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Grokking Leadership via Mentoring

Leadership and management are different

Career progression = management

...but why?

Junior > Senior > Manager/Lead

How do you prepare?

Let's grok these things.

Otherwise, how can you know if you're ready?

“Leader” is earned

...and manifests in different ways.

Domain leadership

People leadership

Great managers are *leaders*, but not all leaders need to *manage*.

Managers still solve problems.

Managers solve different problems.

The problems that exist at the intersection of people and the software they build.

Managers are technically capable.

Managers build and *enable* teams.

Managers build trust

...by spending time with these individuals.

Talk!

Not about work, but life— you'll see it manifest in code.

Managers solve...

- “I’m having a problem with my code.”
- “Which skills do I need to develop?”
- “I’m not sure which role I should apply for next.”
- “I’m not getting the right information from my product manager/designer/fellow engineer.”
- “I’m having trouble getting motivated.”

Managers are leaders.

How do you know if you'll make a good manager?

How do you know that you *are* a good manager? How do you continue developing?

How do you prepare to manage and lead?

How do you know if you want to manage?

How do current managers keep learning?

Test!

Mentorship

A way to test the waters, or learn to better navigate them

Mentorship

n. the guidance provided by an experienced and trusted advisor.

Mentorship is for everyone.

Mentorship is a new perspective.

Mentorship is reciprocal.

Both mentor and mentee benefit from it!

Mentorship is development.

Mentors solve...

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- “Which skills do I need to develop?”
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Mentors solve...

- “I’m having a problem with my code.”
- “Which skills do I need to develop?”
- “I’m not sure which role I should apply for next.”
- “I’m not getting the right information from my product manager/
designer/fellow engineer.”
- “I’m having trouble getting motivated.”
- “I’m having trouble with my manager.”

Management

Management is mentorship at scale.

Try it!

But wait.

What if this isn't for you?

Knowing “this isn’t for me” is just as valuable.

Individual contributor career tracks

Support those who don't want to pursue management!

~~Advancement is management~~

We need all kinds of leaders!

...and processes which enable them all.

Thank you!