HOW TO SUCCEED
AS TECHNICAL LEAD OR DEVELOPMENT MANAGER
SKILLS YOU NEED
TECHNICAL MASTERY

WHAT THEY KNOW

• Good knowledge of system architecture and design
• Hands-on knowledge of programming
• Know what a consistent and high quality code base looks like

WHAT THEY DO

• Intimately involved in every aspect of technical implementation
• Frequent and in-depth code reviews
• May be spend 20% of their time coding
• Help the team by proposing sound design solutions
• Work with the team in Sprint Planning to do impact analysis and story point estimation
SOME OF THEIR FAVORITE SOFTWARE DEVELOPMENT BOOKS
Give us clear vision that we may know where to stand and what to stand for- because unless we stand for something we shall fall for anything

~Peter Marshall
WHAT THEY KNOW

- Scrum
- Working knowledge of JiRA or any other Scrum tool
- Discipline of Execution

WHAT THEY DO

- Work with the team to follow all the ceremonies of Scrum effectively
- Be on top of the Sprint deadlines and what “Done” for every user story looks like
- Obsession about getting the team better with every Sprint by doing effective retrospectives
- Understanding team’s productivity and making it better by removing impediments or coaching
SOME OF THEIR FAVORITE AGILE PROCESS BOOKS
No Heroics. If you need a hero to get things done, you have a problem. Heroic effort should be viewed as a failure of planning.

~Jeff Sutherland
TEAM MANAGEMENT

WHAT THEY KNOW

• How to build high performance teams
• How to motivate team members
• How to hire the best
• When to part ways with employees
• Giving and receiving feedback
• Scout the high performers
• Manage Conflict

WHAT THEY DO

• Get to understand their team members and deeply care about them.
• Conduct 1:1s regularly
• Create Goals for their team members
• Pulling up a team member who is falling behind
• Give timely feedback – positive or constructive
• Paint a picture of what an outstanding team member looks like
• Indulge in transparent communication
SOME OF THEIR FAVORITE TEAM MANAGEMENT BOOKS

- The Five Dysfunctions of a Team
- Leading Teams
- Crucial Conversations
- Managing Humans
- Drive
- First, Break All the Rules
- Now, Discover Your Strengths
- The No Asshole Rule
Never doubt that a small group of thoughtful, committed people can change the world. Indeed. It is the only thing that ever has.

~Margaret Mead
COMMUNICATION

WHAT THEY KNOW

• How to write effectively
• How to persuade people
• Delivering engaging presentations

WHAT THEY DO

• Write effective emails and business documents
• Reach out periodically and listen to the client and team member’s views
• Speak eloquently about any issue
• Engage the crowd by their compelling speech
• Create stunning presentations and deliver them effectively
SOME OF THEIR FAVORITE PRESENTATION/COMMUNICATION BOOKS

- *Presentation Zen* by Garr Reynolds
- *Made to Stick* by Dan Pink
- *The Back of the Napkin* by Dan Roam
- *Communicating Effectively* by Harvard Business Review
- *How to Win Friends & Influence People* by Dale Carnegie
- *Influence: The Psychology of Persuasion* by Robert B. Cialdini, Ph.D.
Good communication is as stimulating as black coffee, and just as hard to sleep after.

~Anne Morrow Lindbergh
UX and UI know-how

WHAT THEY KNOW

• Design Thinking
• Building user experiences
• Interaction Design
• What pixel perfect visual design looks like

WHAT THEY DO

• Own the user experience and visual design. They don’t think that it’s merely a designer’s job
• Work with designers to create compelling user experiences
• Obsess about design consistency like alignment, color and fonts
SOME OF THEIR FAVORITE UX AND UI BOOKS

1. The Design of Everyday Things by Don Norman
2. About Face by Alan Cooper,中心
3. Hooked: How to Build Habit-Forming Products by Nir Eyal
4. Designing for the Digital Age by Kim Goodwin
5. Don't Make Me Think by Steve Krug
6. Simple and Usable by Gisle Colbjorn
Design creates stories, and stories create memorable experiences, and great experiences have this innate ability to change the way in which we view our world.

~Christian Saylor
BEHAVIORS YOU EXHIBIT
Transparency

WHAT THEY DO

- Rotate the credit around
- Admit failures
- Share information openly, if it’s not confidential
- Be honest about how they feel for a team member
- Practice candor, respectfully
- Allow team members to be candid
- Ask for feedback, constantly
- Actively solicit ideas from team members to improve
- Not Afraid to say “I don’t know”
CARING

WHAT THEY DO

• Get to know their team members
• Understand their strengths and weakness
• Find out career aspirations for them
• Listen respectfully
• Help them fulfill their career aspirations by lining up clear goals
• Personally care about the wellbeing of the team member
• Always give them timely appreciation or constructive criticism for them to improve
WHAT THEY DO

- Obsessed with successful outcome of the product
- Take care of the team
- Take care of the client
- Constantly think about the product team to get better
- Find out ways to grow the company
- One of the hardest working team member
- One of the first one to come in and last one to go
ACT LIKE A COACH

WHAT THEY DO

• NEVER suffer from “I’m the boss around here” syndrome
• Relentless focus on growing team members by giving them candid feedback
• Doesn’t ask for privileges which aren’t given to the team members
• NEVER micro manage people.
• Always micro manage the outcome i.e. obsessed about the successful outcome
WHAT THEY DO

• Lead from the front by exhibiting behaviors that they want the team to follow, no matter how senior they are
• Have a growth mindset
• Relentless focus on unlearning and learning new things
• Speak and write politely, professionally and respectfully
• One of the team members who stretch the hardest
WHAT THEY DO

• Practice Punctuality in every sphere
• Respect other people’s time by showing up for meetings on time
• Honor their time commitments, even if it’s for writing an email
• Delegate tasks on time
• Be a stickler for schedules. Practice “Deadlines are sacrosanct”
• Manage their time well
• Give an impression that their days are 30 hours long
THANK YOU