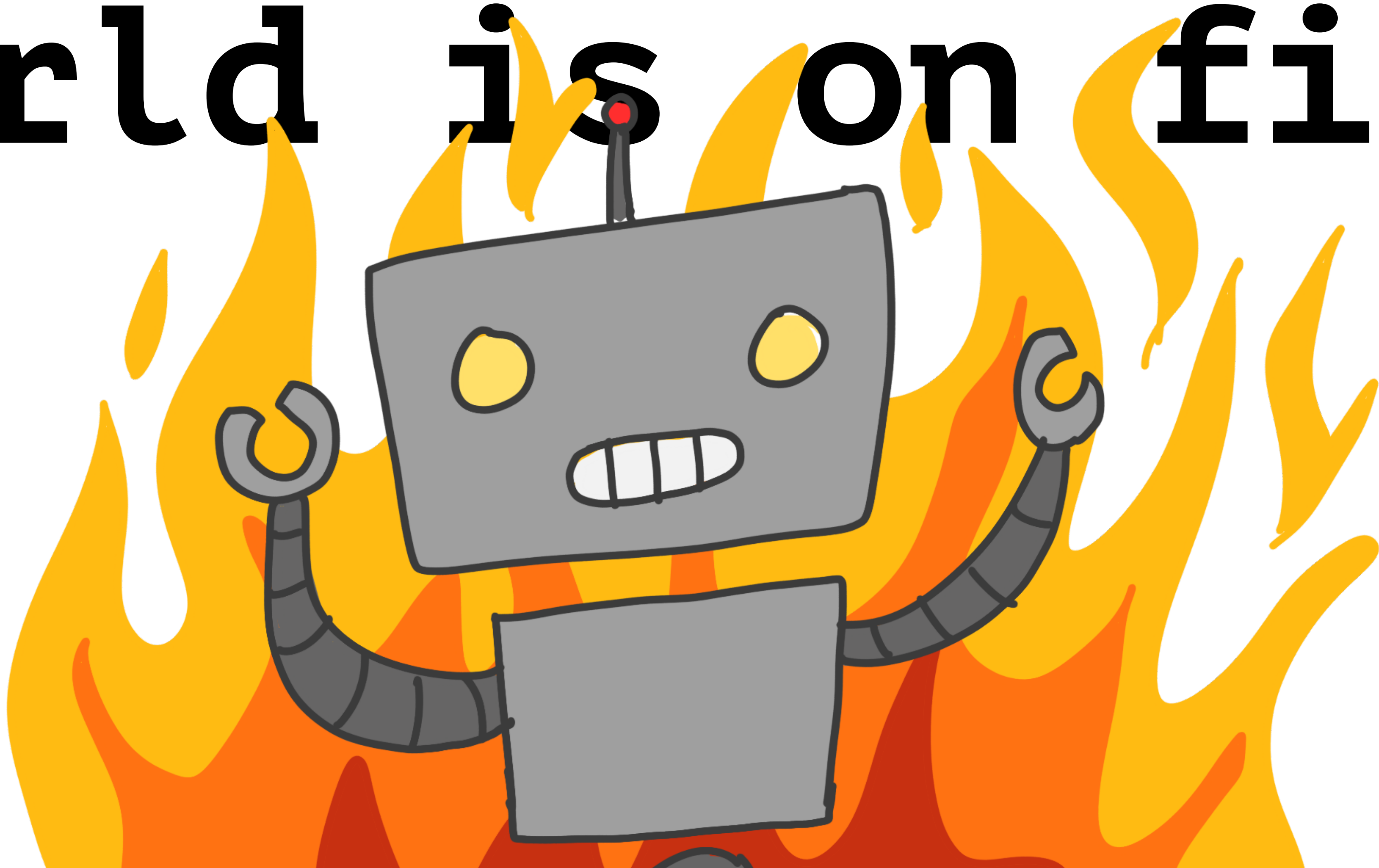
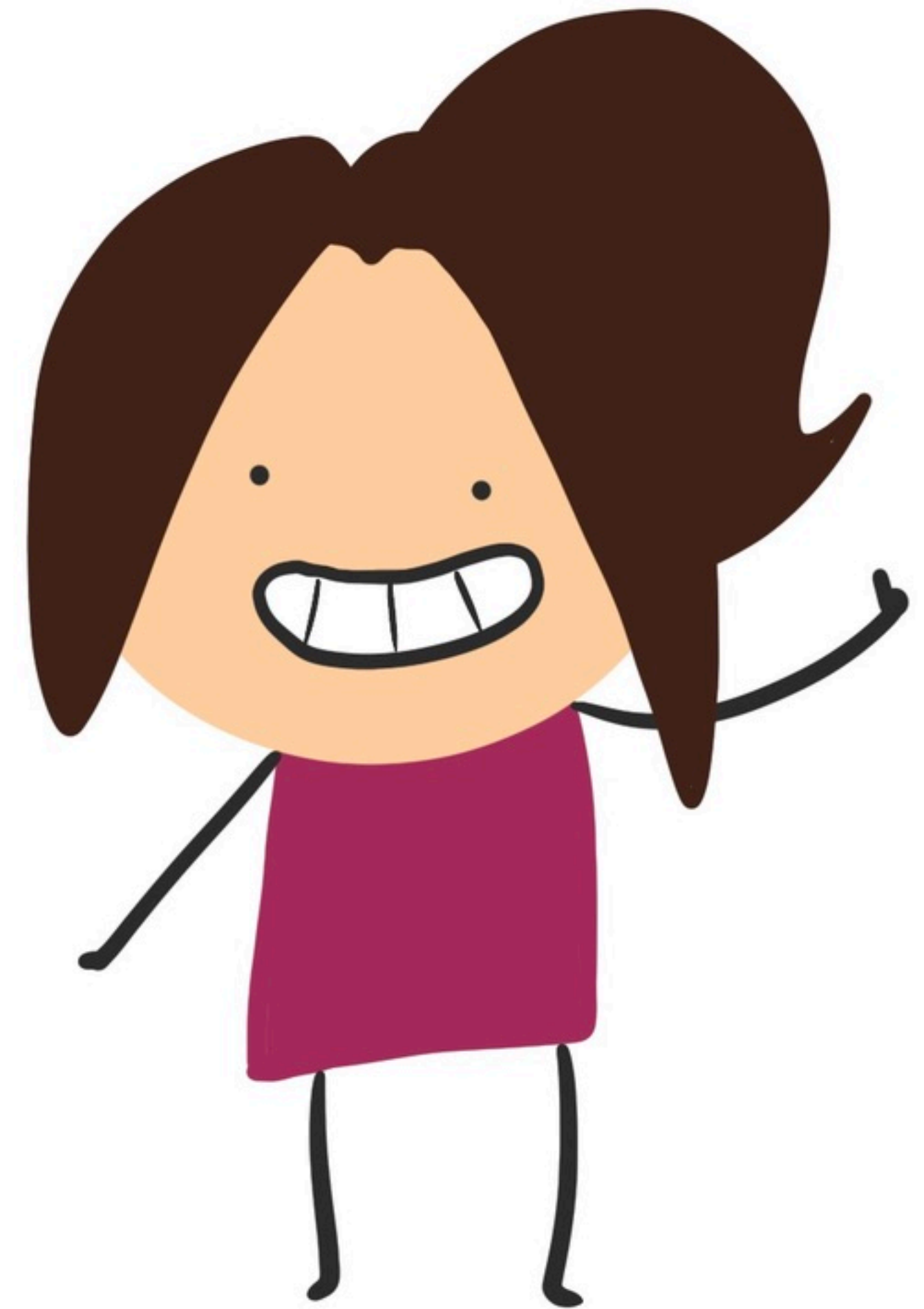


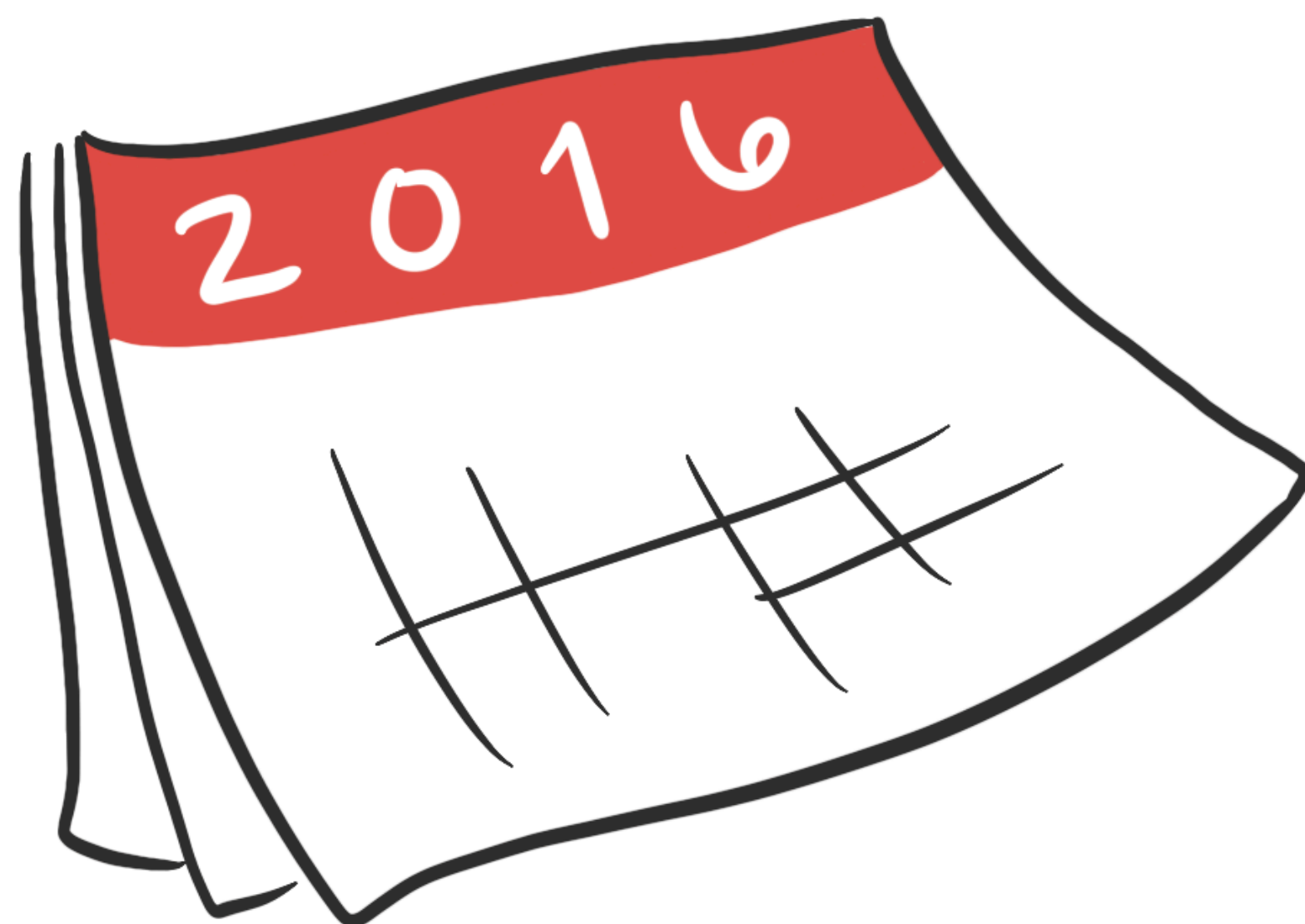
Leading when the
world is on fire

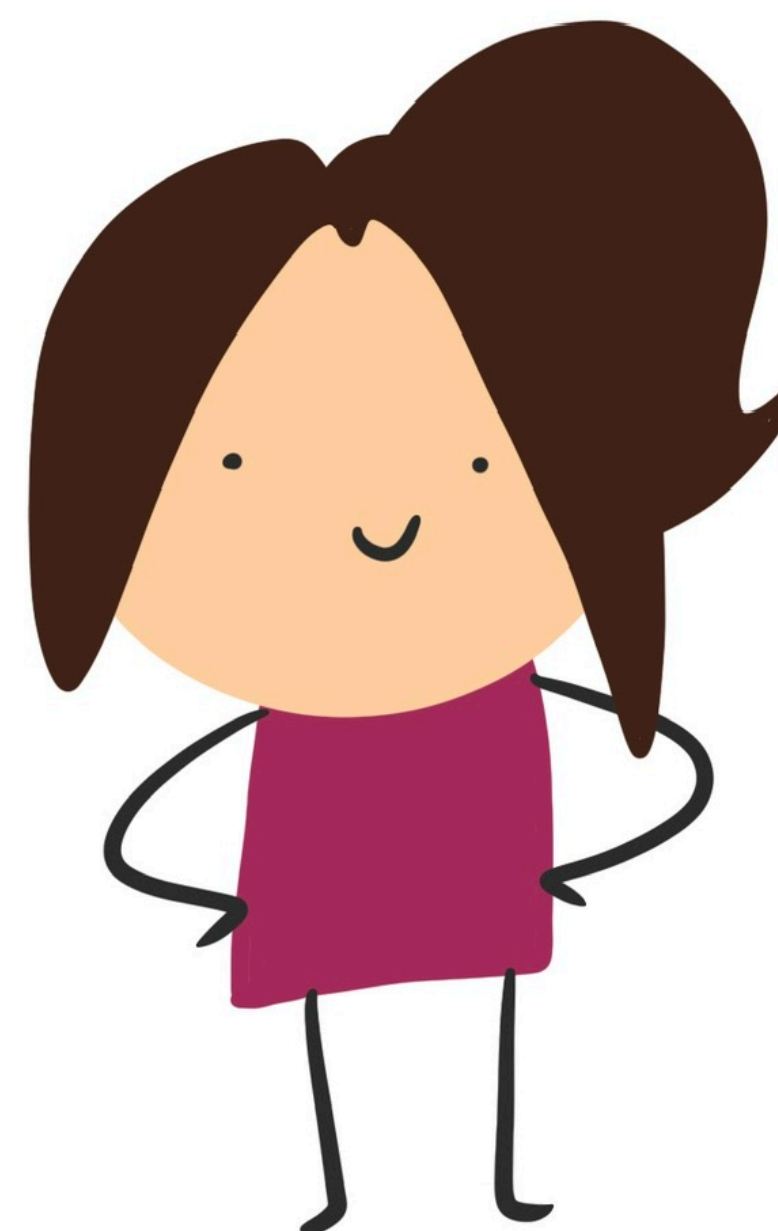
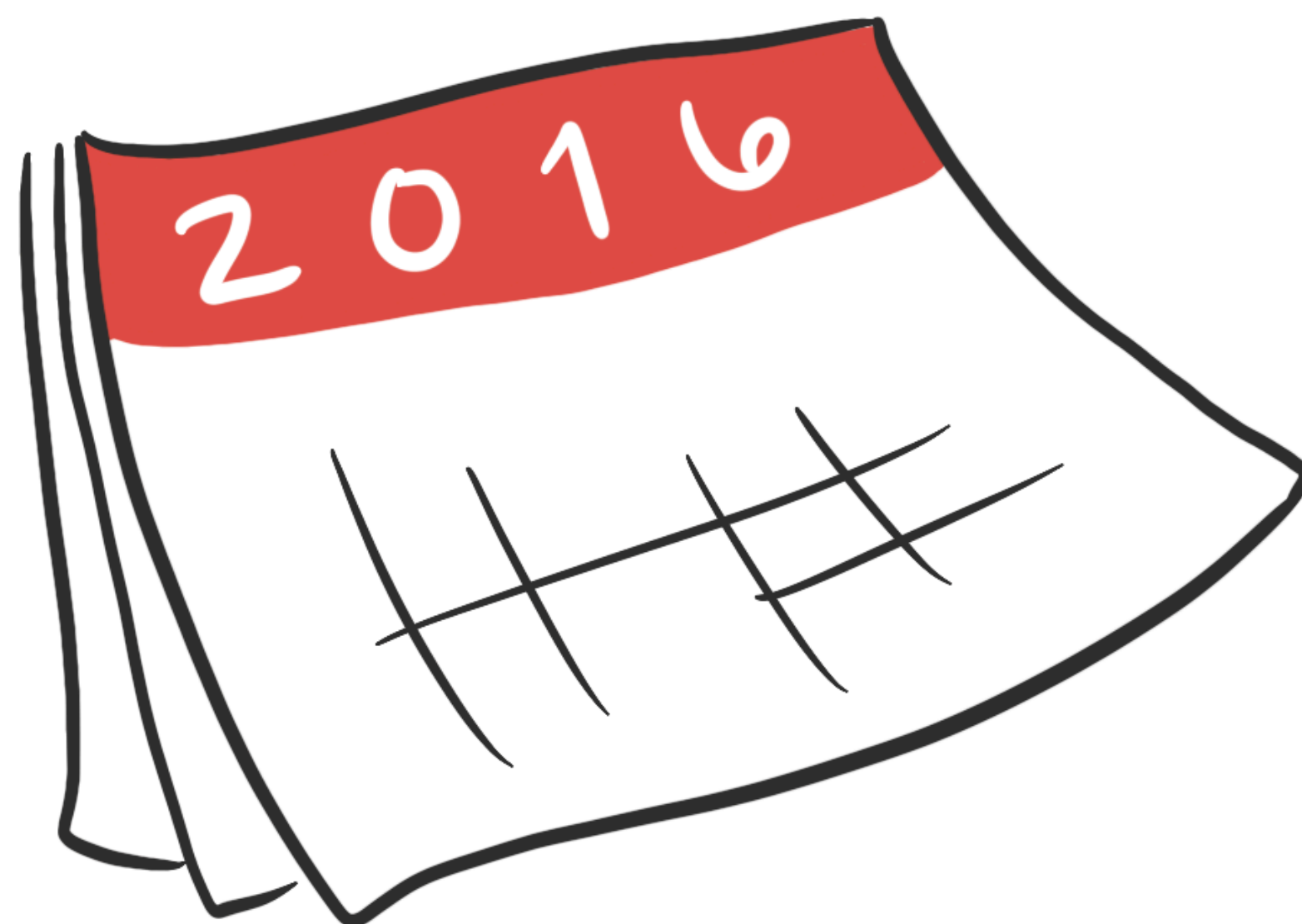


hello!
(again)

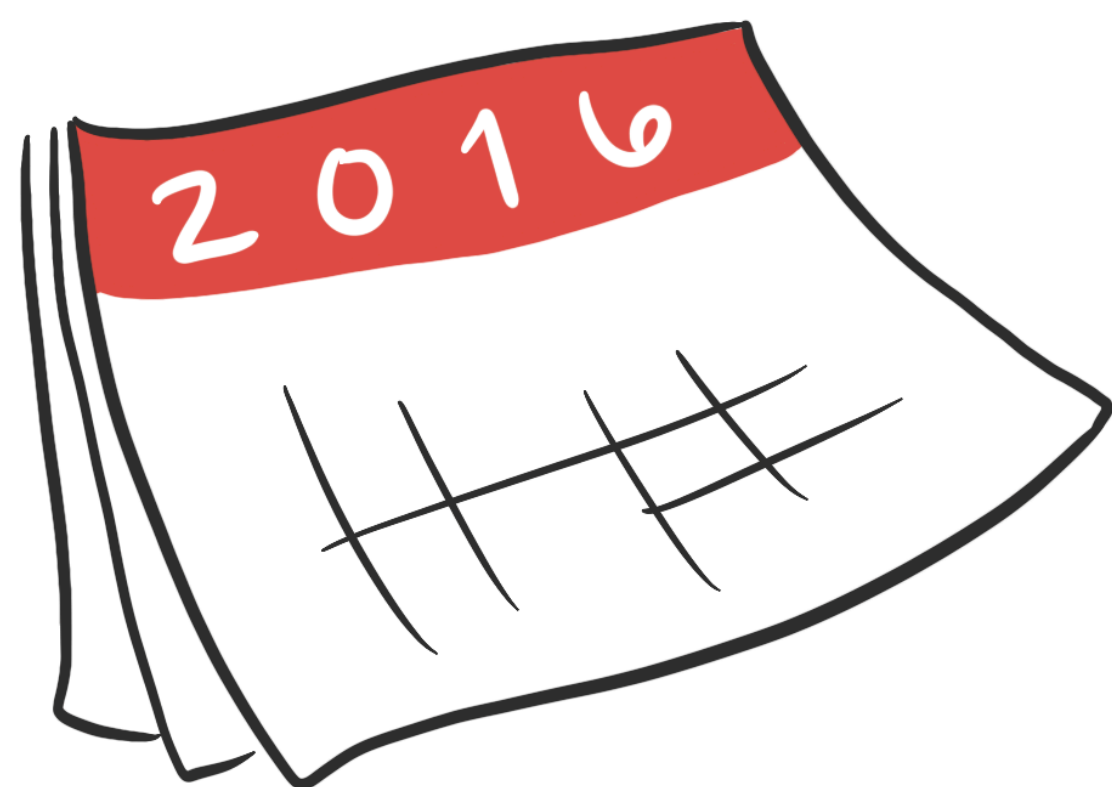


deniseyu.io

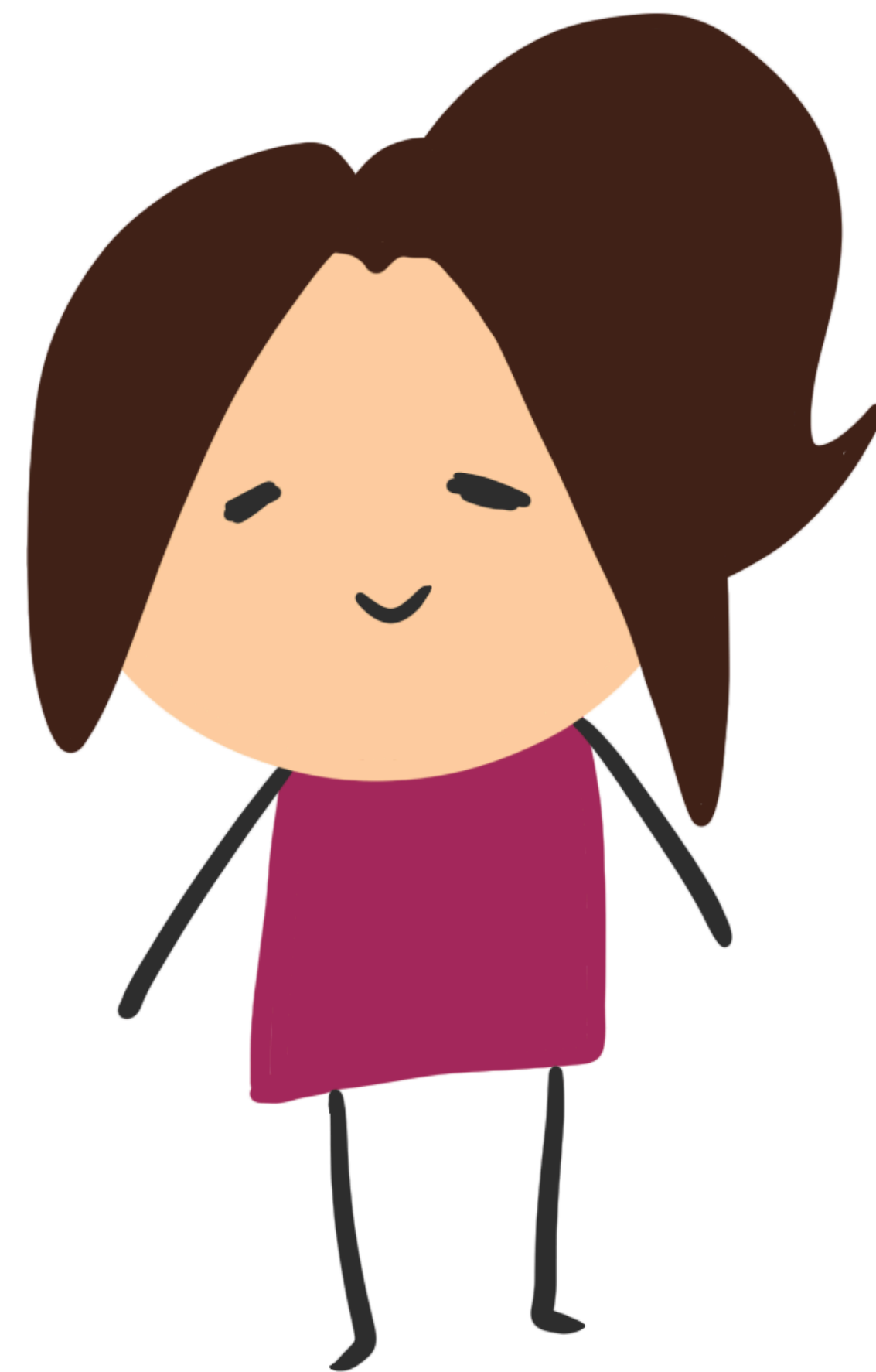
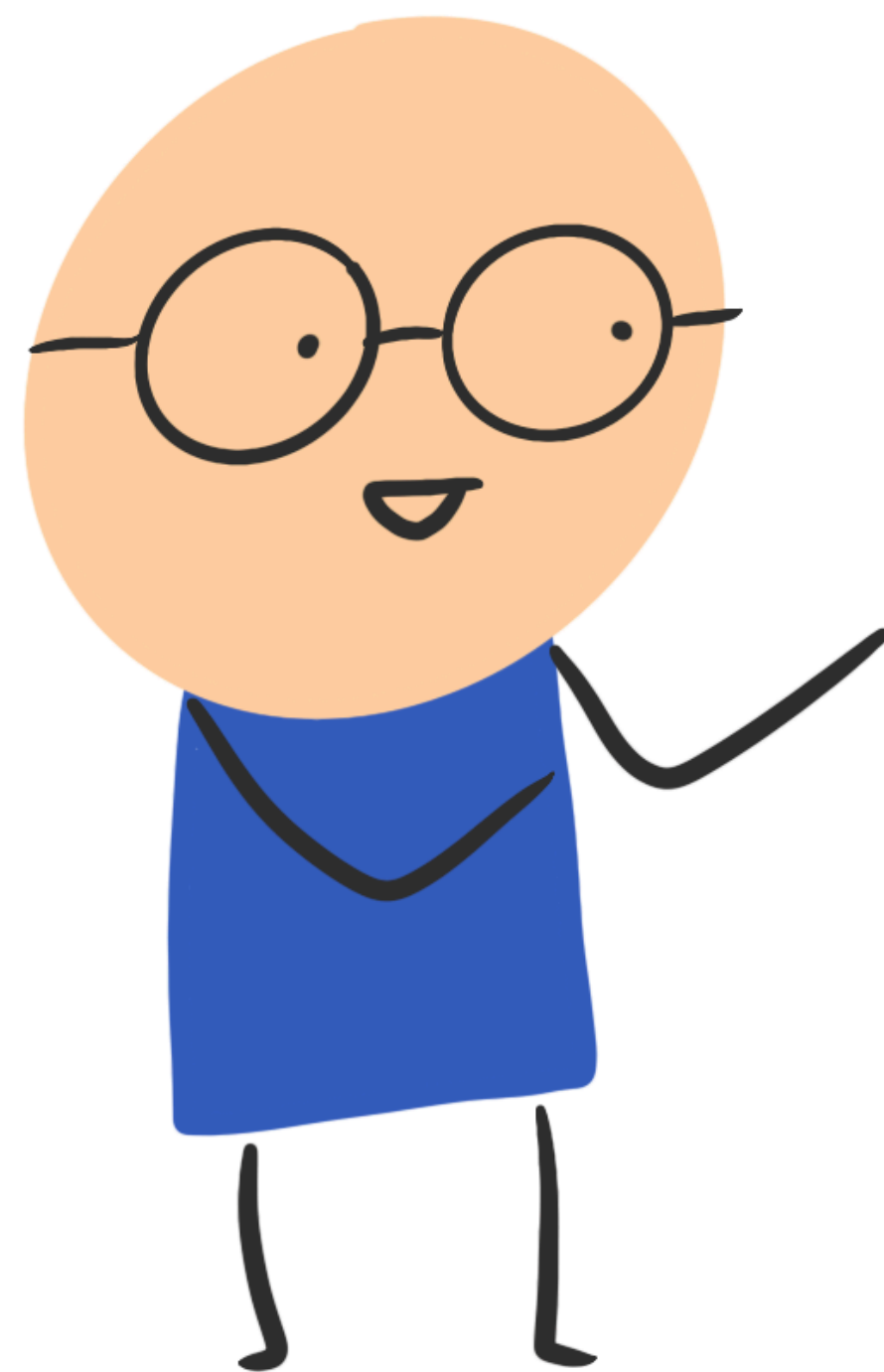


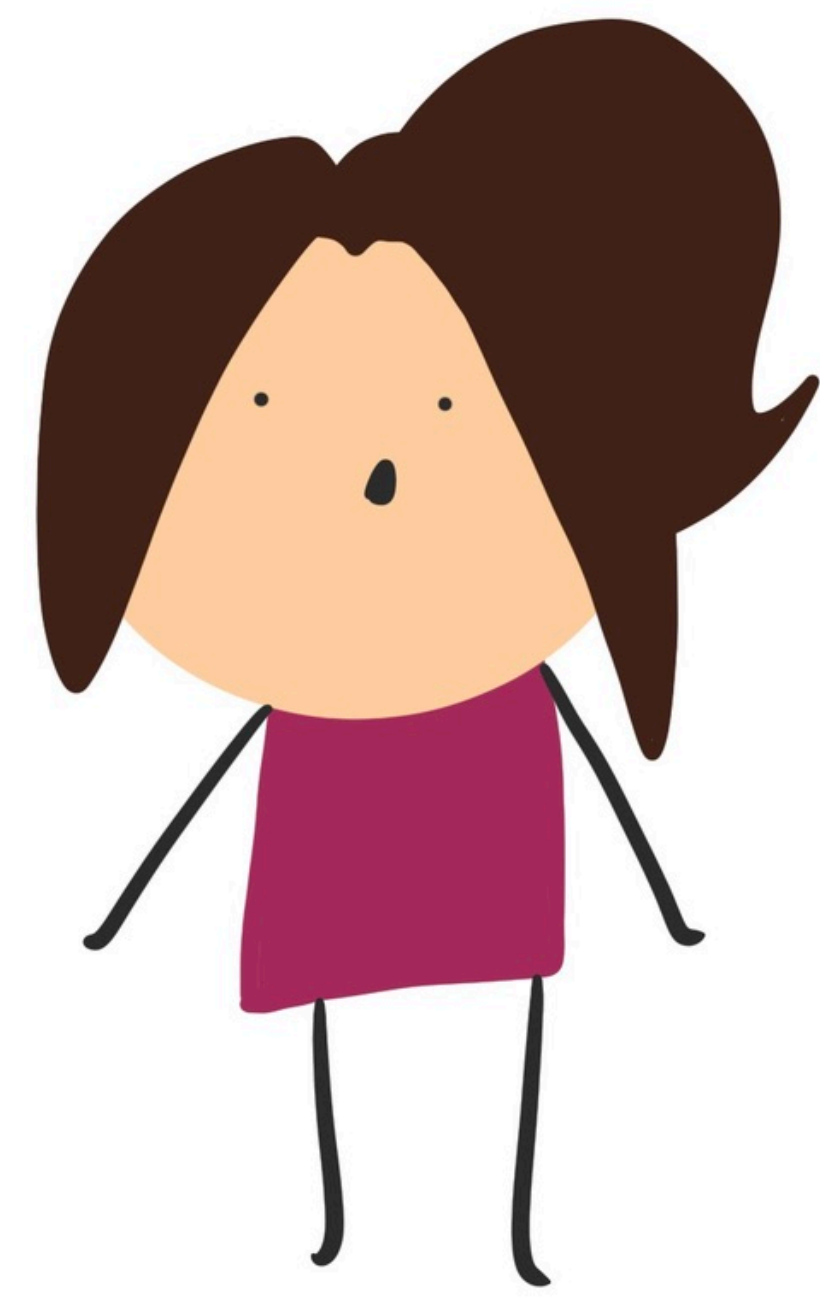
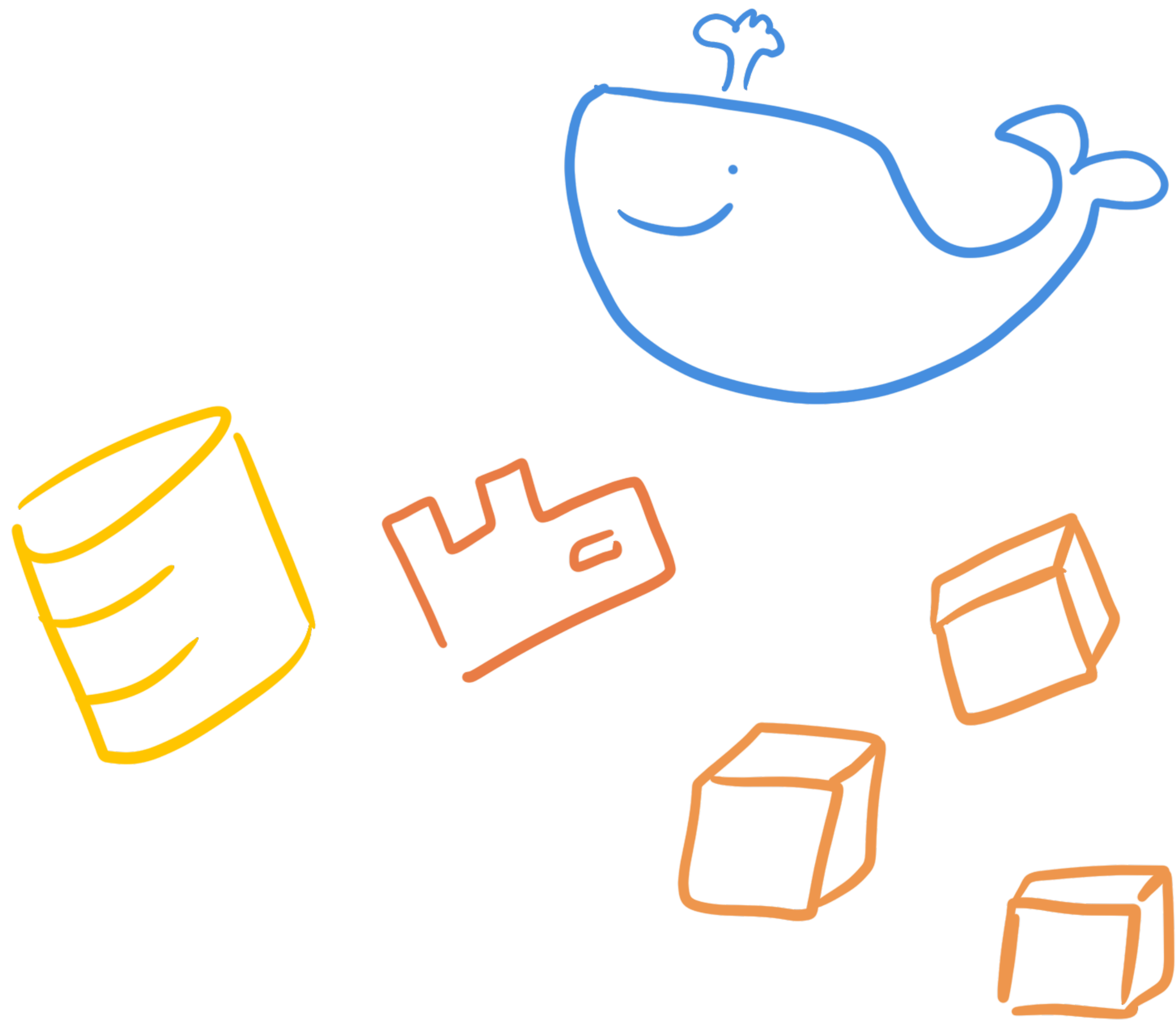


no longer
a junior
dev!

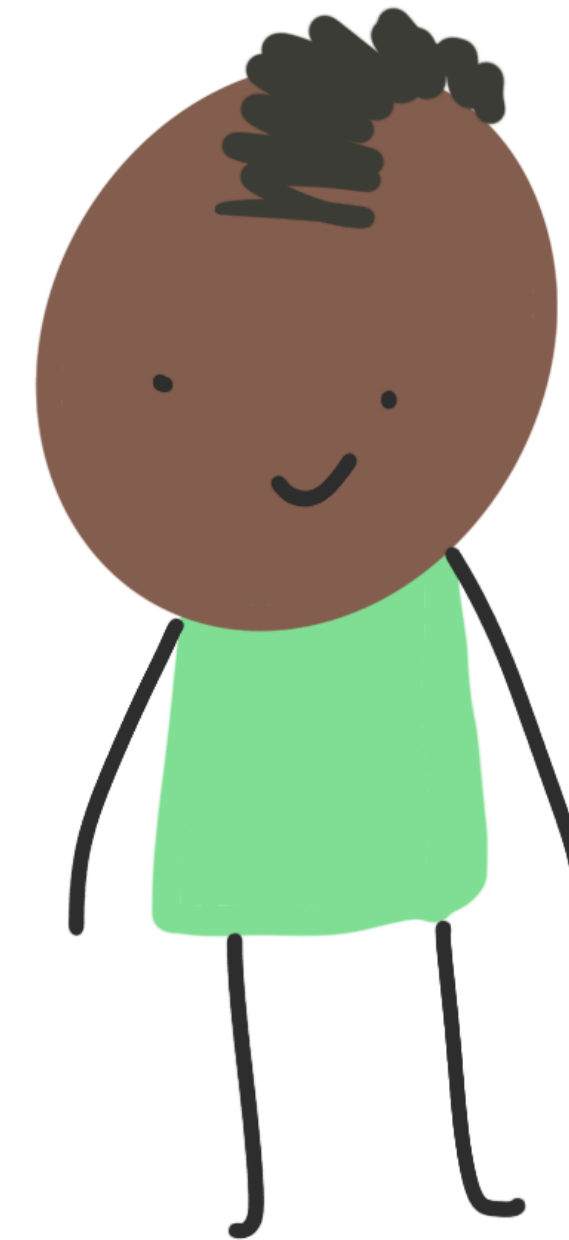
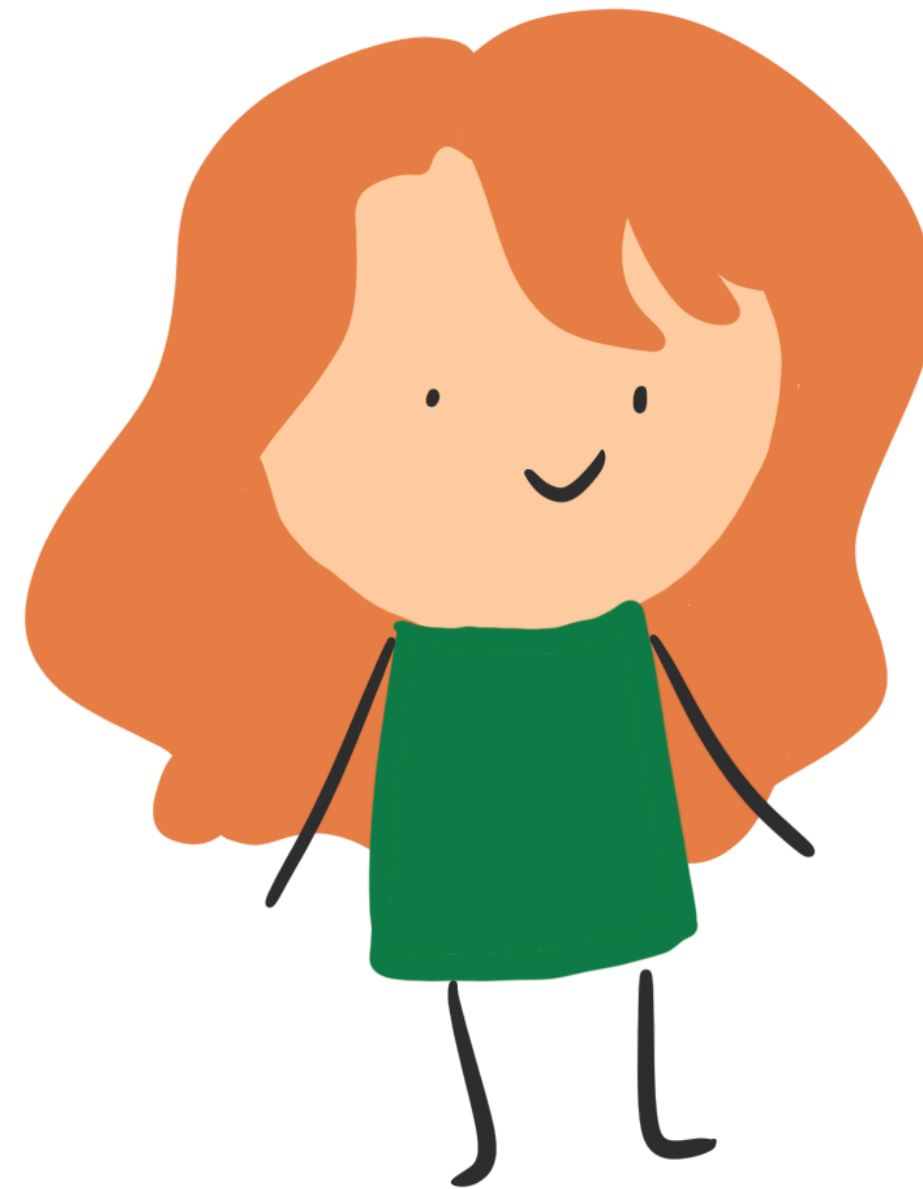
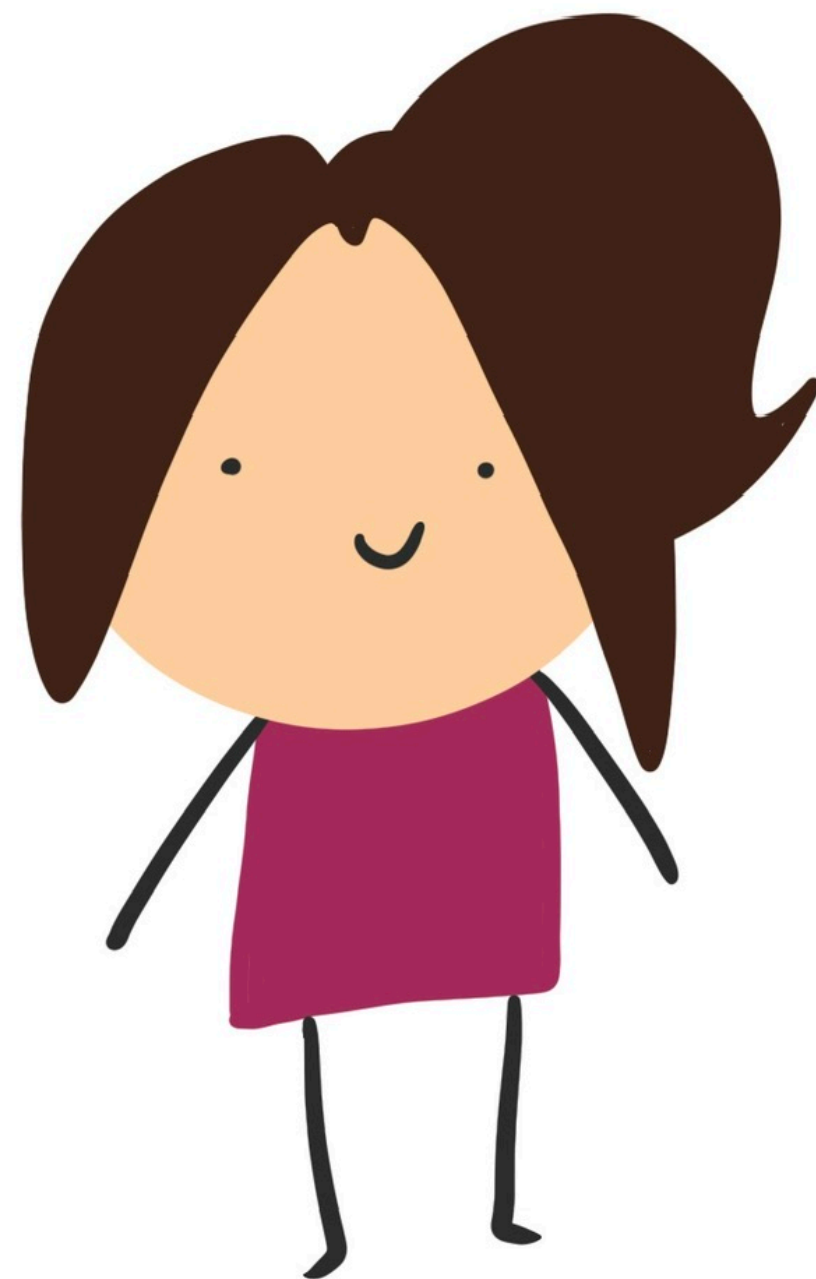


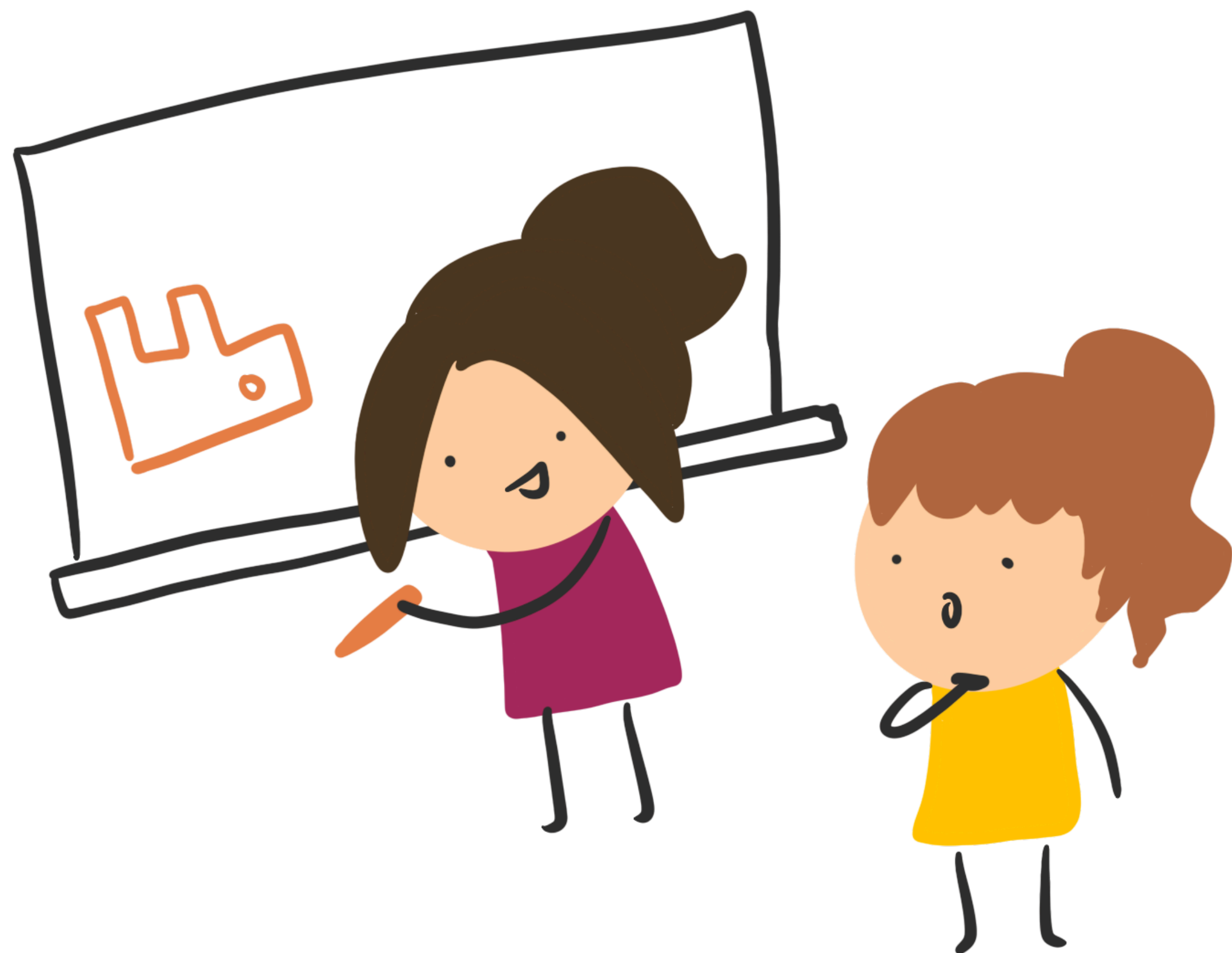
It's just imposter syndrome





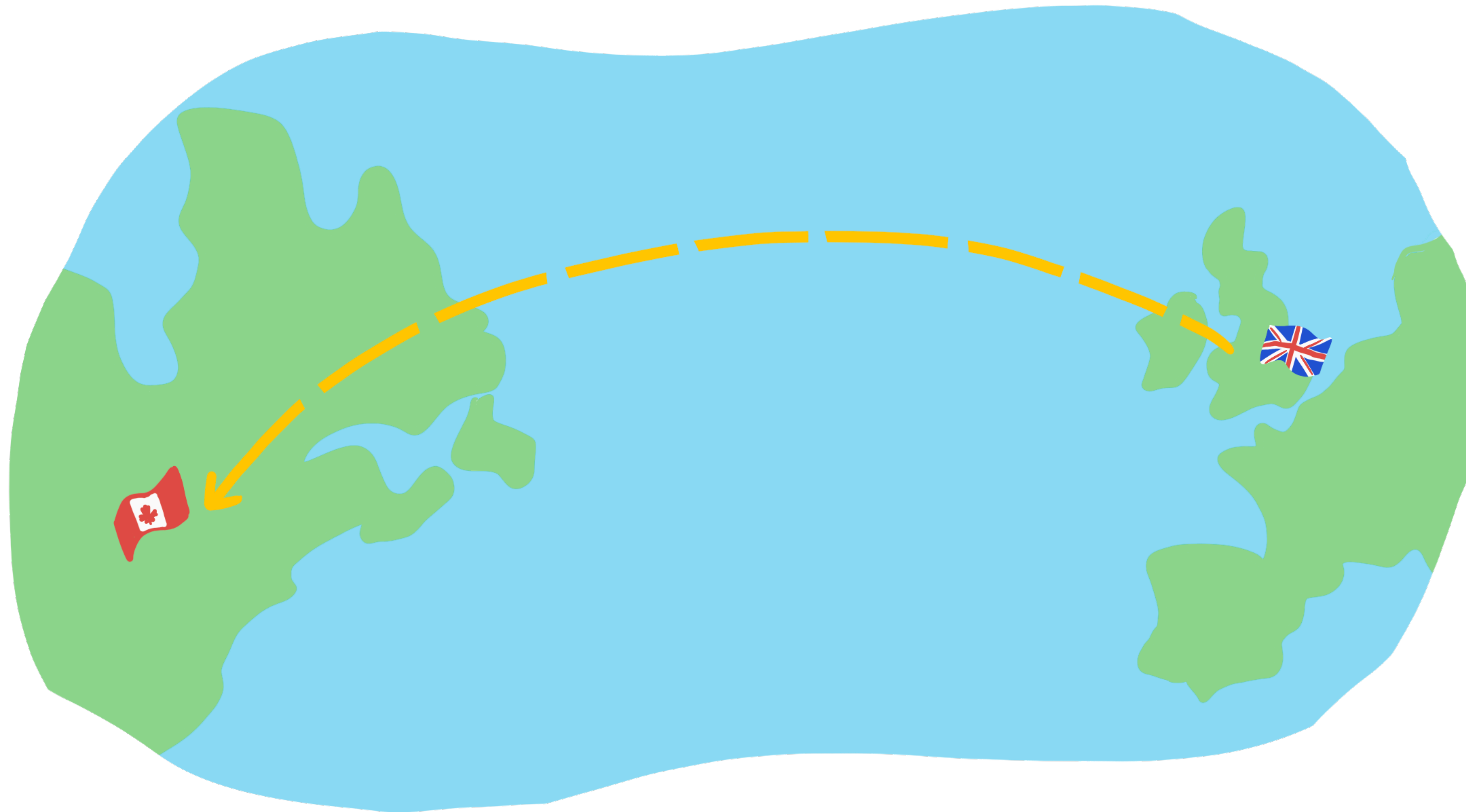
Diversity, Equity & Inclusion Working Group

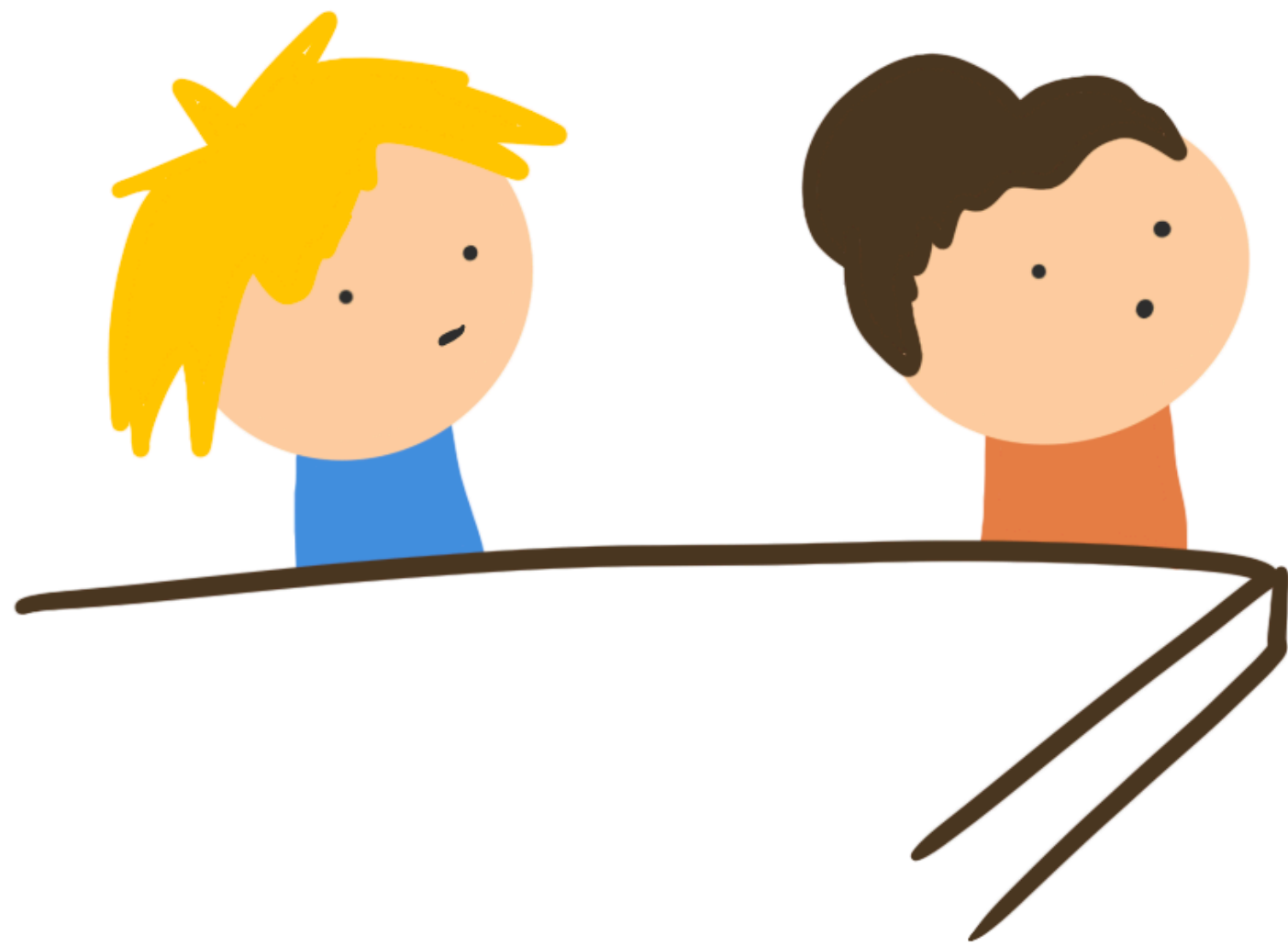


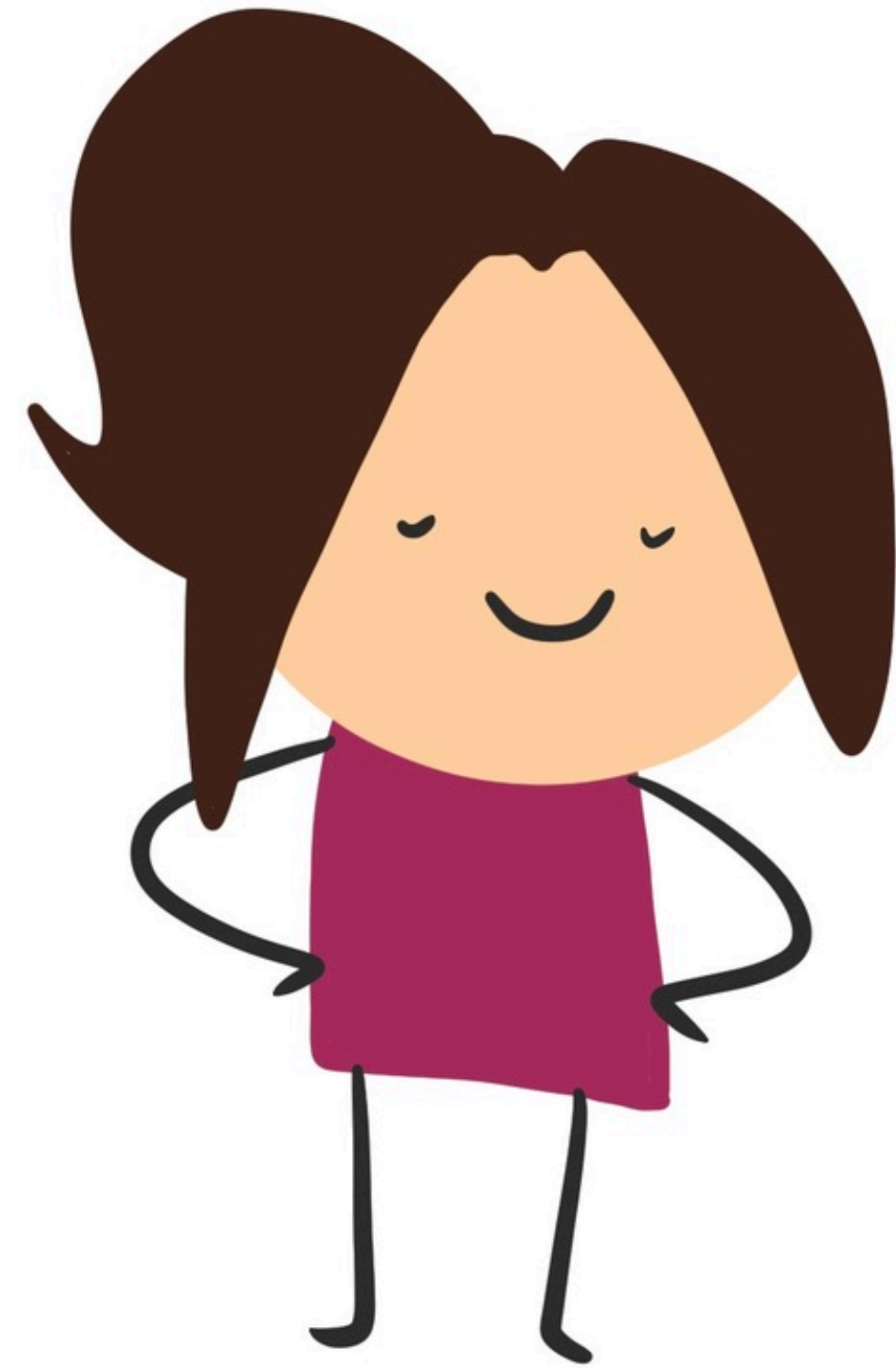


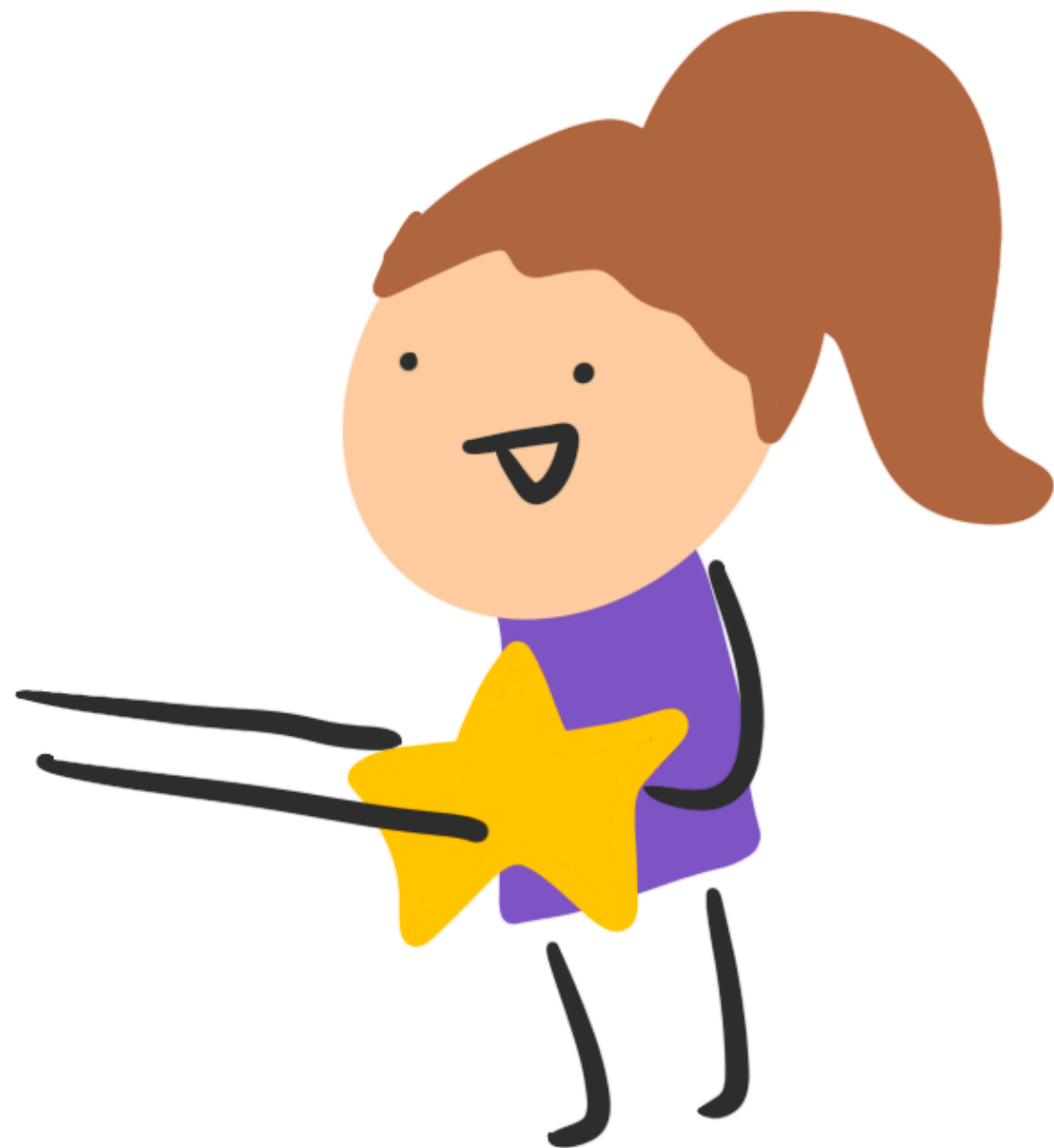




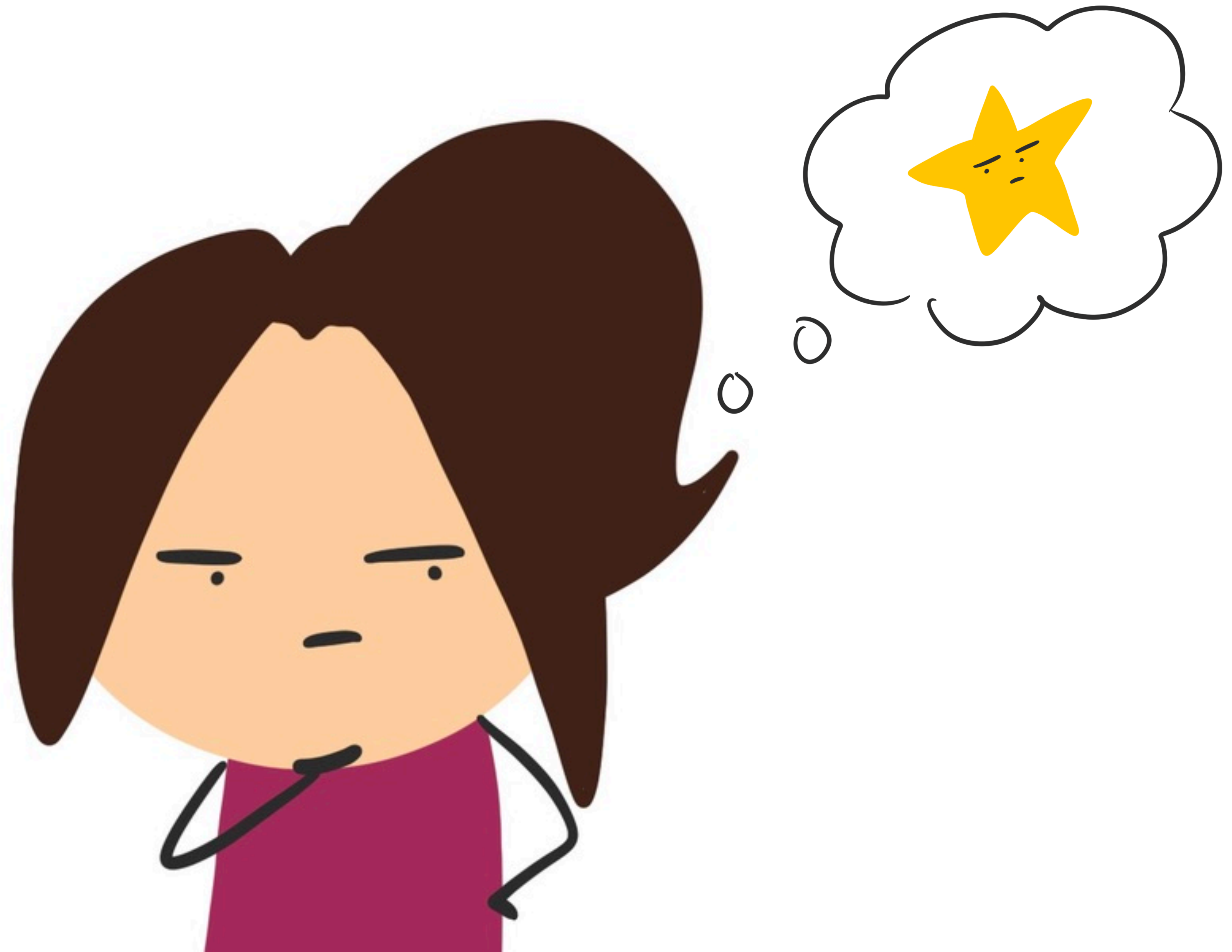


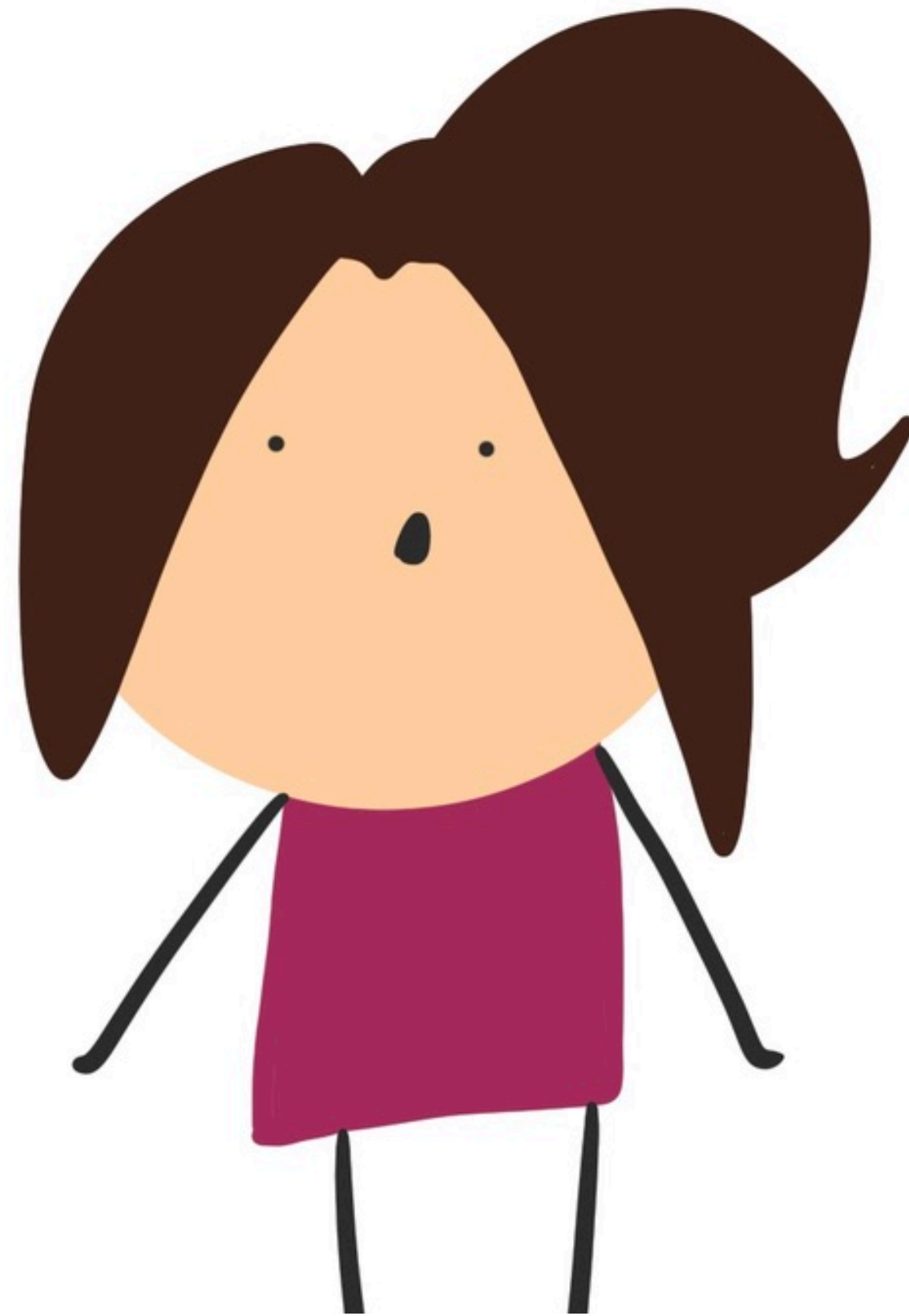
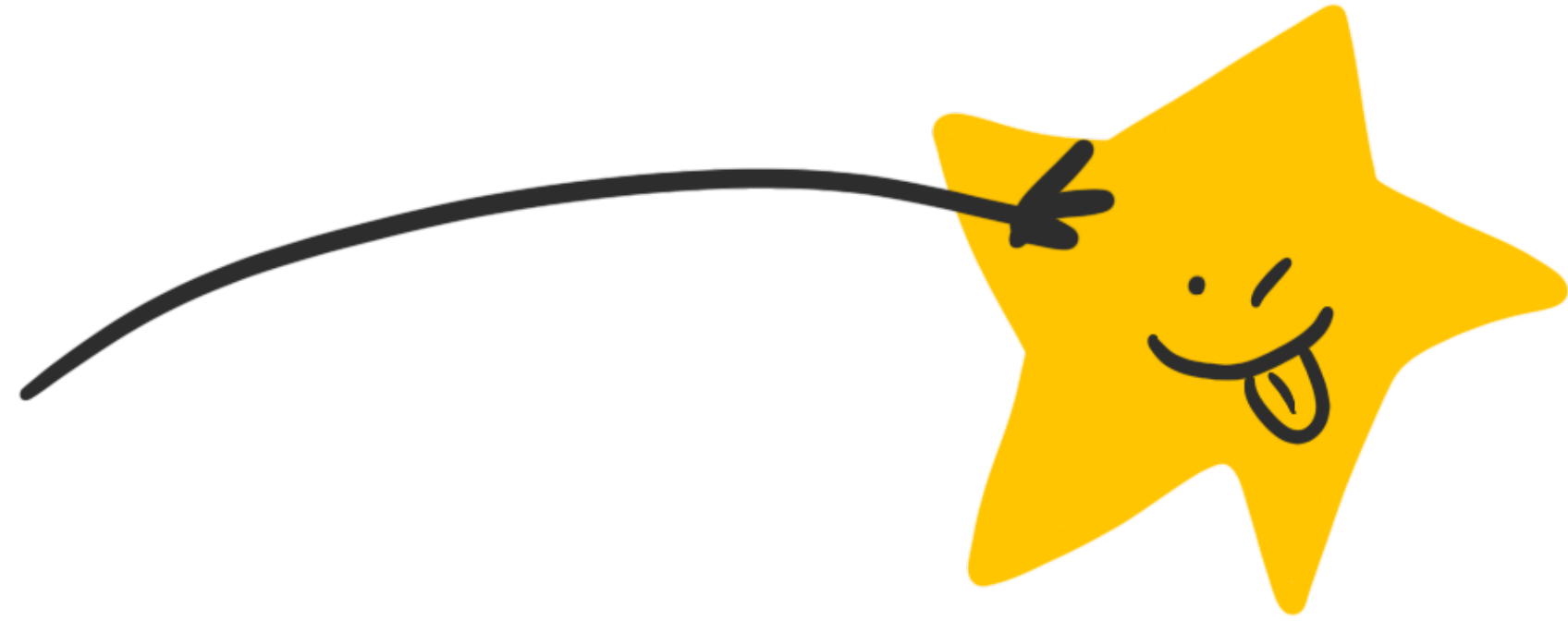




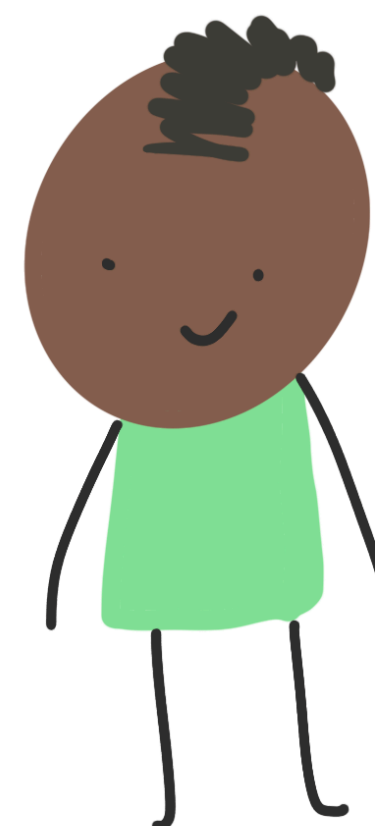
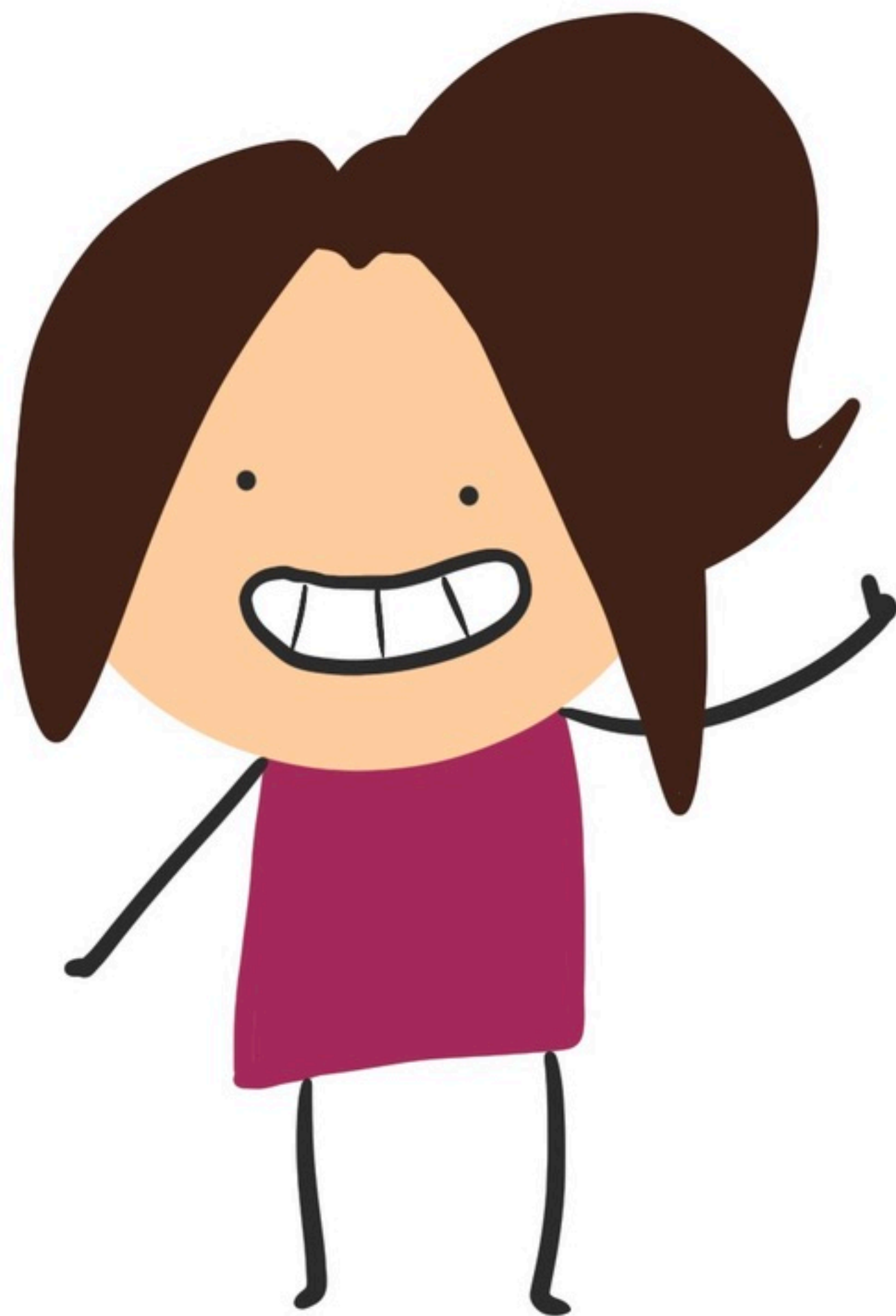
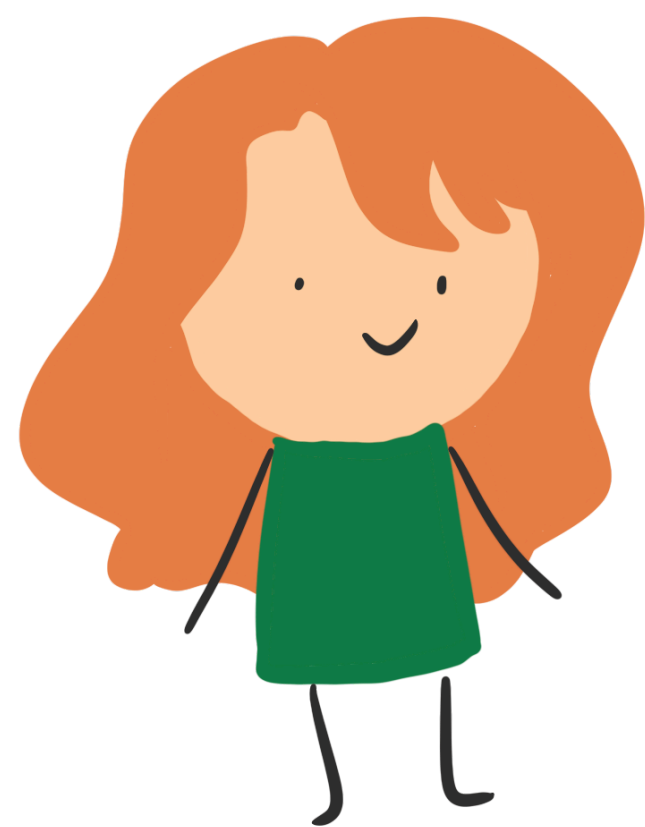


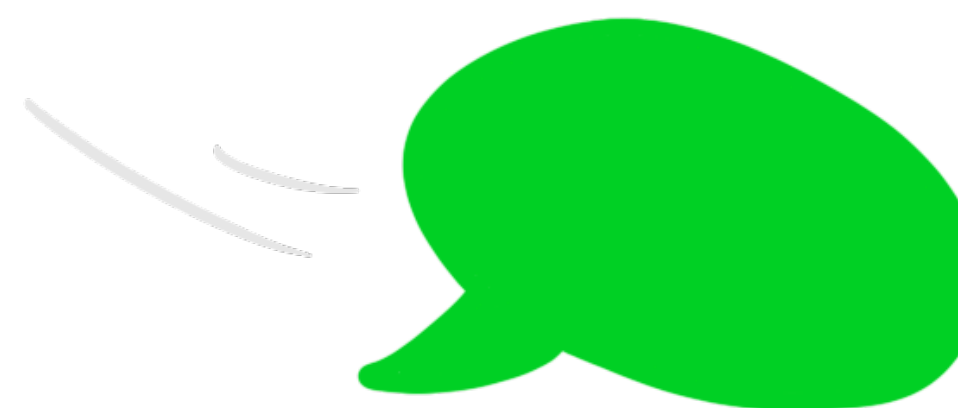
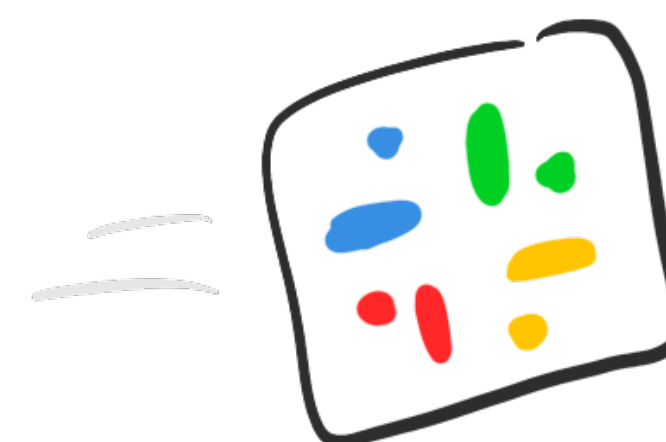
A gold star for
SENIORITY



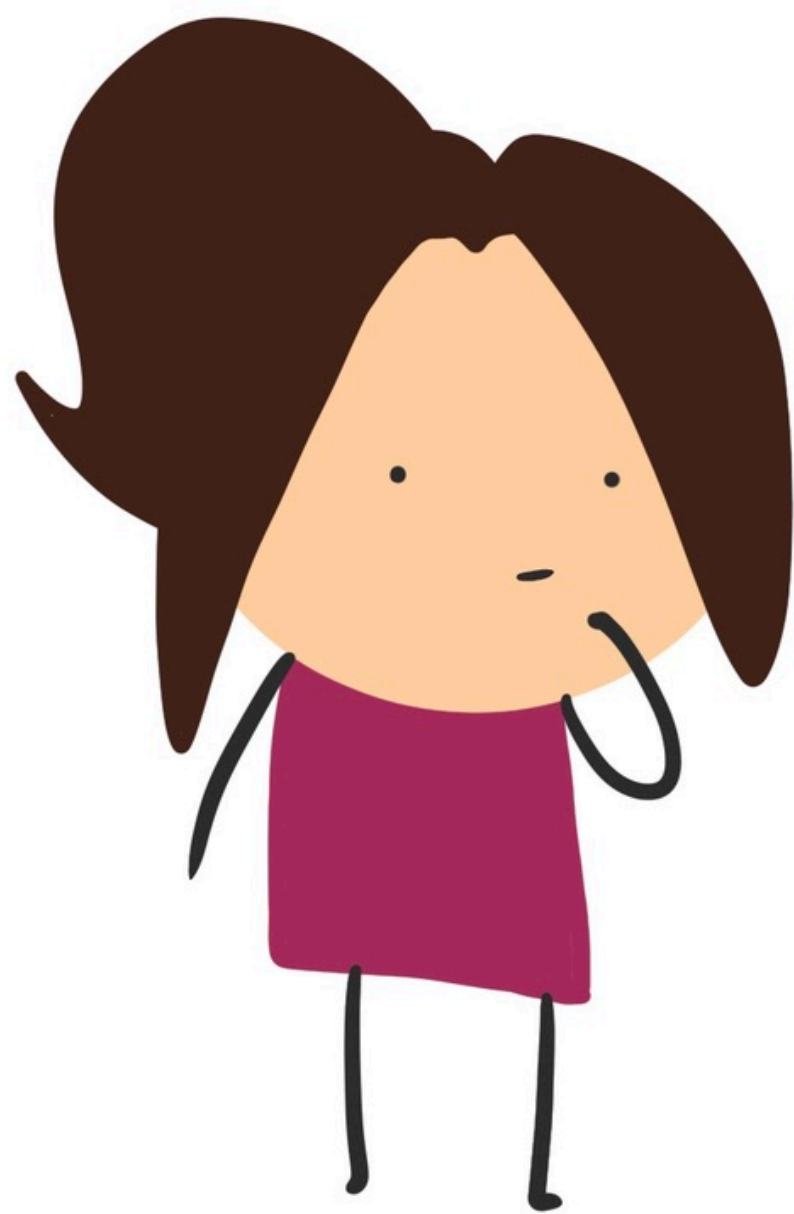


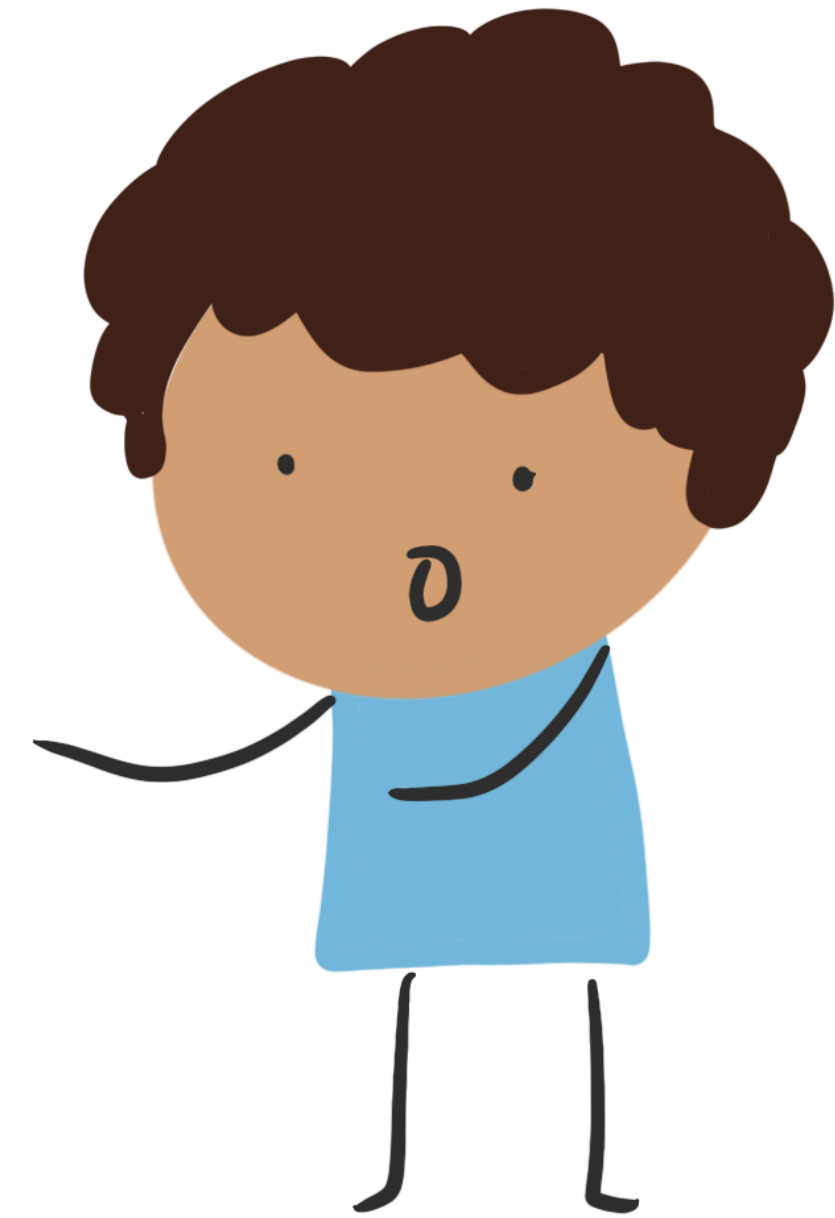
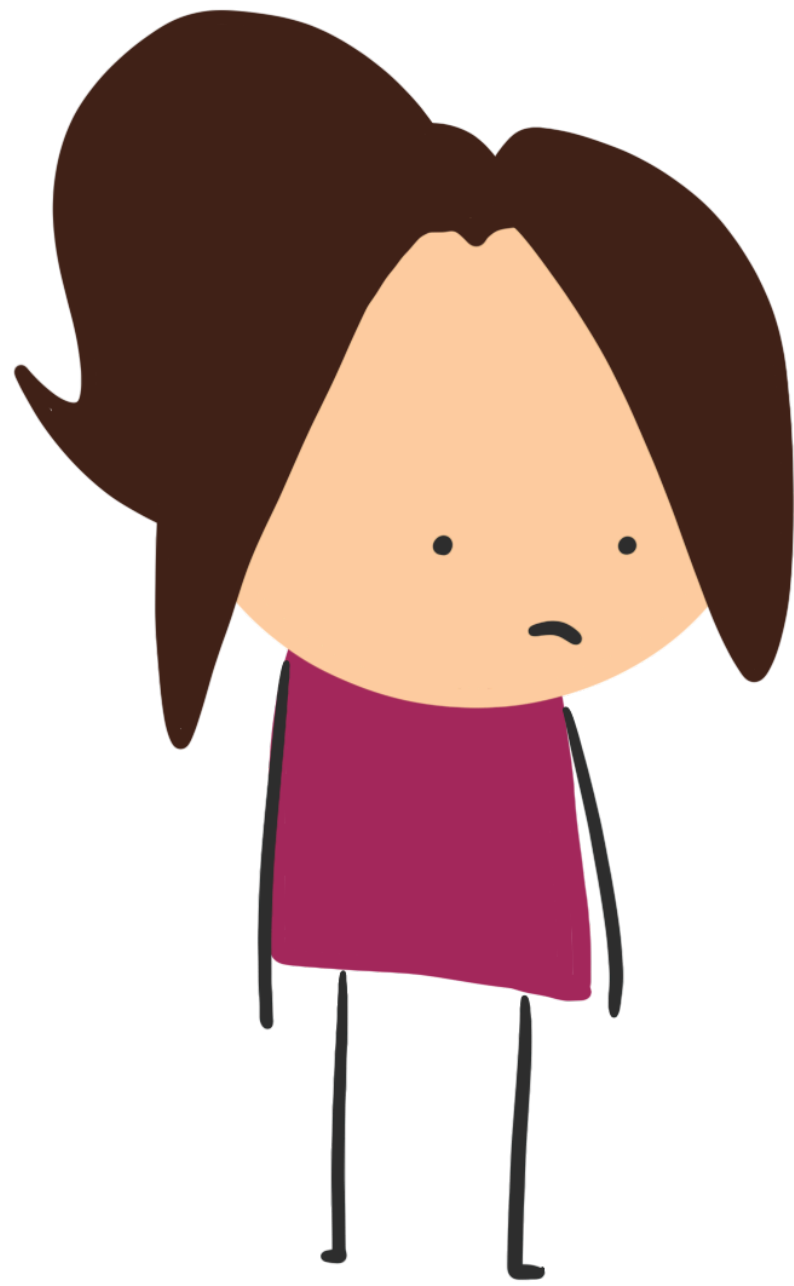


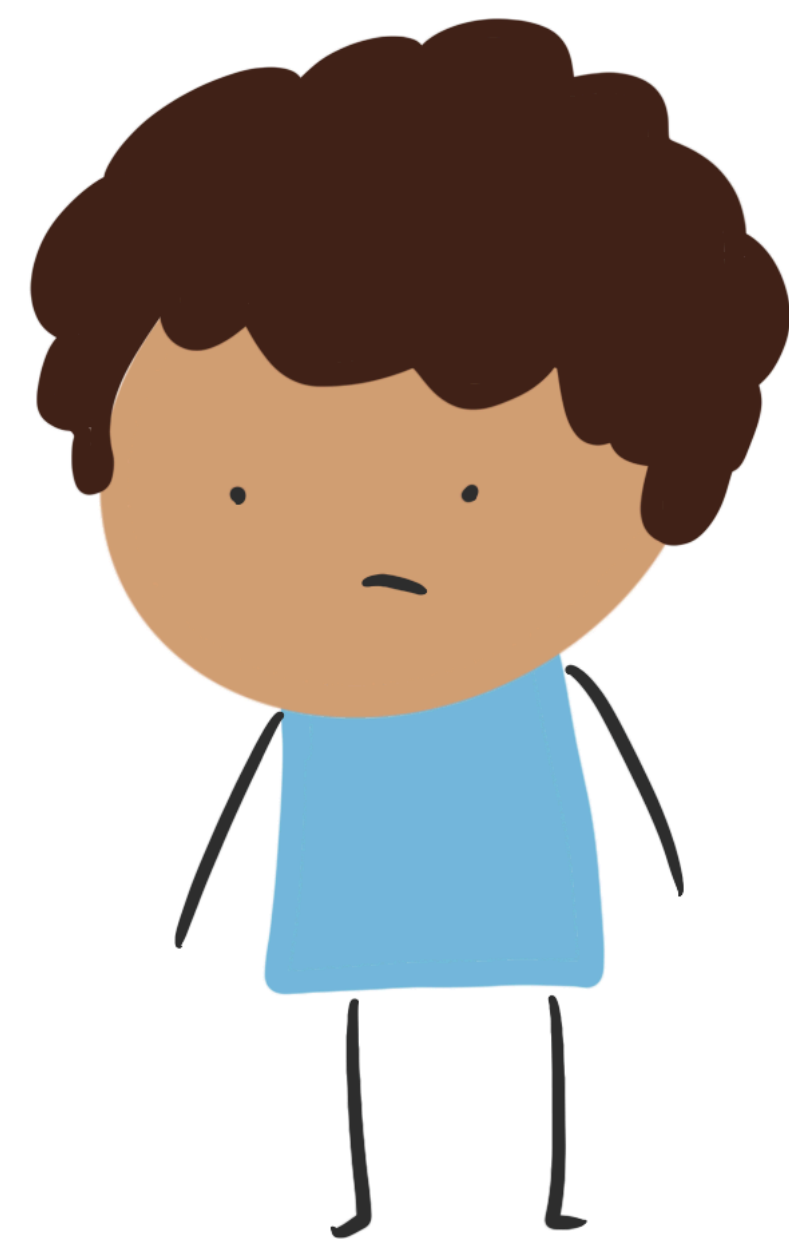


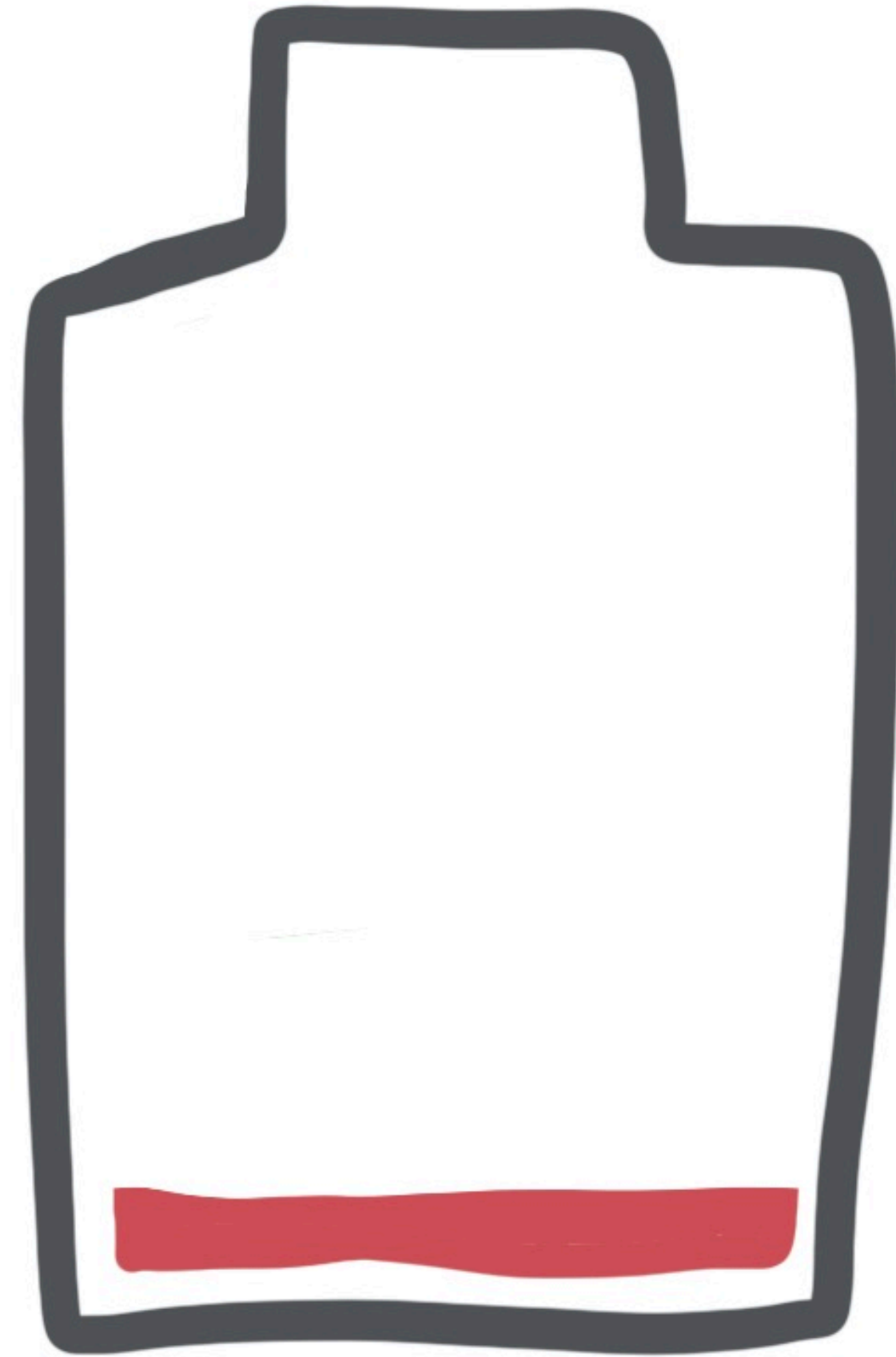
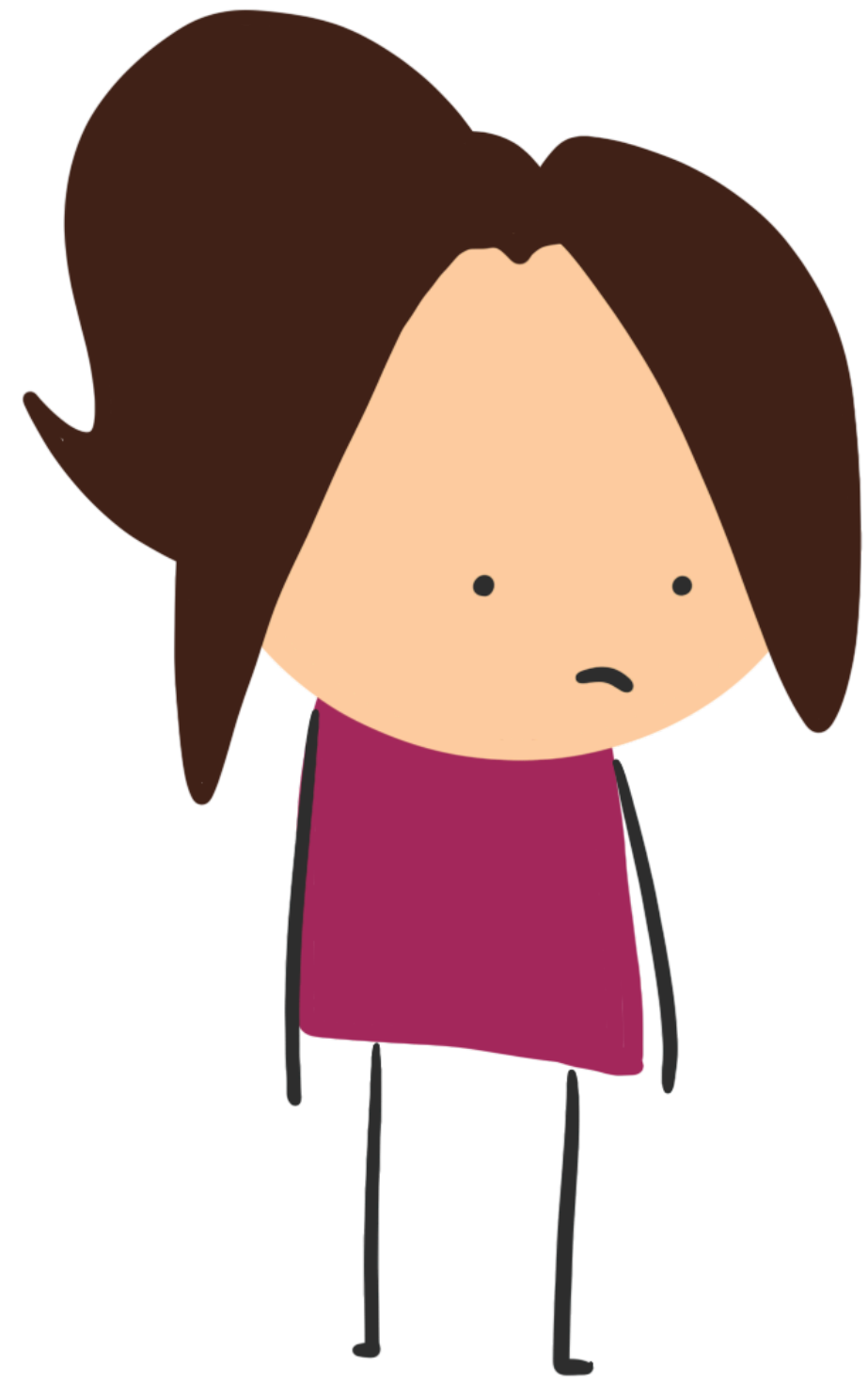


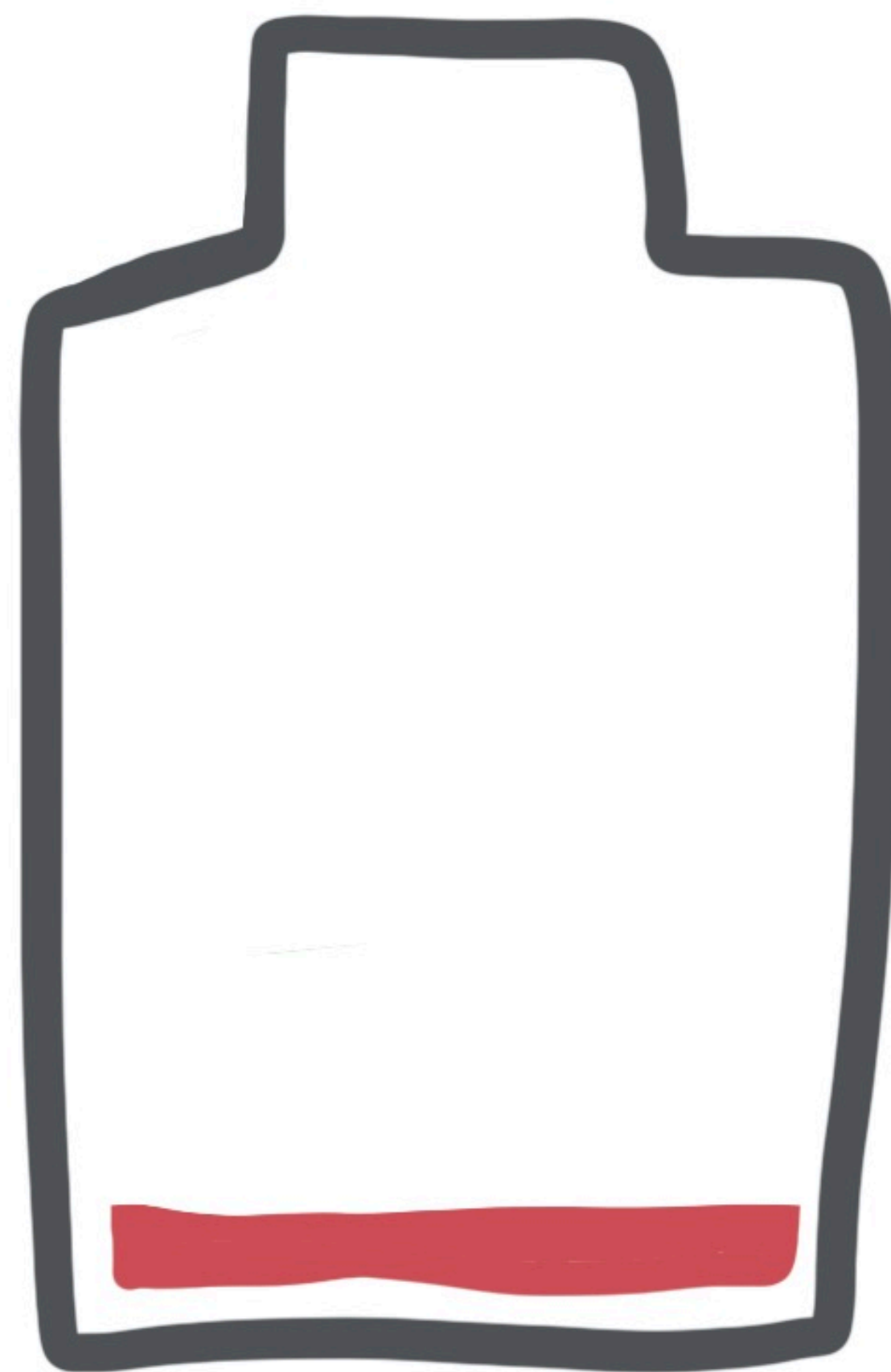






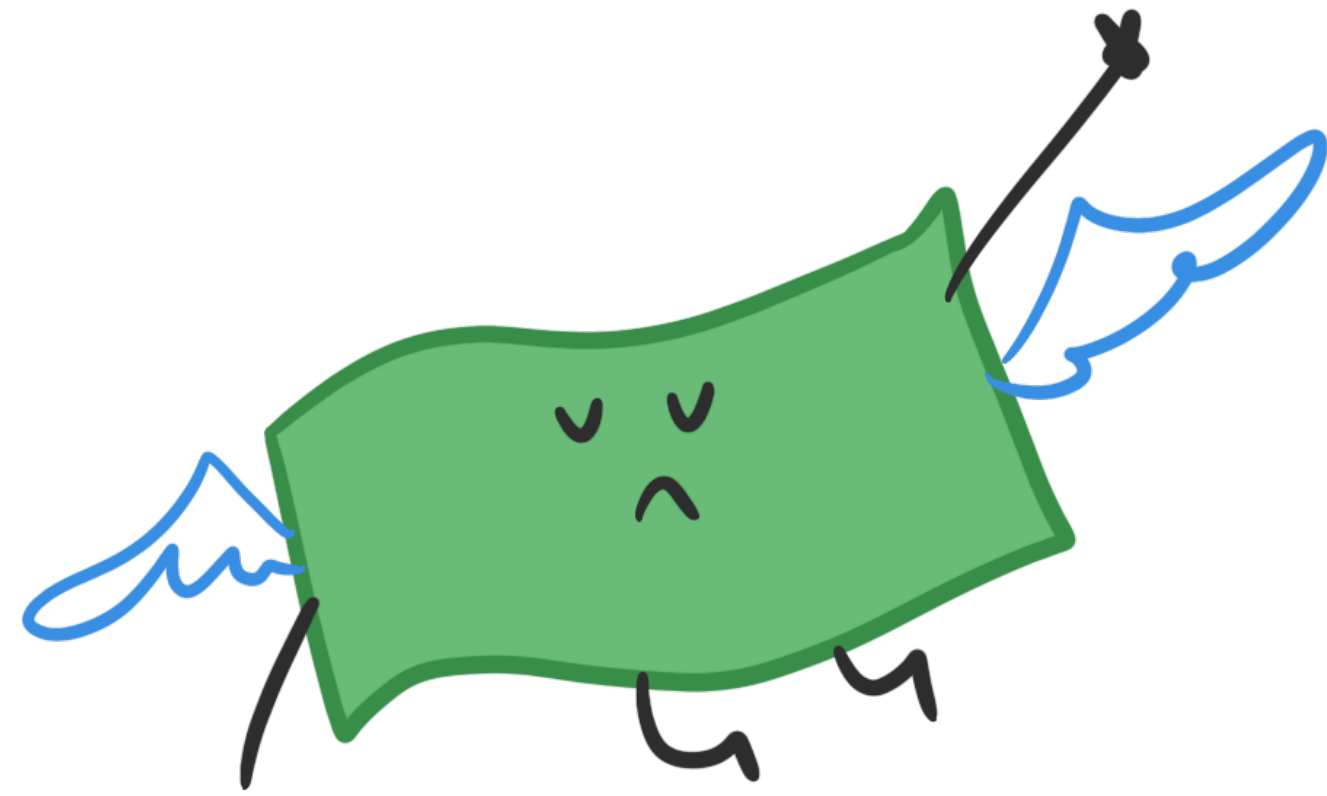






hello,

middle managers.

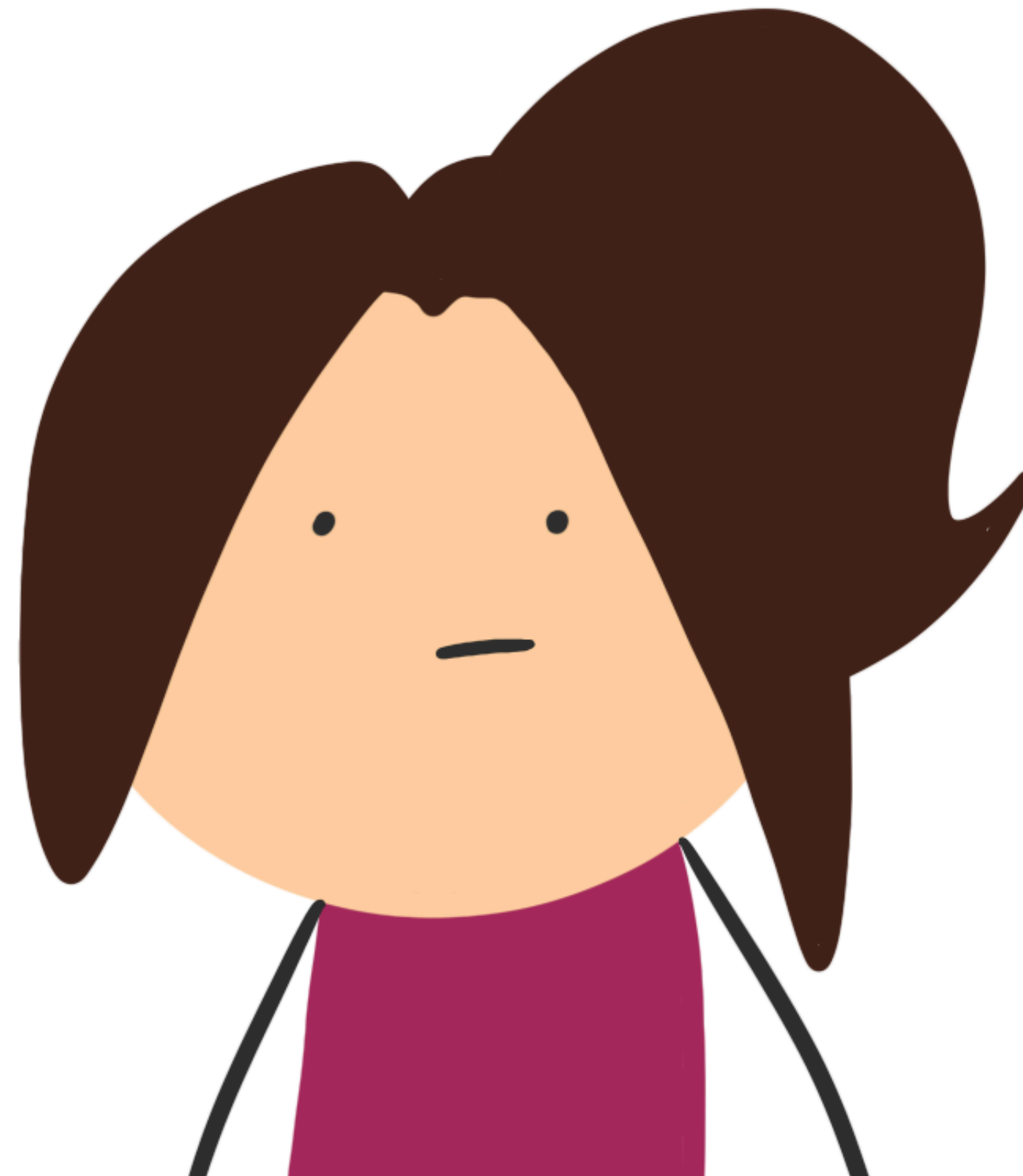


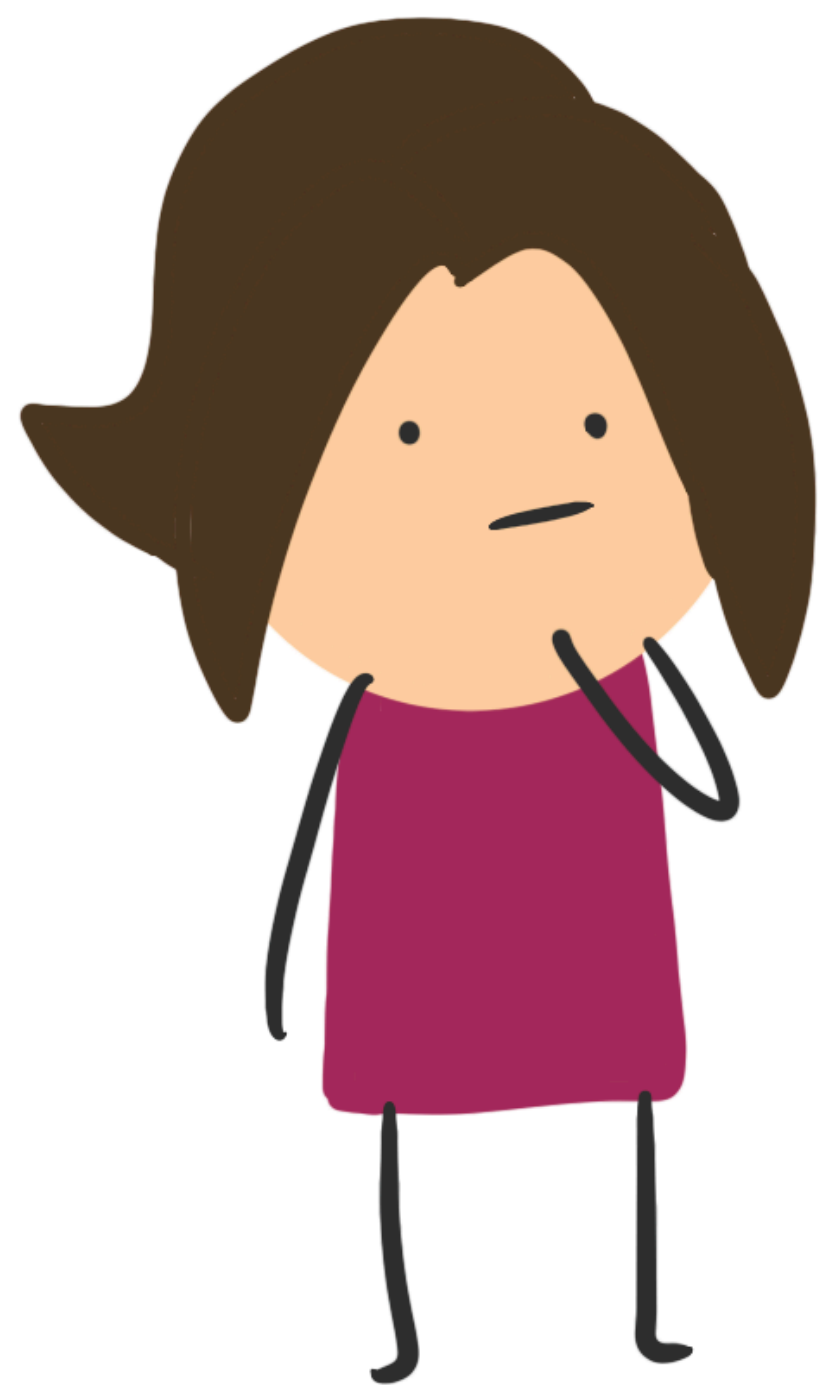
👉 *budget*

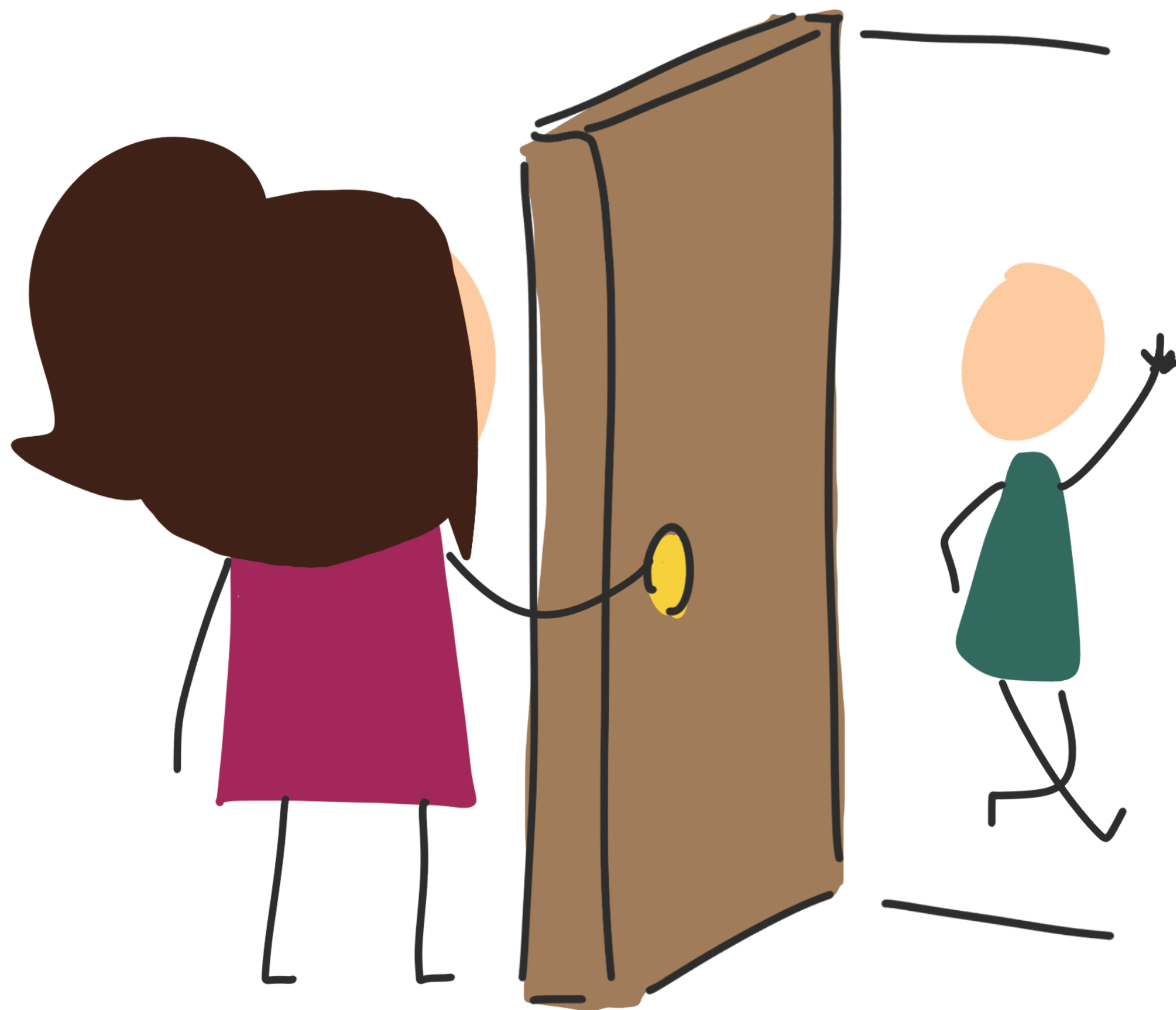
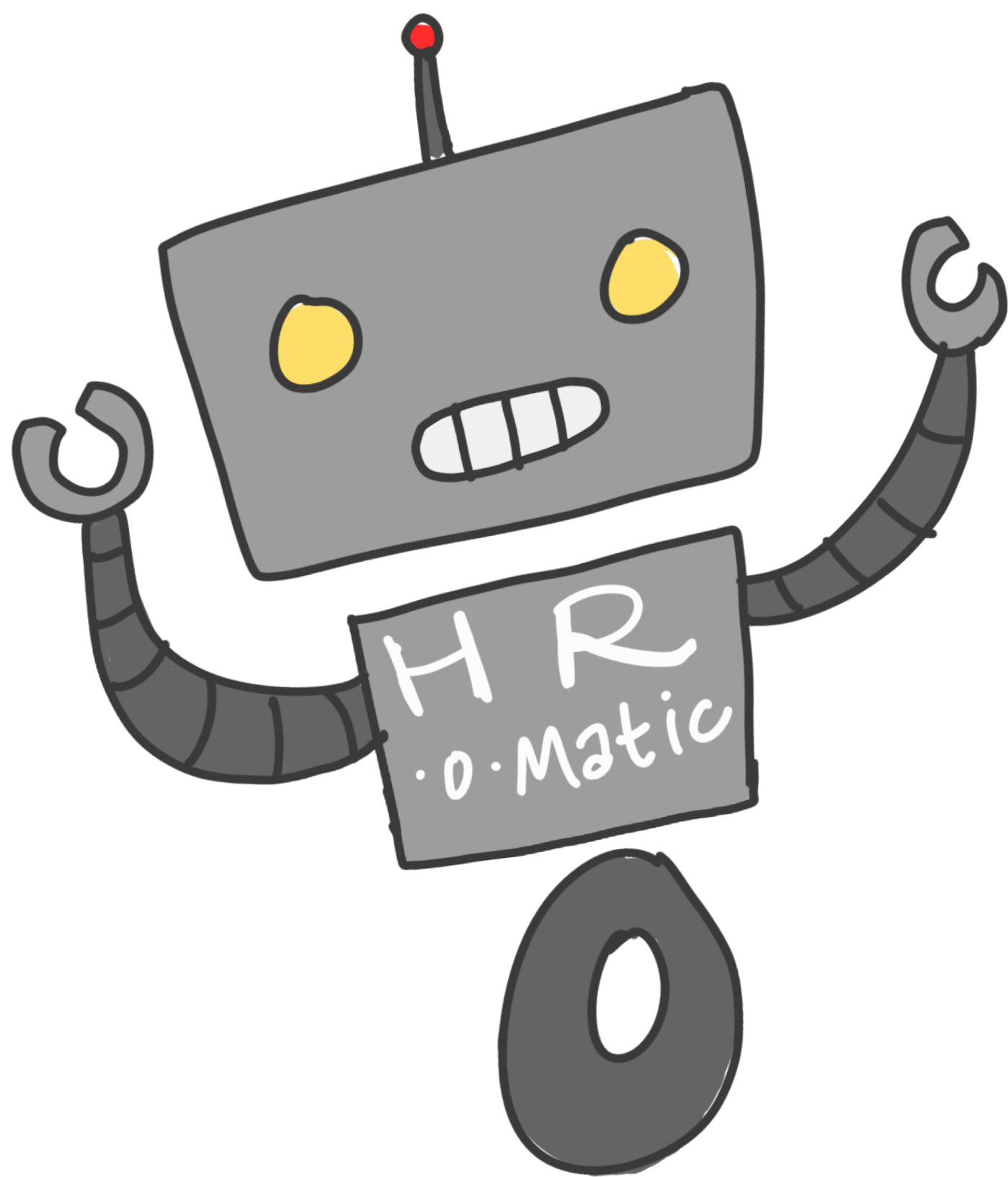
👉 *promotions*

👉 *raises*

👉 *equity*





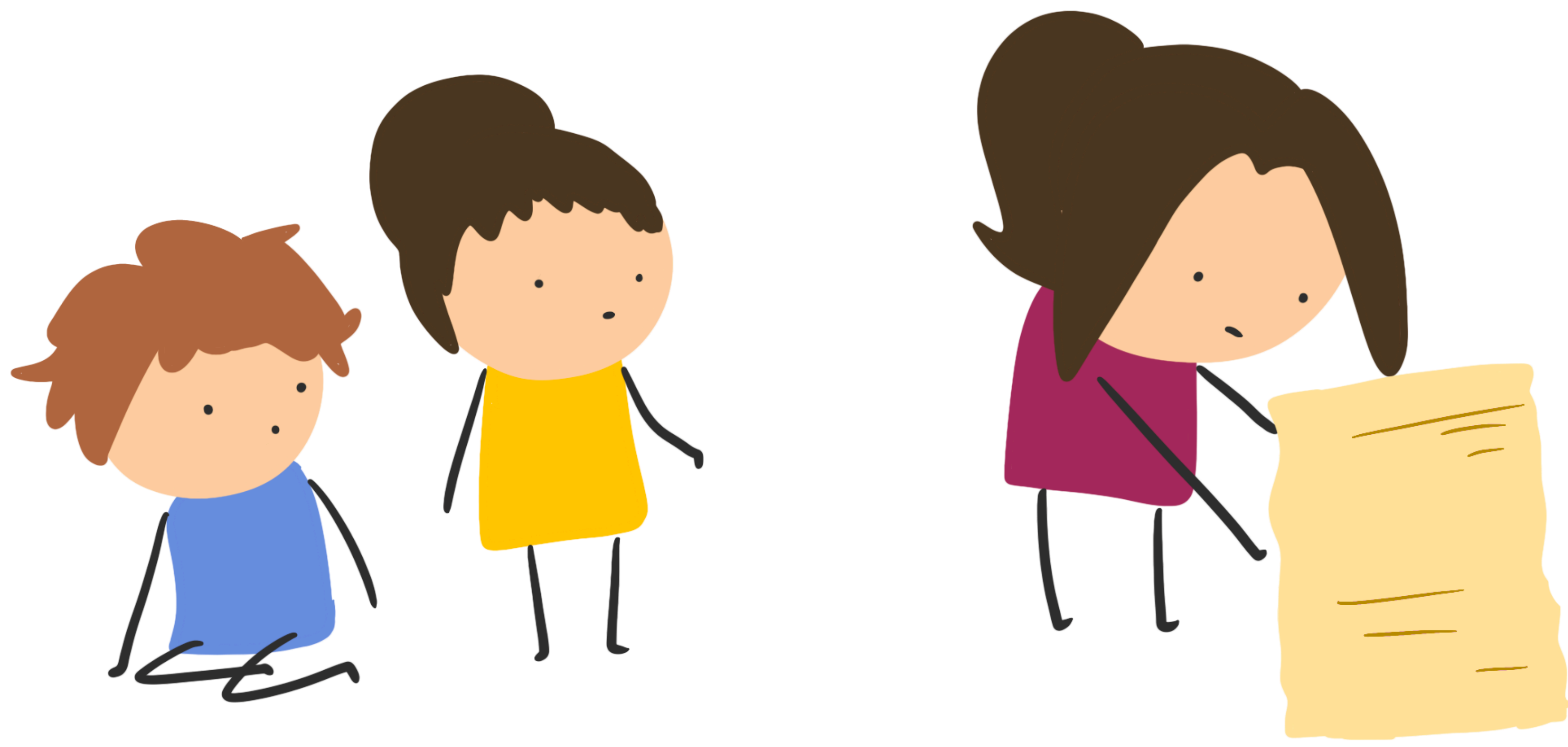


do more? with less?

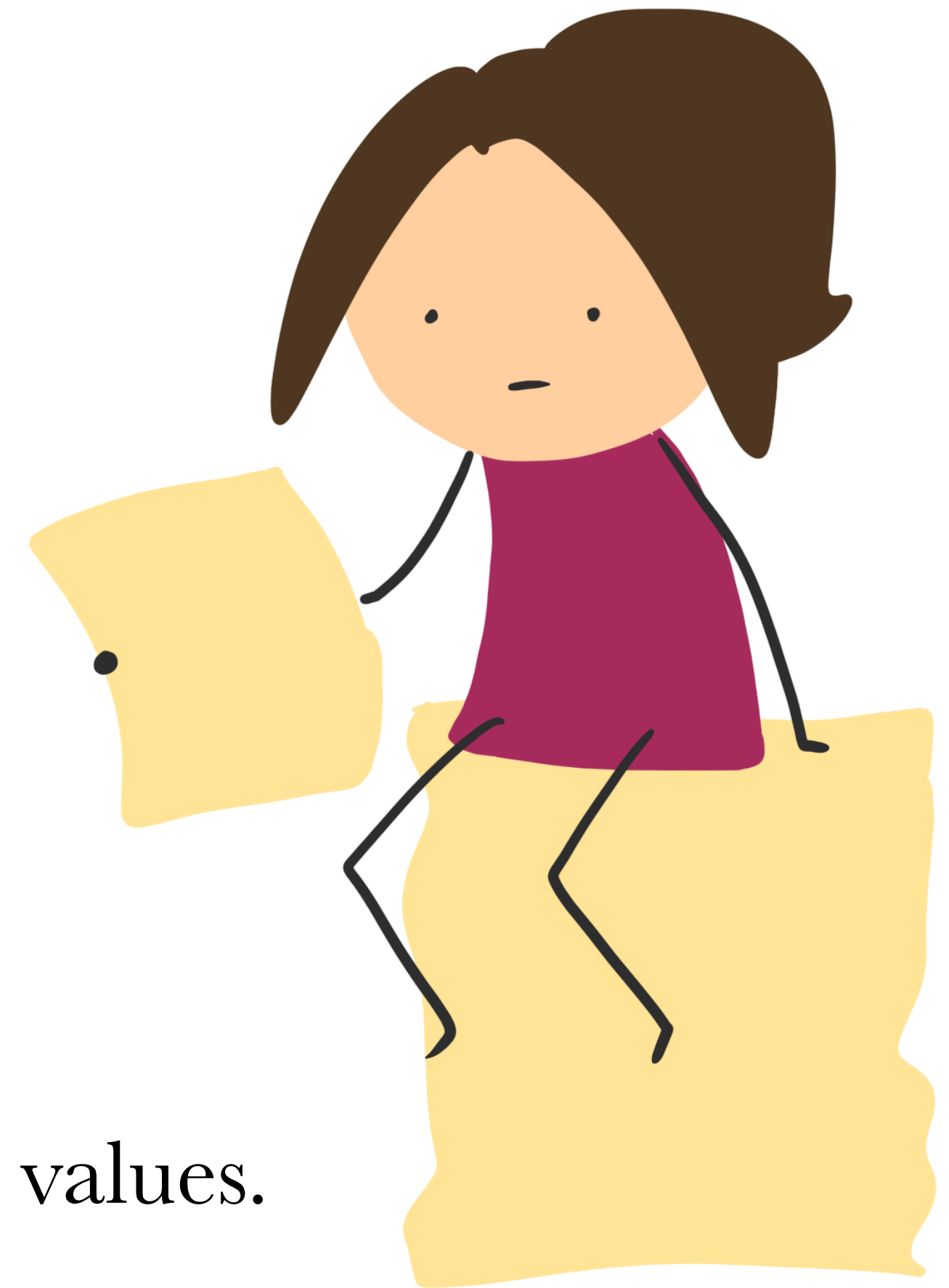




Despite scarcity, we want
to operate with
humanity.

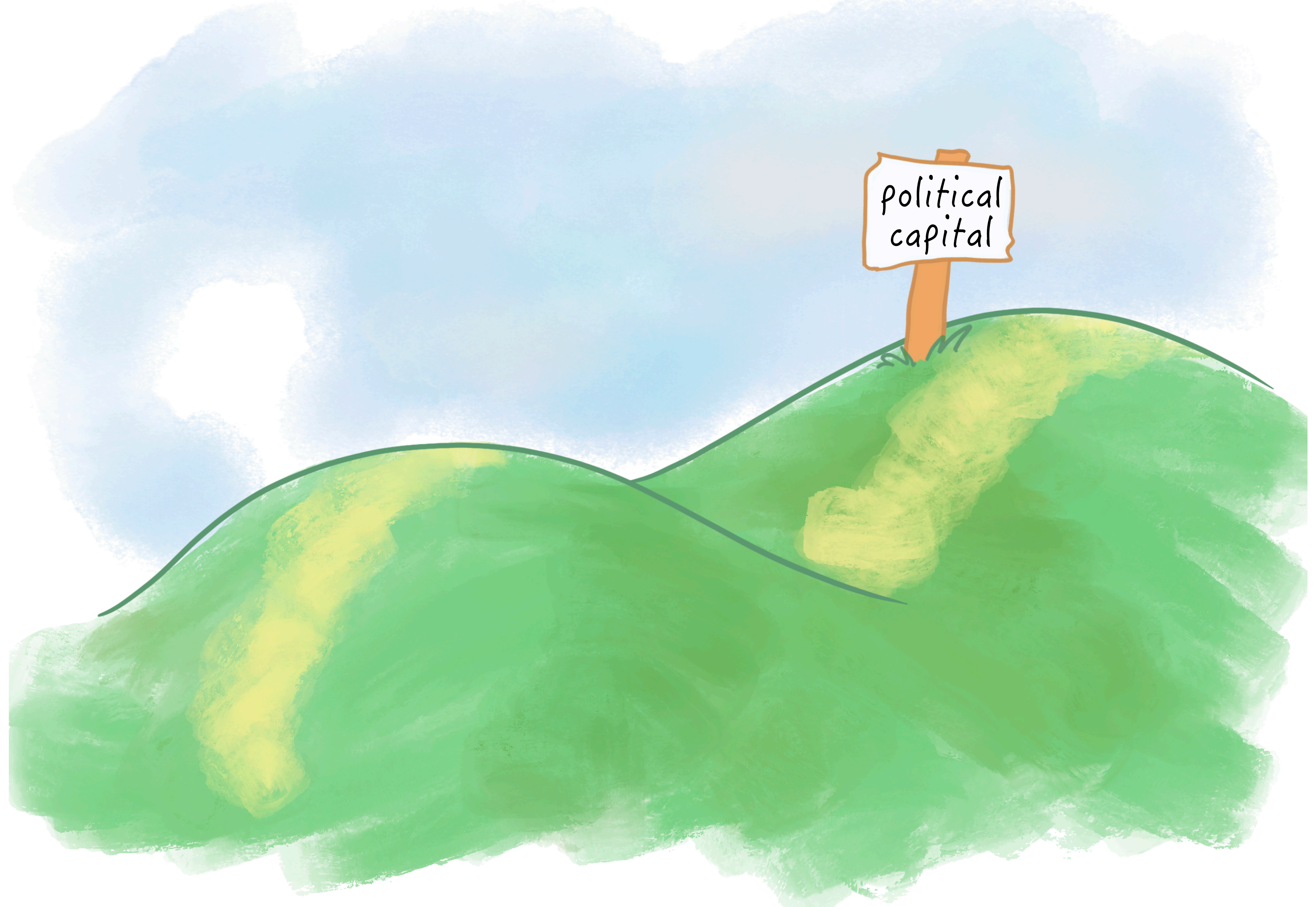


It's gotten really hard to lead & be true to our values.











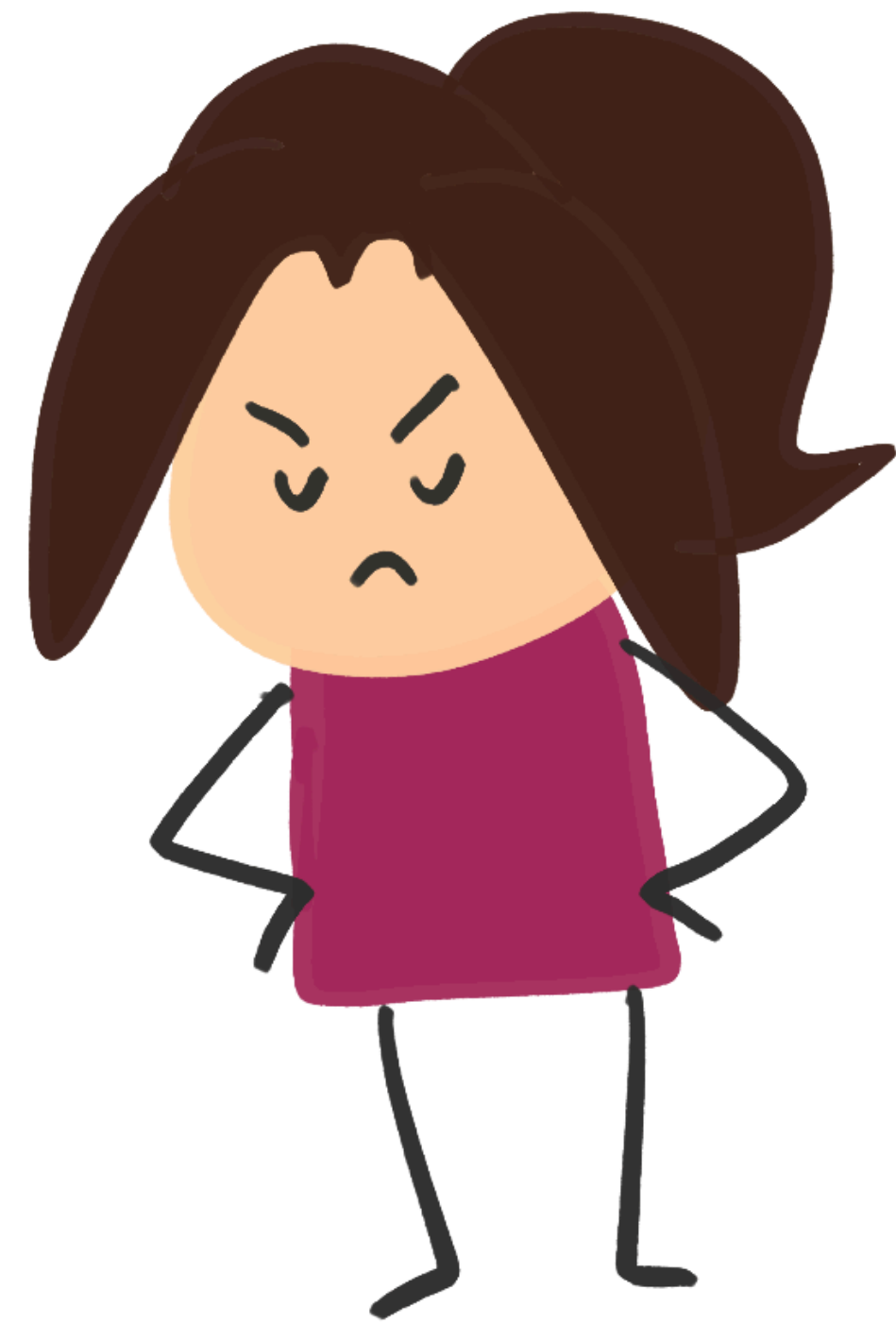
We're talking about surviving, not thriving

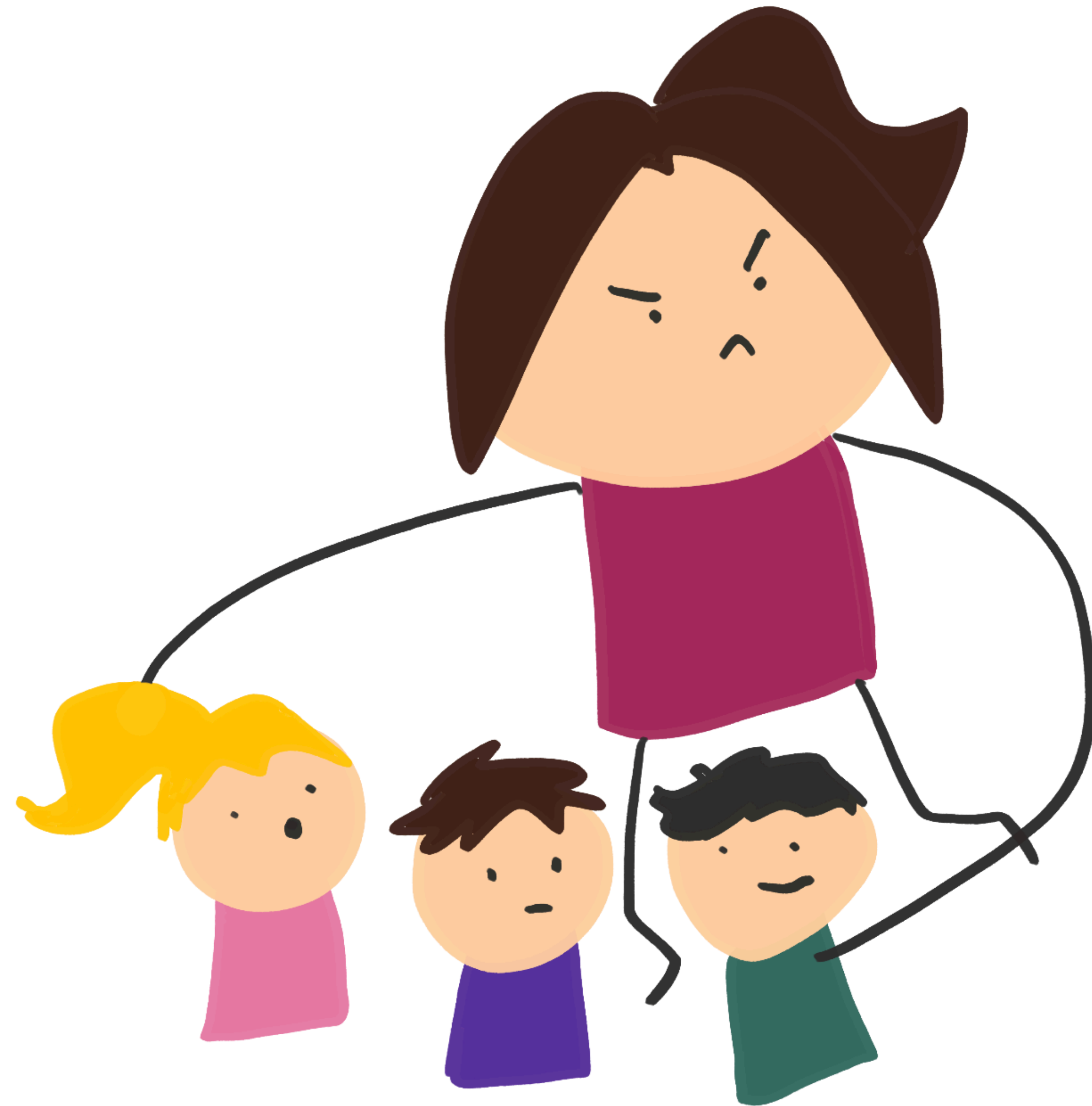


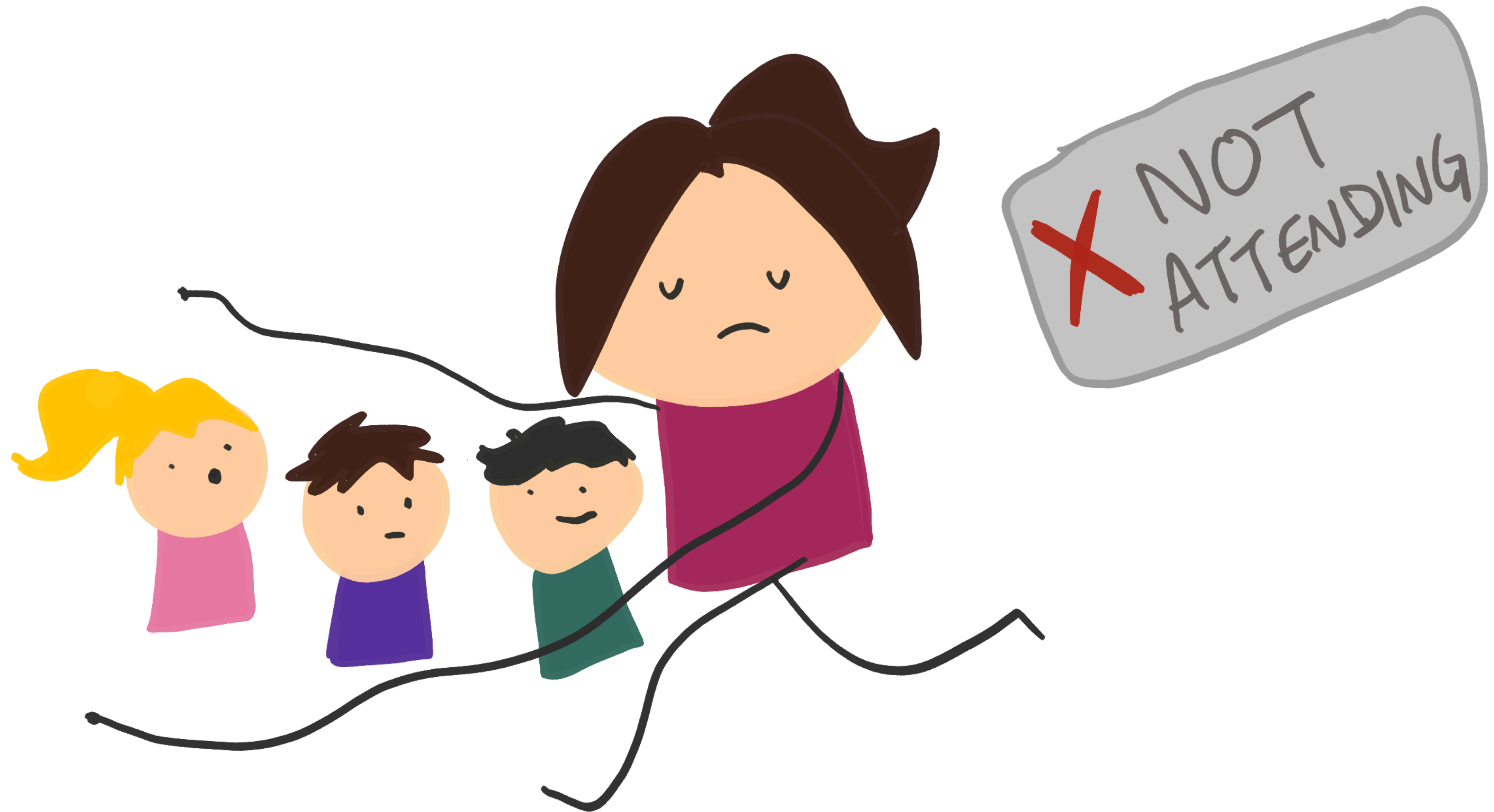
**anti
patterns**

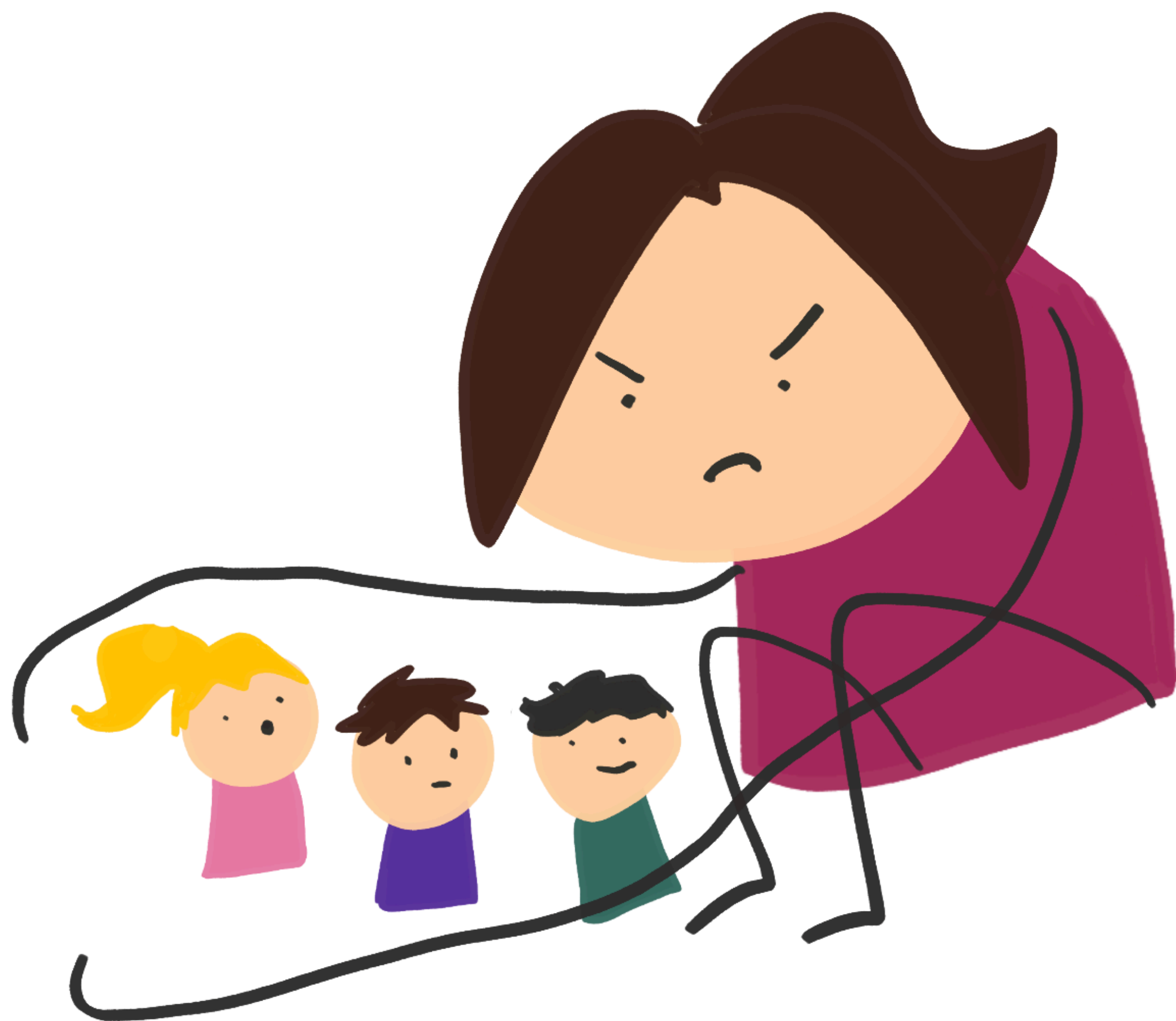












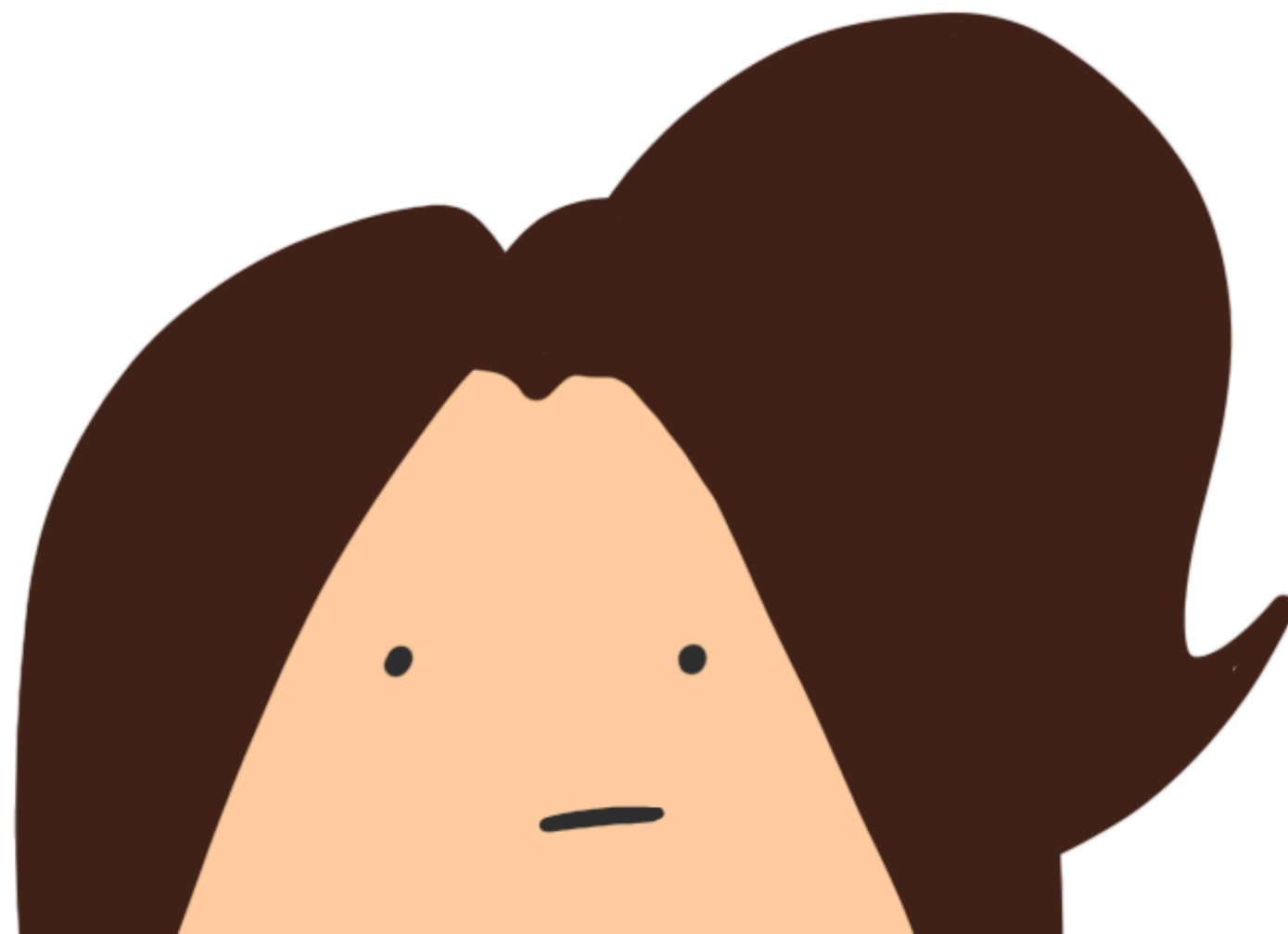


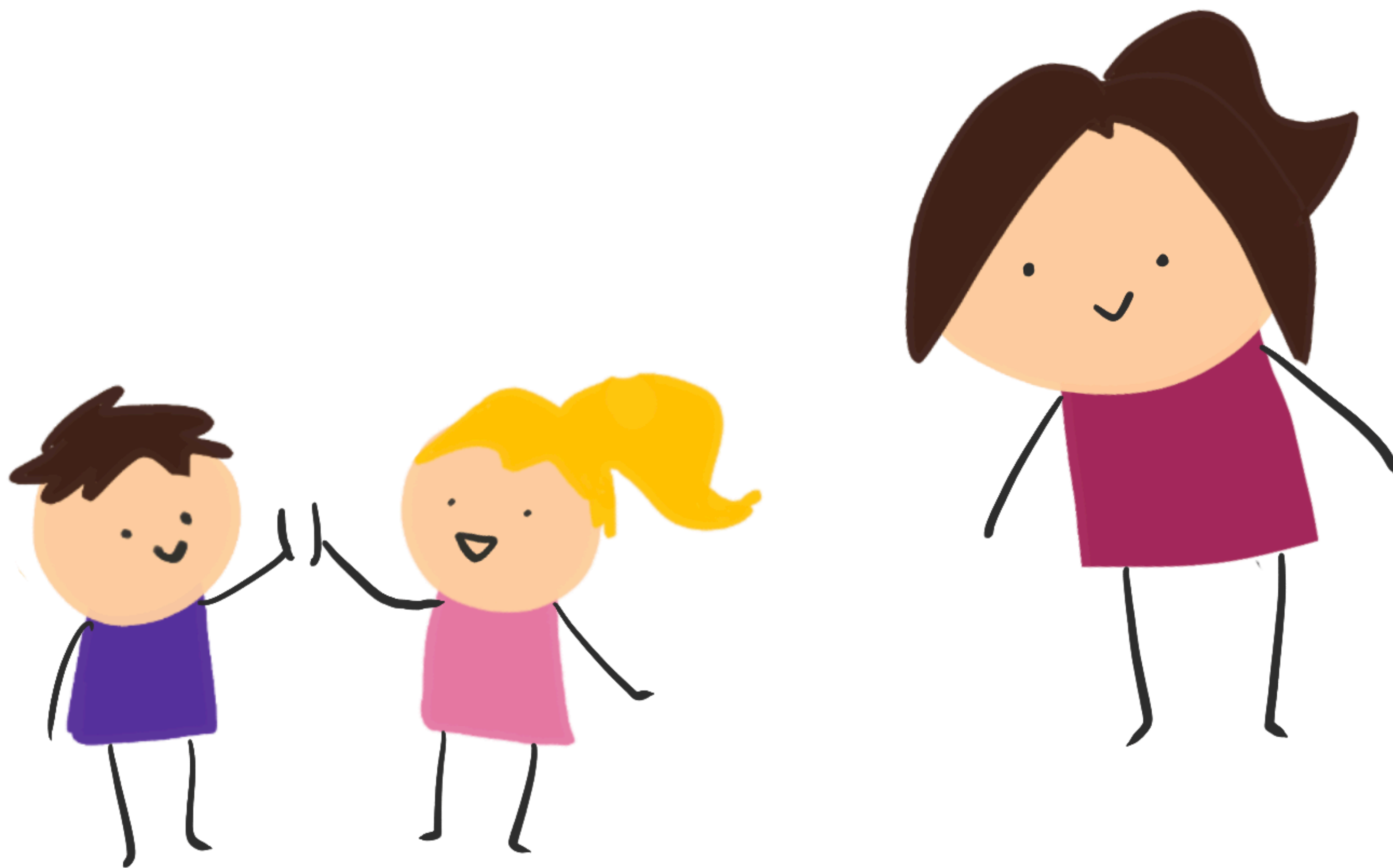


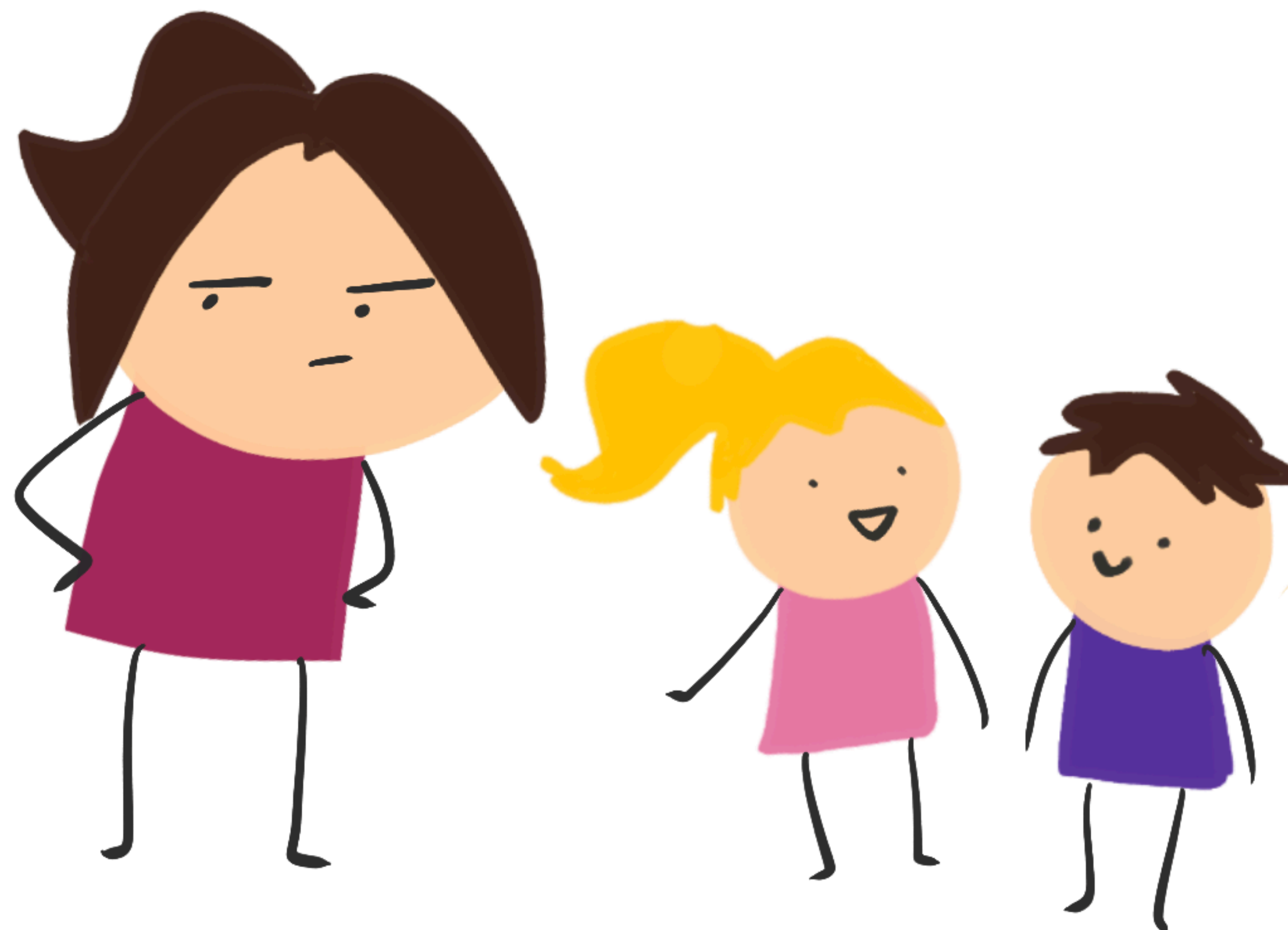
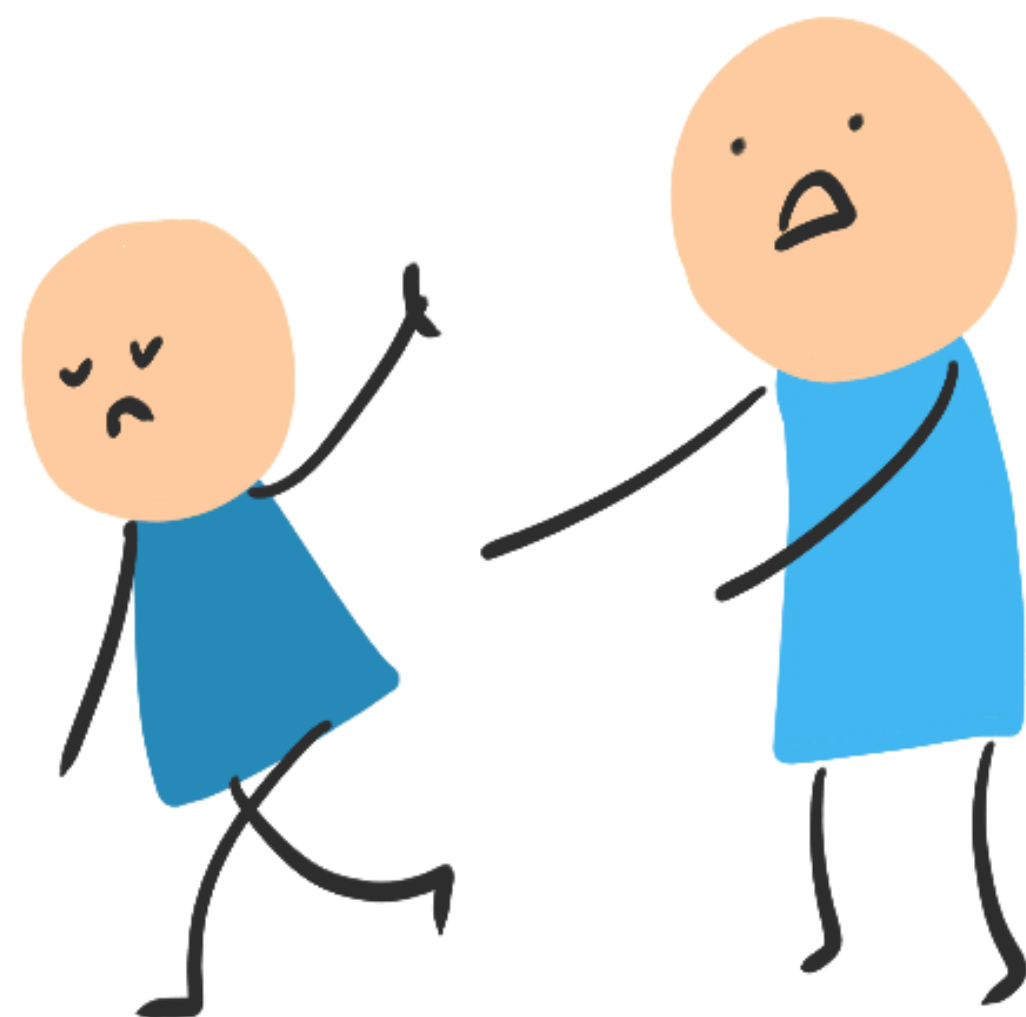
the oasis of
niceness

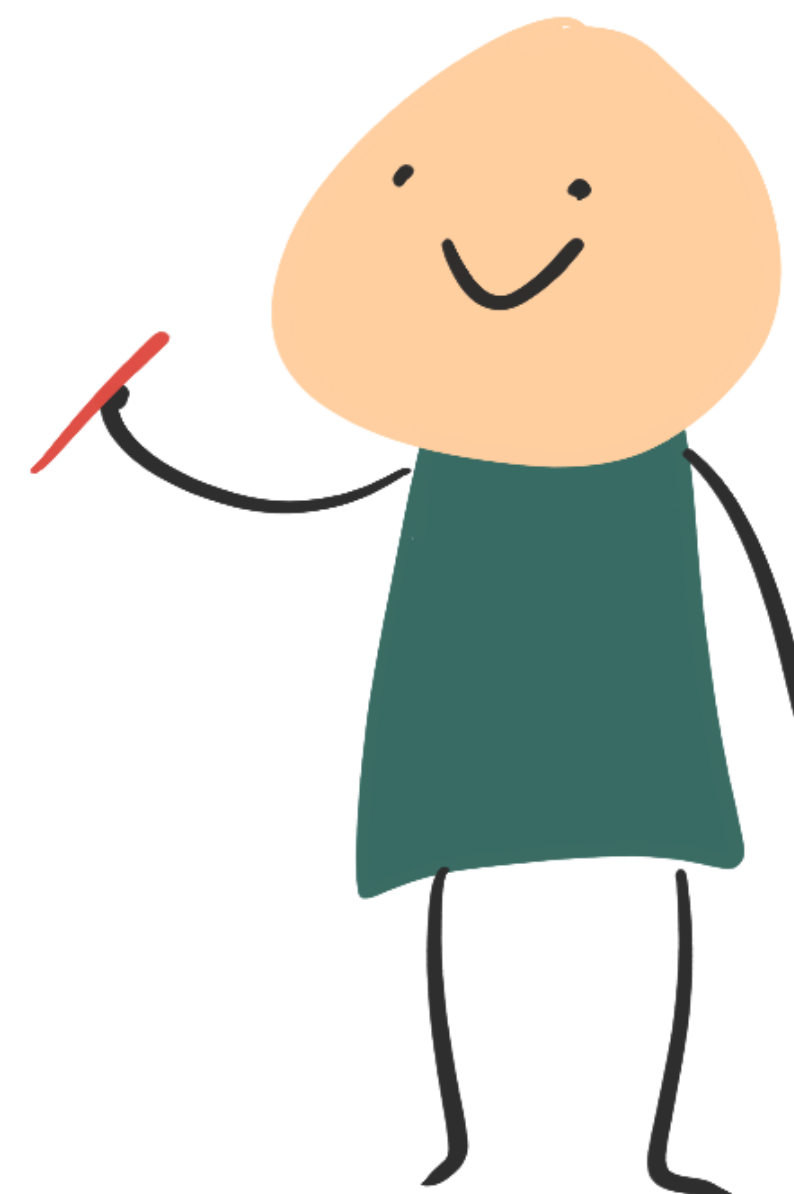
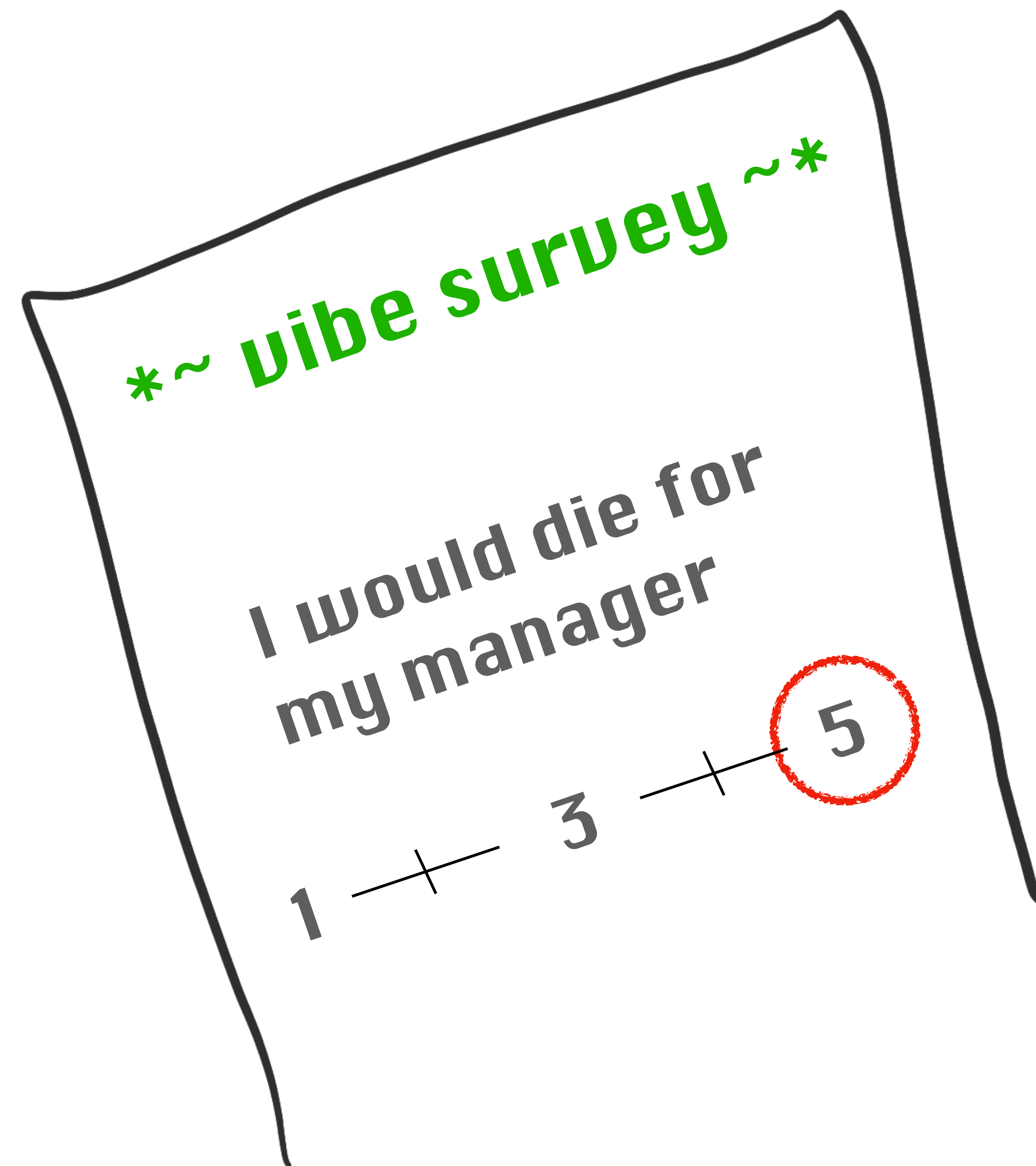


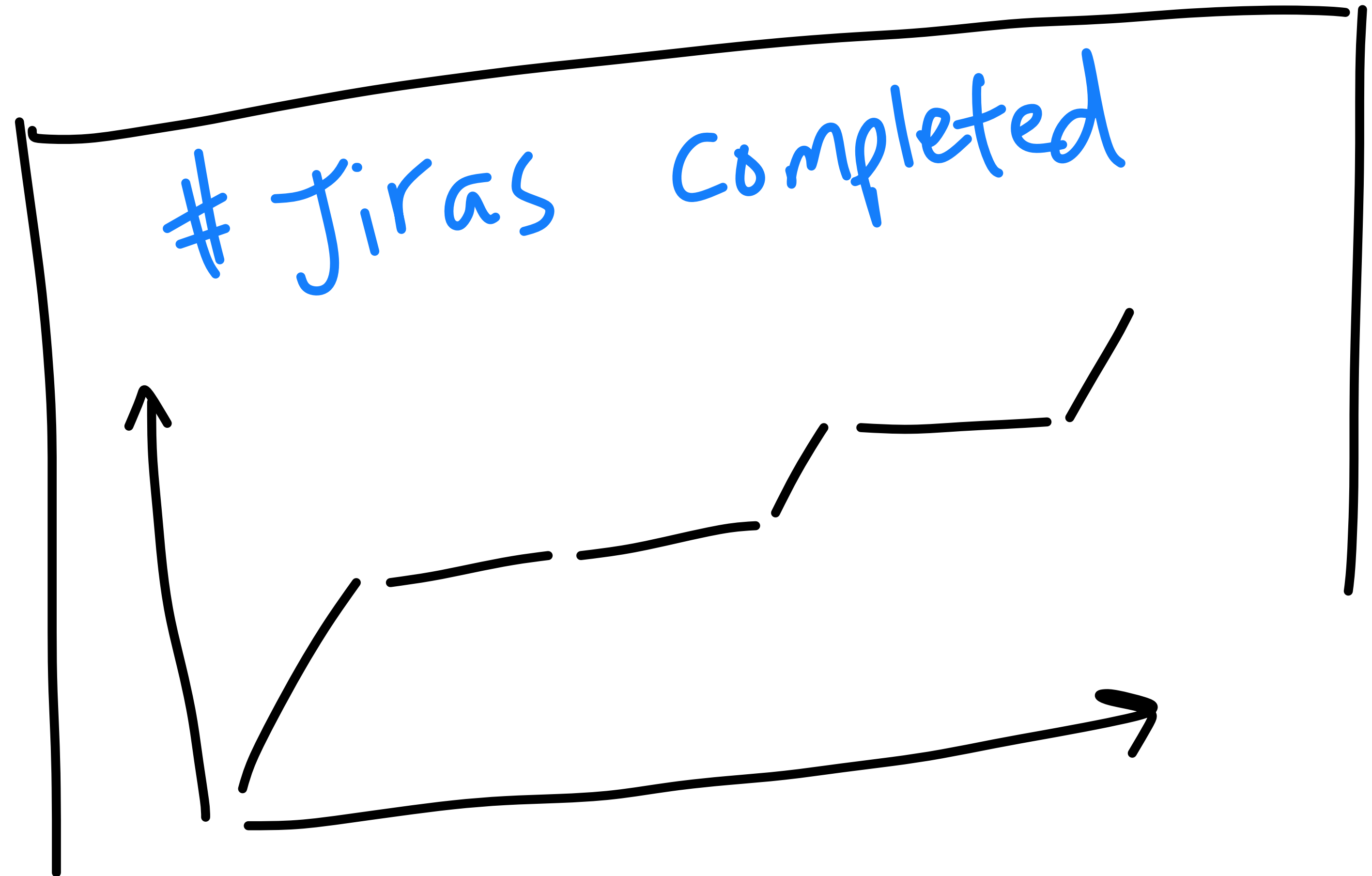
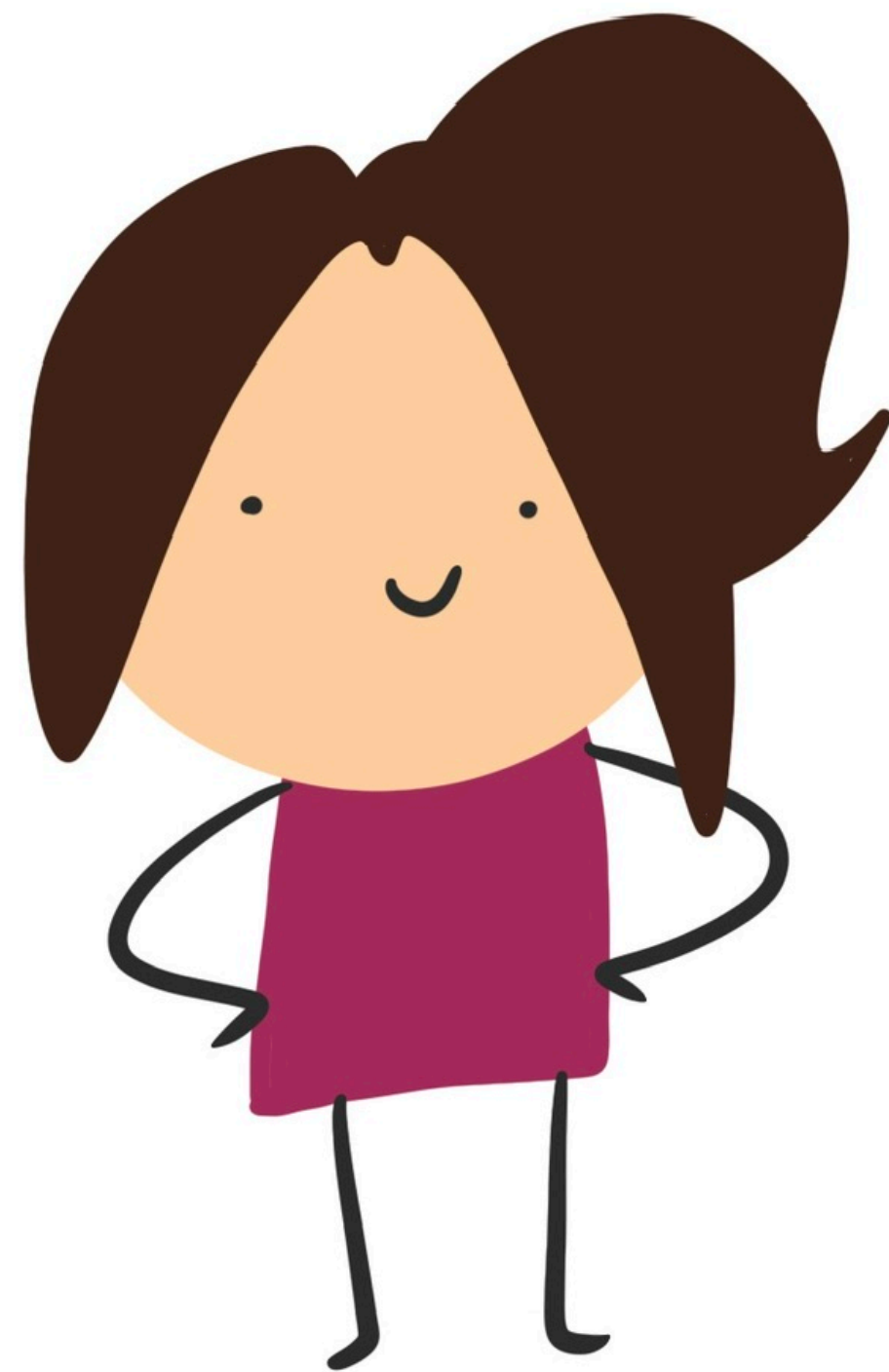
nice != kind

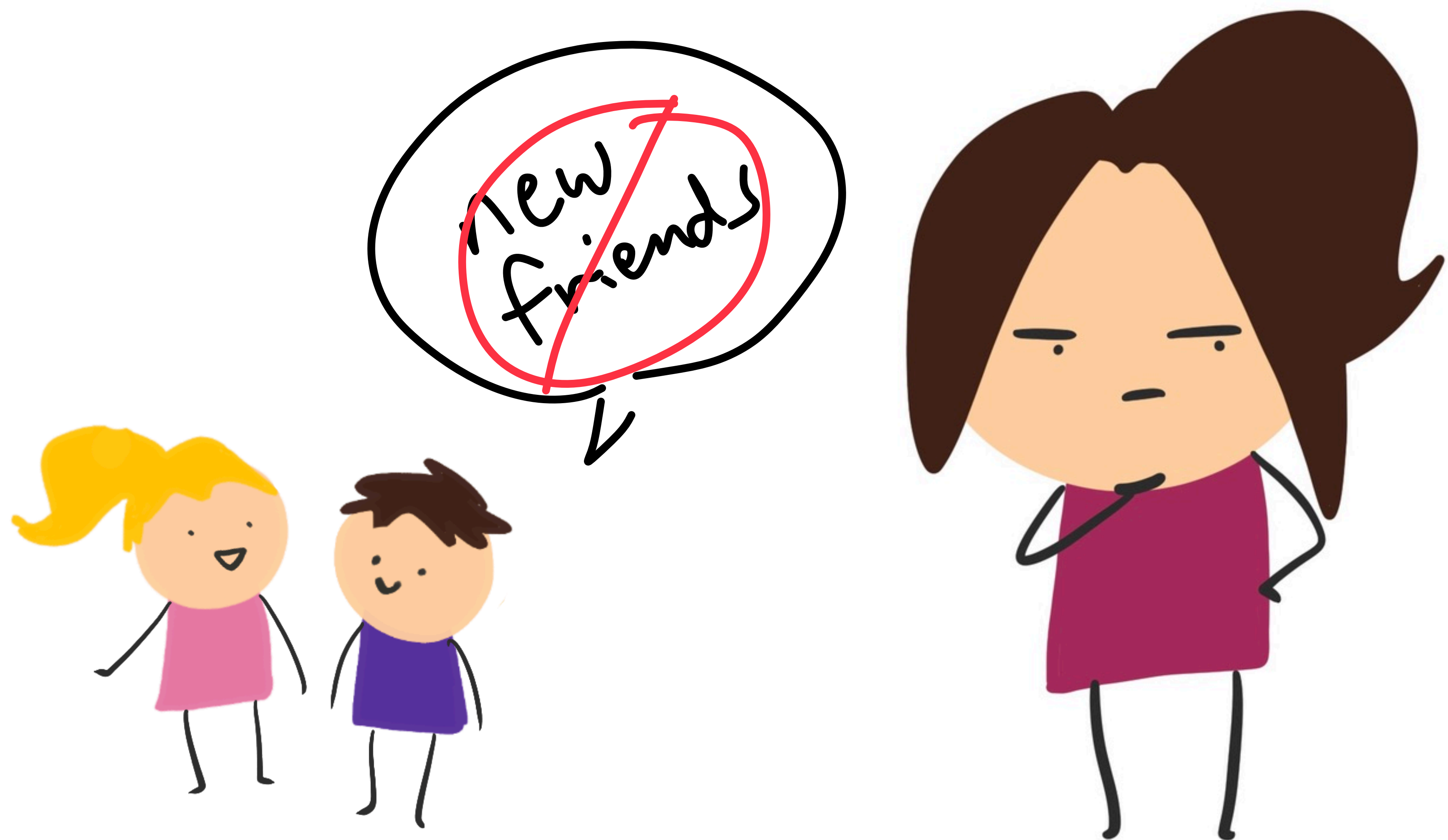


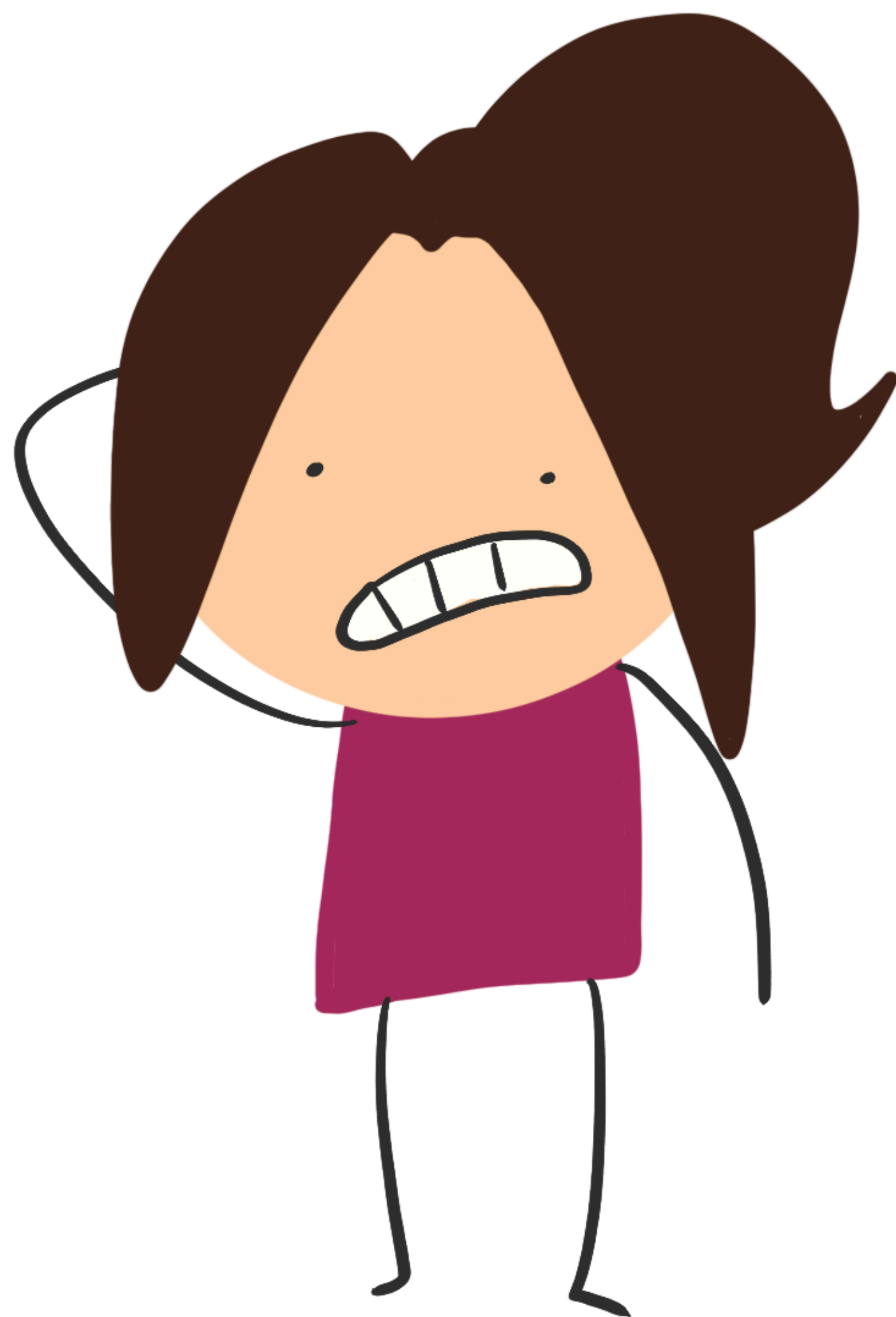












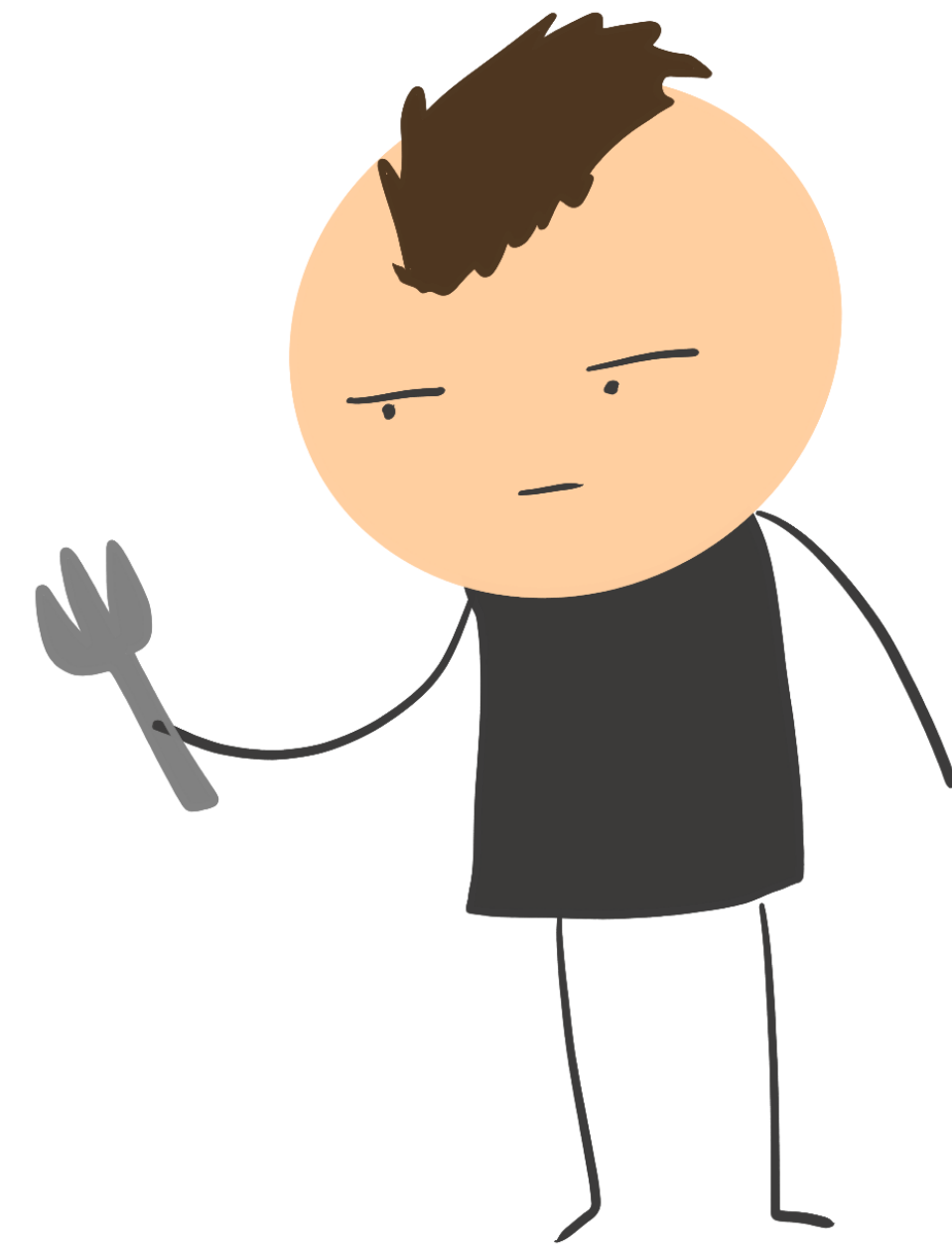
PROMOTIONS 2025

File Edit View Insert Format Data

Search Menus

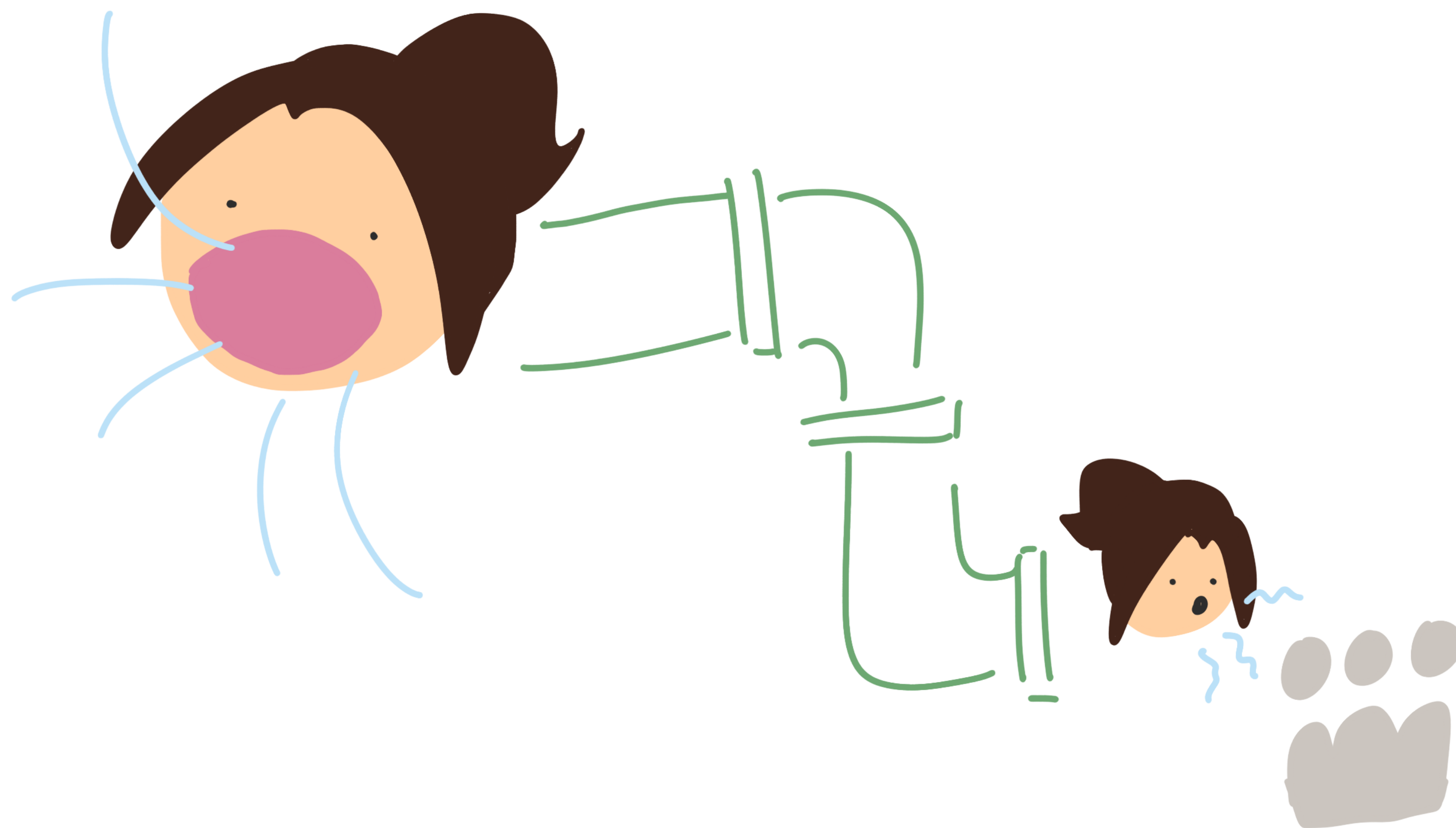
100%

	A	B
1	SOMEONE	
2	WHOEVER	
3	WHAT'S HER FACE	
4		















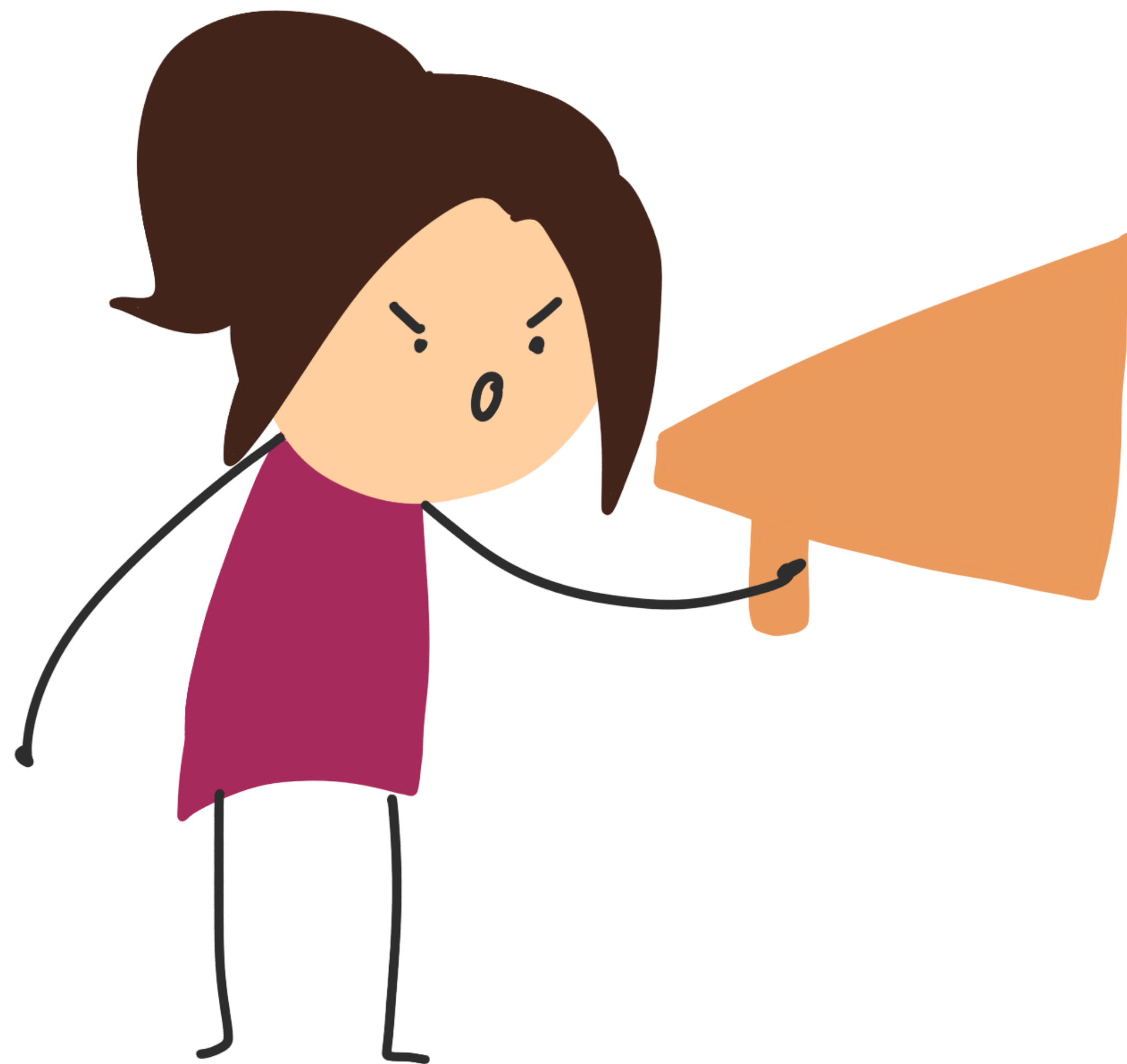
If you must form a bubble:

Let it be intentional, short-term,
with *strategically porous borders*

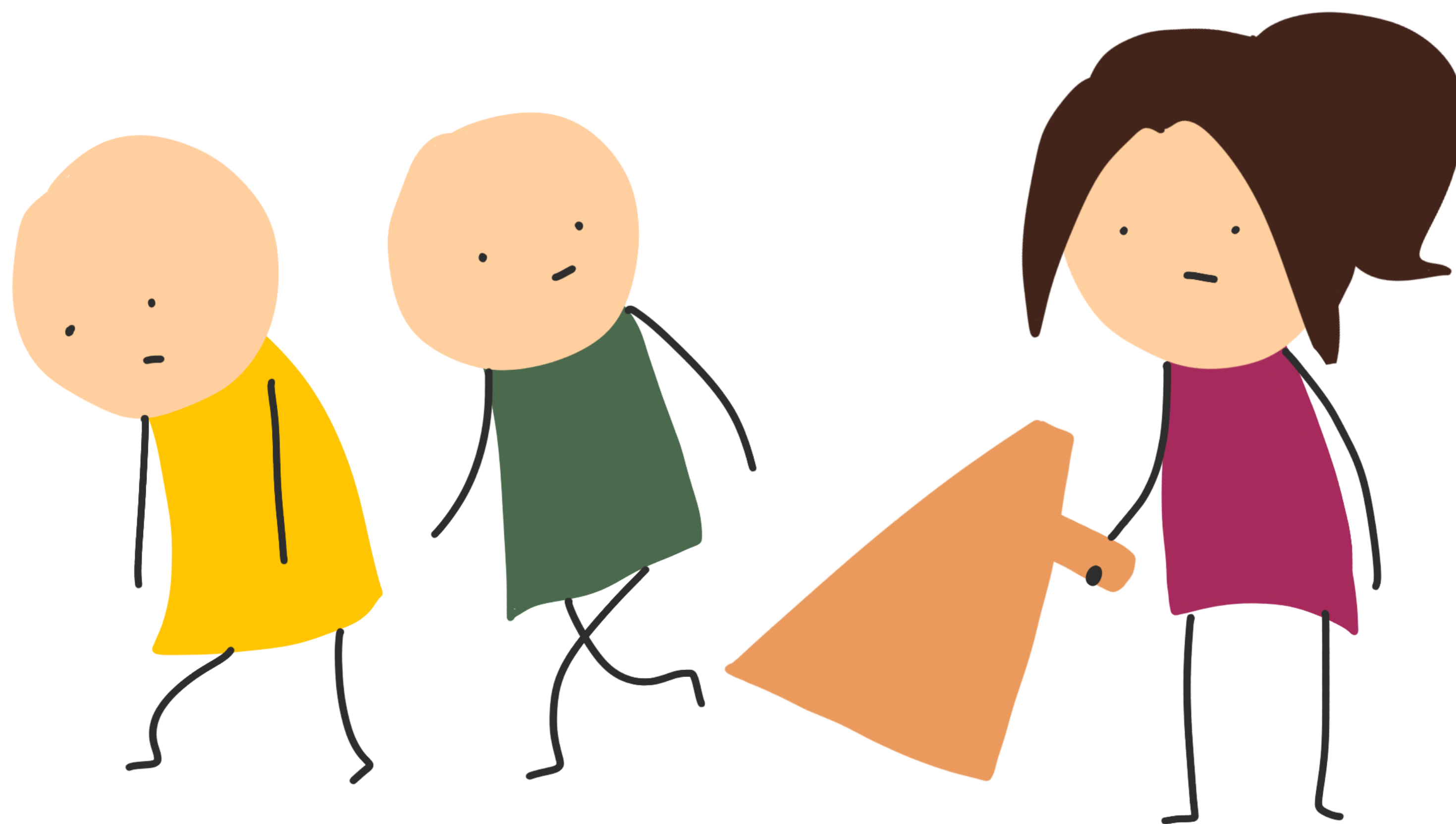


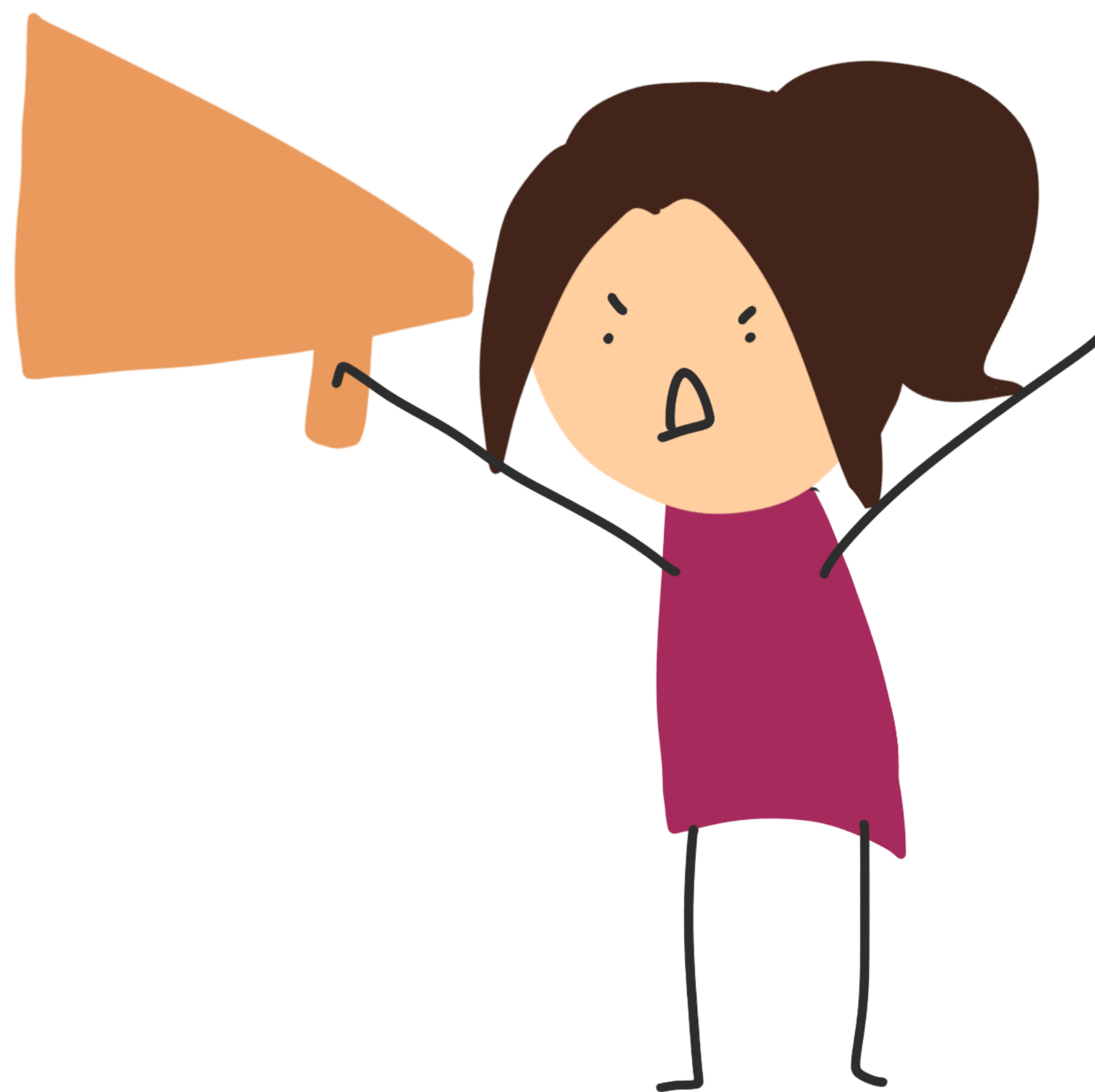
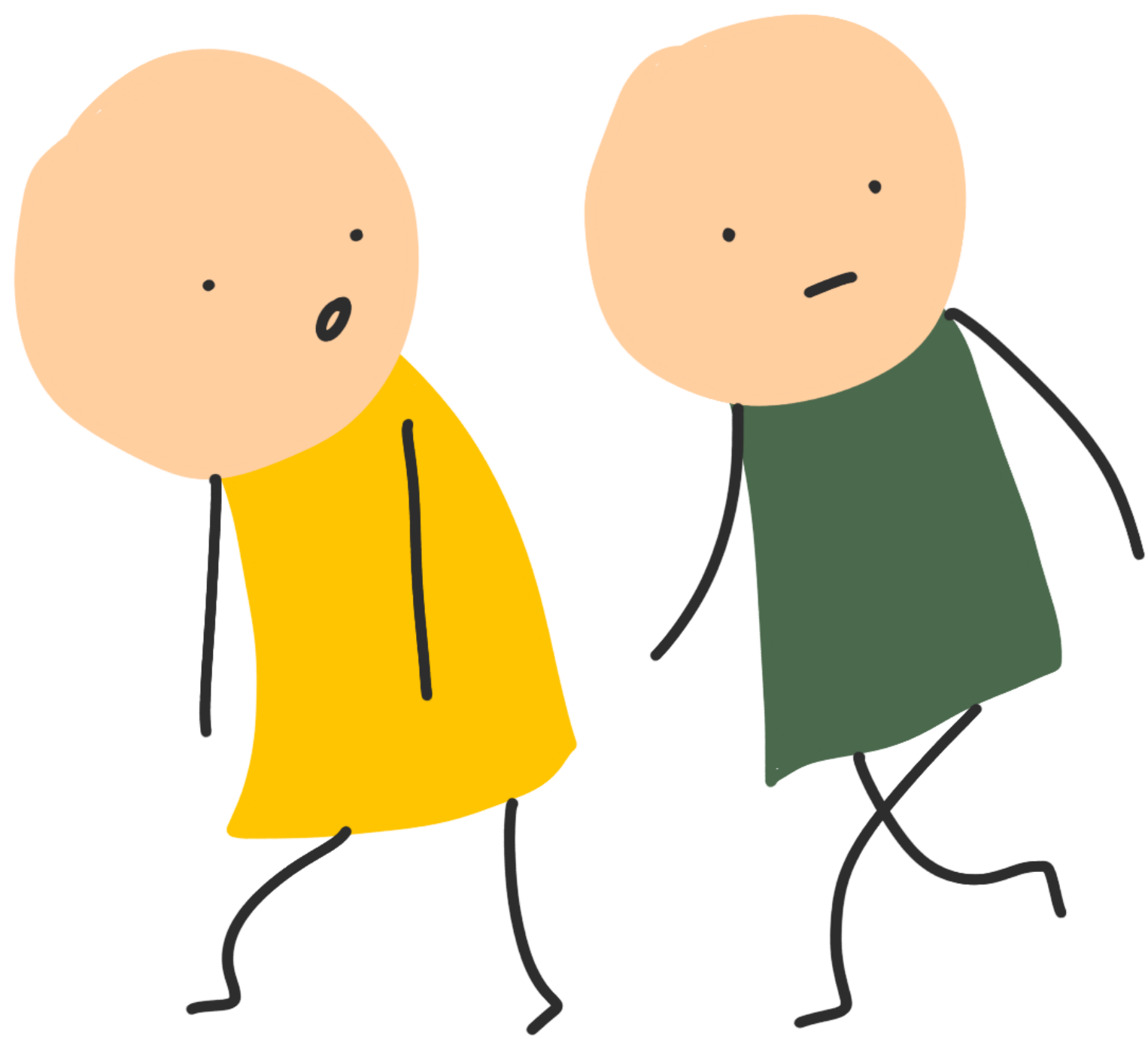
Someone on the
internet is
wrong!

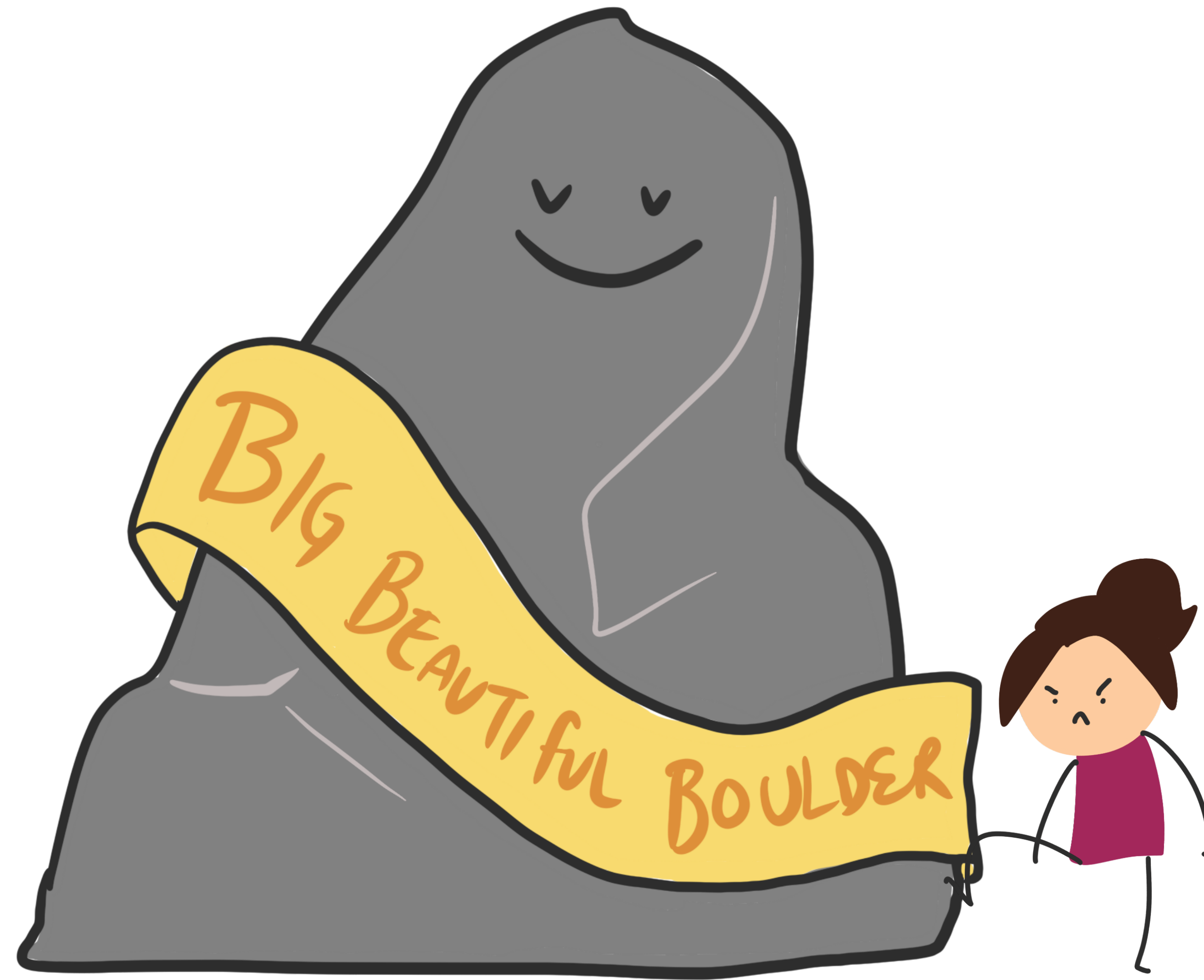


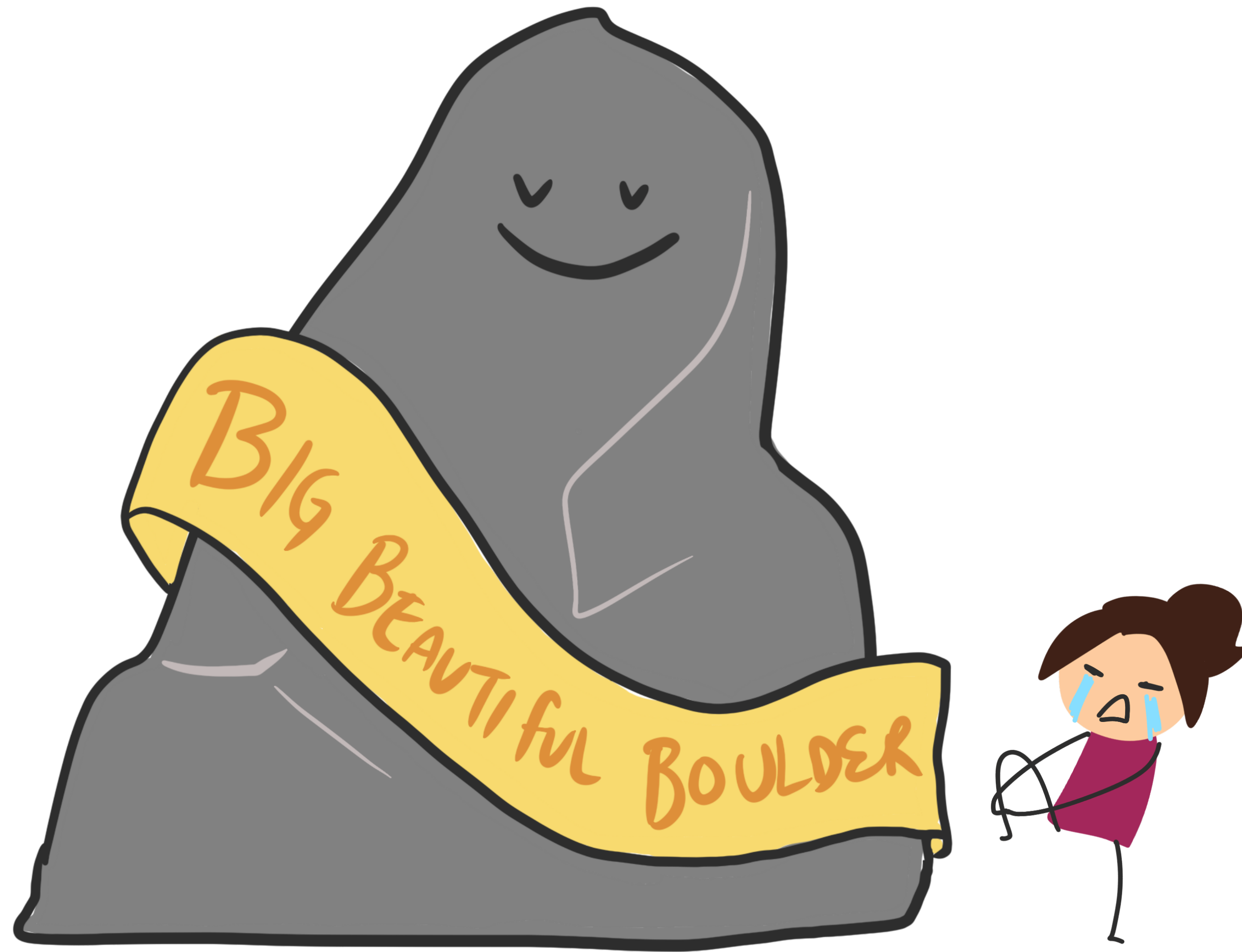


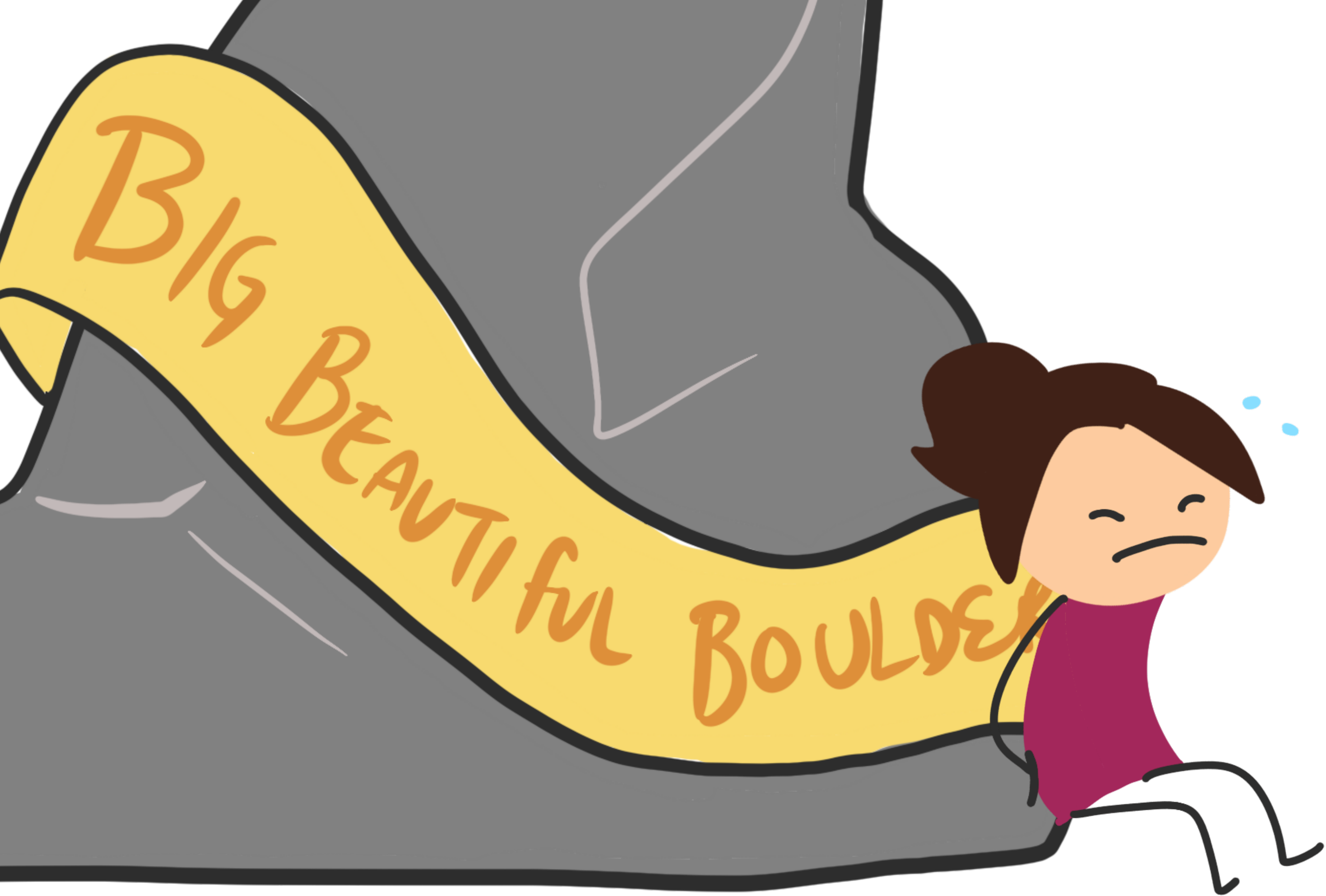
@channel ur wrong









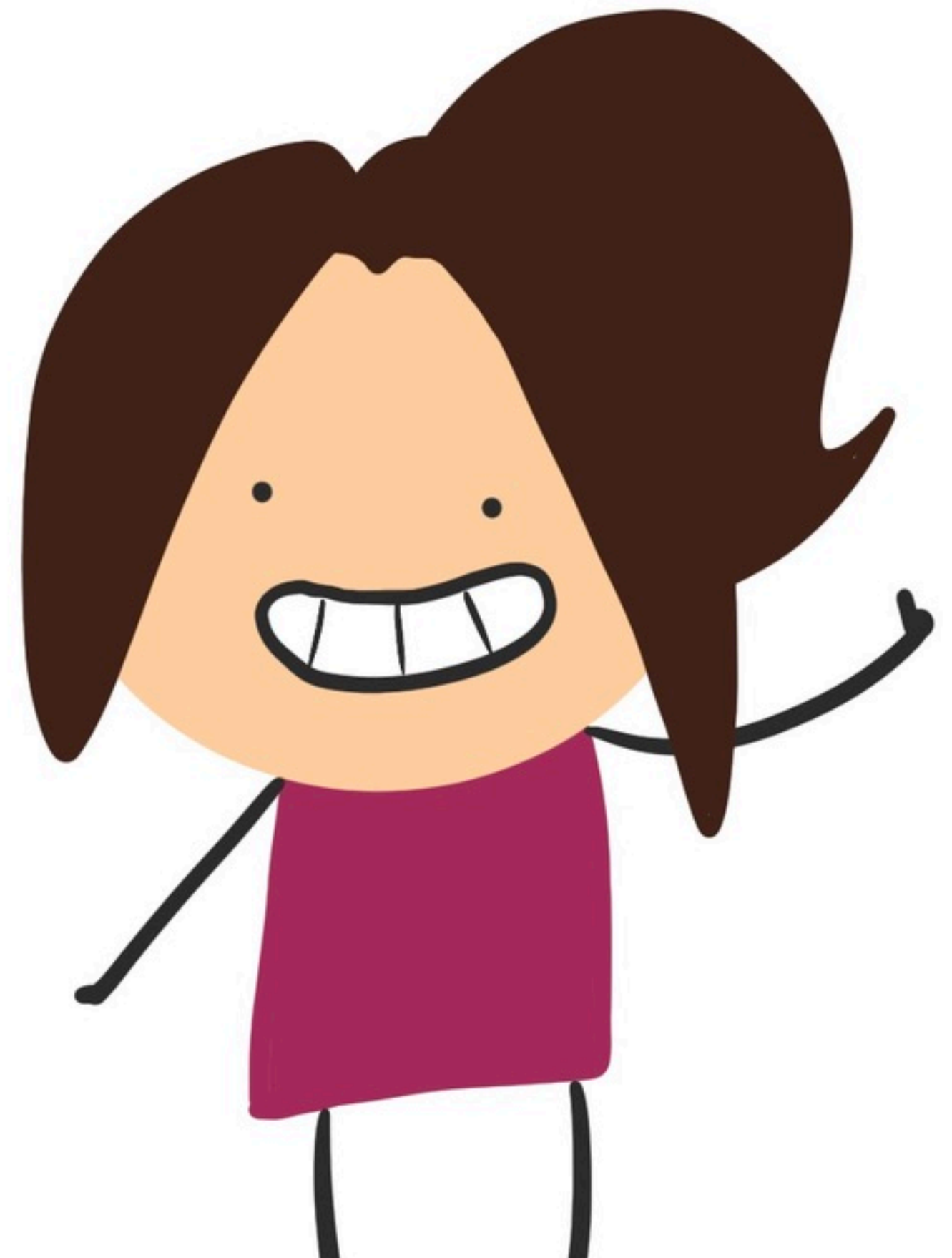




\$REQUEST

Can someone help me
understand ... team
stretched real thin ...
struggling to accommodate
... extra work

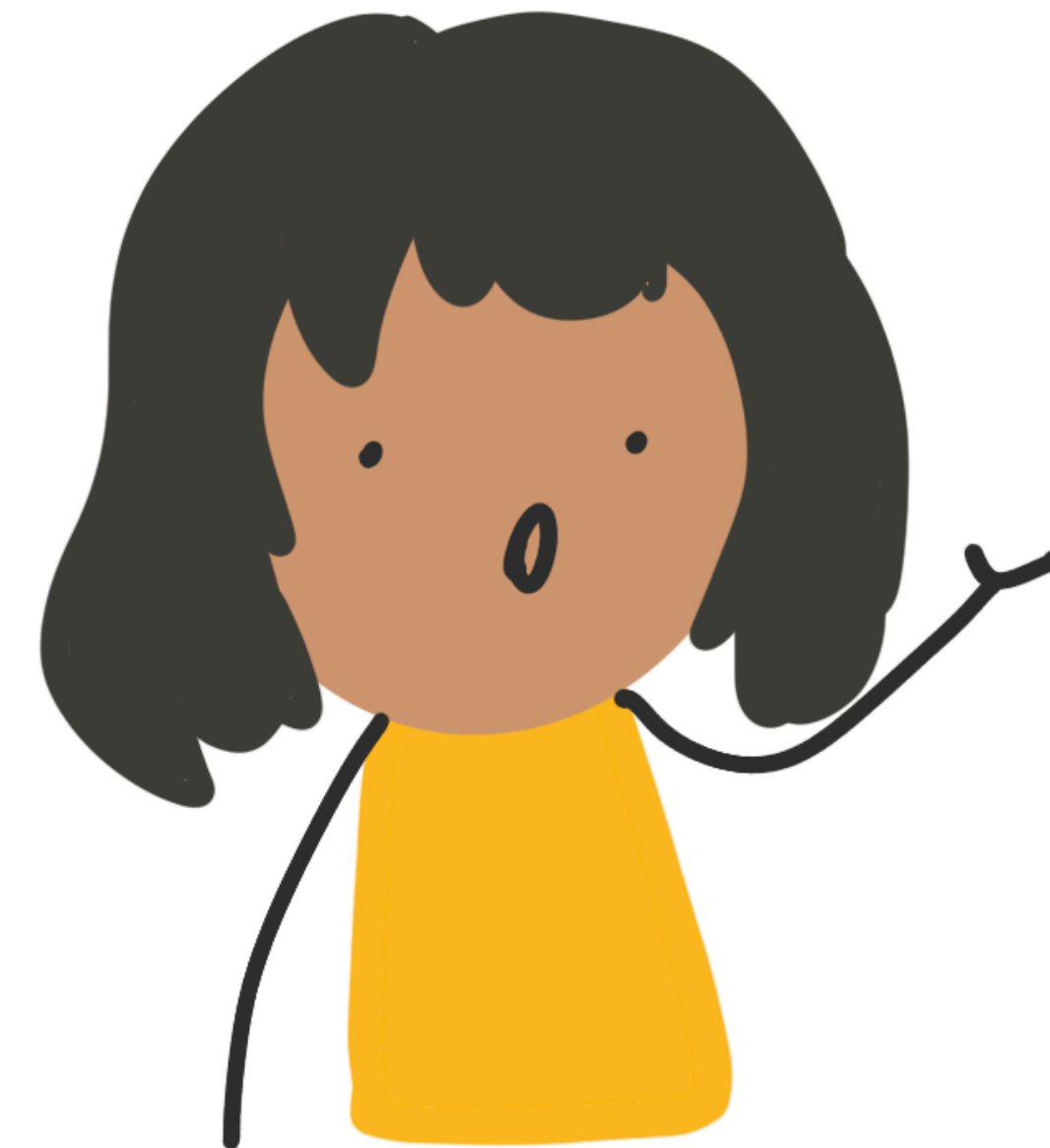


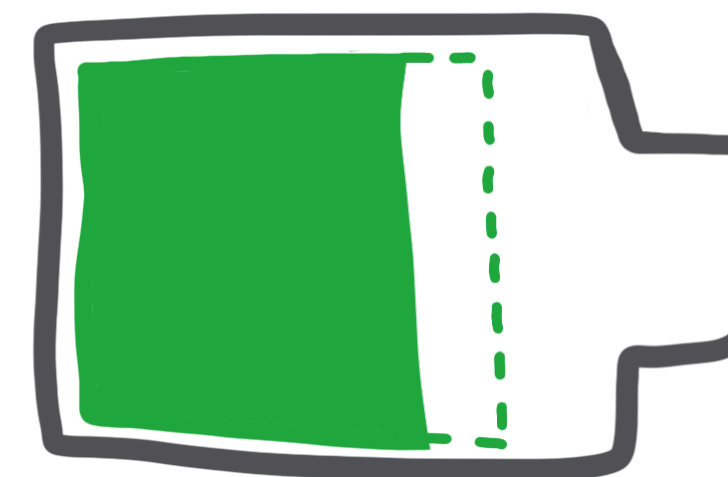
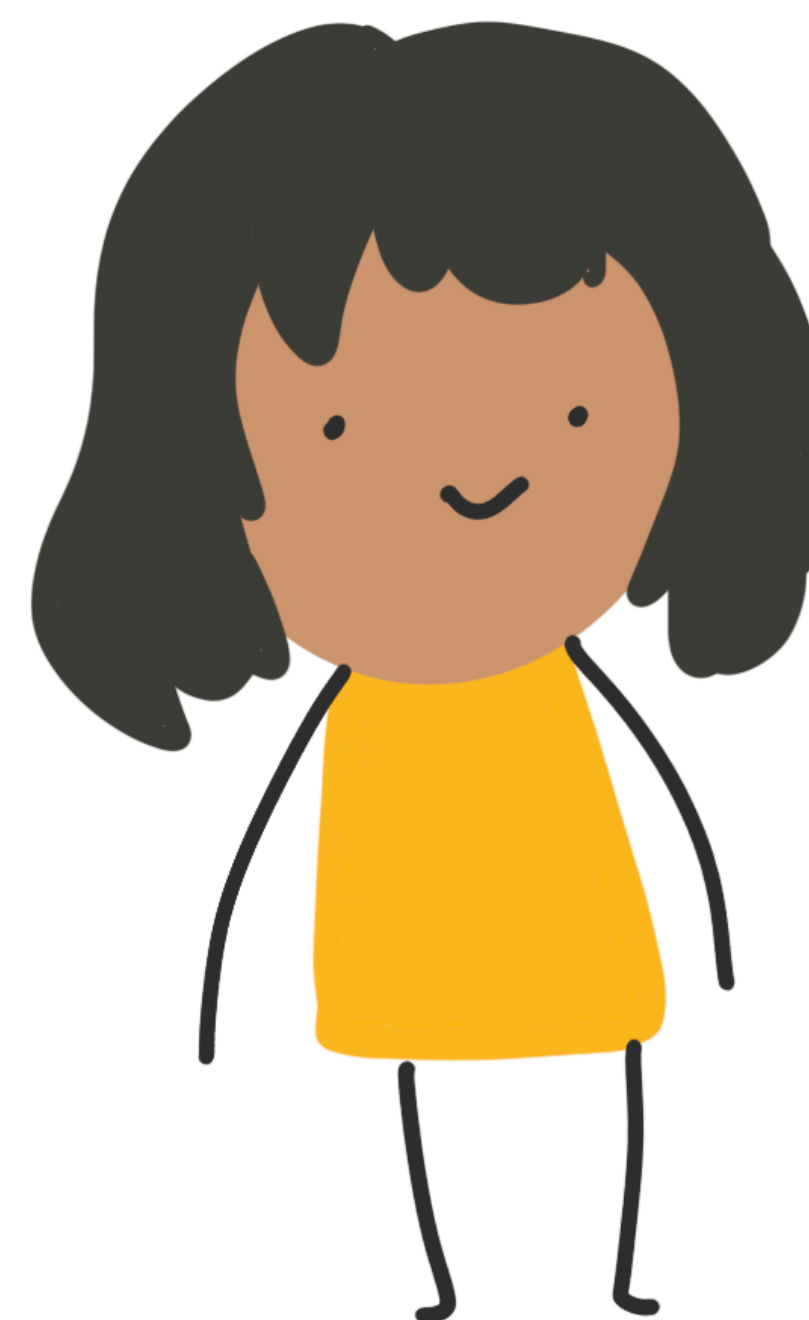
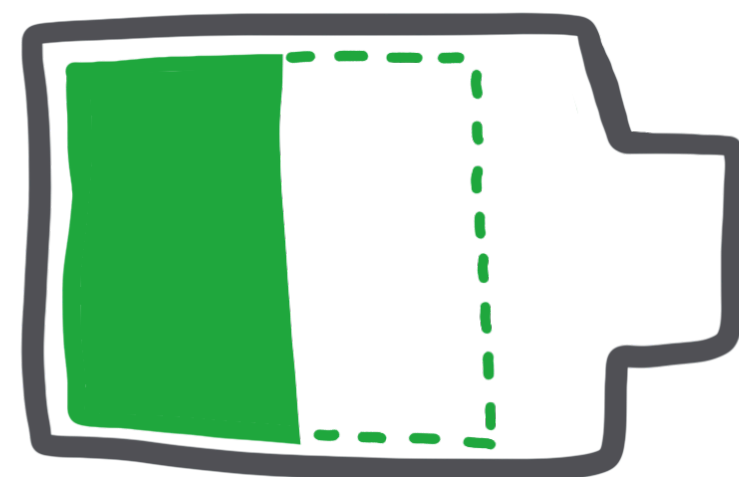
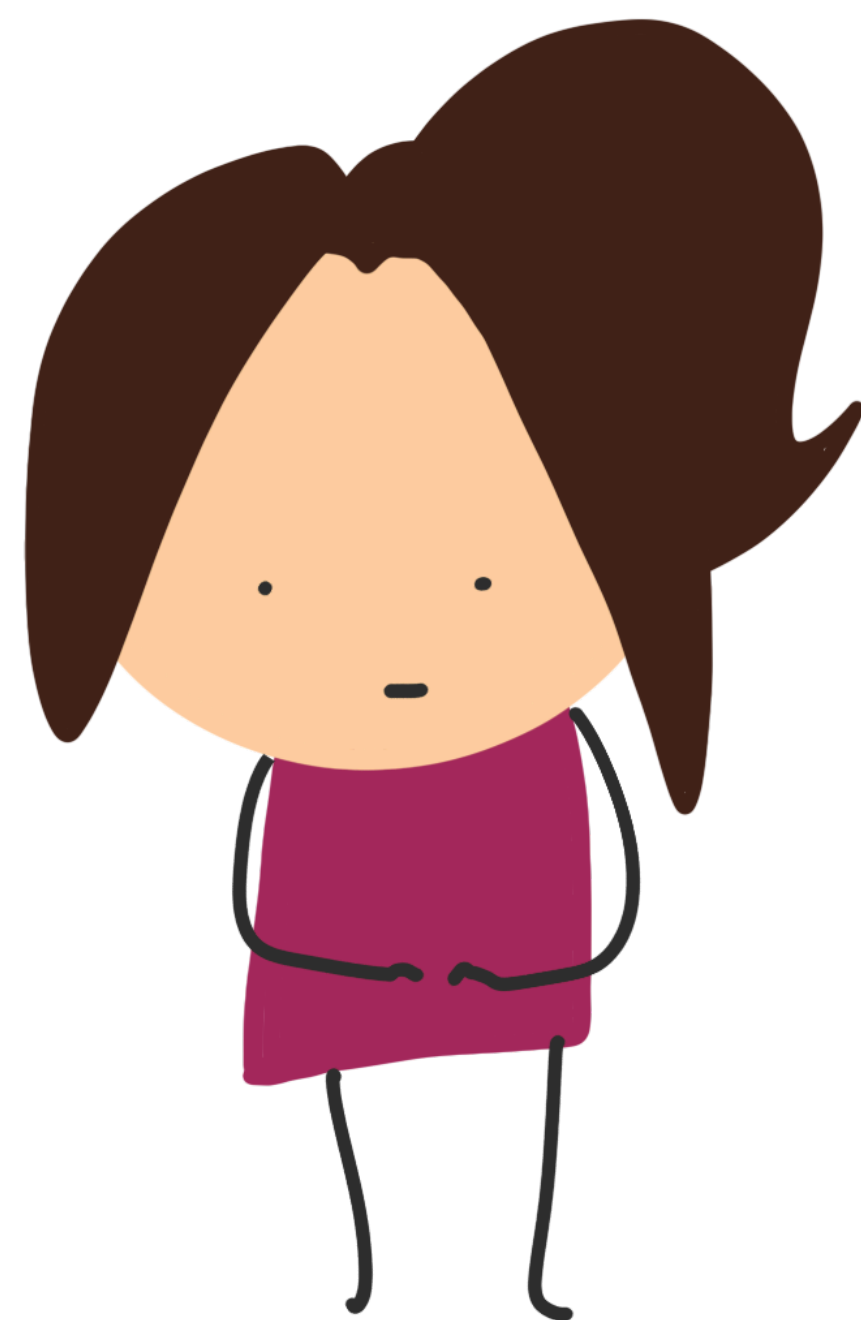


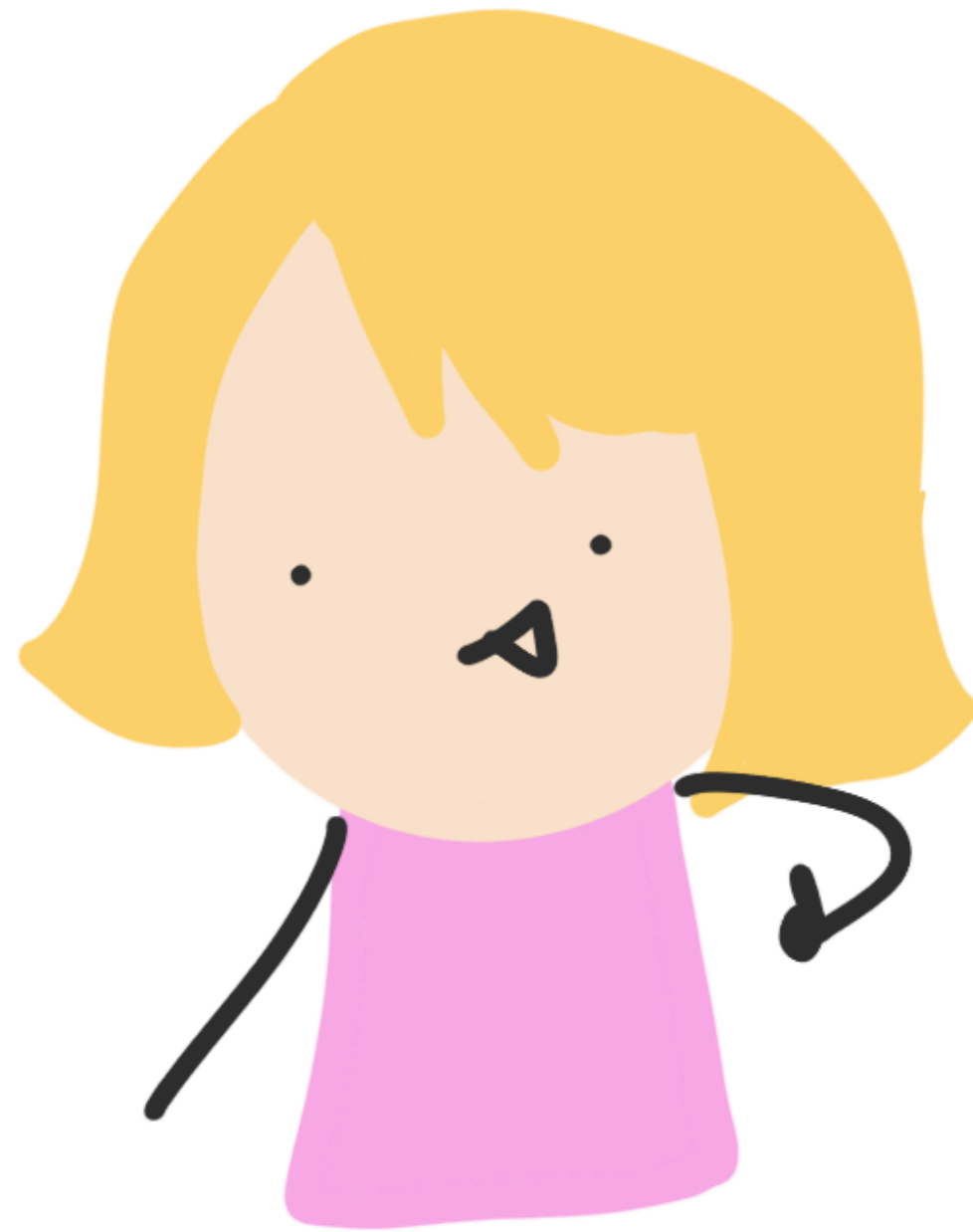


\$REQUEST

I have experience ...
understand the value ...
hard to issue a one-size-
fits-all ... I'd love to offer
an iteration.

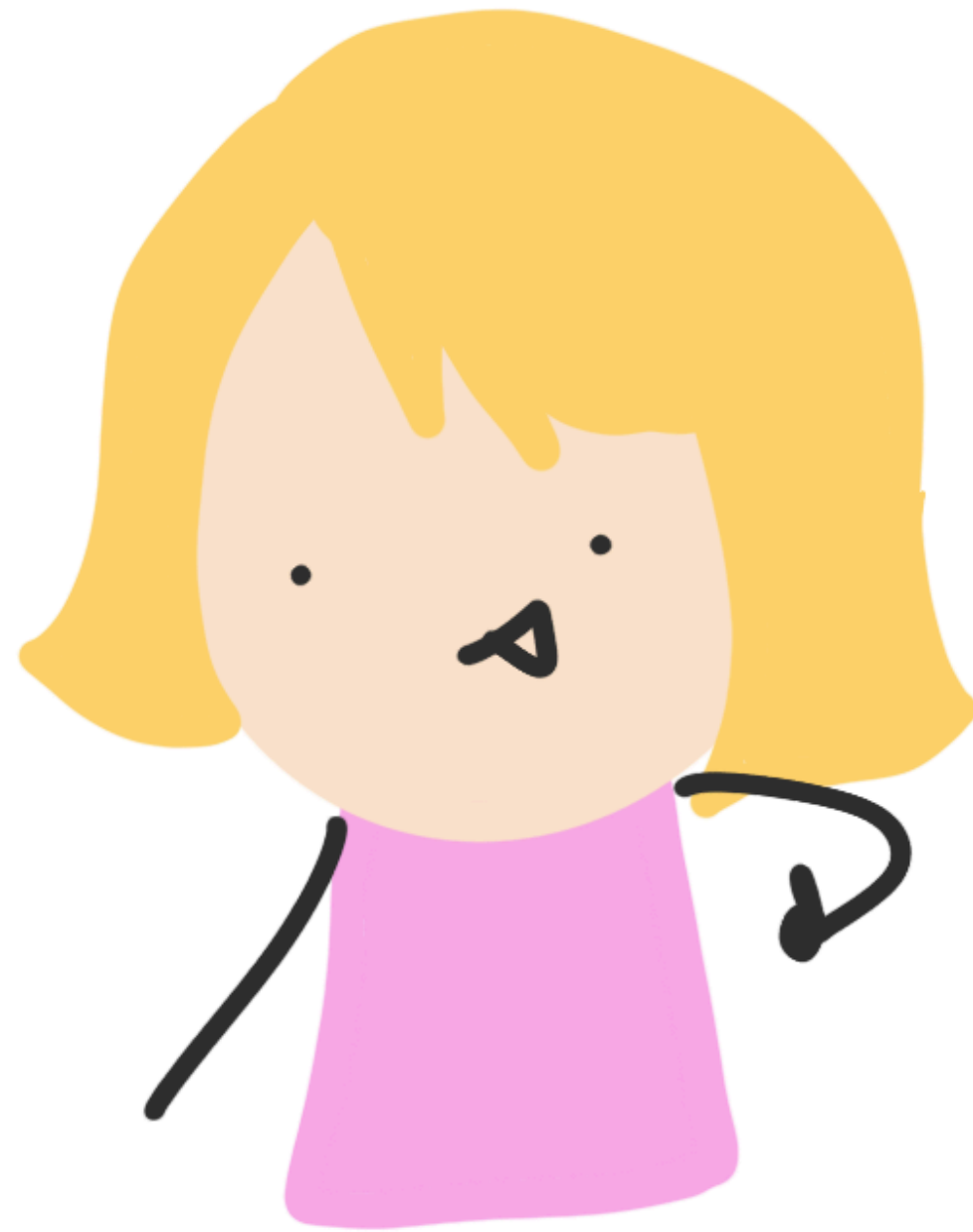






thank you for speaking up





It's great when you buy us
pizza. I love when you buy
pizza for us. So brave.



what is even
our JOB
right now?





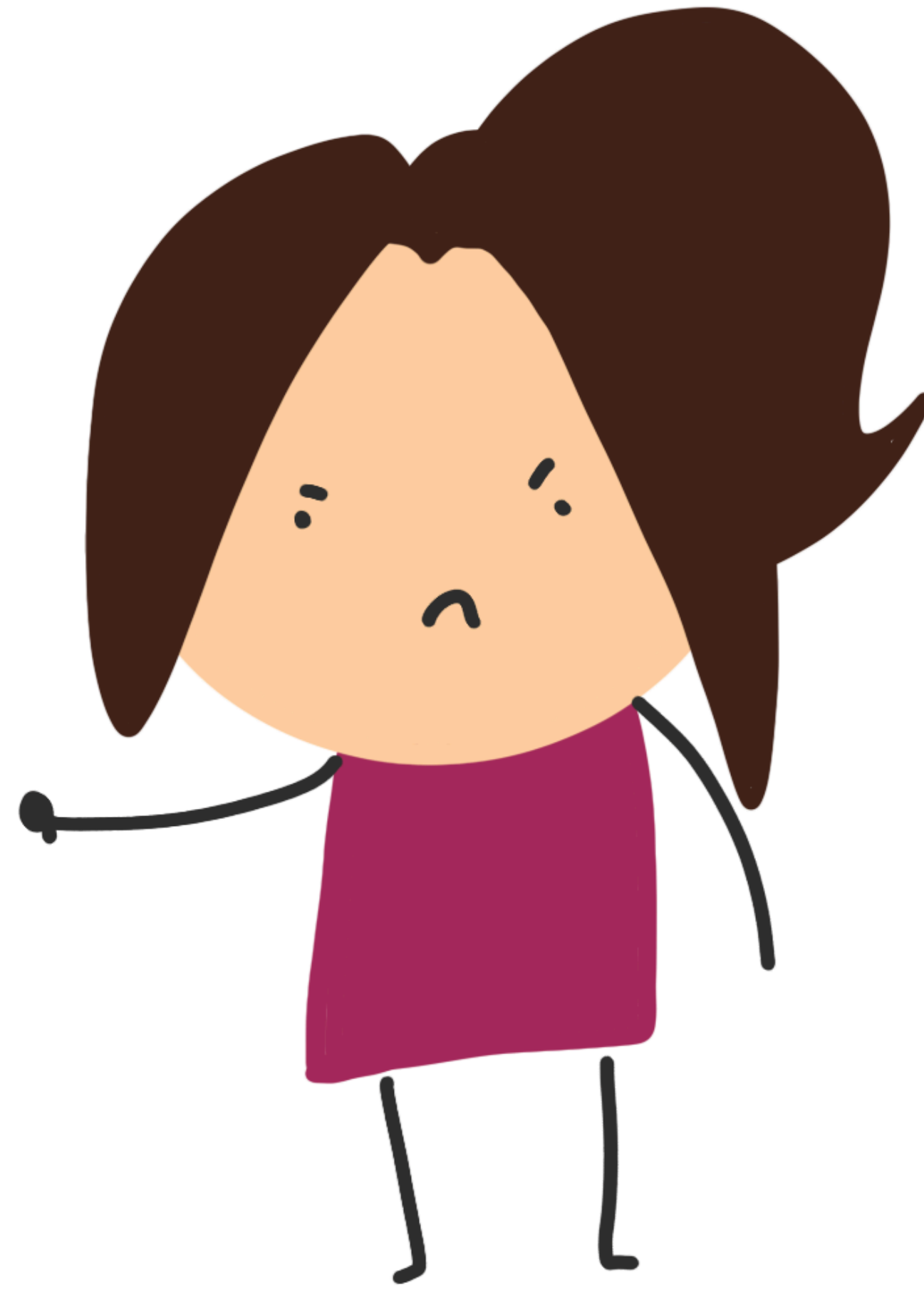
So what's your take?

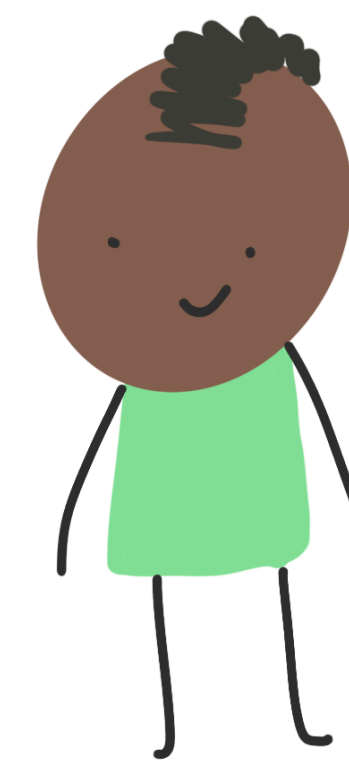
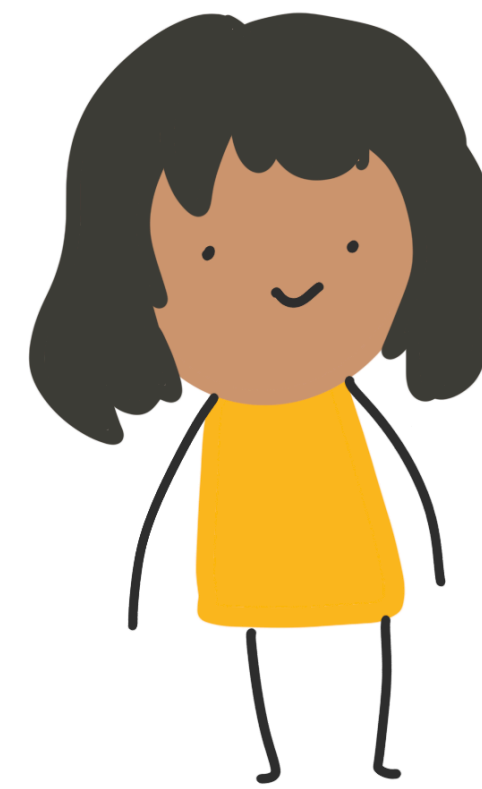
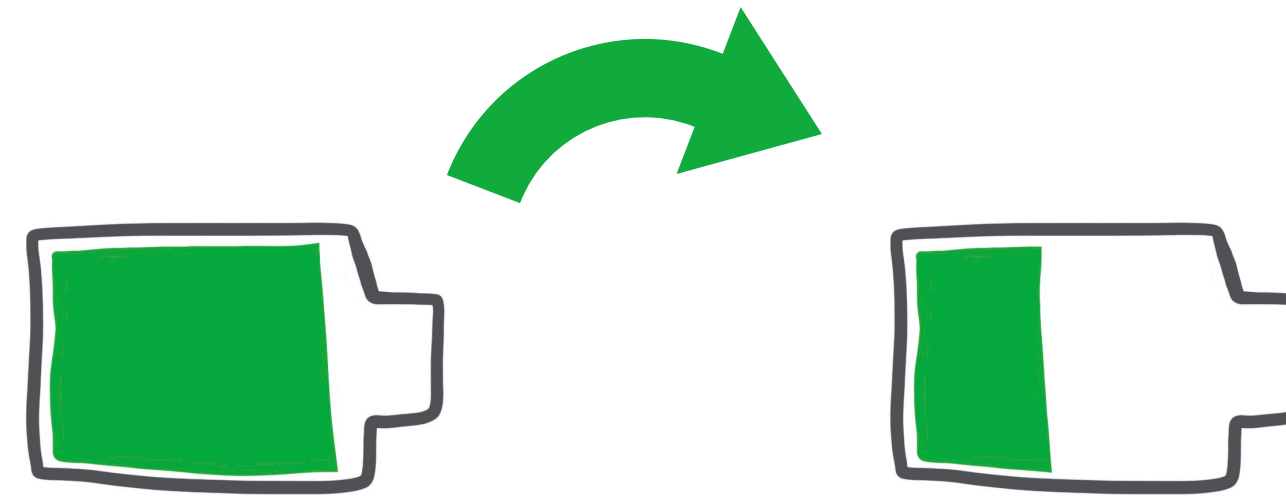
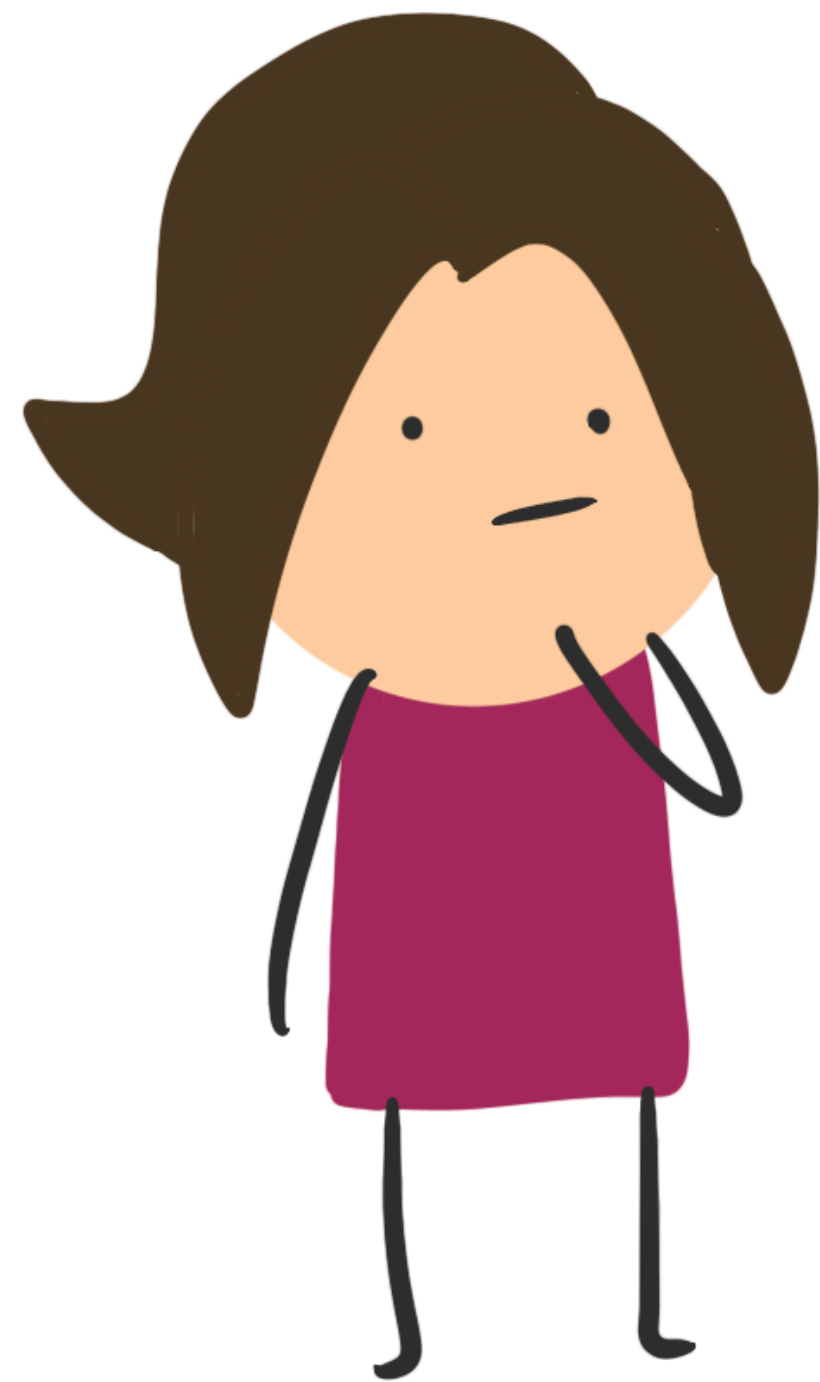


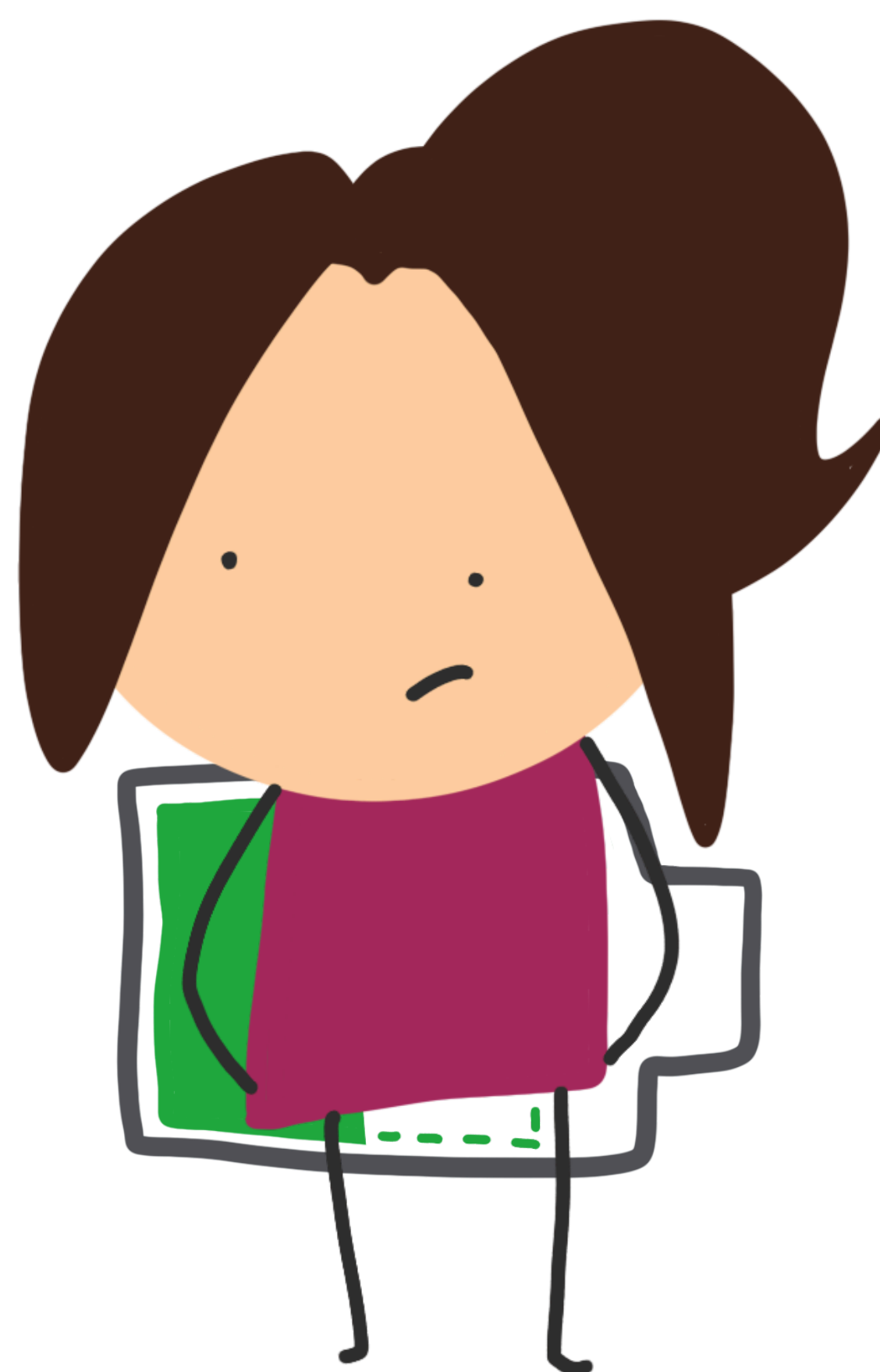
Our job is to understand the rules of the game

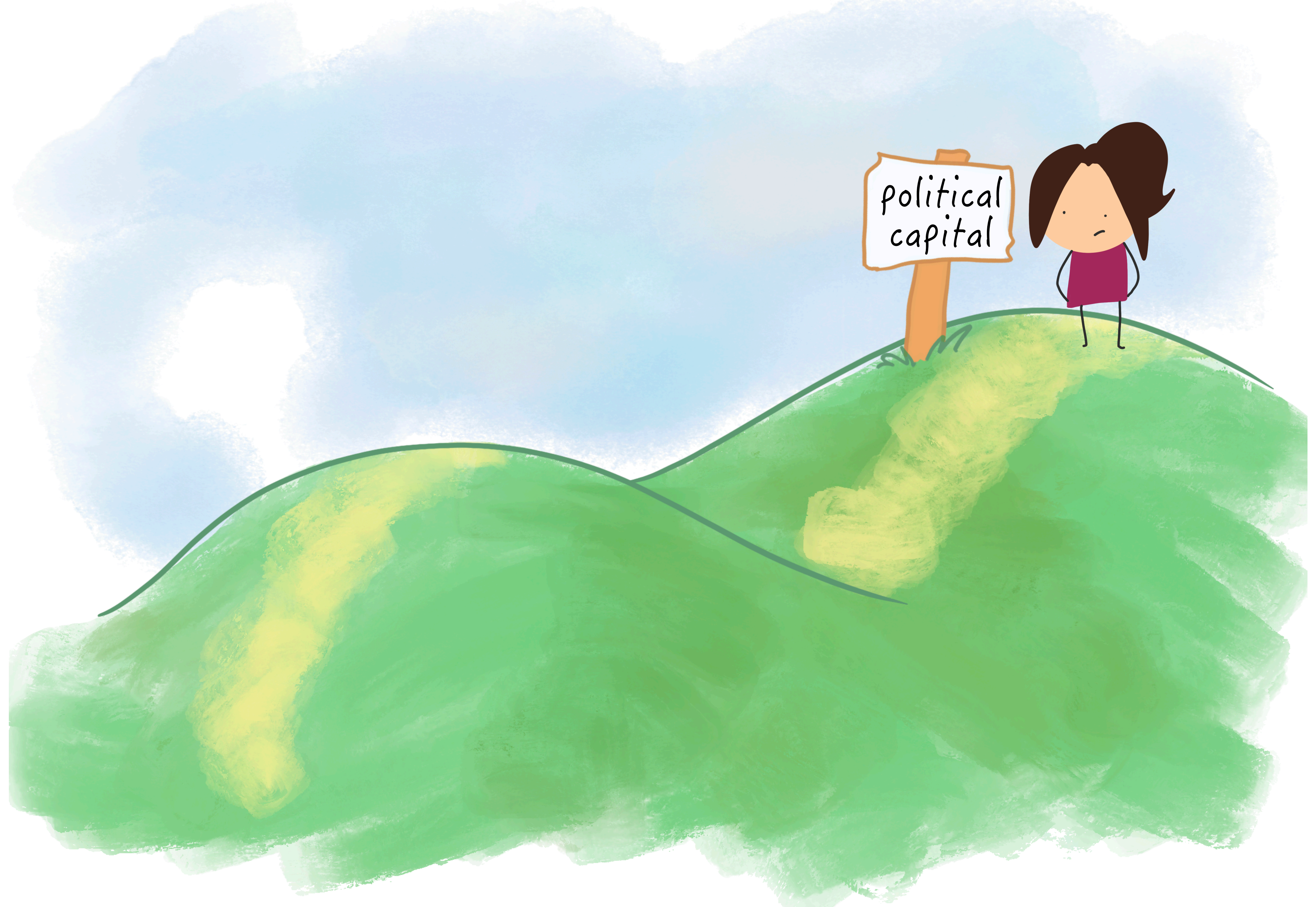


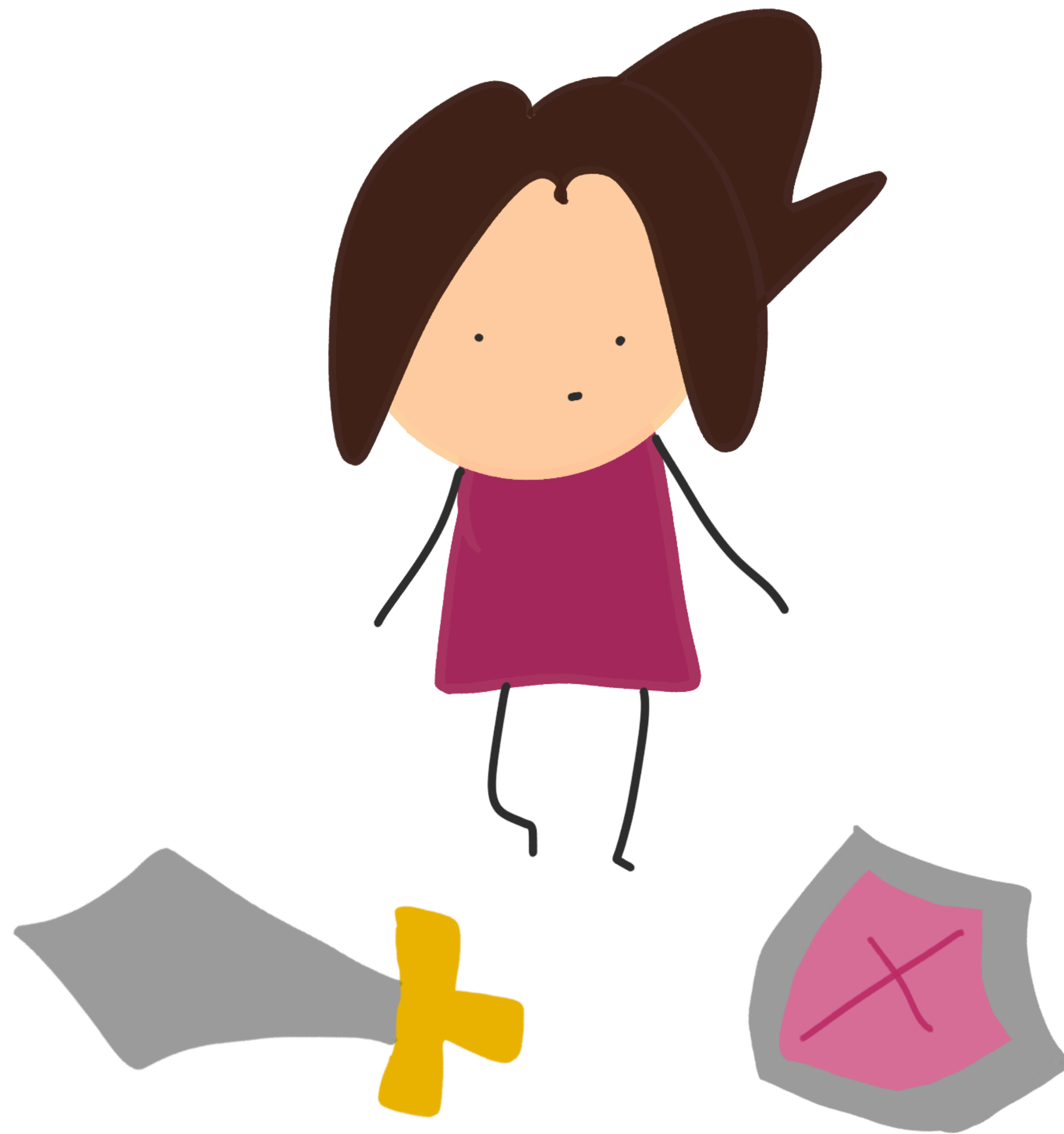
Because those rules determine who gets what.

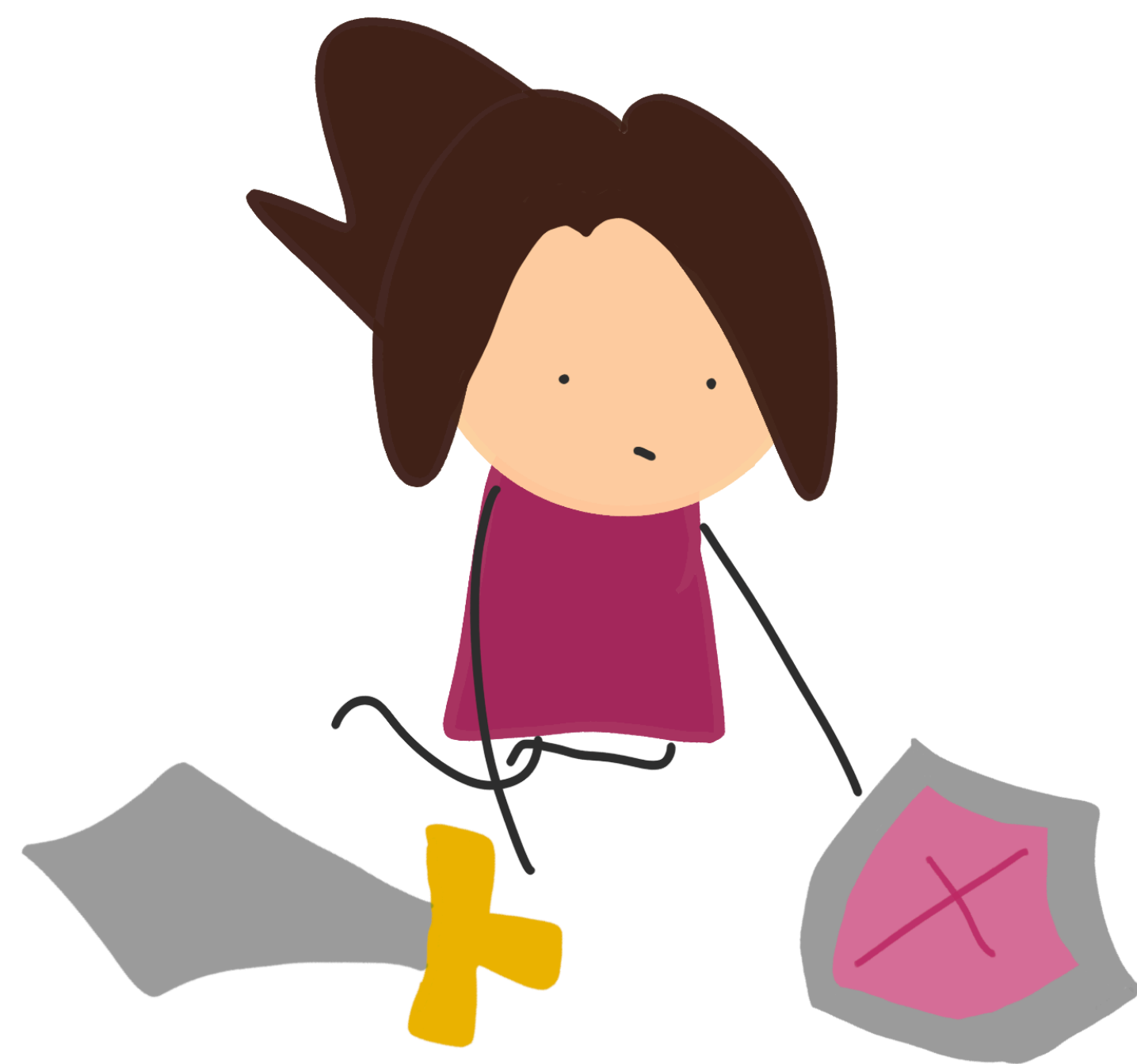




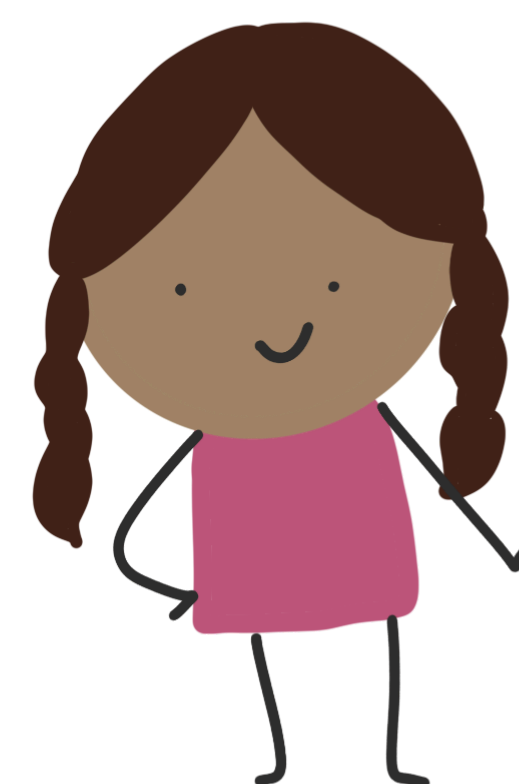




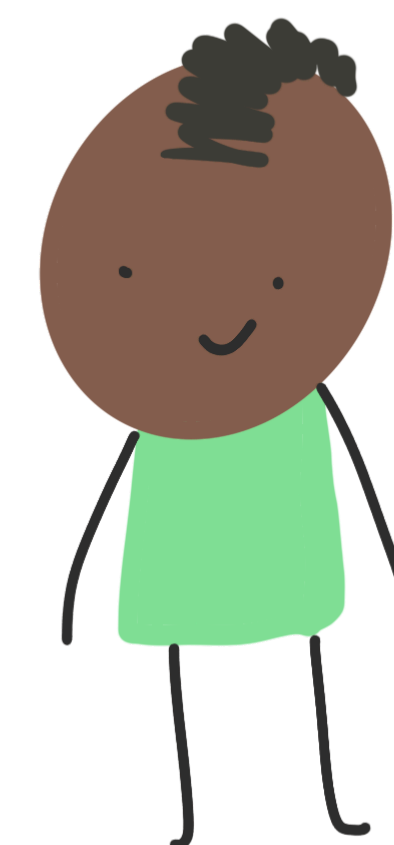




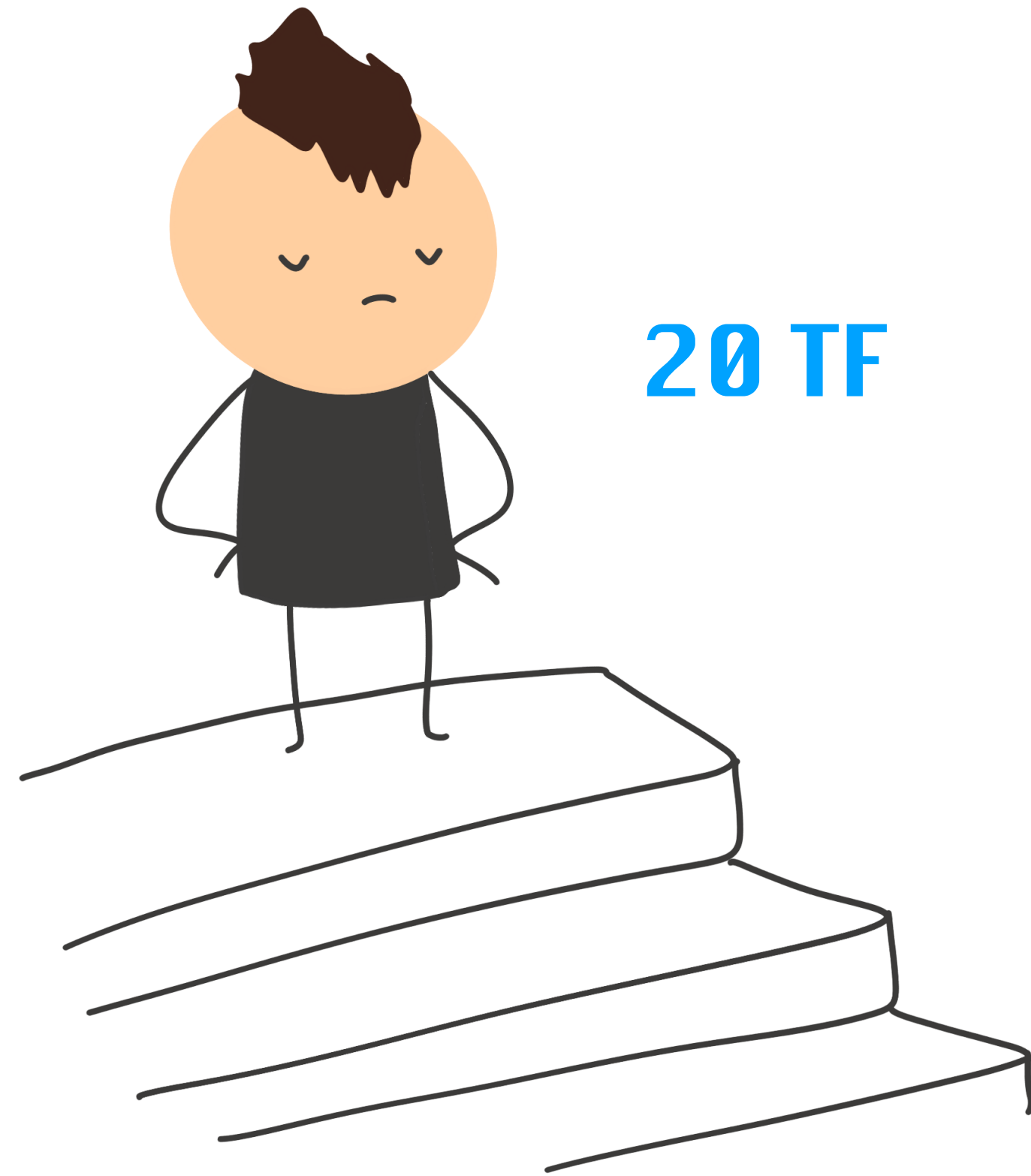
3 TF



2 TF

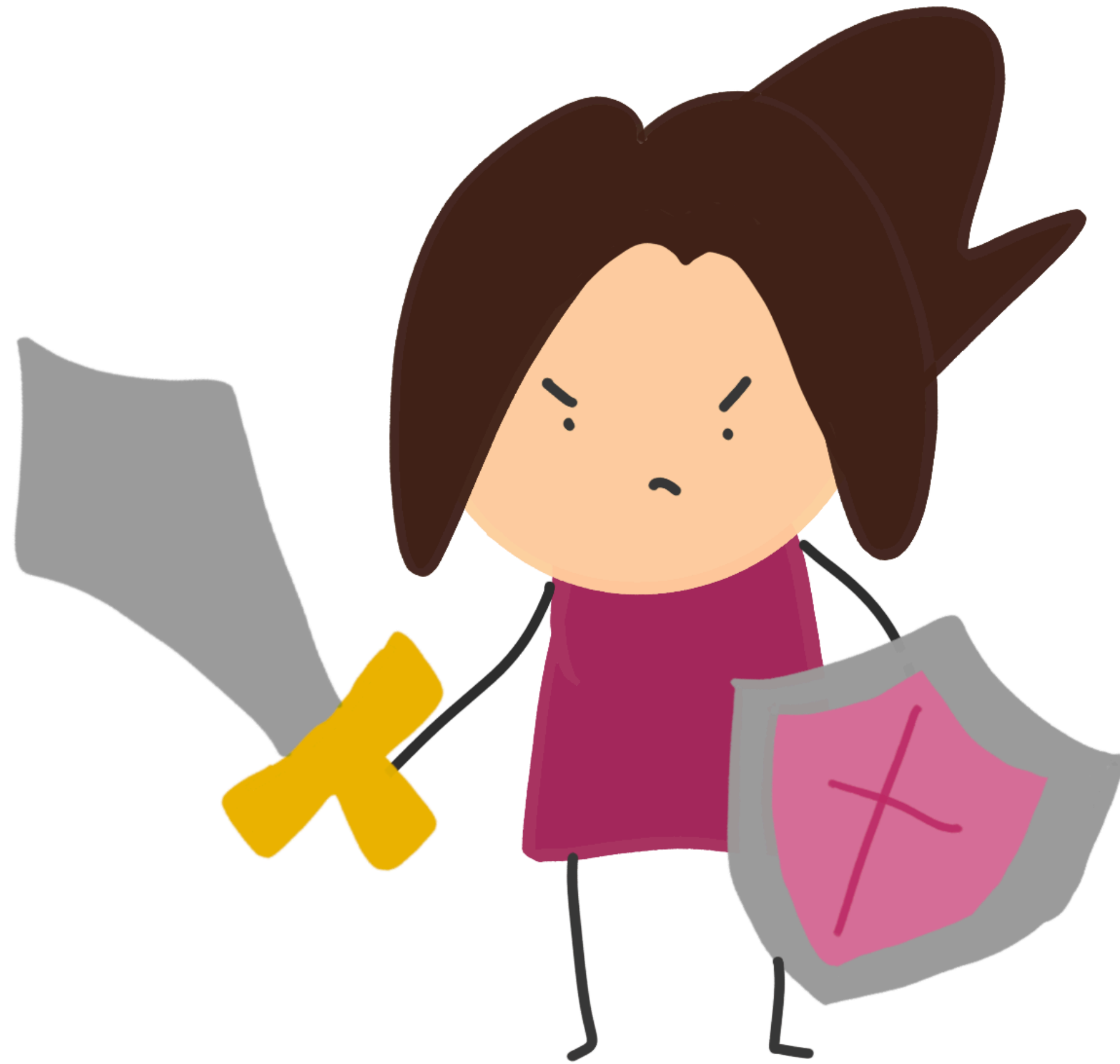


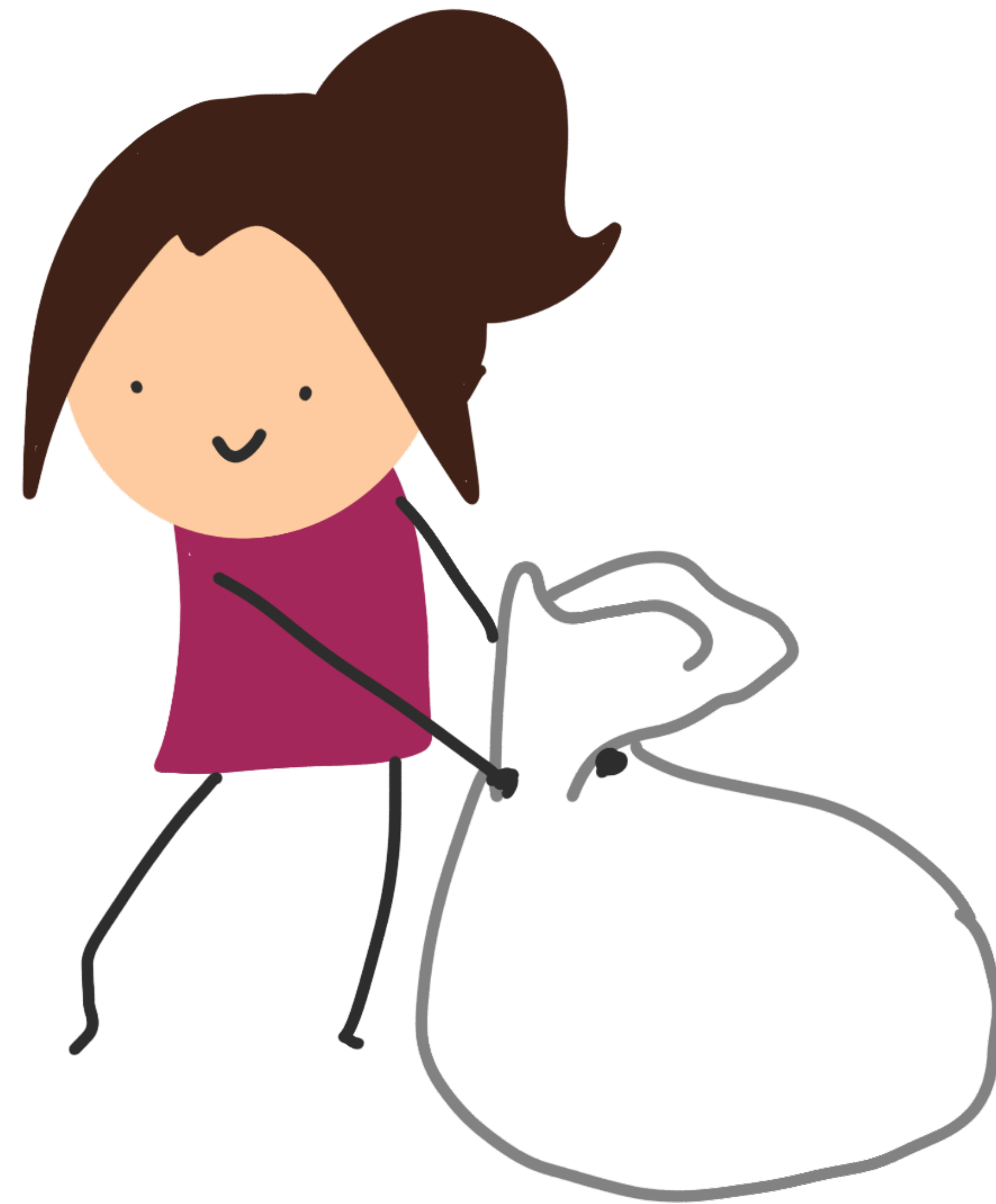
6 TF

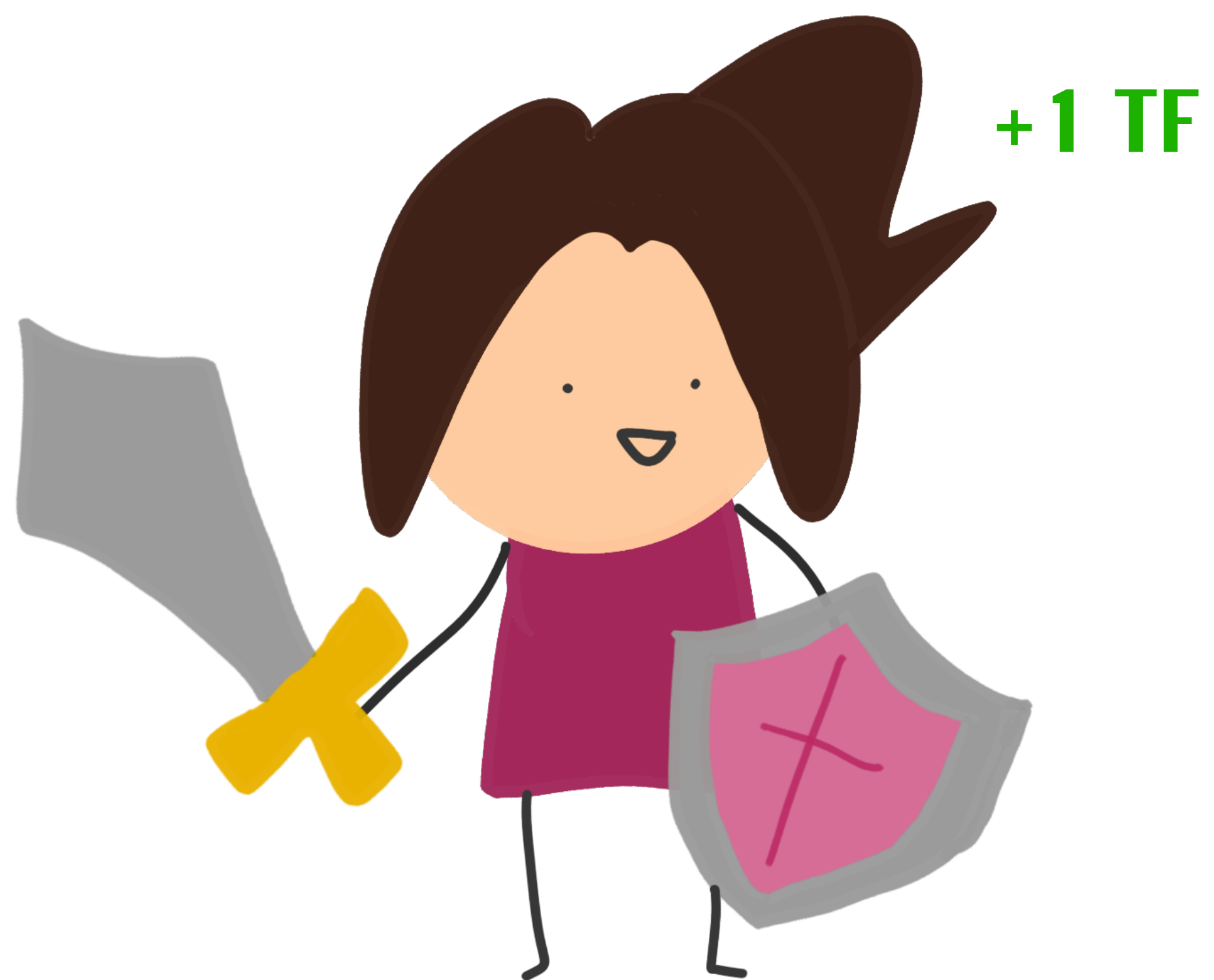


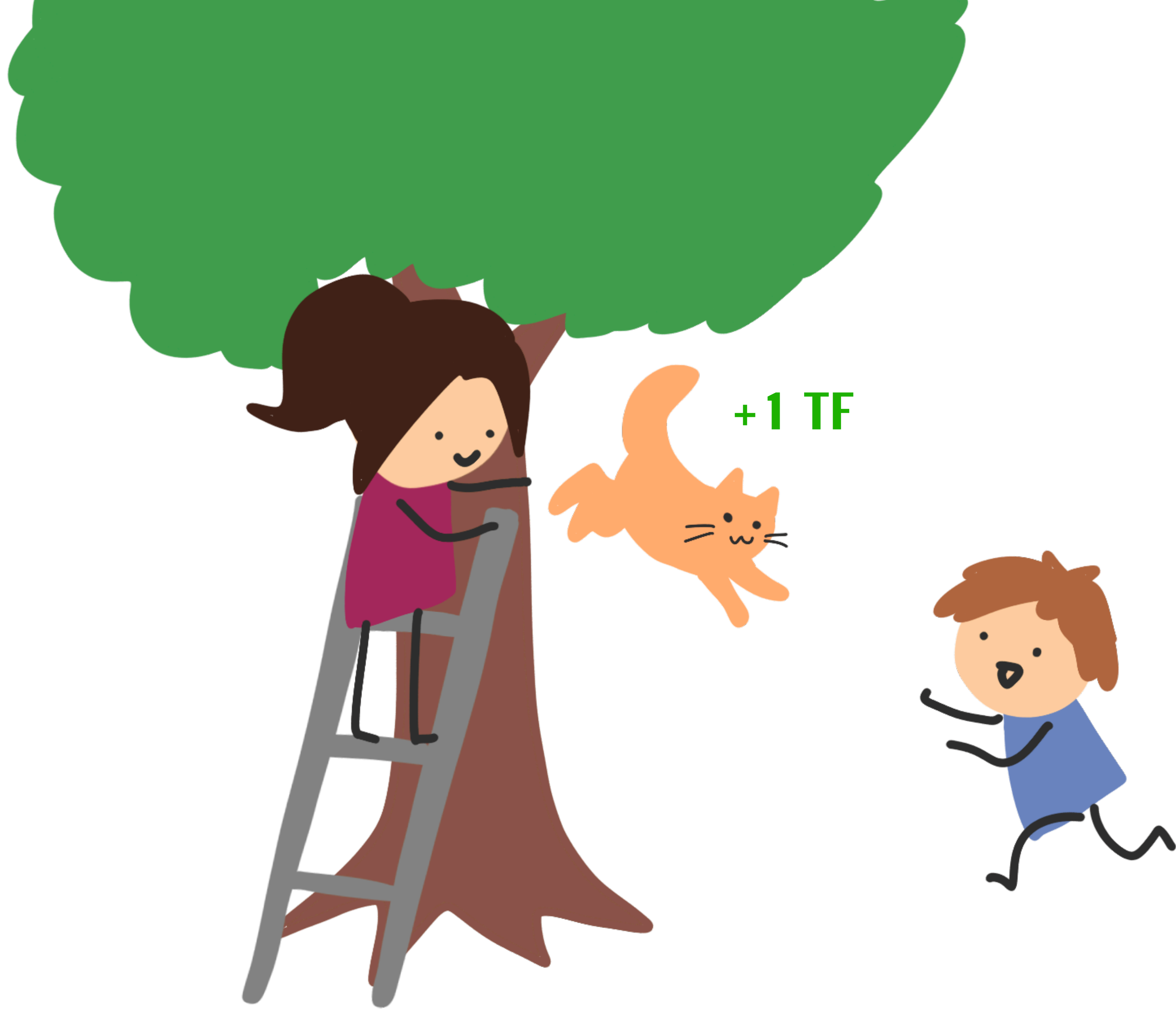
20 TF









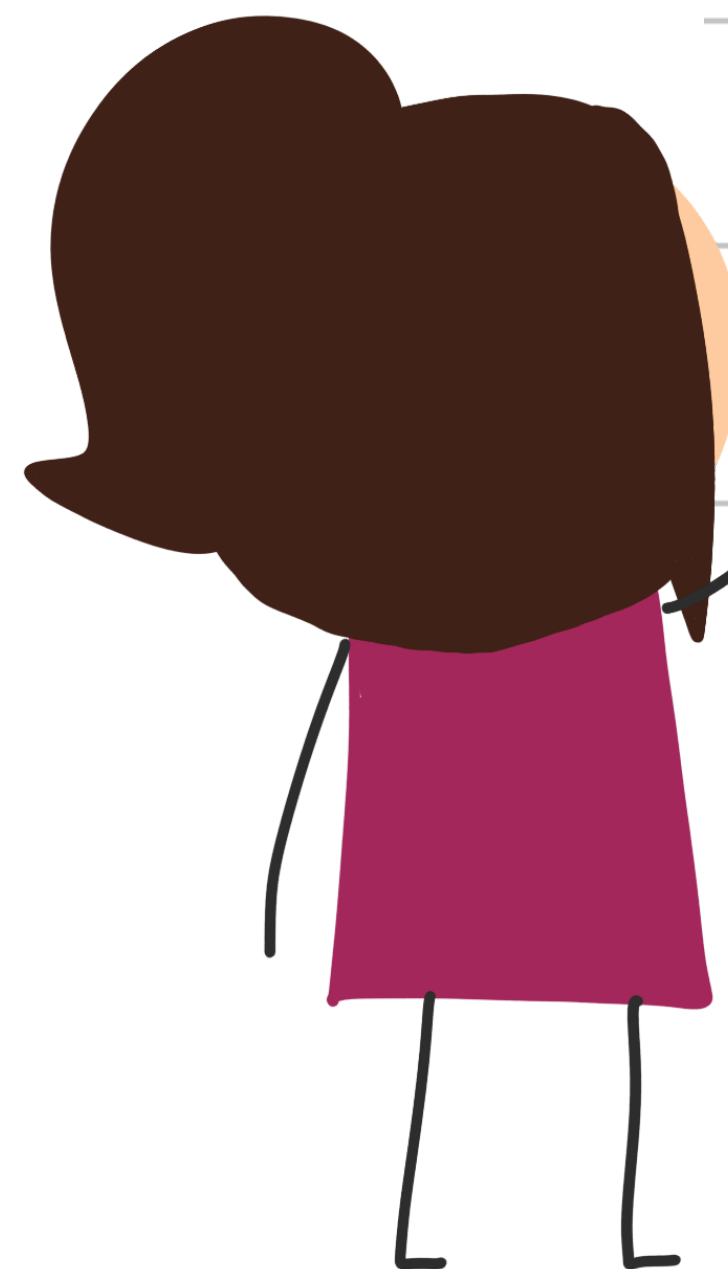




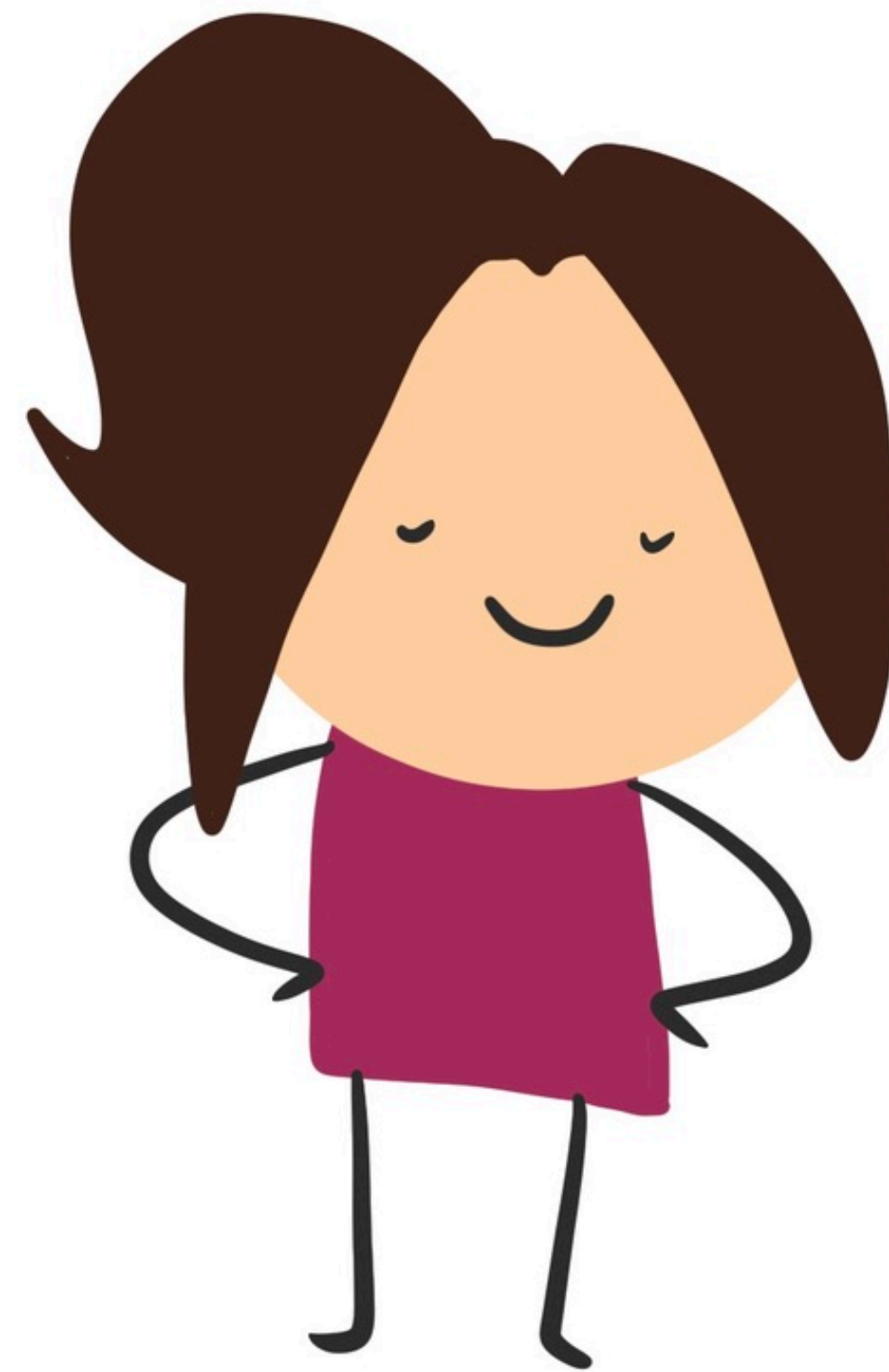
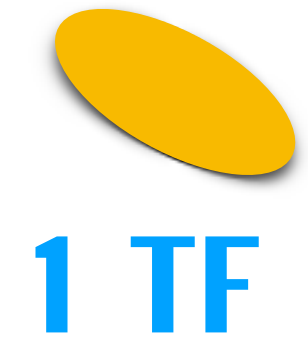
-1 TF

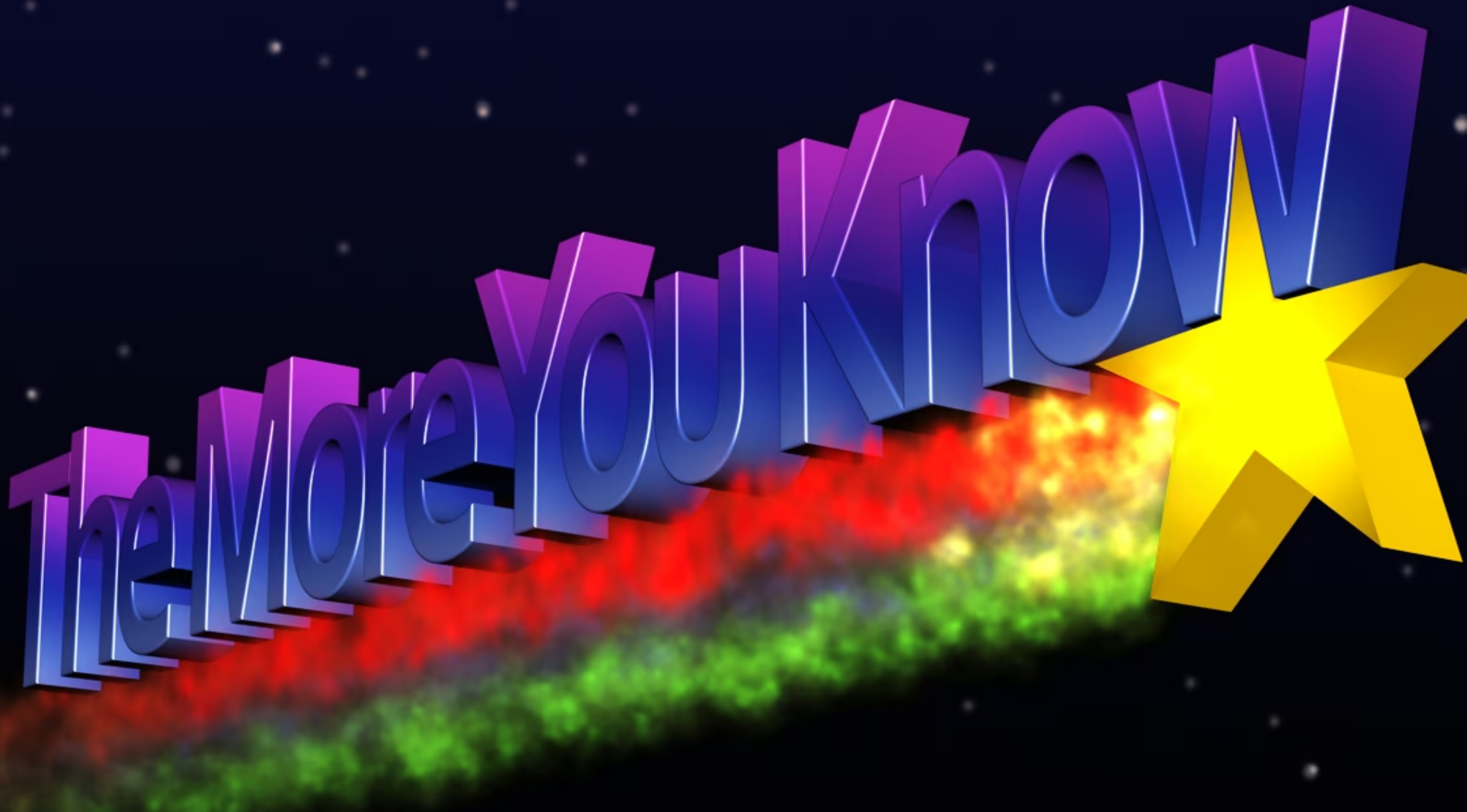


- 2 TF



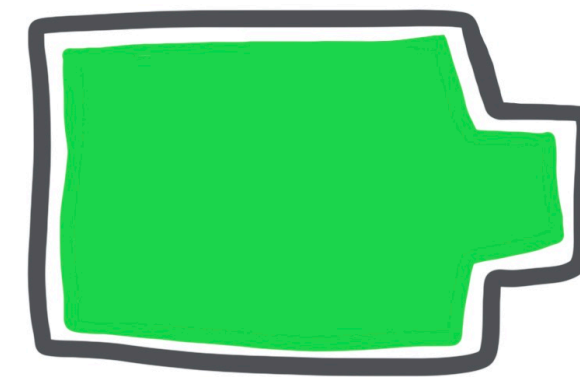
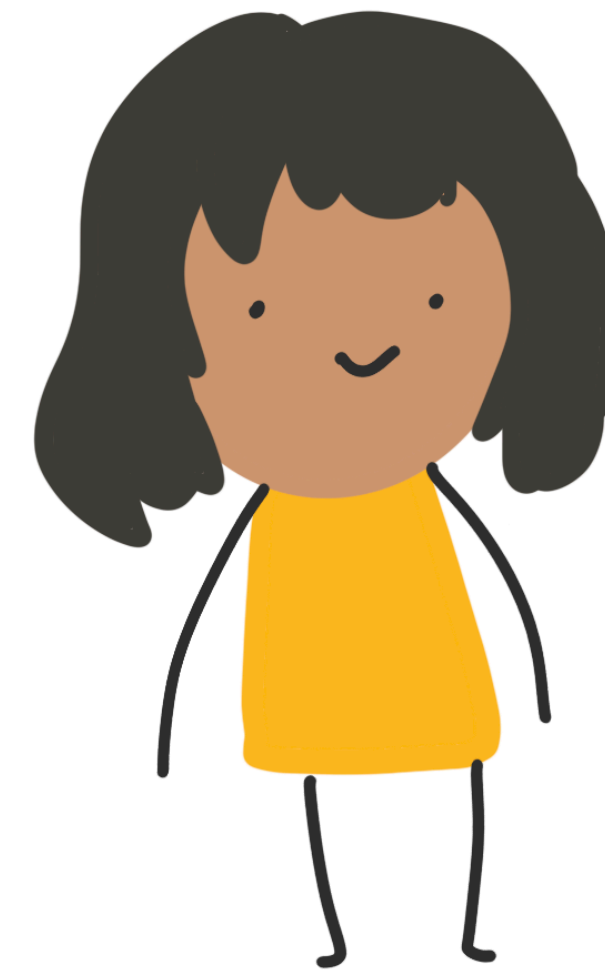
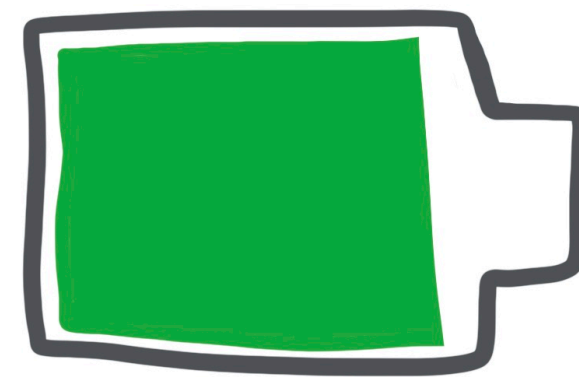
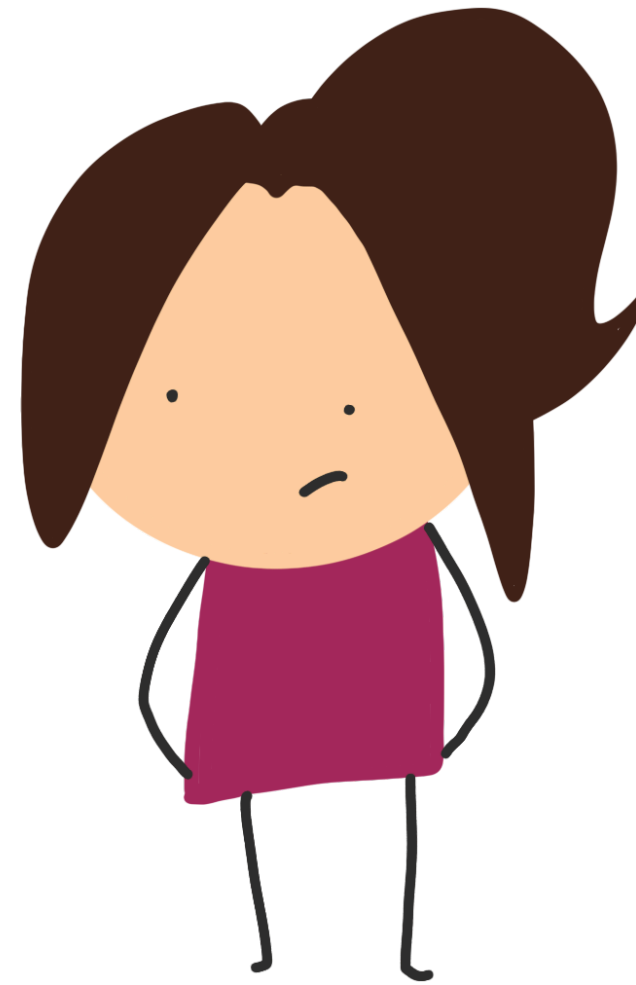
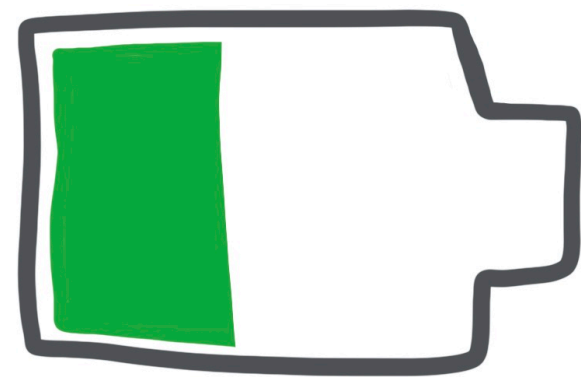
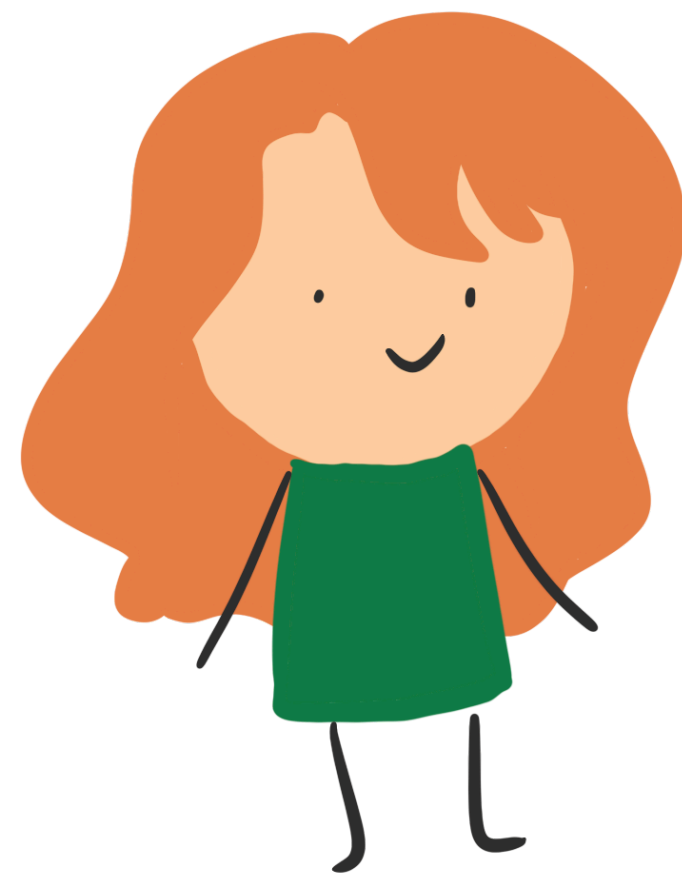
PROMOTIONS 2025		☆	📁	☑
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1	SOMEONE			
2	MY GUY			
3	WHAT'S HER FACE			
4				

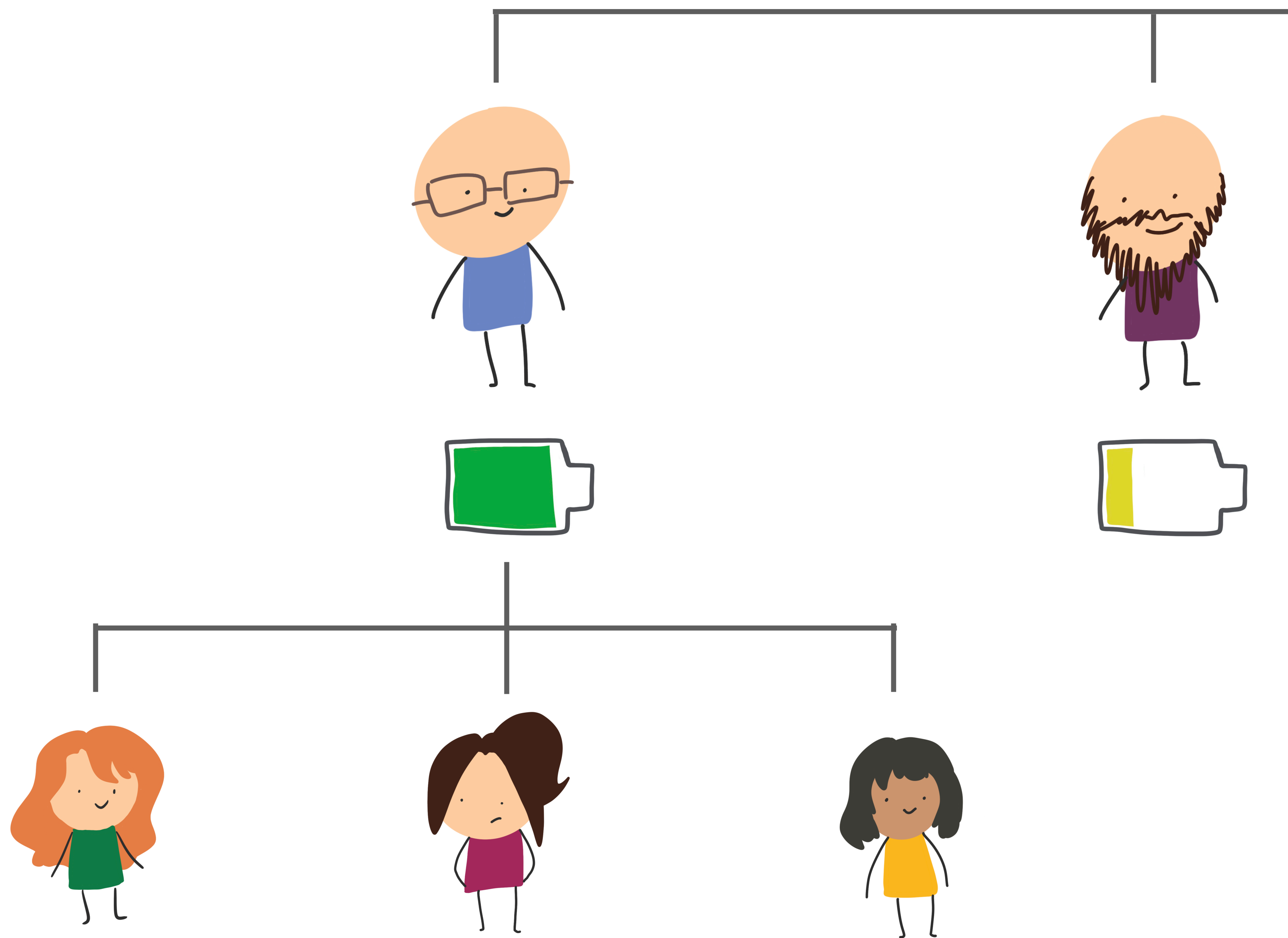


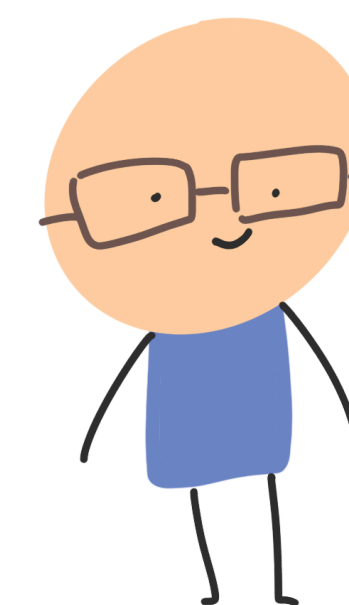
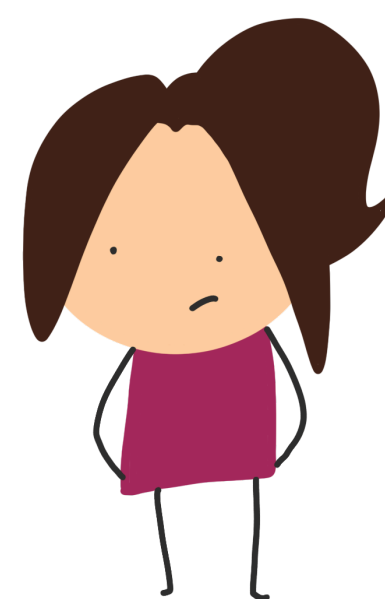
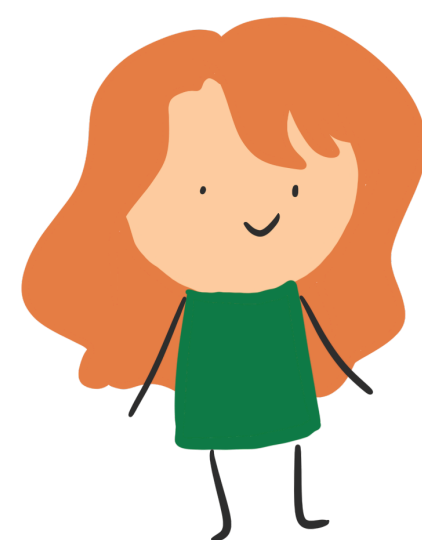










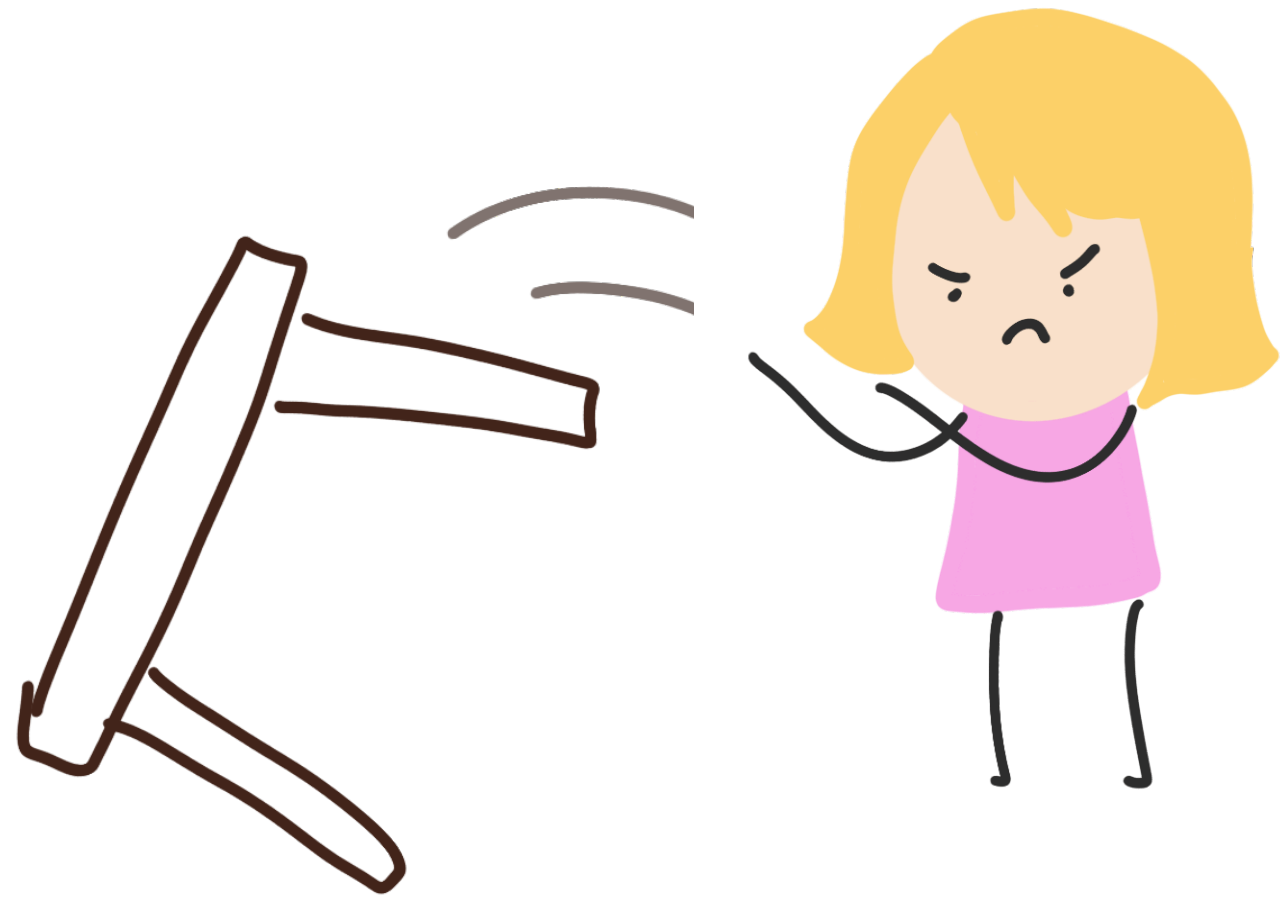


BALANCE:

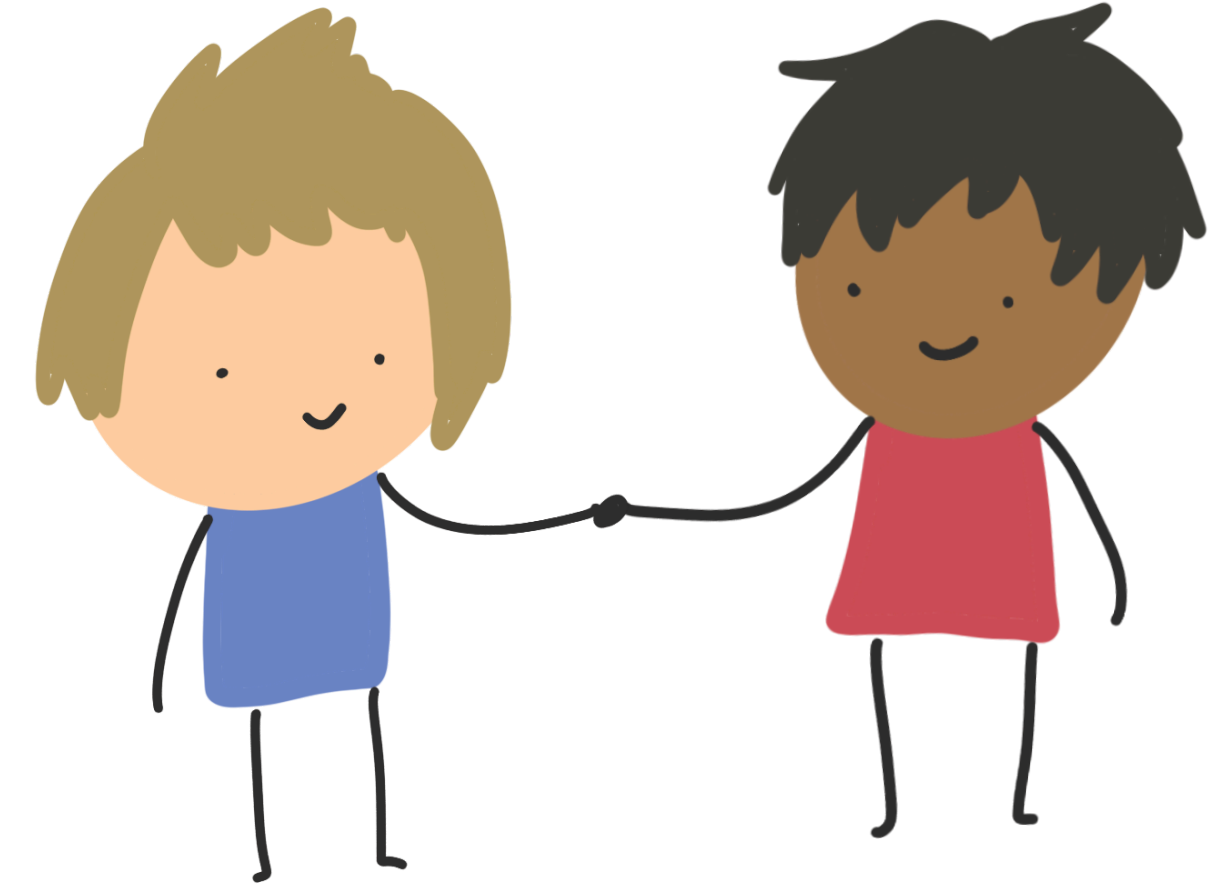
6 TABLE FLIPS



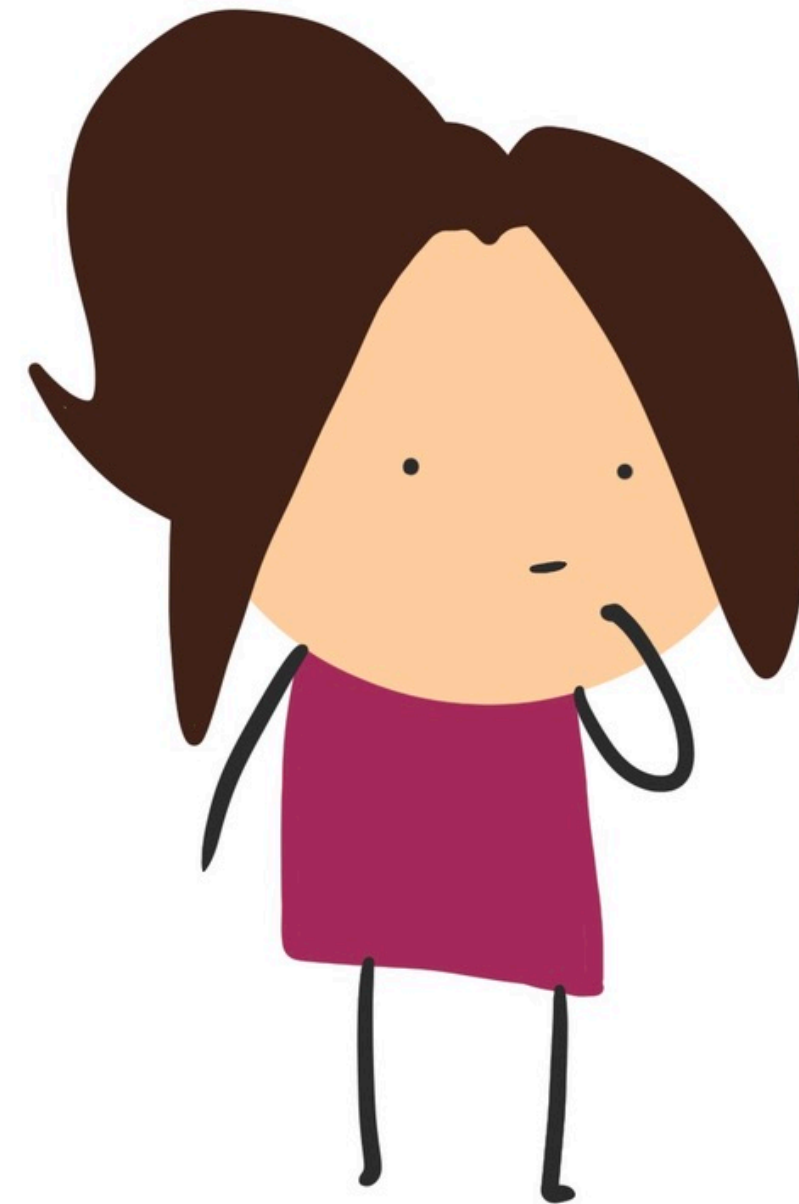
-1 TF



+1 TF



-1 TF



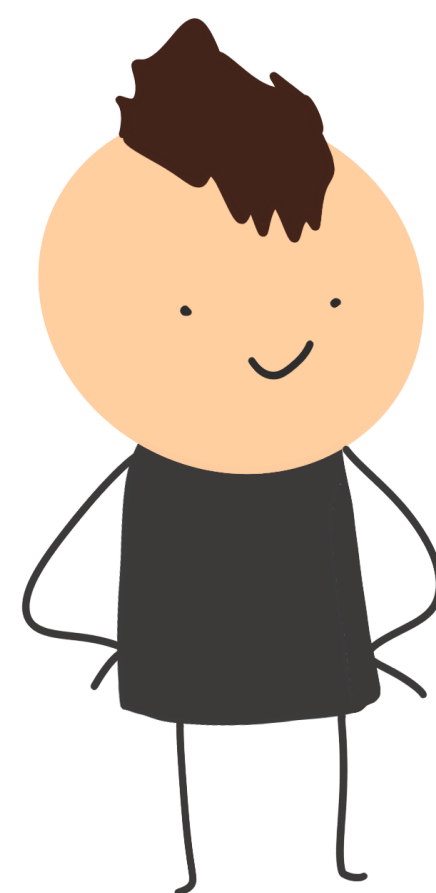
You can only engage with a system when you can accurately see.

046

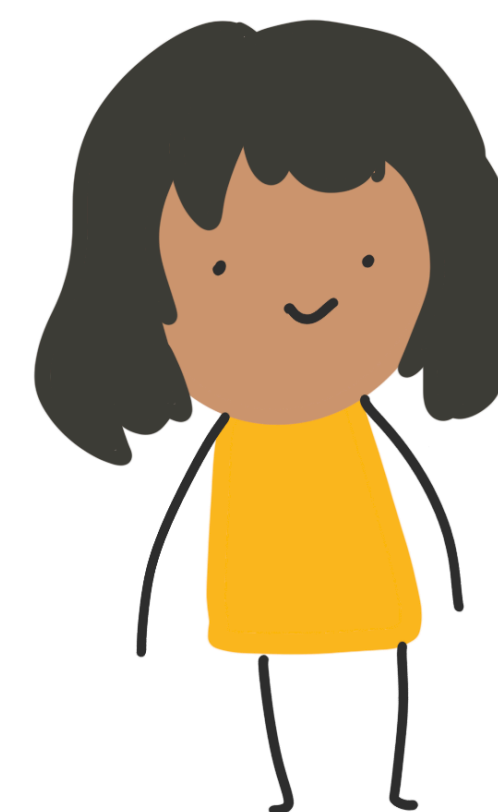
elephants in kenya.

so hard to photograph but
incredible to see.

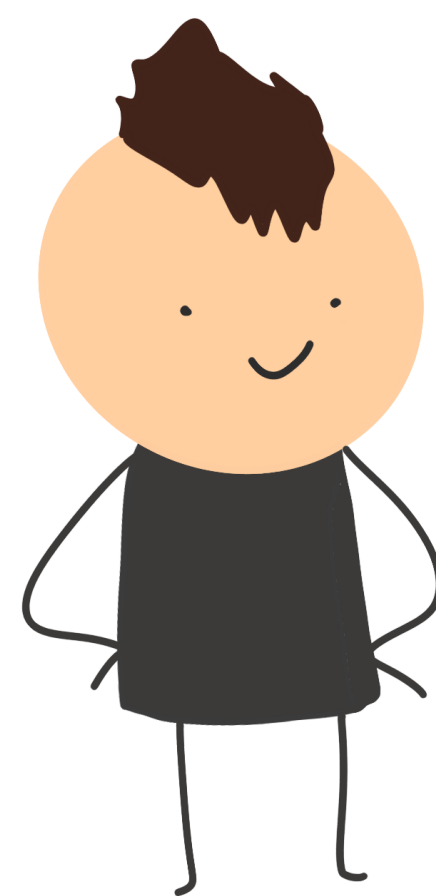




+4 TF



+2 TF

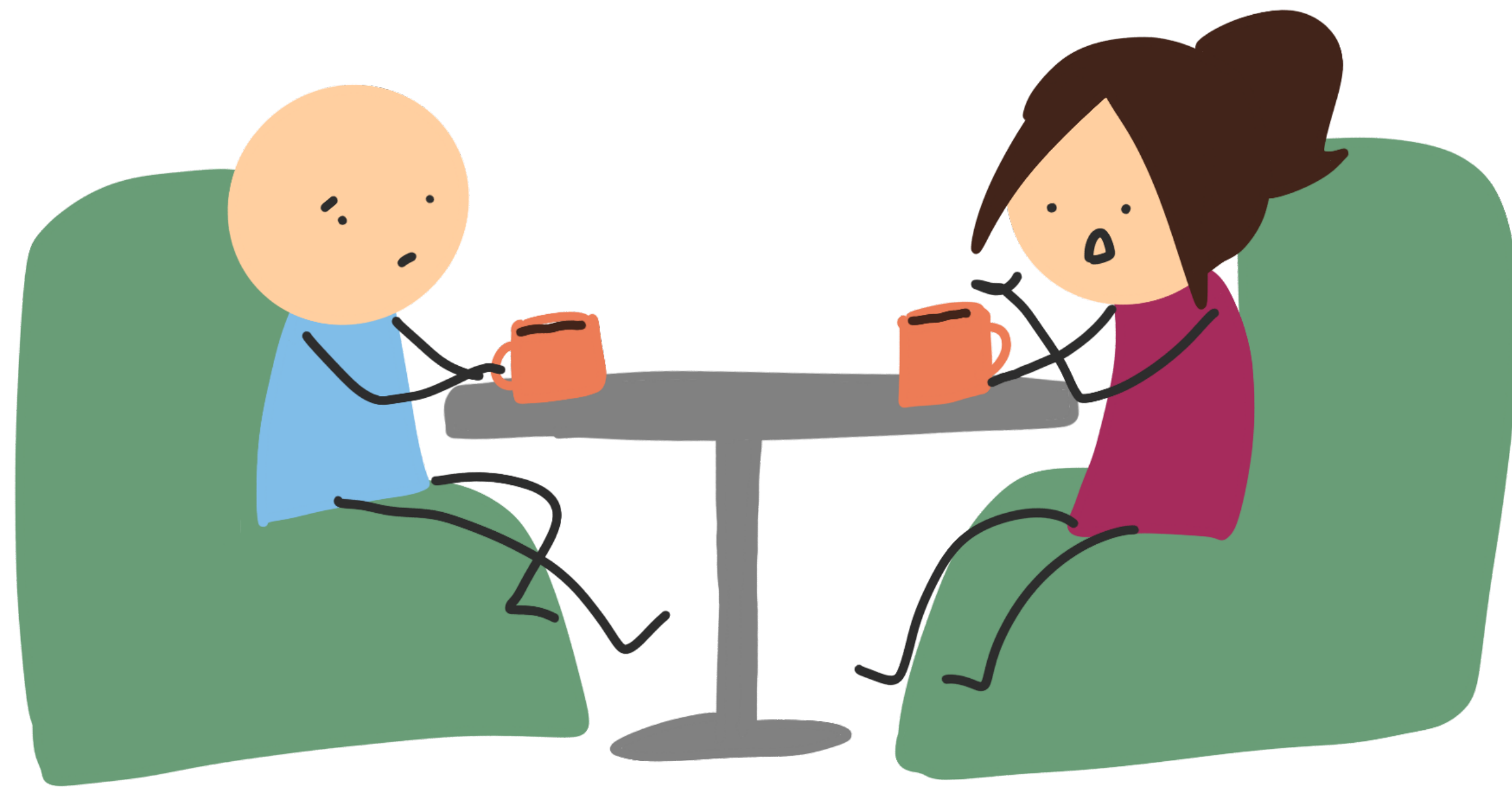


-1 TF



-2 TF

ethical
engagement



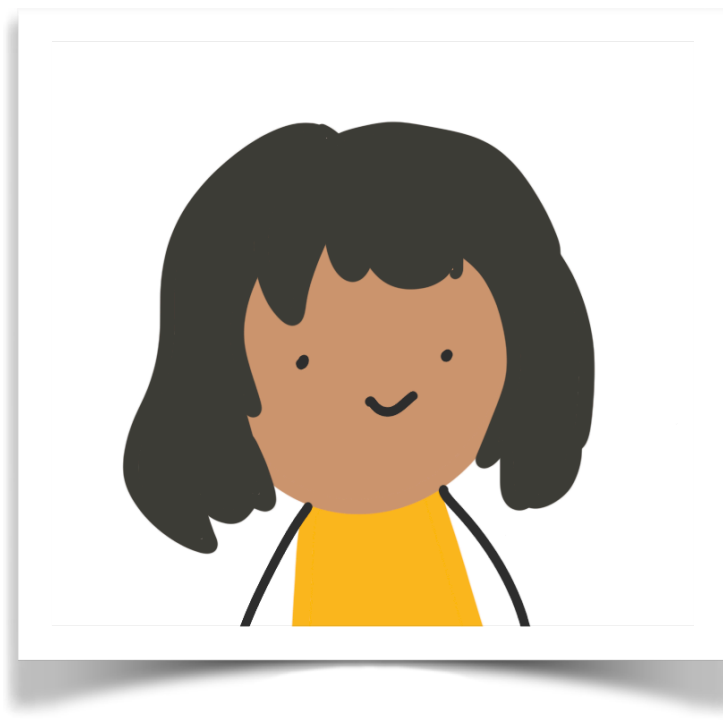






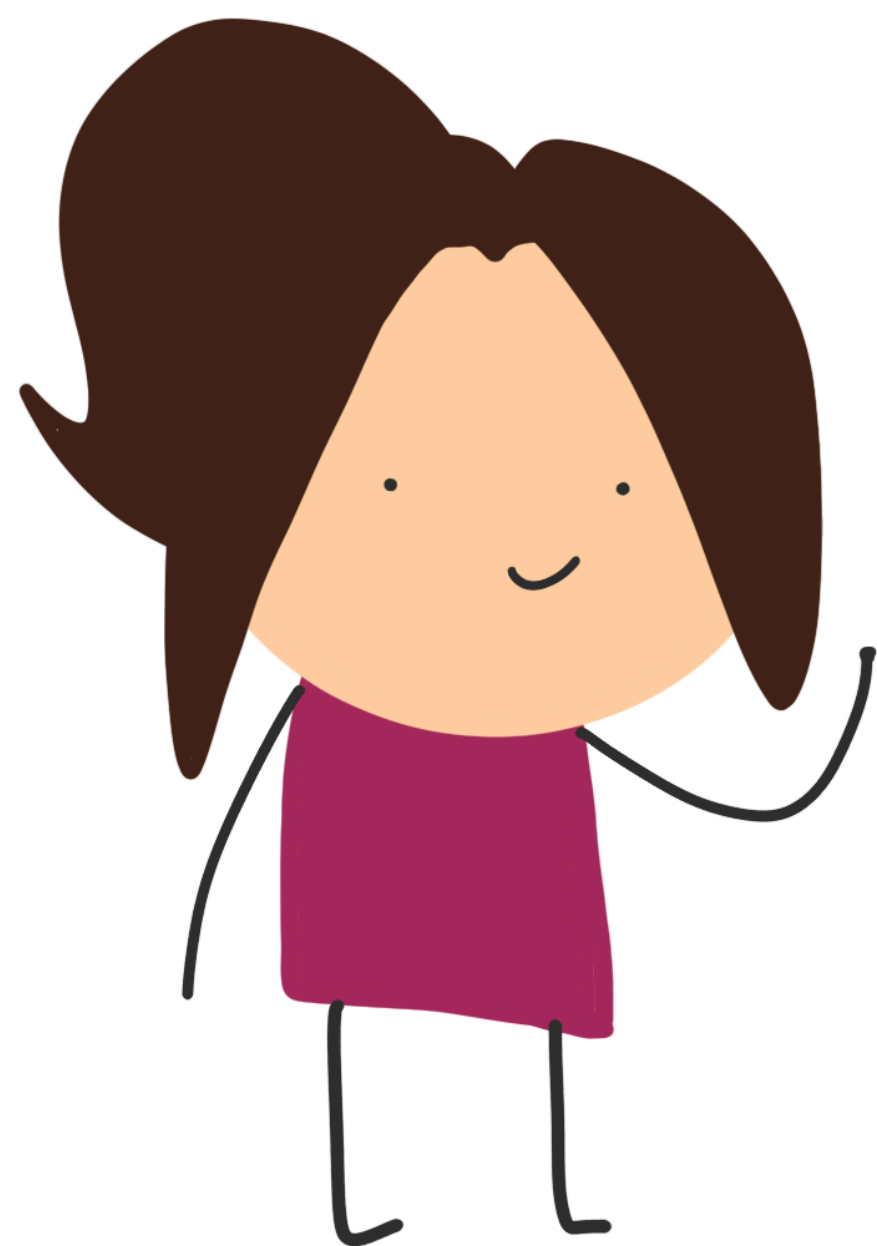
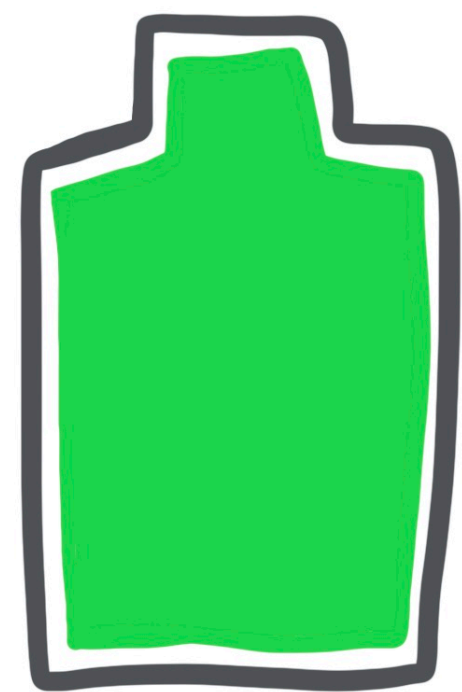


**Hey, I'm about to say something. Can I
count on you to add a +?**

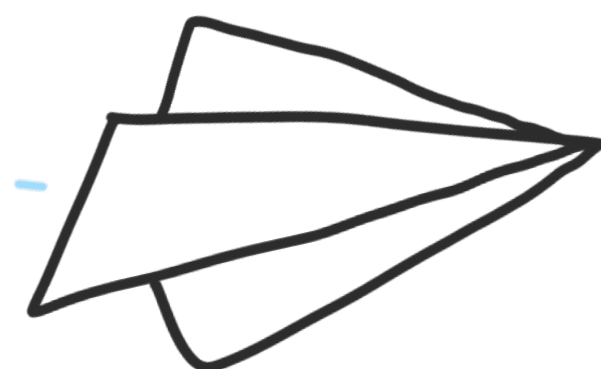


I gotchu fam

How do we lead while staying true to our values?



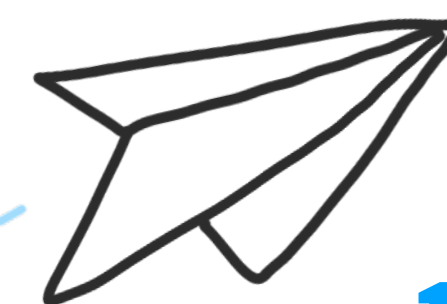
1 TF



1 TF

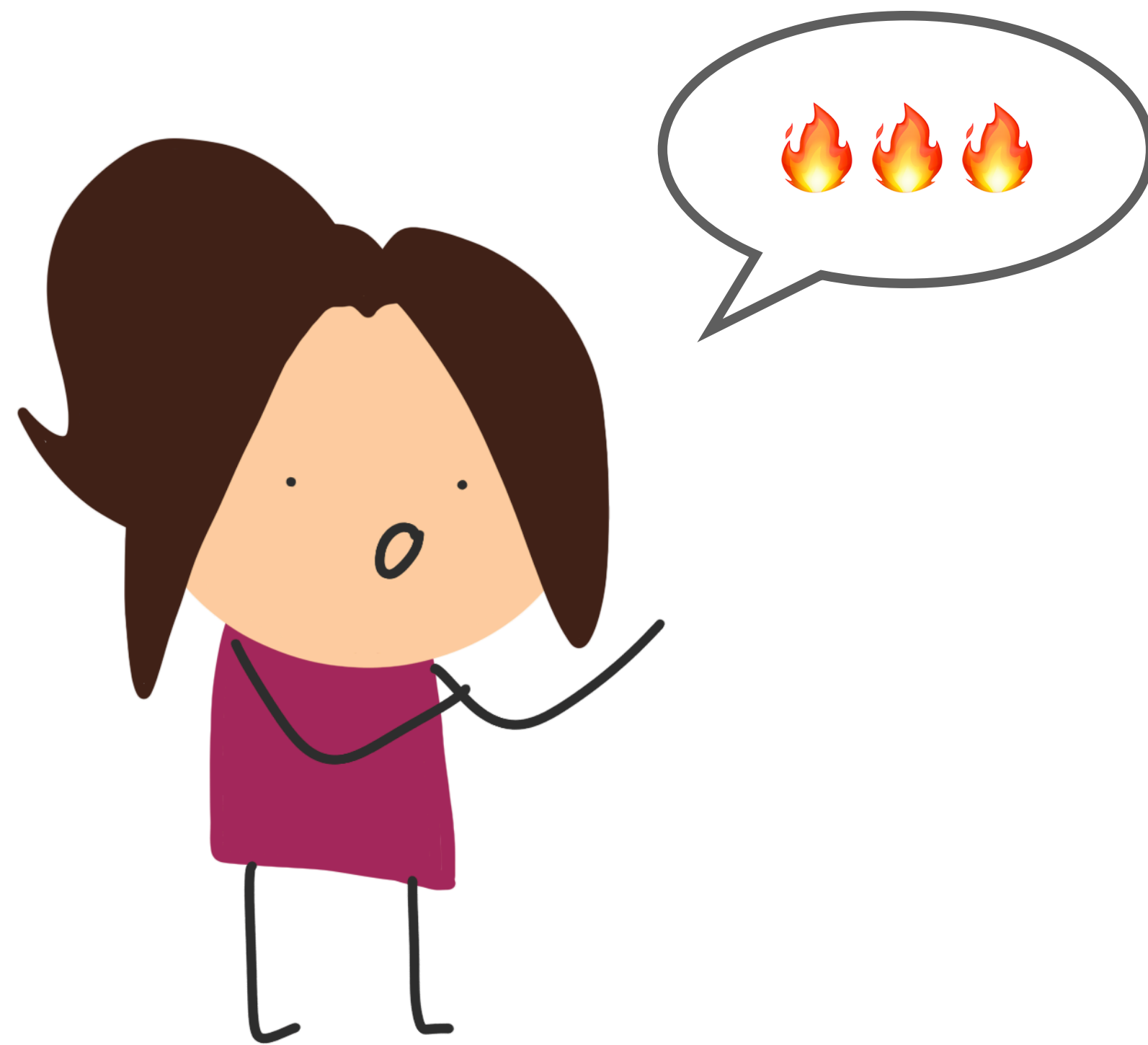


1 TF





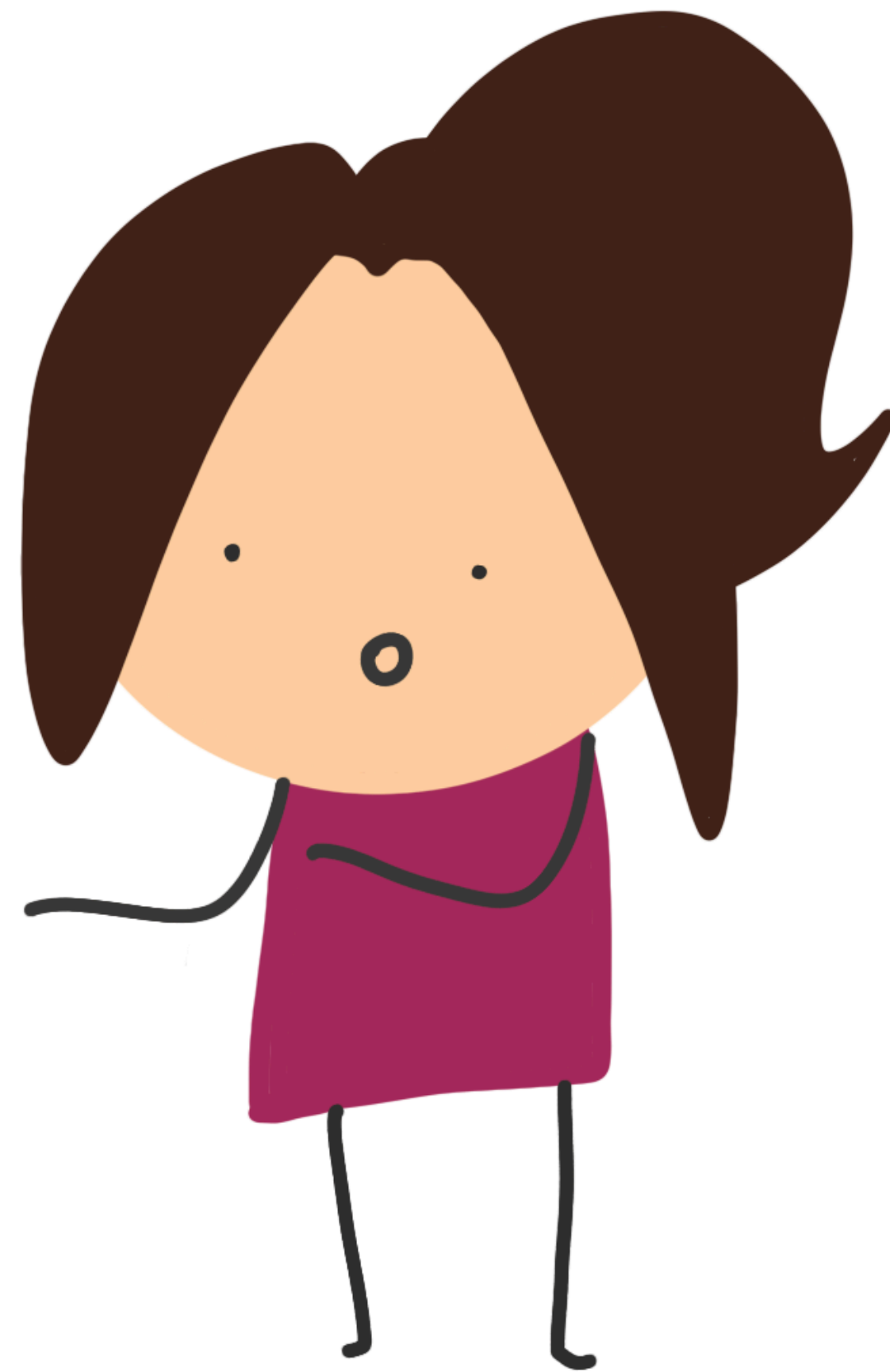
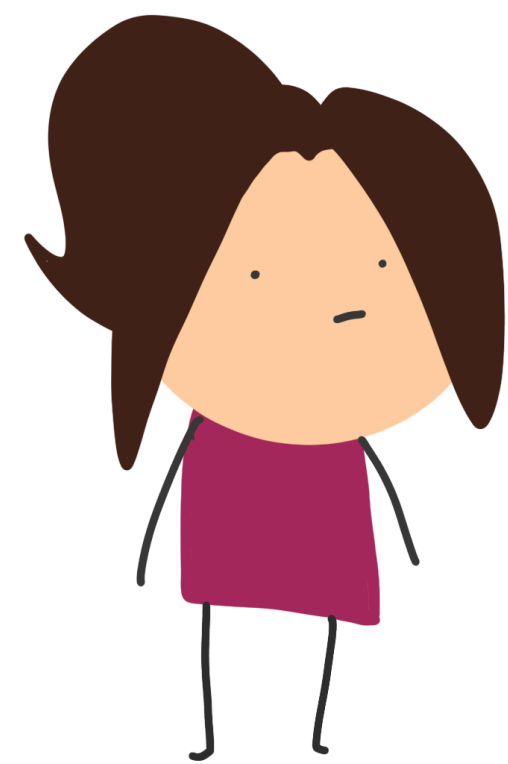




“I have clarity for you, but I don’t have hope.

“I have clarity for you, but I don’t have hope.

Do you still want to know?”



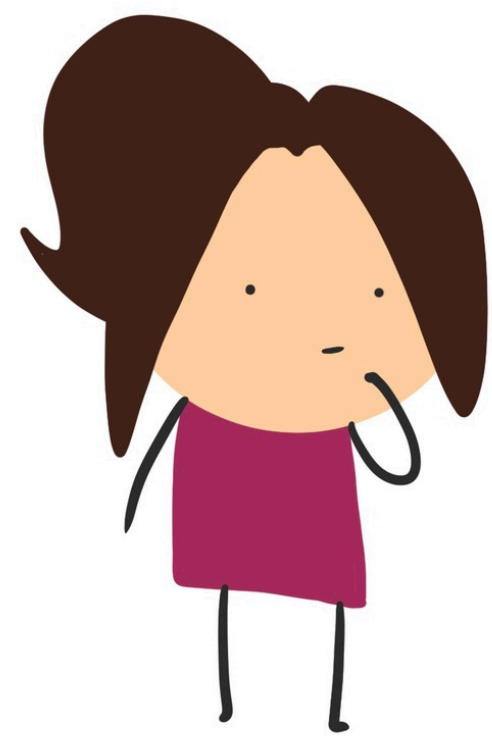
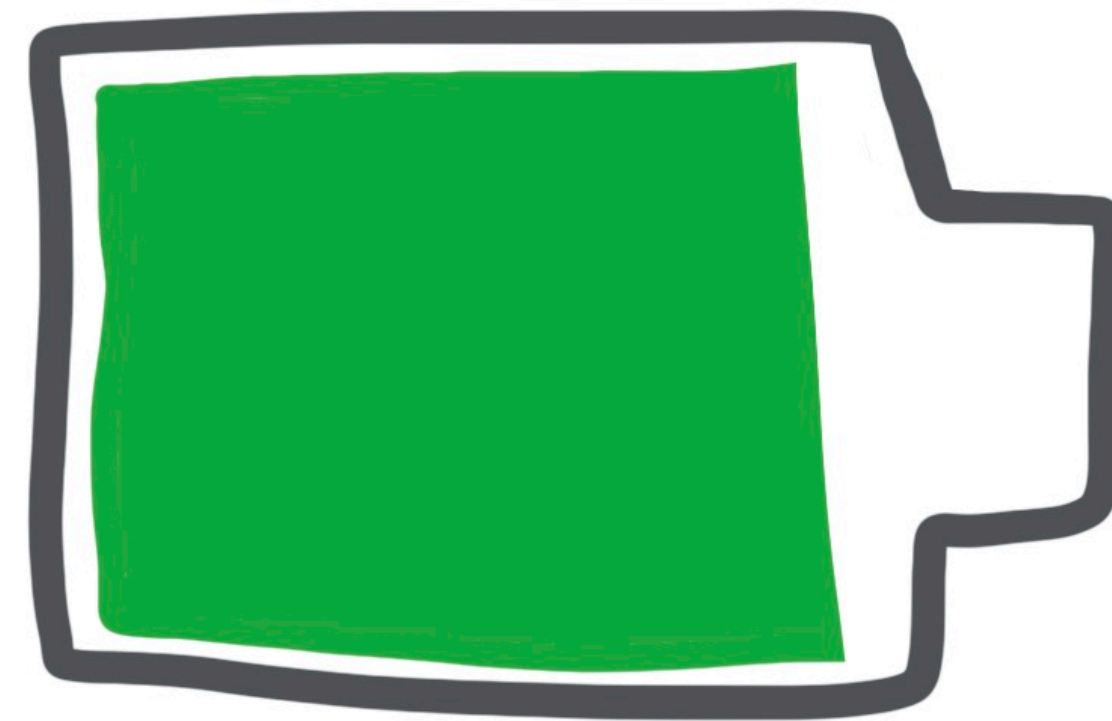
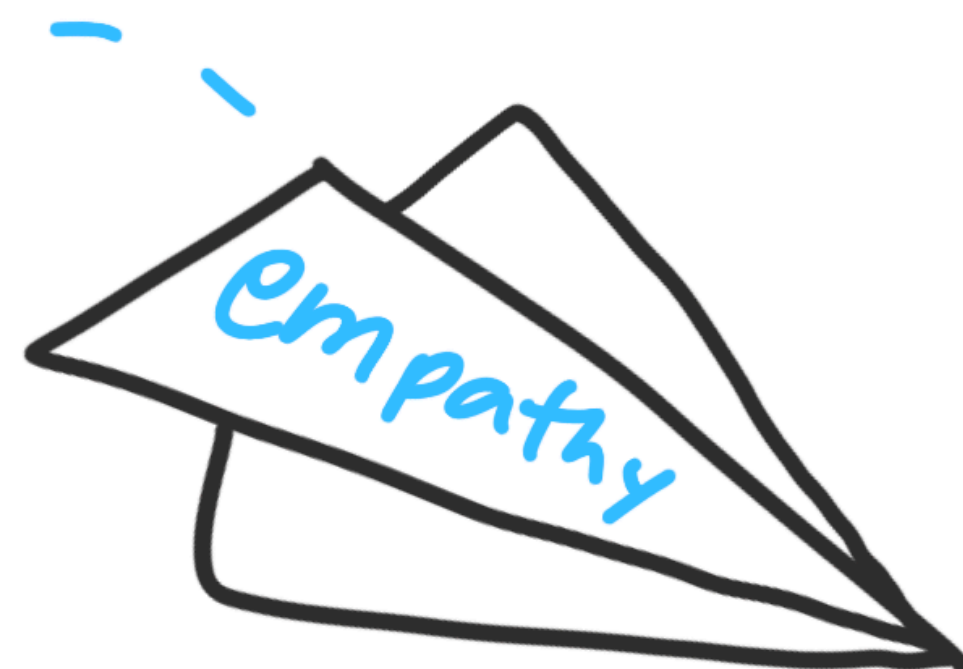


Table Flips: 12

Burn Rate: 1.25x



80%



thank
you

