

# Scale up

*How to grow your team  
without growing headcount*

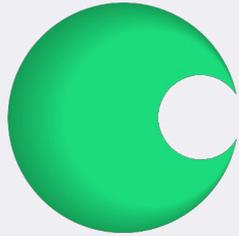
*CJ Cenizal @ LeadDev SF 2022*



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*Chronosphere*



*Elastic*

*Cloning yourself  
doesn't work*



*"Can I just do  
what I'm good at?"*



*Meet people  
where they are*





*Who writes  
performance assessments?*

*Writing is  
magic*



*Foster a  
writing culture*



*Accountability isn't doing  
everything yourself*



*Maximum efficient  
use of energy*



*Give away your  
responsibilities*



*Meet people where they are*

*Foster a writing culture*

*Develop a team of leaders*

**Thank you!**

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