

How a year in
Engineering Leadership
has made me a better
Individual Contributor



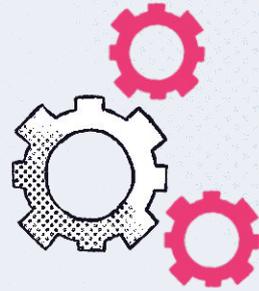
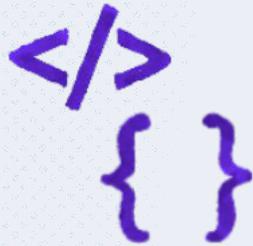
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Technology Lead @ Pluralsight Technology Center of Excellence

Jan 2021



May 2021





Jan 2022



**Senior
Software Engineer**



**I no longer hesitate to suggest
process changes.**



A large, stylized pink quotation mark icon consisting of two curved shapes facing each other.

How could I possibly know better than my manager how we should be doing things?



Impediments to Change



time



quality



feedback

Deployment Process

- ✓ QA in staging
- ✓ Jira status transitions
- ✓ announcements
- ✓ confirmation

Deployment Process



focus



bottleneck



efficiency



Initiating process change is not a critique of the manager.

Takeaways



ownership



agreements



prompting



**I am honest about needing time
to learn & upskill.**

x x x Help

- ✓ overtime
- ✓ slow delivery
- ✓ burnout
- ✓ learning debt

On-Premise Installation



over-delivered



no bugs

“

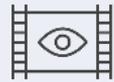
*Our leaders don't expect
that we know everything already.*

*It takes confidence to
own skill and knowledge gaps.*

Takeaways



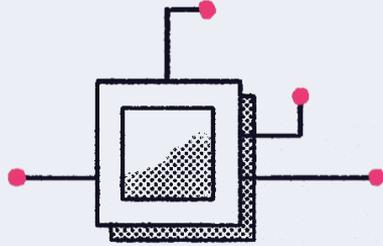
culture of learning



visibility



model it



**I deeply value my relationships
with my teammates.**



**I HATE TALKING
TO PEOPLE**

peacock

The life- changing magic of the 1:1

- ✓ goals
- ✓ strengths
- ✓ weaknesses
- ✓ anxieties
- ✓ passions
- ✓ non-work lives



The Relationship Effect



productivity



community



retention

Takeaways



get personal



facilitate bonding



“people” people



“

Empower your
individual contributors
to be **leaders**.

Thank you

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