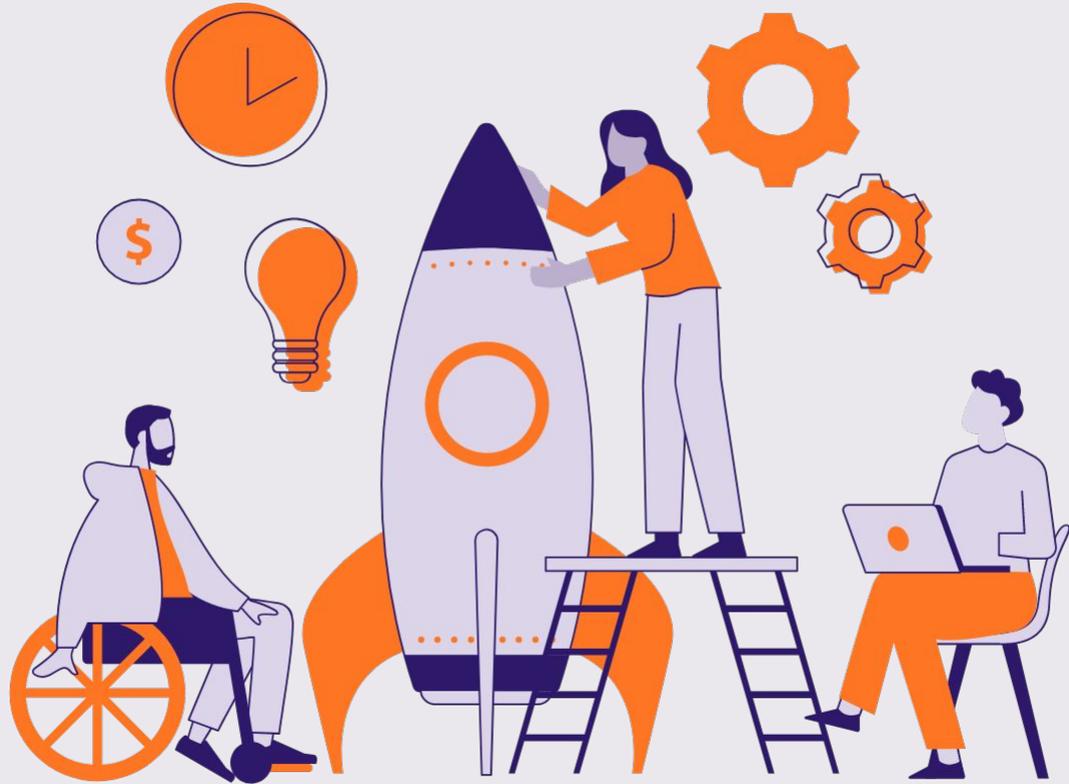


Navigating the Minefield of Changing Working Relationships When Stepping into Leadership

Humayra Hanif

@HumayraHanif





Who is this aimed for?

- Thinking about transitioning into a leadership* role?
- New to a leadership role
- Helping someone into a leadership role
- Building engineering leadership teams
- On the other side

*Leadership:

Tech Lead

Engineering Team Lead

Engineering Manager

@HumayraHanif

Who am I?

My name is Humayra 🙌

I'm a Senior Software Engineer at accuRx 🩺

We're hiring:

Engineering Managers

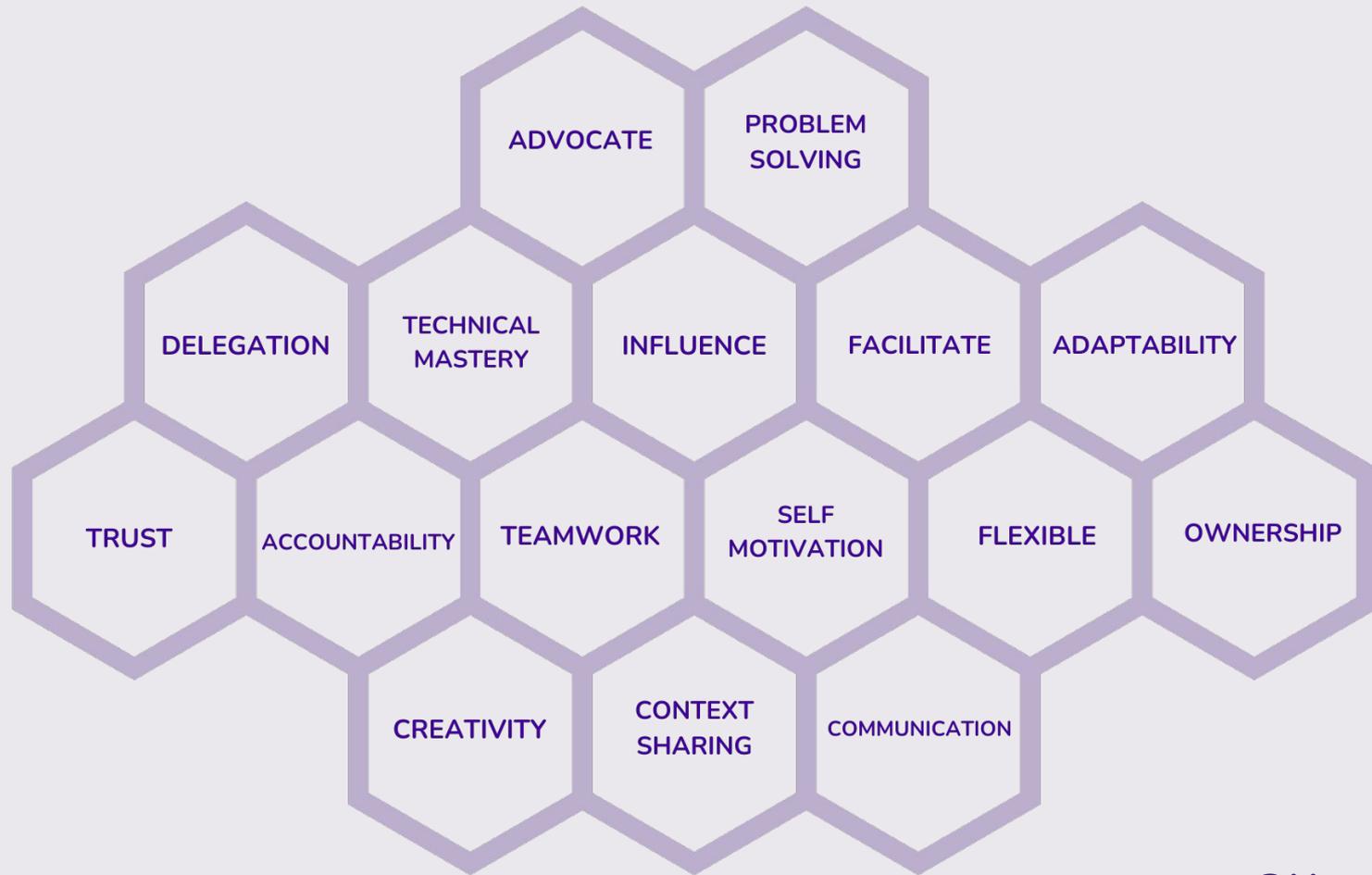
Senior & Staff Software Engineers (React & .NET)

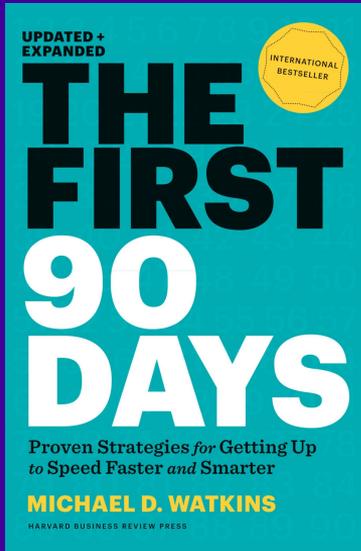
Tech Lead (Backend)

Technical Programme Manager



@HumayraHanif





“If you take a typical group of mid-level executives and ask if they’ve ever been promoted to lead their peers, 90% of them will say yes.”

Michael Watkins, *The First 90 Days*



Contributor



Multiplier



Forming



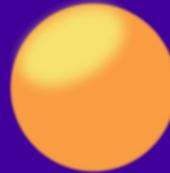
Storming



Norming



Performing



Adjourning



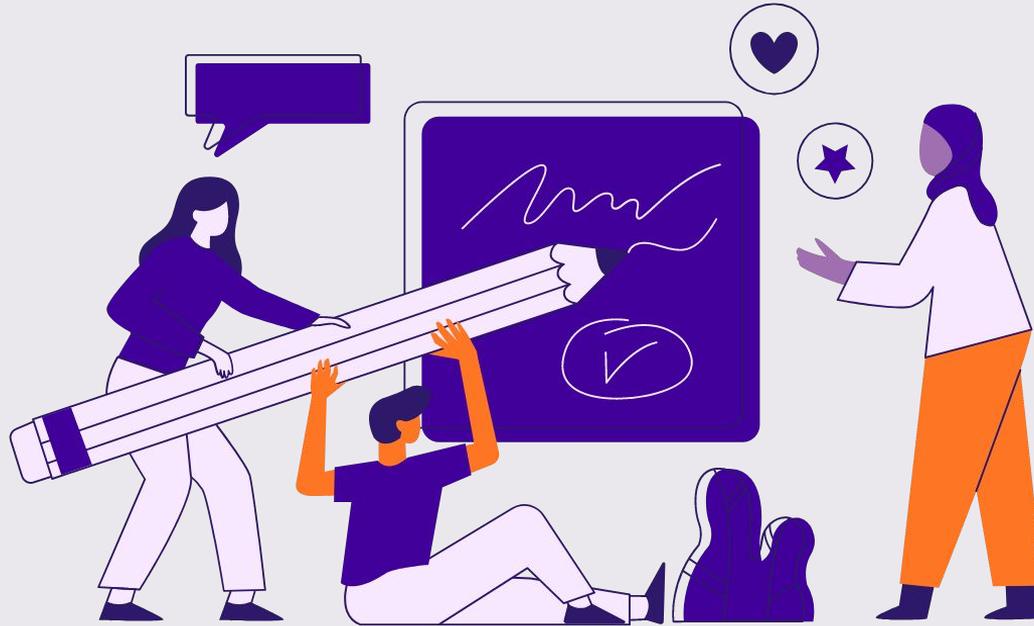
Forming

Storming

Norming

Performing

Adjourning



Bruce Tuckman

@HumayraHanif

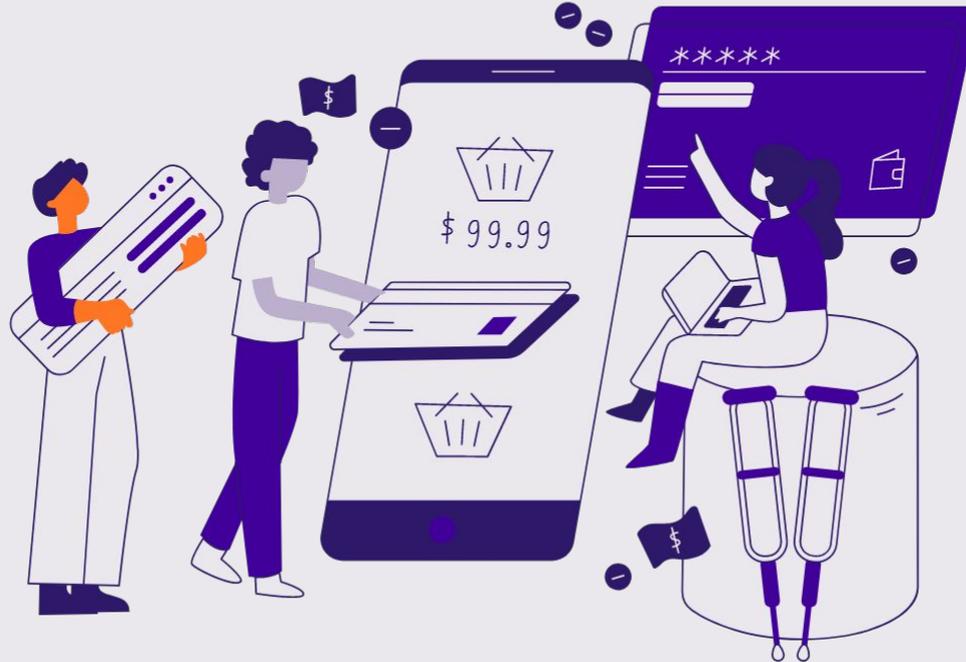
Being an Engineering Leader



Results



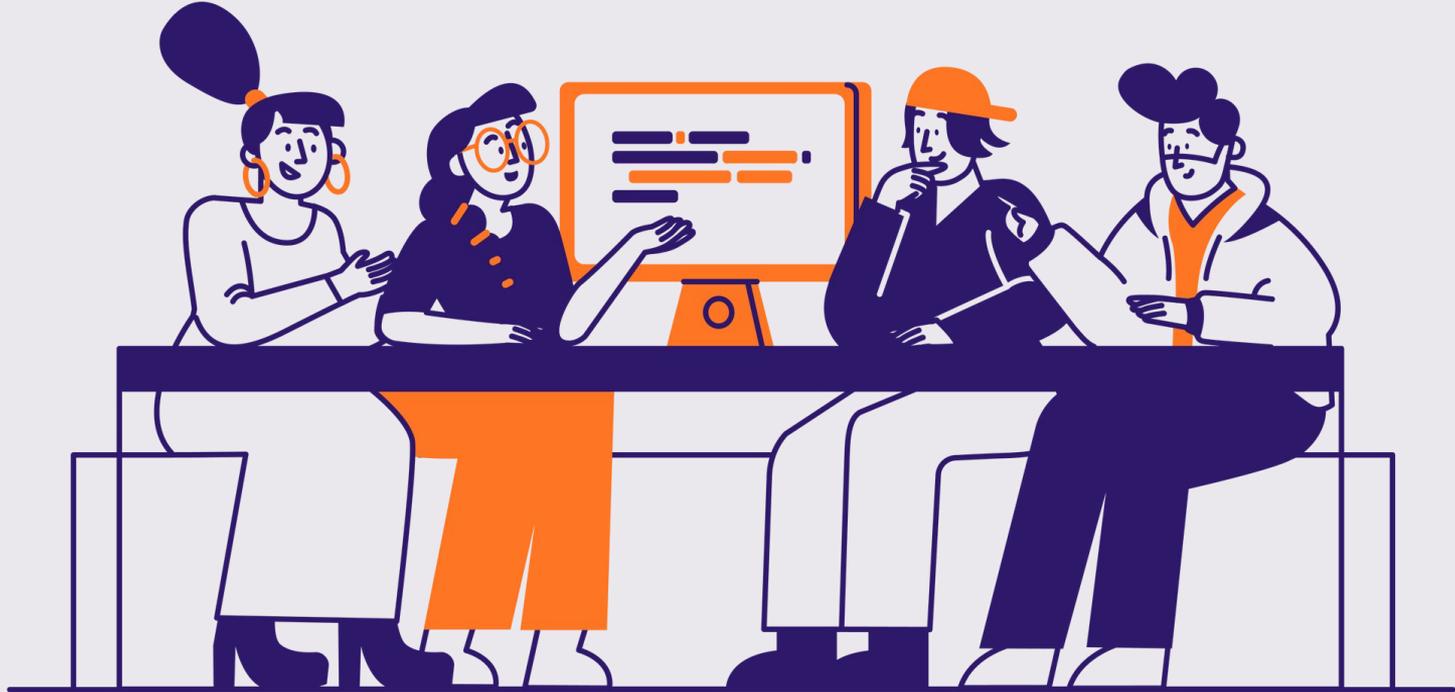
... And The Team Output



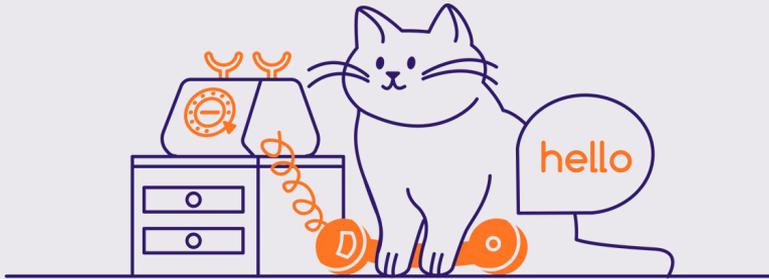
Managing the Initial Transition



Each Situation is Unique-ish



How to Get Feedback



Direct

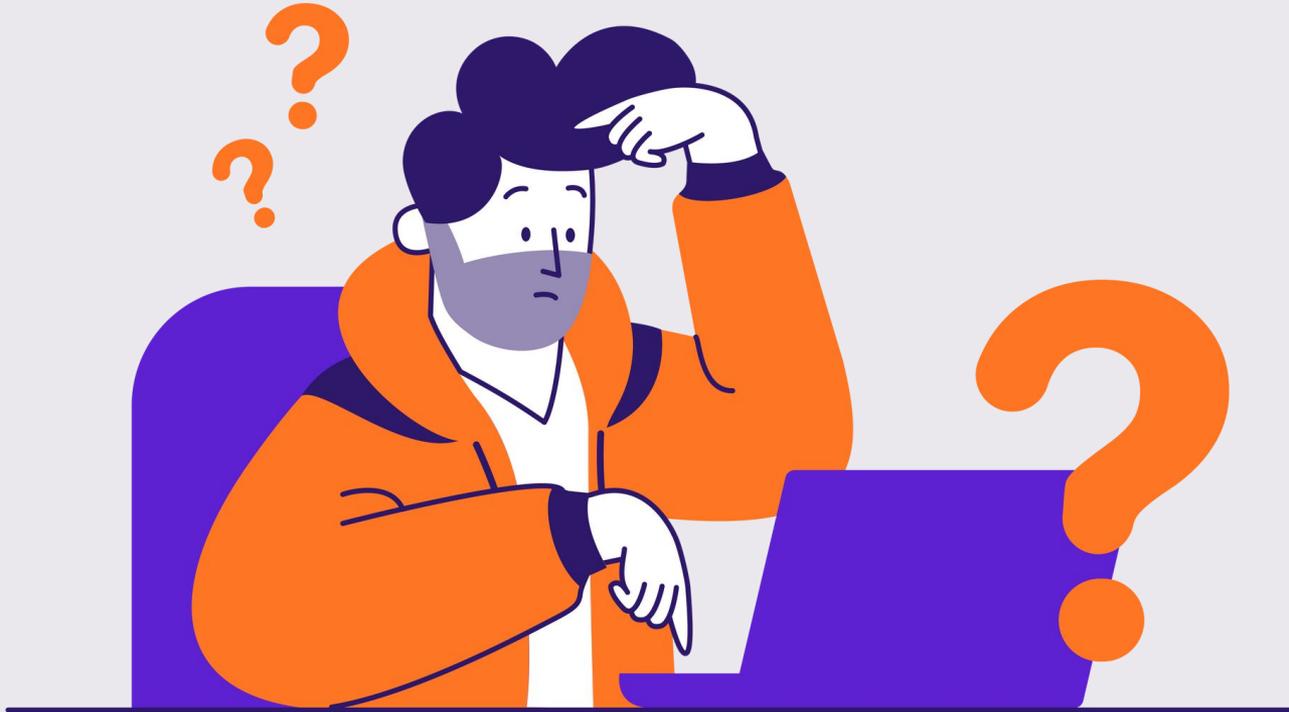


Anonymous

Are We Still Friends?



Having Difficult Conversations



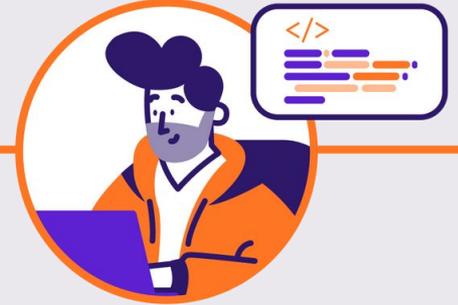


**HOW IS IT GOING TO LOOK IF THE
ASSISTANT MANAGER IS
PLAYING FAVOURITES?**

Content is King, Context is Queen



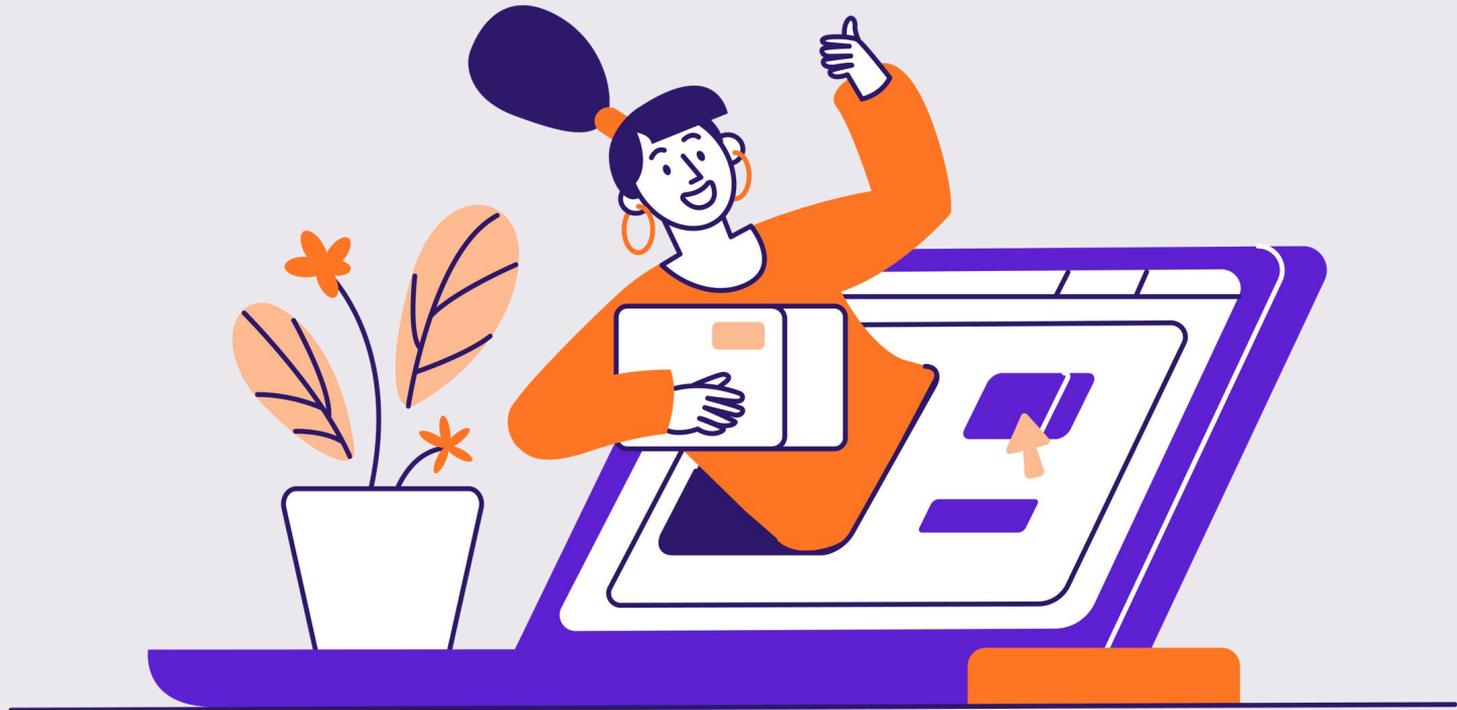
Navigating Hurt and Resentment



Looking After Yourself



Final Thoughts



Final Thoughts



Final Thoughts



Final Thoughts



Find your
new tribe and
support network



Thank You