Six things I’ve learned as a manager I wish I knew before

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Proactivity
How can I help you?
Commercial awareness
Hyatt Regency San Francisco
5 Embarcadero Center, Financial District, San Francisco, CA 94111, United States of America

Guests' Favorite Area

37/45
Talk to your PM/PO
Responsibility
responsible
responsible FOR ...
Kiwi Zone

Dogs can kill kiwi
No dogs allowed
green dragon  hobbiton
09.2014 – joined as developer
09.2014 – joined as developer
06.2015 – became Team Lead
09.2014 – joined as developer
06.2015 – became Team Lead
08.2016 – went back to IC
09.2014 – joined as developer
06.2015 – became Team Lead
08.2016 – went back to IC
12.2016 – promoted to Senior
09.2014 – joined as developer
06.2015 – became Team Lead
08.2016 – went back to IC
12.2016 – promoted to Senior
06.2017 – became TL (again)
09.2014 – joined as developer
06.2015 – became Team Lead
08.2016 – went back to IC
12.2016 – promoted to Senior
06.2017 – became TL (again)
08.2018 – switched to IC
09.2014 – joined as developer
06.2015 – became Team Lead
08.2016 – went back to IC
12.2016 – promoted to Senior
06.2017 – became TL (again)
08.2018 – switched to IC
01.2019 – Lead Developer
Knowing people

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THE SOCIAL STYLES MODEL

“Task/Results”

ANALYTICAL

DRIVER

“Ask & Listen”

AMIABLE

EXPRESSIVE

“People/Relationship”

“Tell & Direct”

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Feedback is a good thing
I think that yesterday your interaction with Maria was not correct. Your communication style doesn’t fit our company. Please think on how you can improve that.
Yesterday while talking to Maria you was loudly blaming someone’s code. This was heard by Jonathan, who wrote that code. Now he feels insecure and has to re-check every commit three times. That slows down productivity of the entire team.

In our company we try not to blame people, especially in public. Could you please next time share your concerns in 1-on-1 conversation? What do you think?
proactivity
proactivity
commercial awareness
proactivity
commercial awareness
responsibility
proactivity
commercial awareness
responsibility
communication
proactivity
commercial awareness
responsibility
communication
knowing people
proactivity
commercial awareness
responsibility
communication
knowing people
feedback
Thank you!

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