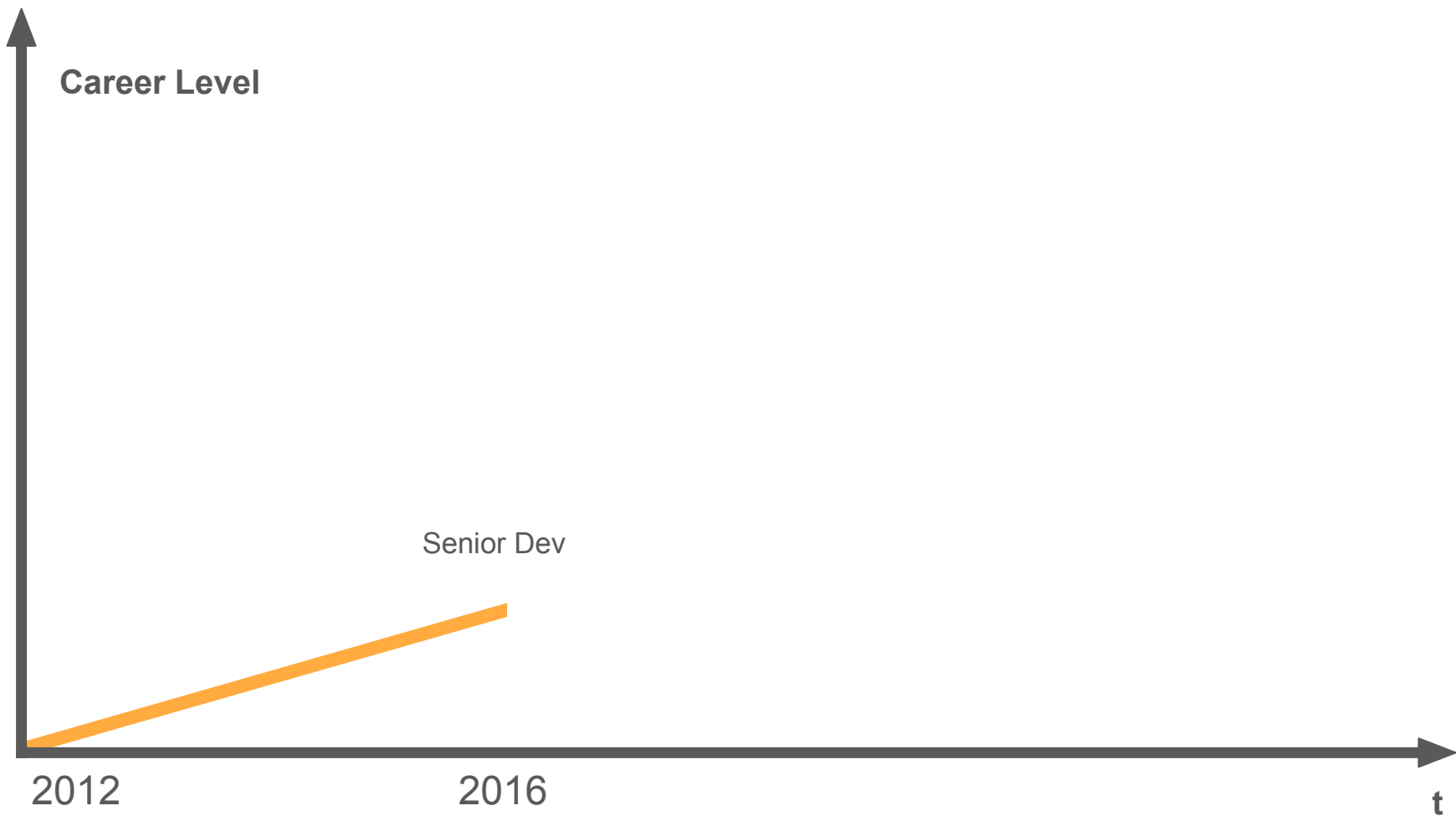


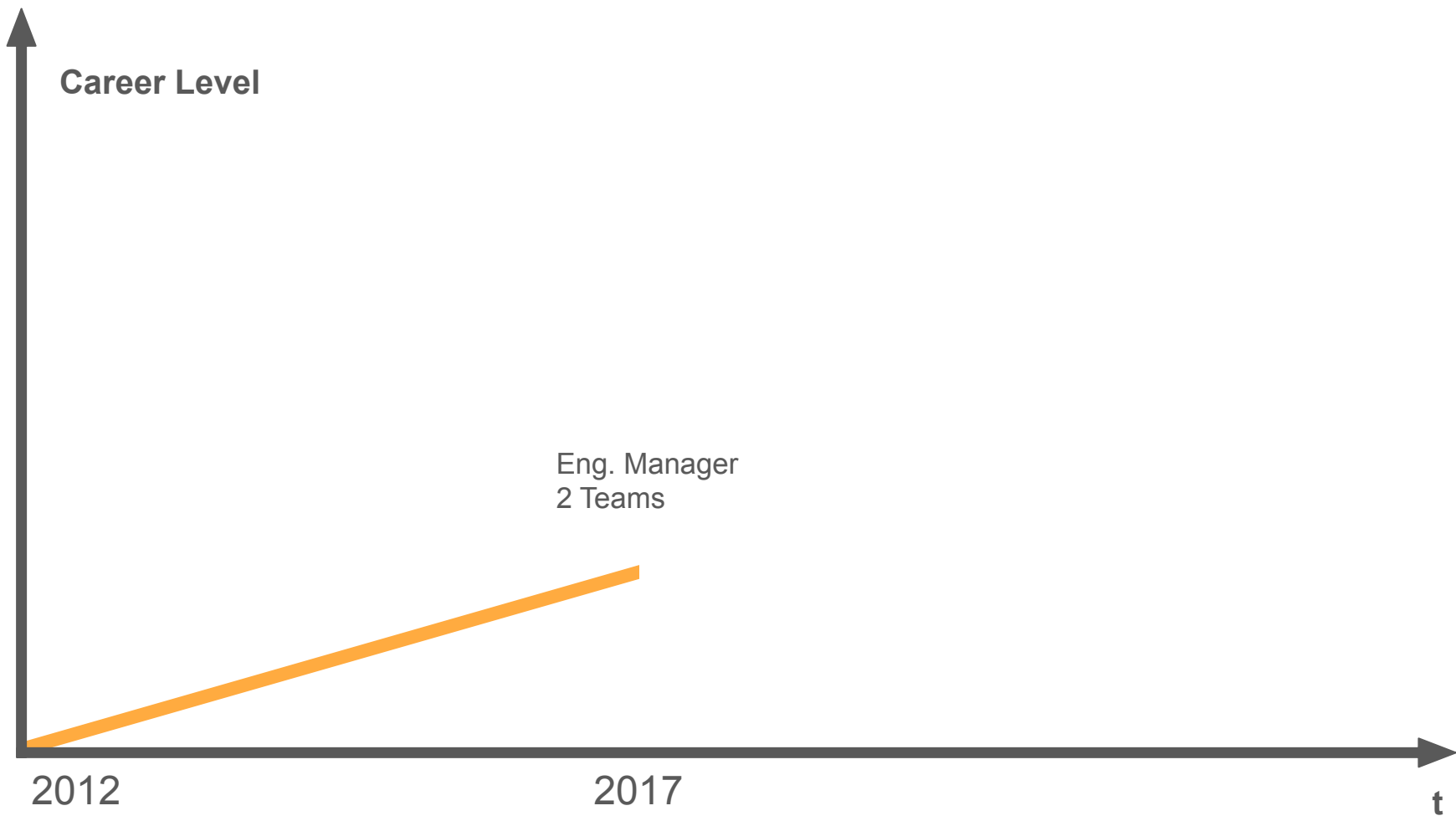
[1]

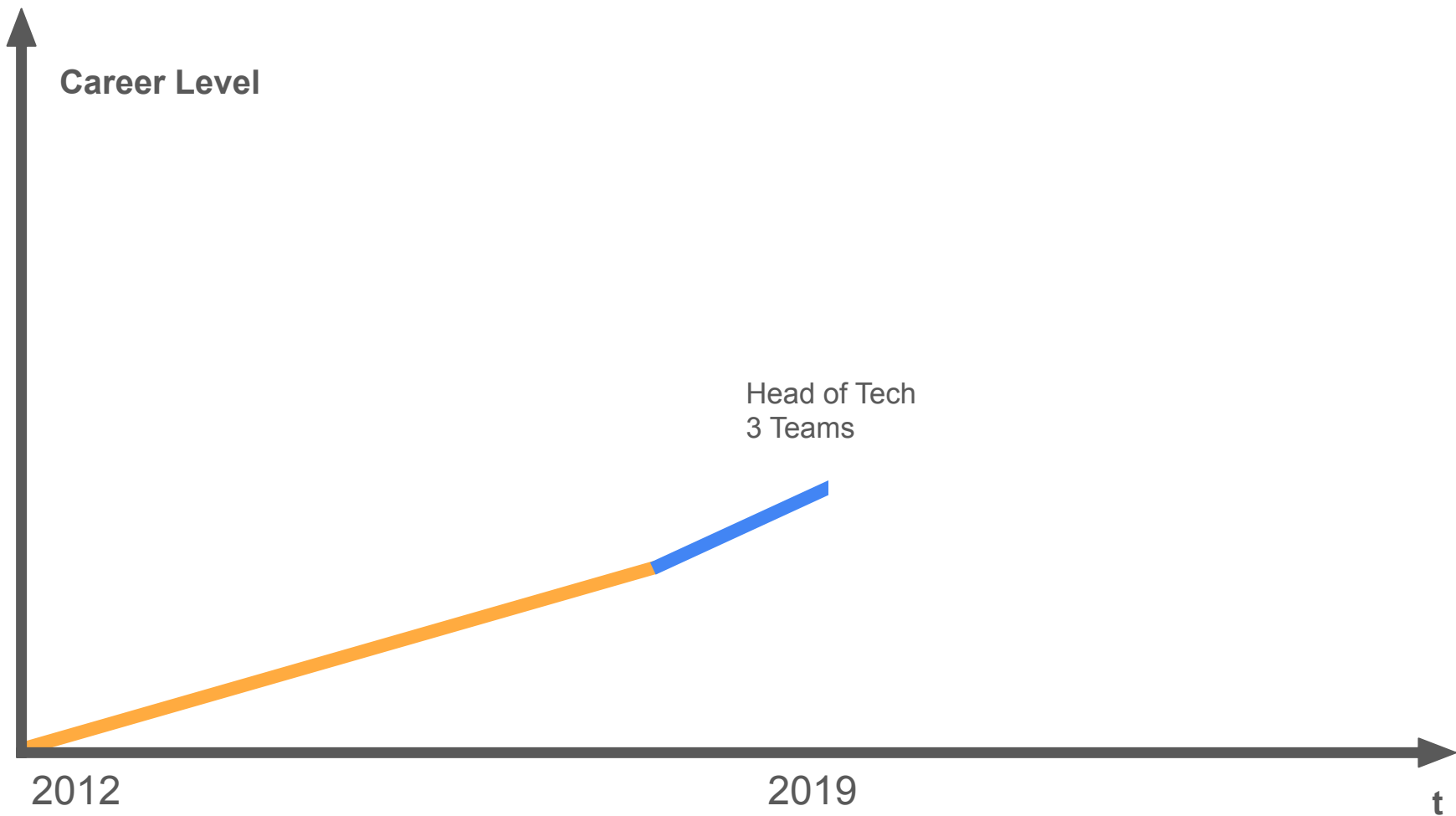
**I was there, Gandalf...**

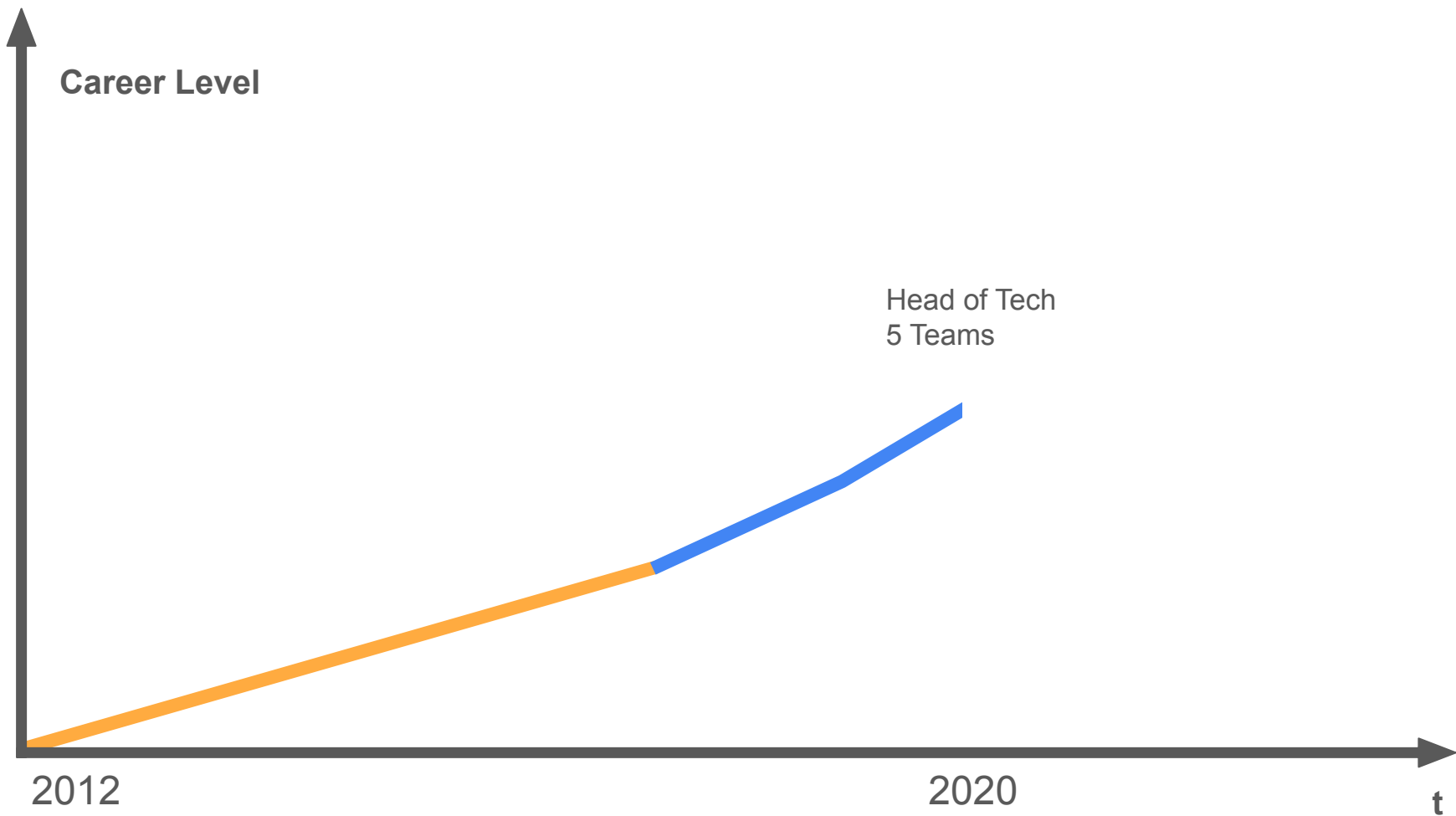




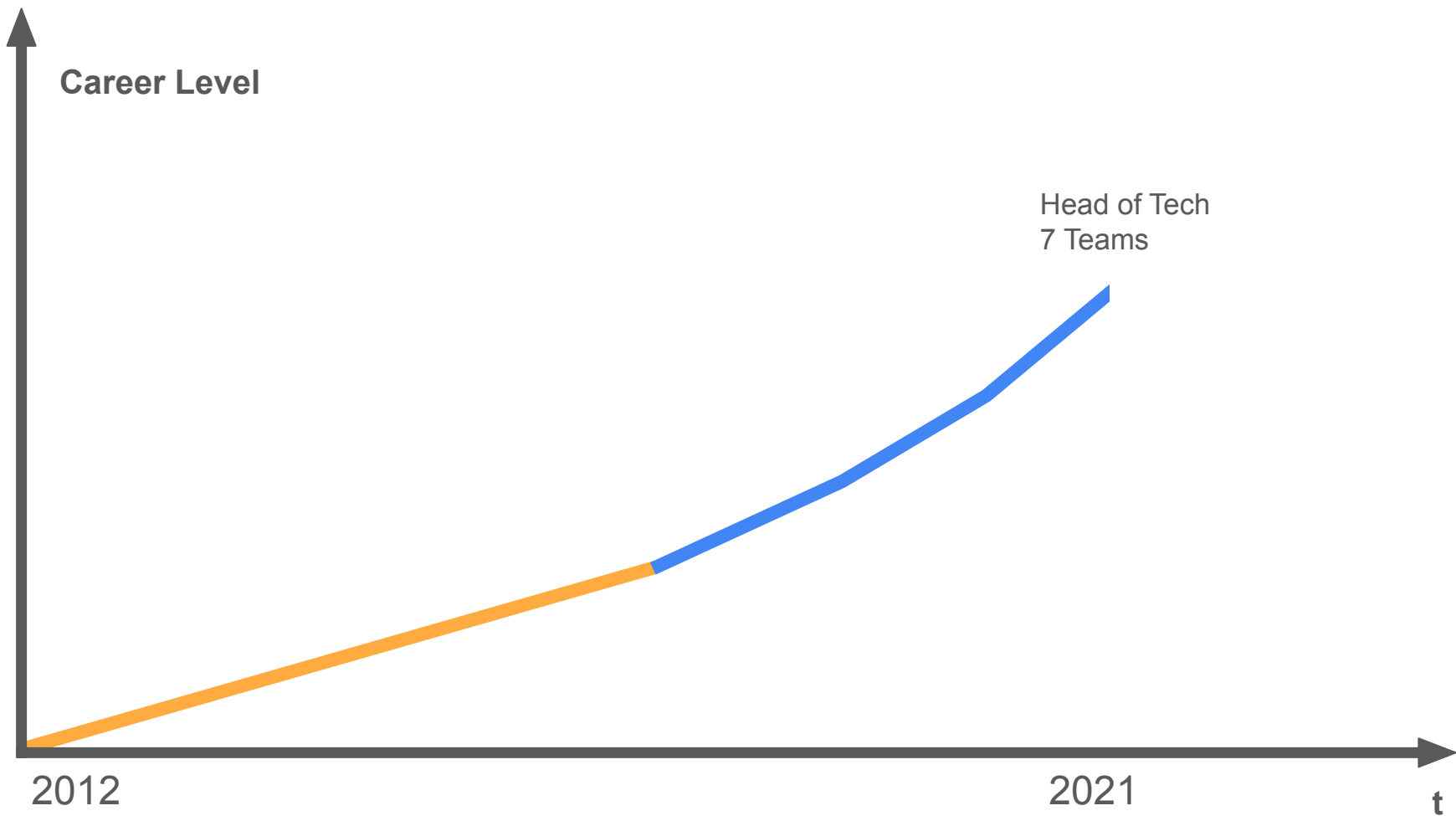


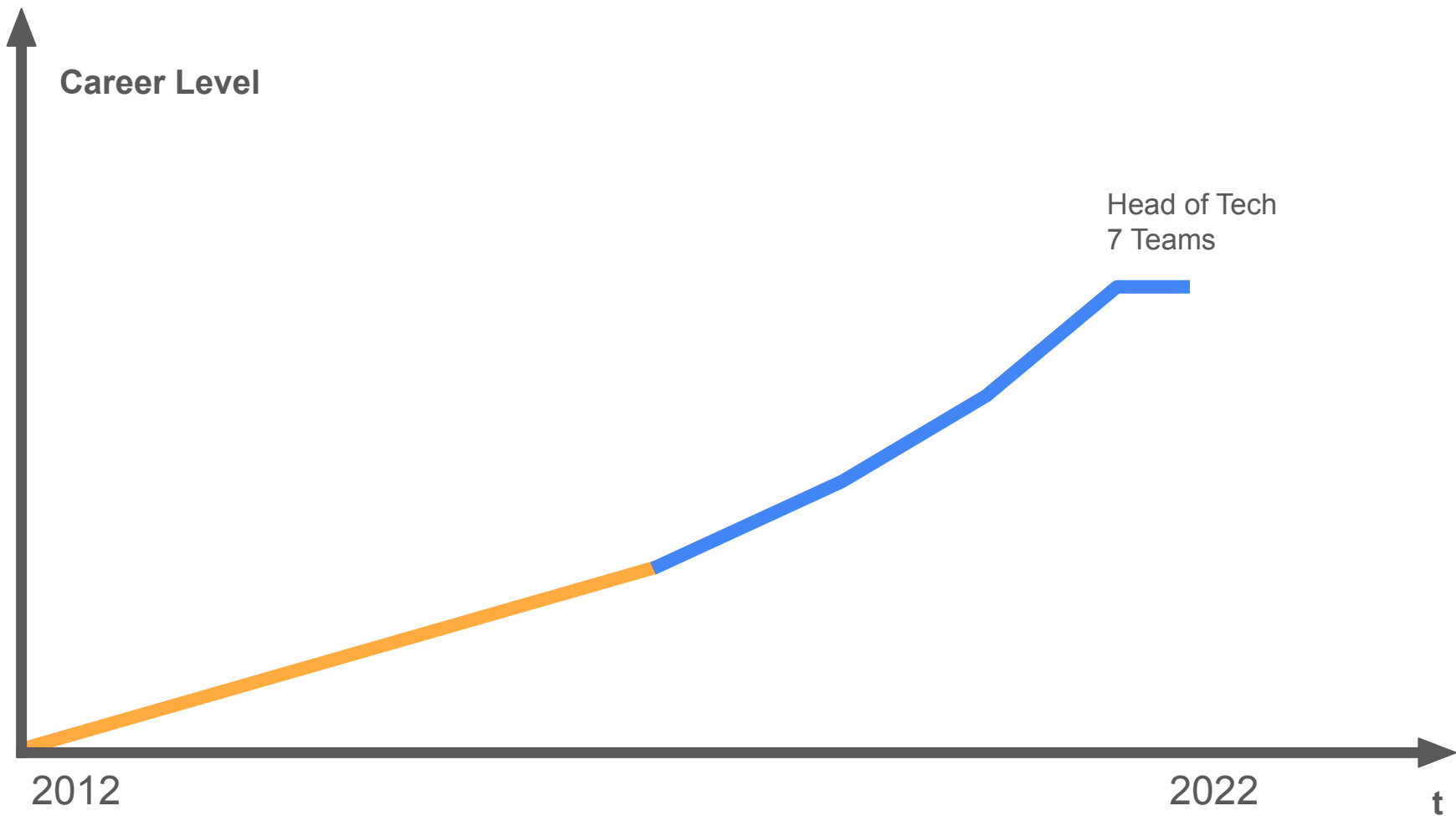


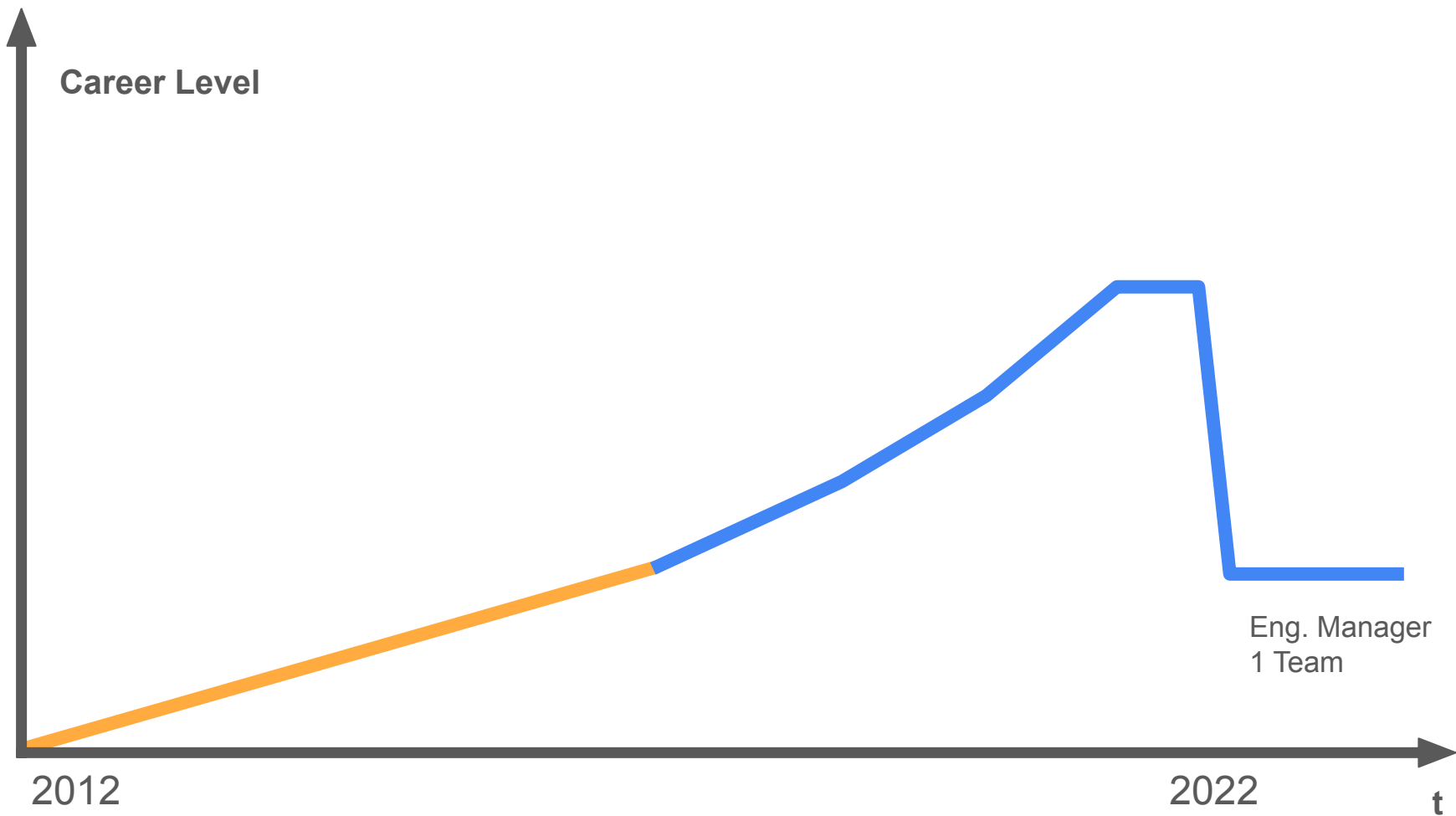












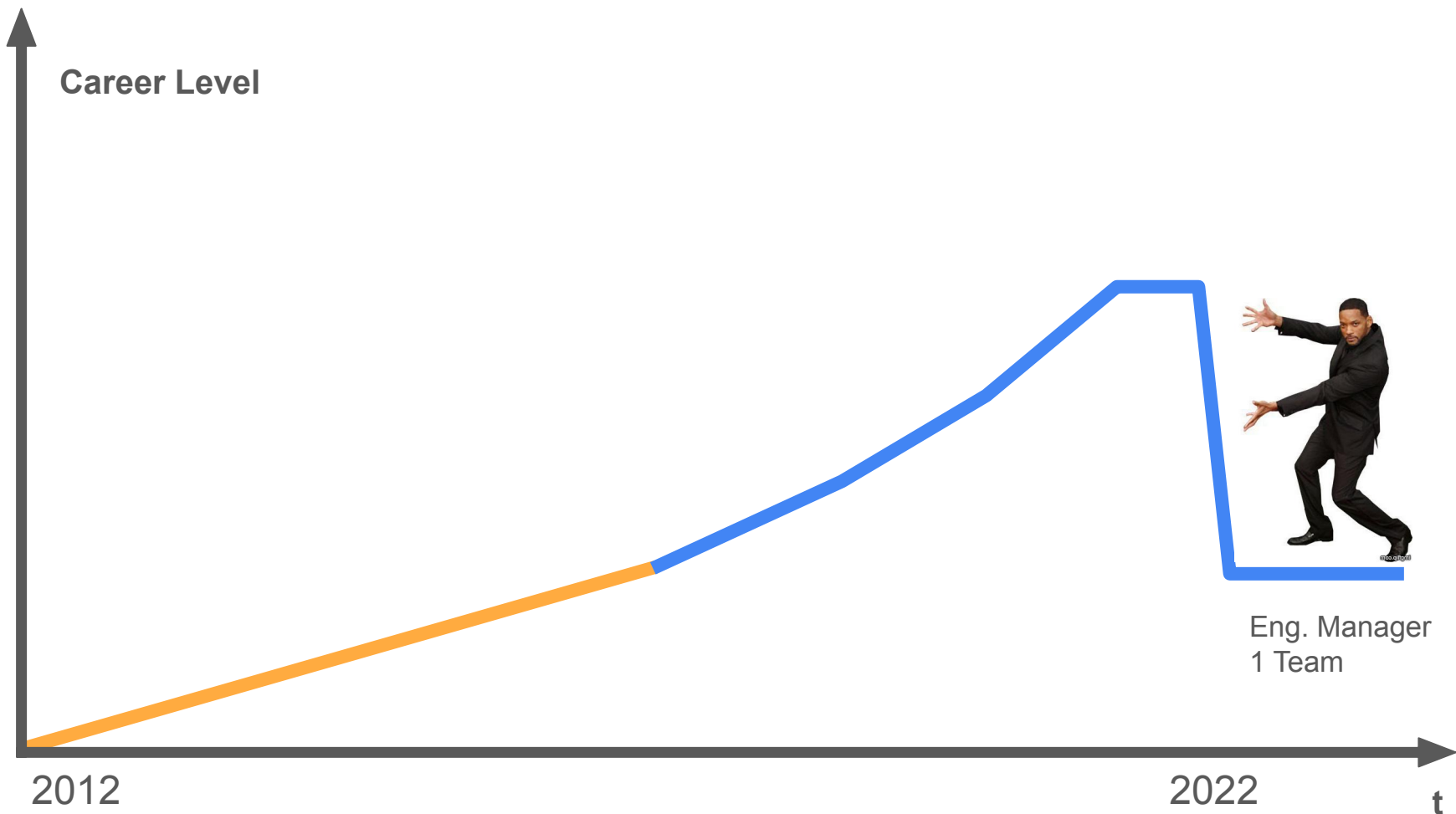
Career Level

2012

2022

t

Eng. Manager  
1 Team



Eng. Manager  
1 Team



**It just wasn't fun**

## **Disclaimer 1**

This is what I felt in that specific role at that specific point in time.

## **Disclaimer 2**

There were also positives. But there is enough content about that.



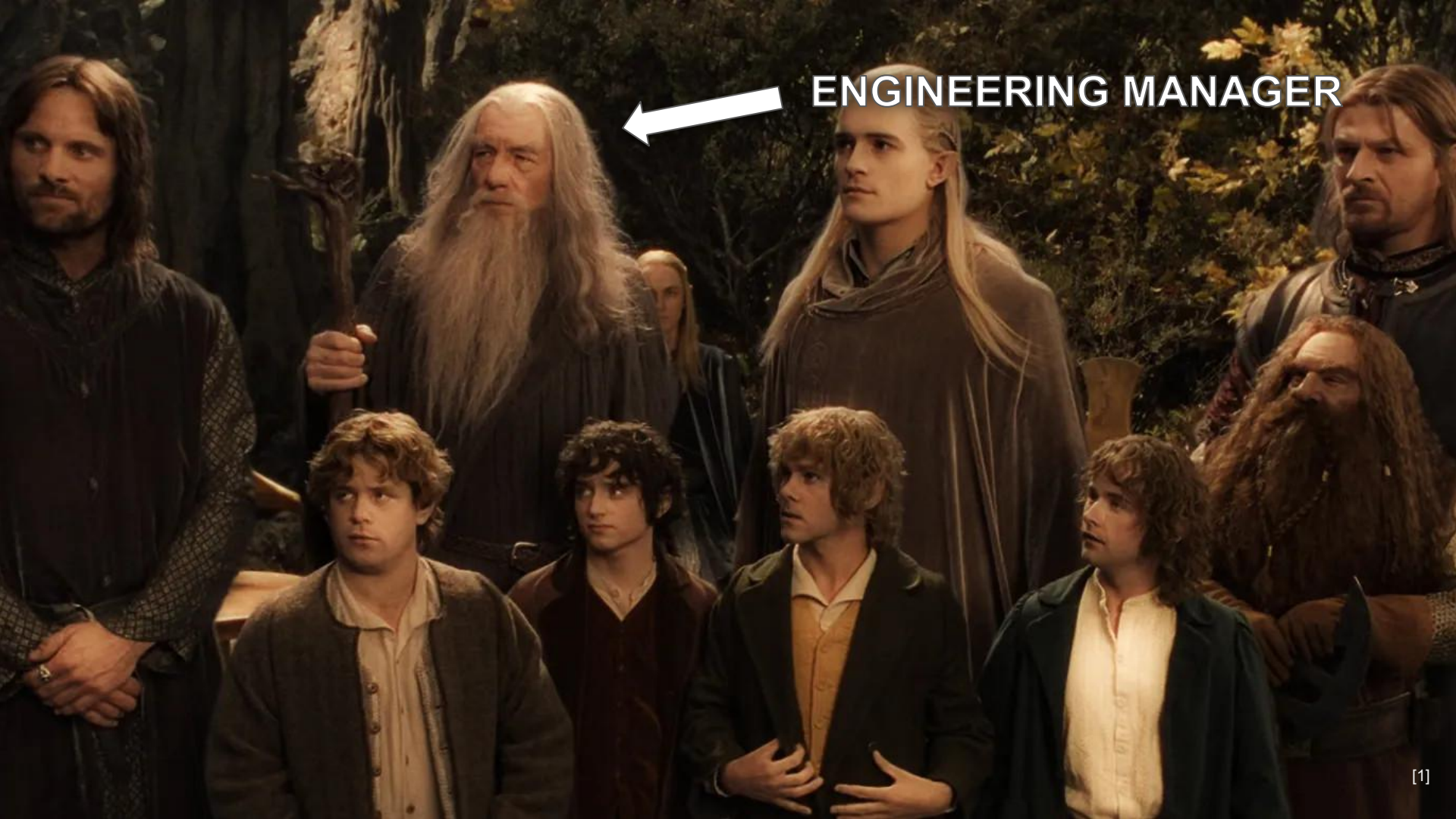
**It just wasn't fun (for me)**



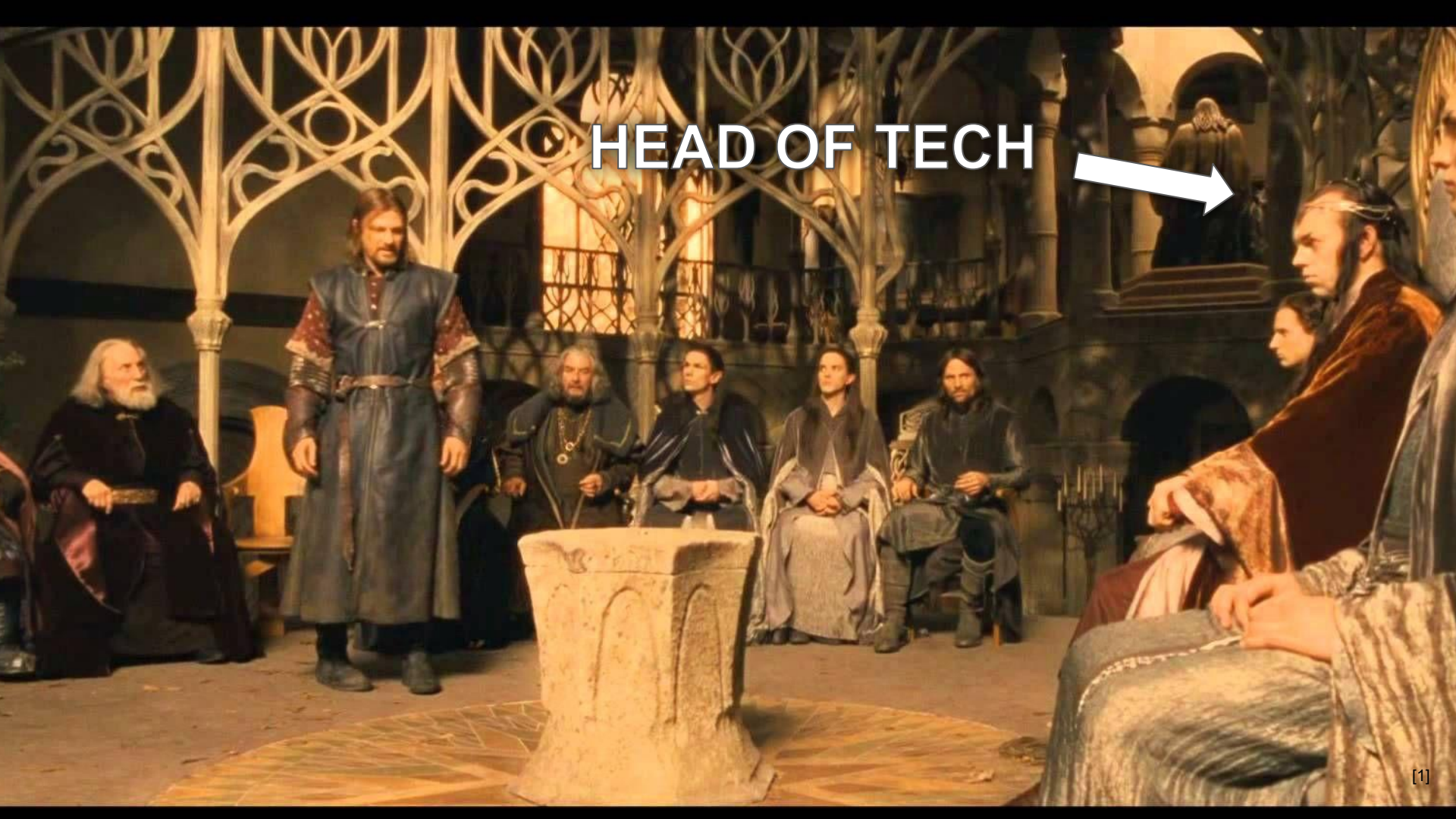
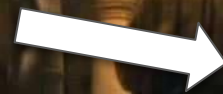


**Not part of the Team anymore**

**ENGINEERING MANAGER**



HEAD OF TECH





**More Conflict**



**More Conflict**

A cartoon illustration of a burning office. The scene is filled with intense yellow and orange flames that consume the room. Several instances of the character SpongeBob SquarePants are scattered throughout, each in a state of panic or distress. One SpongeBob stands on a desk in the background with his arms raised in a scream. Another is on a desk to the left, also with arms raised. A third is on the floor in the foreground, looking up in shock. To the right, another SpongeBob is near a desk, and a fifth is partially visible on the far right. The office furniture, including desks, chairs, and filing cabinets, is overturned or partially destroyed by the fire. Papers and small objects are scattered on the floor. The overall atmosphere is one of chaos and emergency.

**Less Focus  
More Firefighting**

# Bigger Challenges, Less Safety Nets





**Slower Cycle Time,  
Less Rewards**





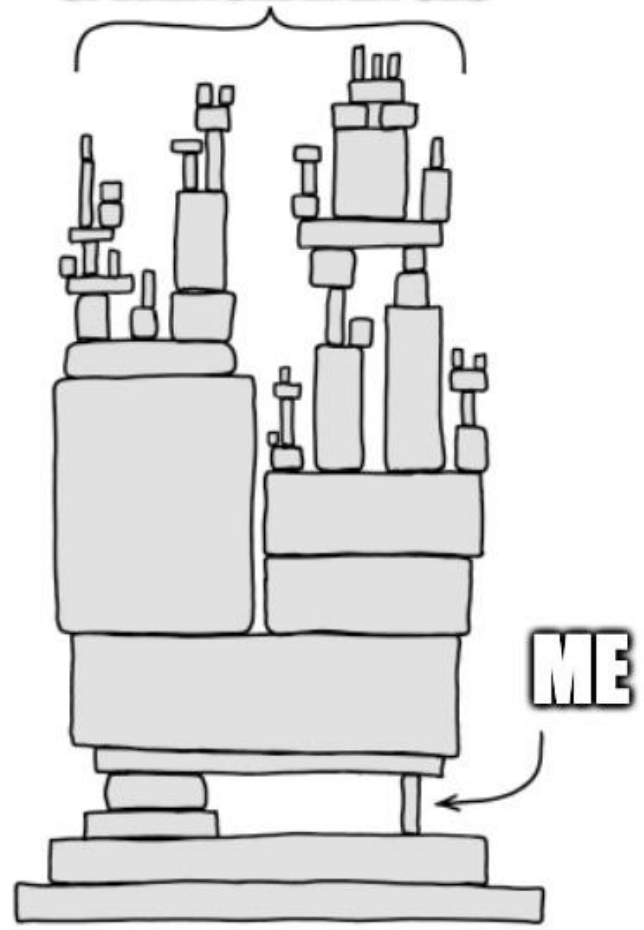
**So why not stop?**



**DJ KHALED**  
**SUFFERING FROM SUCCESS**

**PARENTAL**  
**ADVISORY**  
EXPLICIT CONTENT

**THE PROFESSIONAL WELL-BEING  
OF EVERYONE IN MY ORG**



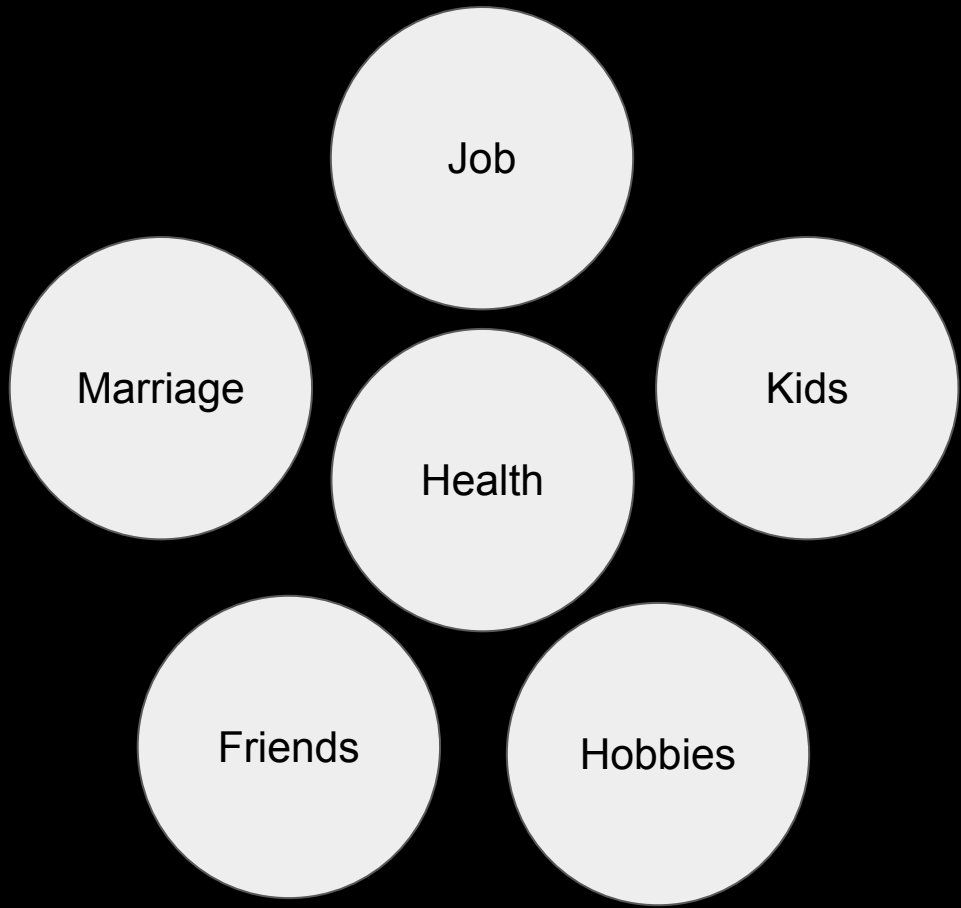


**"It is a gift."**



**It will get better soon...**





Job

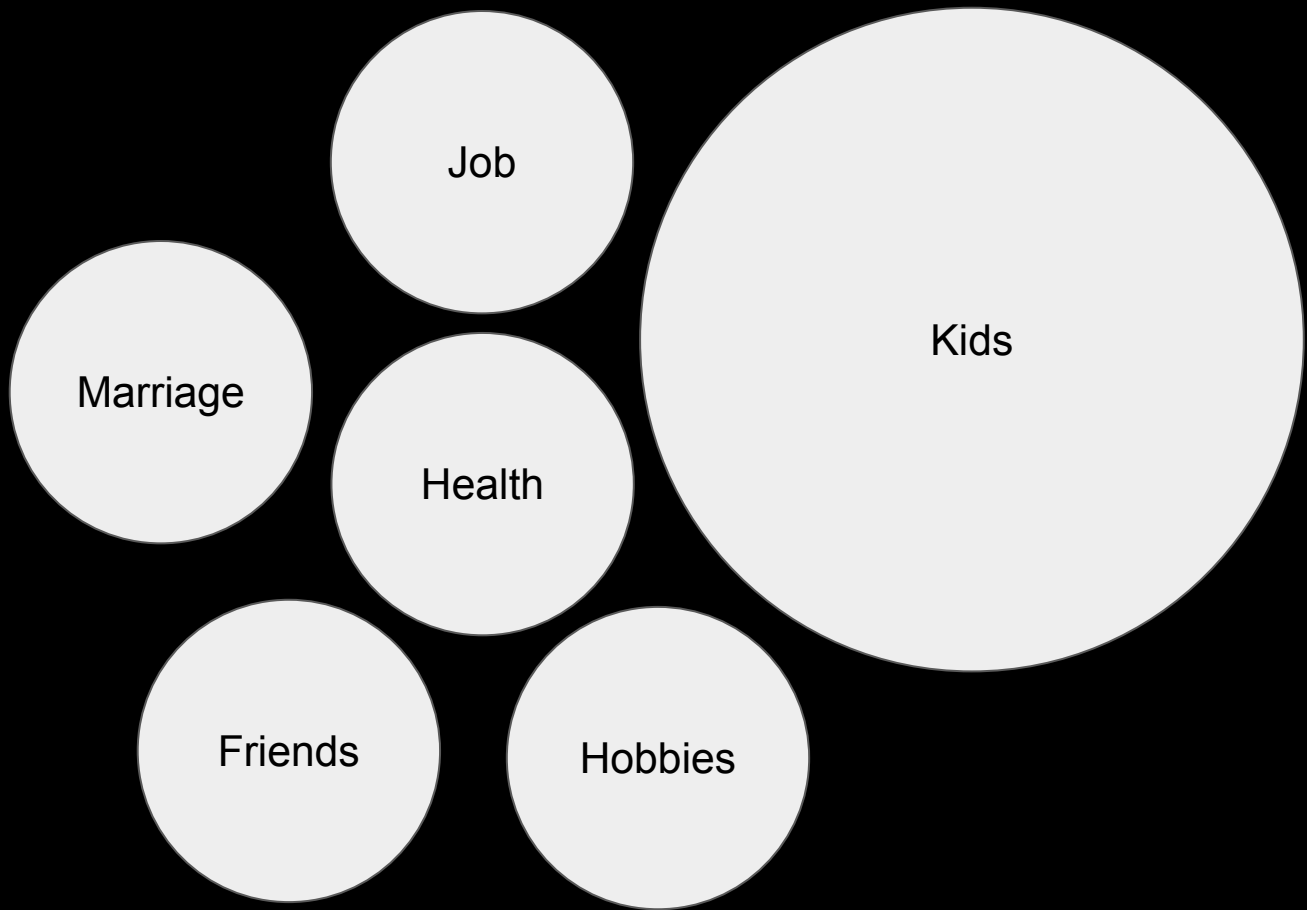
Marriage

Kids

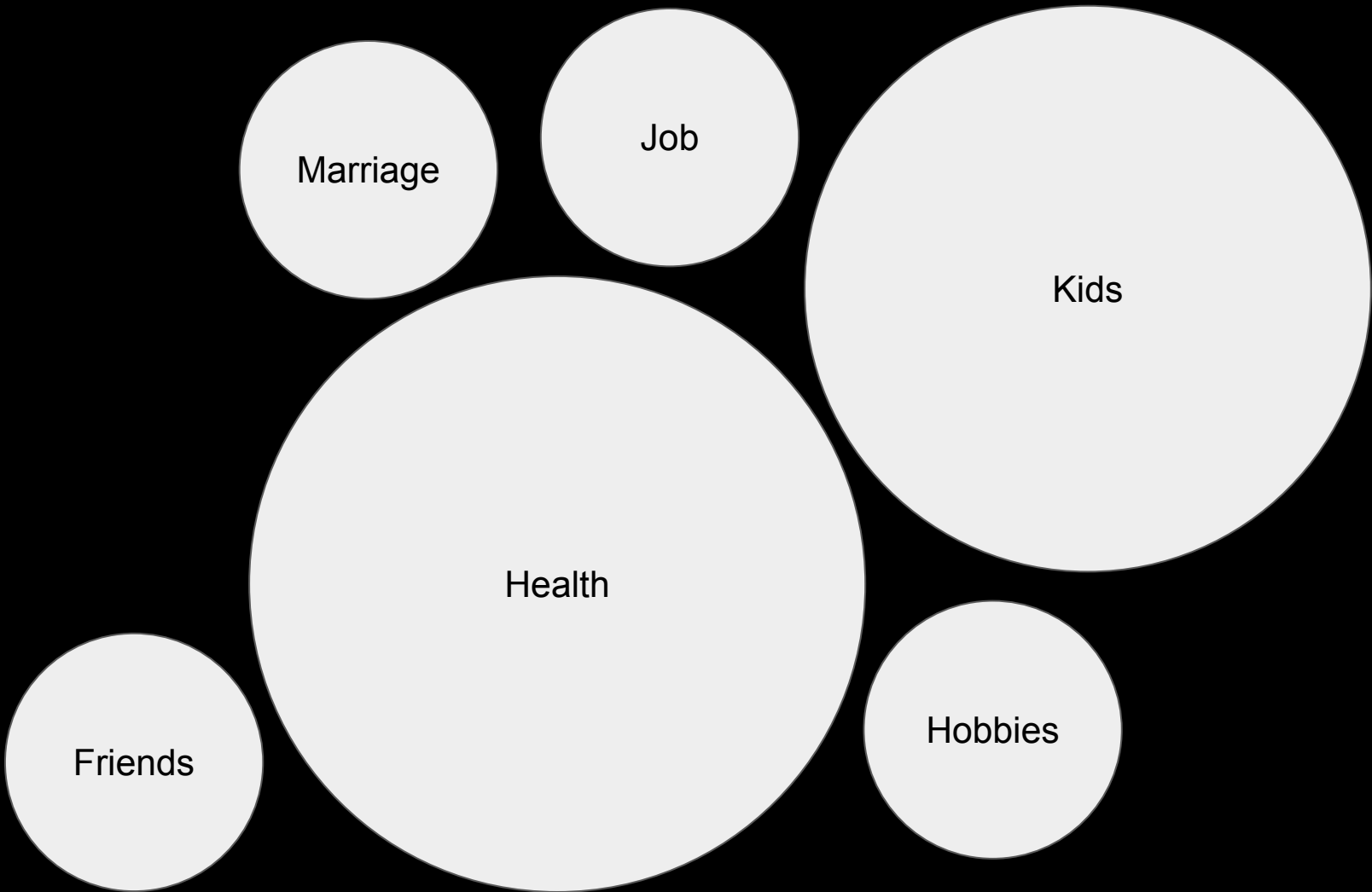
Health

Friends

Hobbies







**Job**

**Kids**

**Marriage**

**Friends**

**Hobbies**

**Health**

A man with a beard and short hair, wearing a blue long-sleeved sweater and dark jeans, stands in front of a black door with a brass handle. He is holding a lit cigarette in his right hand and has his left hand in his pocket. He is looking upwards and to the right. The scene is set outdoors at night or in low light, with a small potted plant visible to the right of the door.

**Screw it.**

I KNOW  
MY CV IS WEIRD  
I CAN EXPLAIN!



I KNOW  
MY CV IS WEIRD  
I CAN EXPLAIN!



**kleinanzeigen**



[1]

**11/10, would quit again**



[1]

**11/10, would quit again**

**So what am I saying?**





imgflip.com

[1]

**Fly, you fools!**

## Celebrate getting promoted, but:

- It is a different job!
- Anticipate extra stress, more conflict, less reward
- Find ways of actively dealing with that (ask your manager!)
- Allow yourself to change your mind - it is a decision FOR something else

Happy to discuss this further, please get in touch!



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[1]

**You'll be fine.**



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Image attributions:

[1]: The Lord of the Rings - The Fellowship of the Ring, New Line Cinema

[2]: SpongeBob SquarePants, Nickelodeon