All views are my own and do not represent that of any organization

Creating balance between product managers & engineers

@vidyanagarajan #QConSF

by **Adam Metz** in **Google in the Enterprise**, in **Cloud**
on January 25, 2012, 4:02 AM PST

Adam Metz shows us how a large company like Genentech plans and implements an enterprise-wide installation of Google Apps.

In 2007, Google lacked an enterprise product used by large corporations, but Genentech approached them with the idea of using Google Calendar and Mail. Google immediately embraced the idea, and that started Genentech's journey into the cloud. Today, the company even uses the Google Search Appliance, internally and externally.

"To set context," Graff said, "we were the first large customer to migrate to Google Apps, so our migration strategy and timing were very different than what exist today."

"We switched over a weekend," Graff said.
"Folks left on a Friday on one calendar system and on Monday they came in and started working in Google Calendar. We had the help of third-parties in our transition that assisted with the data migration process and organizational change management/training efforts, and Google also assisted with go-live day."

Source: Techrepublic

Let’s understand what happened here

Google wants to replace your office's teleconference system with a $999 Chromebox

That'll be $250 per year, too

By Sean Hollister | @StarFire2258 | Feb 6, 2014, 2:00pm EST

Chromebox for meetings, a $999 video conferencing system from Google

Google expands its business hardware beyond Chromebooks and Chromeboxes.

JON BRODKIN - 2/6/2014, 12:49 PM

Google has launched a new platform aimed at helping businesses better set up, run, and manage meetings. With Chromebox for **Meetings**, employees can quickly host **meetings** leveraging Chrome OS and Google+ Hangouts technology without having to **deal with** complicated logistics and technology **setup** time.

Feb 6, 2014

Google Launches Its $999 Asus Chromebox for Meetings ...

https://thenextweb.com › google › 2014/02/06 › google-launches-chromebo...

With Its Tiny PC, Google Makes a Play for Your Conference ...

https://www.wired.com › 2014/02 › google-chromebox-meetings ▾

Feb 6, 2014 - Inside **Google** offices across **the** globe, company engineers and other employees have long communicated over internet video-conferencing systems developed by **the** tech giant

Google Takes On Teleconferencing With 'Chromebox For ...

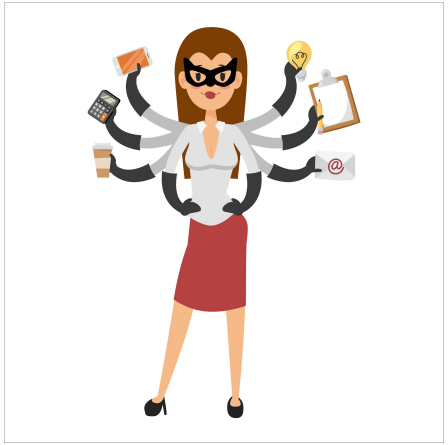
https://www.businessinsider.com › google-launches-chromebox-for-meetin... ▾

Feb 6, 2014 - **Google** and Asus today released a new device for business videoconferences, called **Chromebox For Meetings**

Let’s understand what happened here?

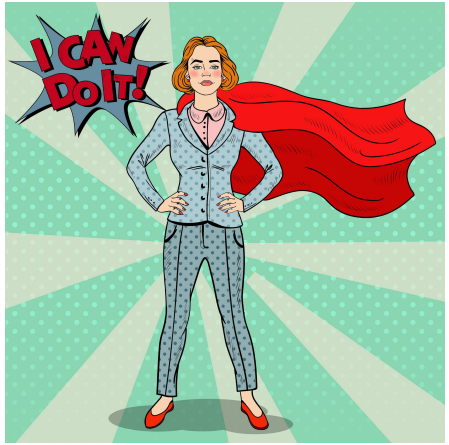
Source: TheNextWeb

My journey



Start-up

2000 – 2002



Mid-sized

2002 – 2007

Mid-sized growing to be a large enterprise

2007 – 2010

Large Enterprise

2010 – Present

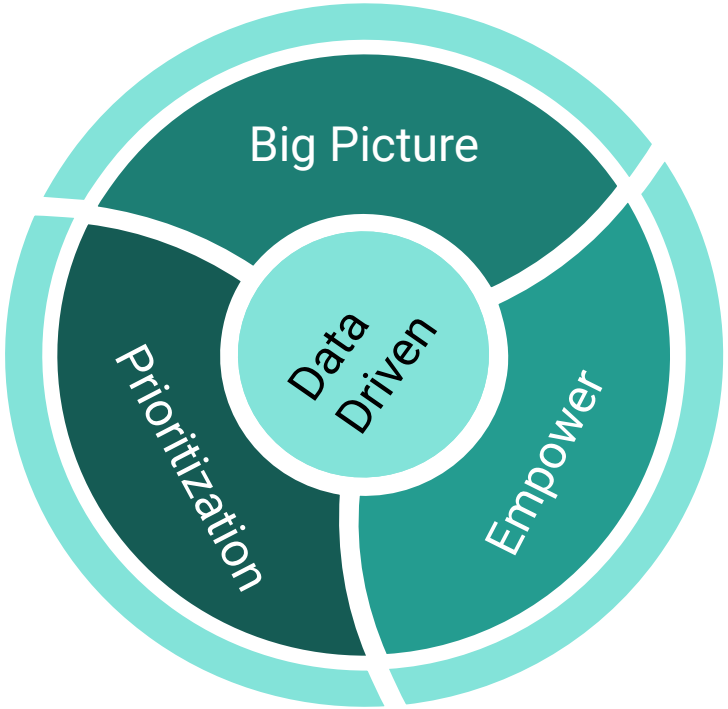
Traits of a Product Manager

- Visionary
- Story-Teller
- Influencer without authority
- Prioritization driven
- Data driven
- User/Customer empathetic

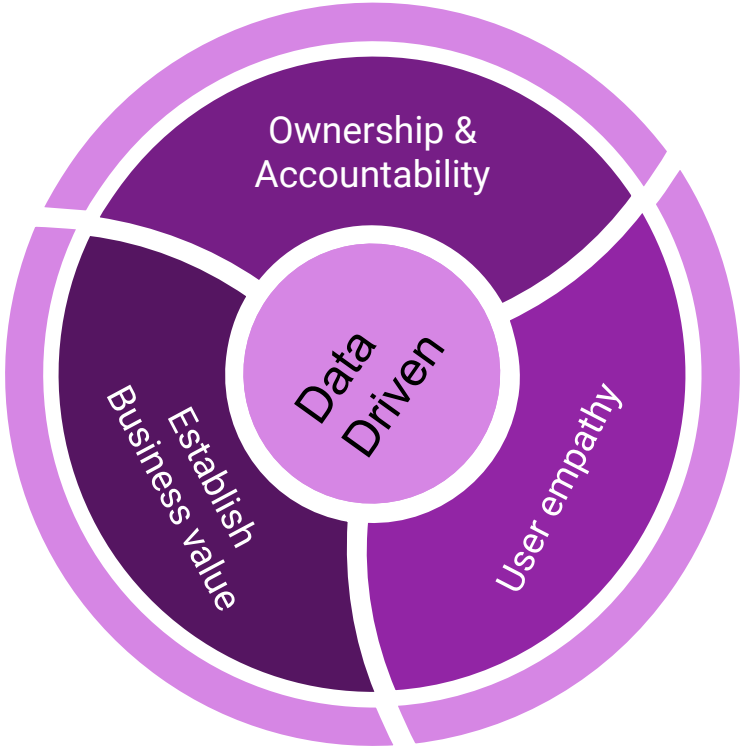
Traits of an Engineer

- Technical
- Subject matter expert
- Focused on depth rather than breath
- Limited customer visibility
- Detail oriented
- Analytical/Data driven

How to make this work?

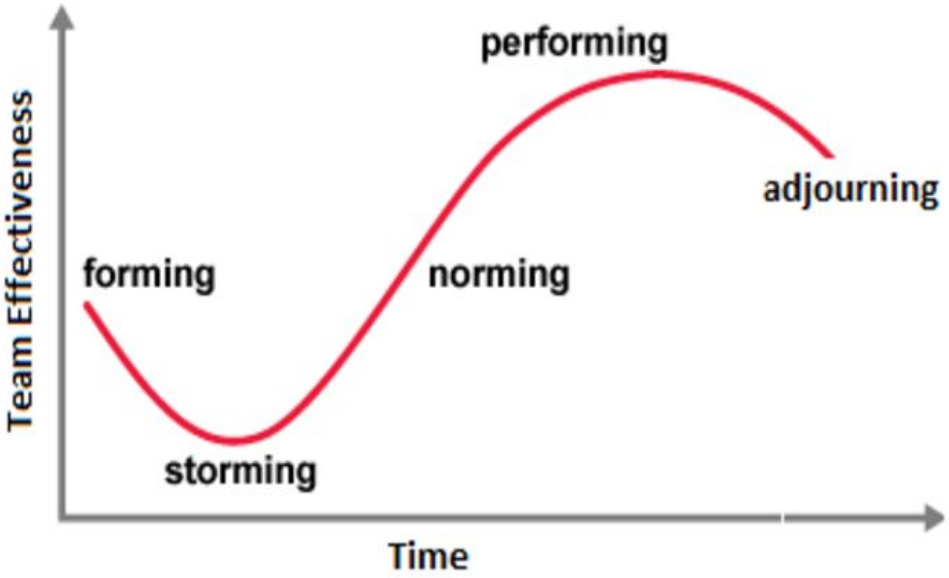


Product Managers can be effective with engineers



Engineers can be effective with Product Managers

Cohesive Teams



Tuckman's stages of group development

Decision Making and Conflict resolution Framework

1. Collaborative
2. Accomodating
3. Compromise
4. Forcing/Escalate

Source: MosaicProjects

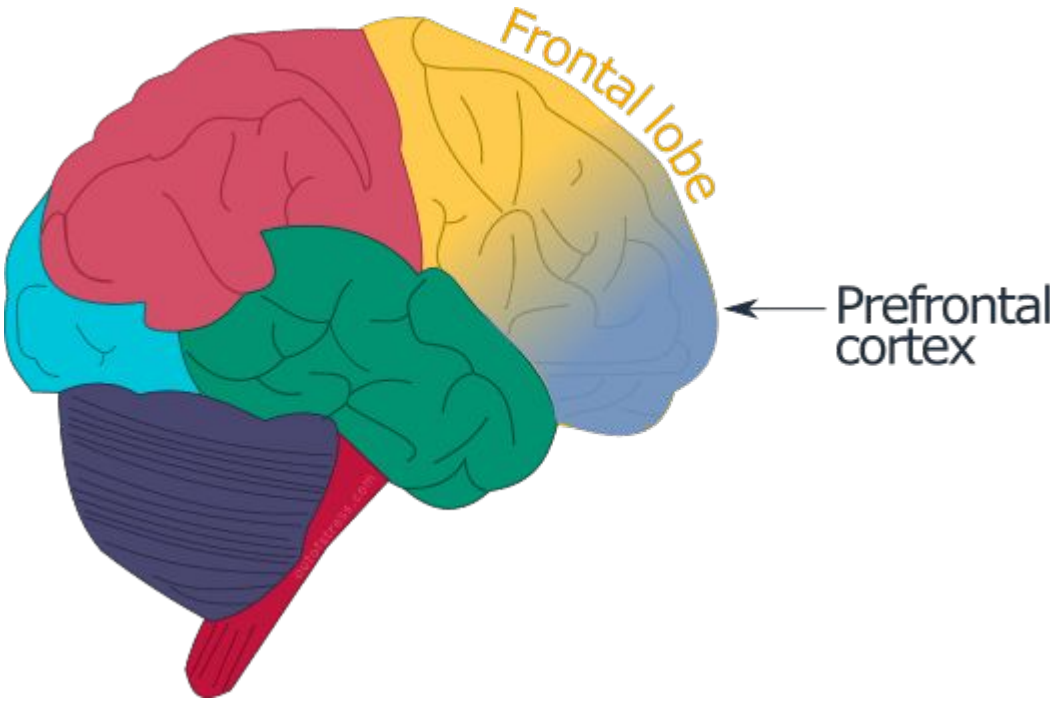
Some things to consider

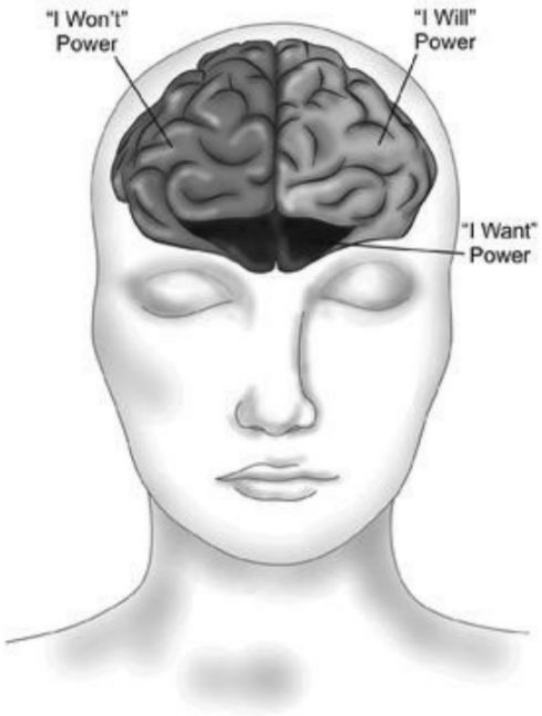
- Invest in building a cohesive inclusive extended team. Encourage diverse perspectives
- Define a shared vision, understand mutual interests and how this fits in with the larger organization's strategy
- Define roles and responsibilities with focus on ownership and accountability
- Manage conflict and disagreements
- Set up a process framework for prioritization. Incorporate feedback
- More story-telling, roadshows, re-iterating the vision to different levels of audiences. More Facetime
- Celebrate all wins. small or large
- More customer and field stories to build empathy

The Best investment you can make is in yourself

- Warren Buffet

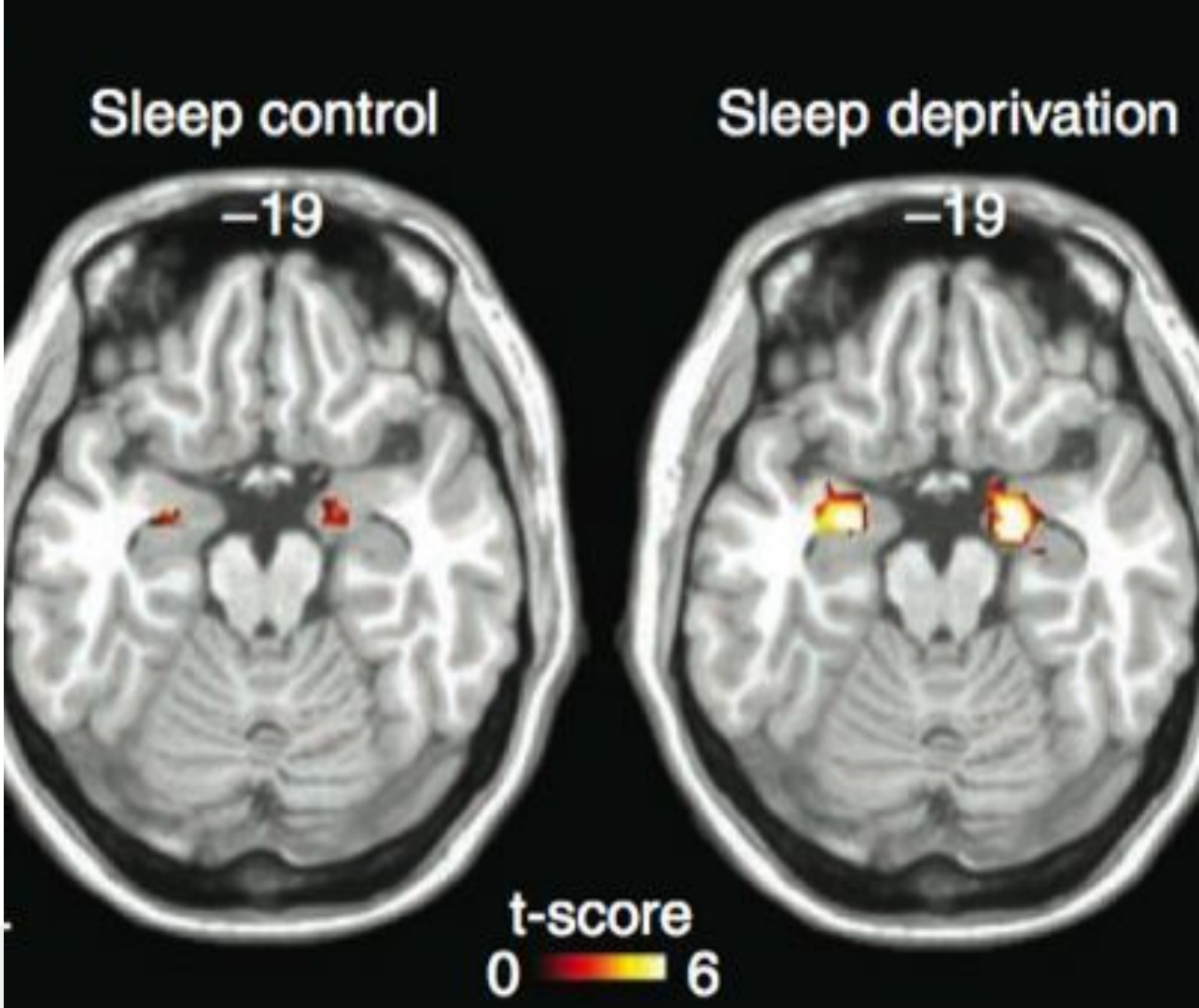
The Human Brain





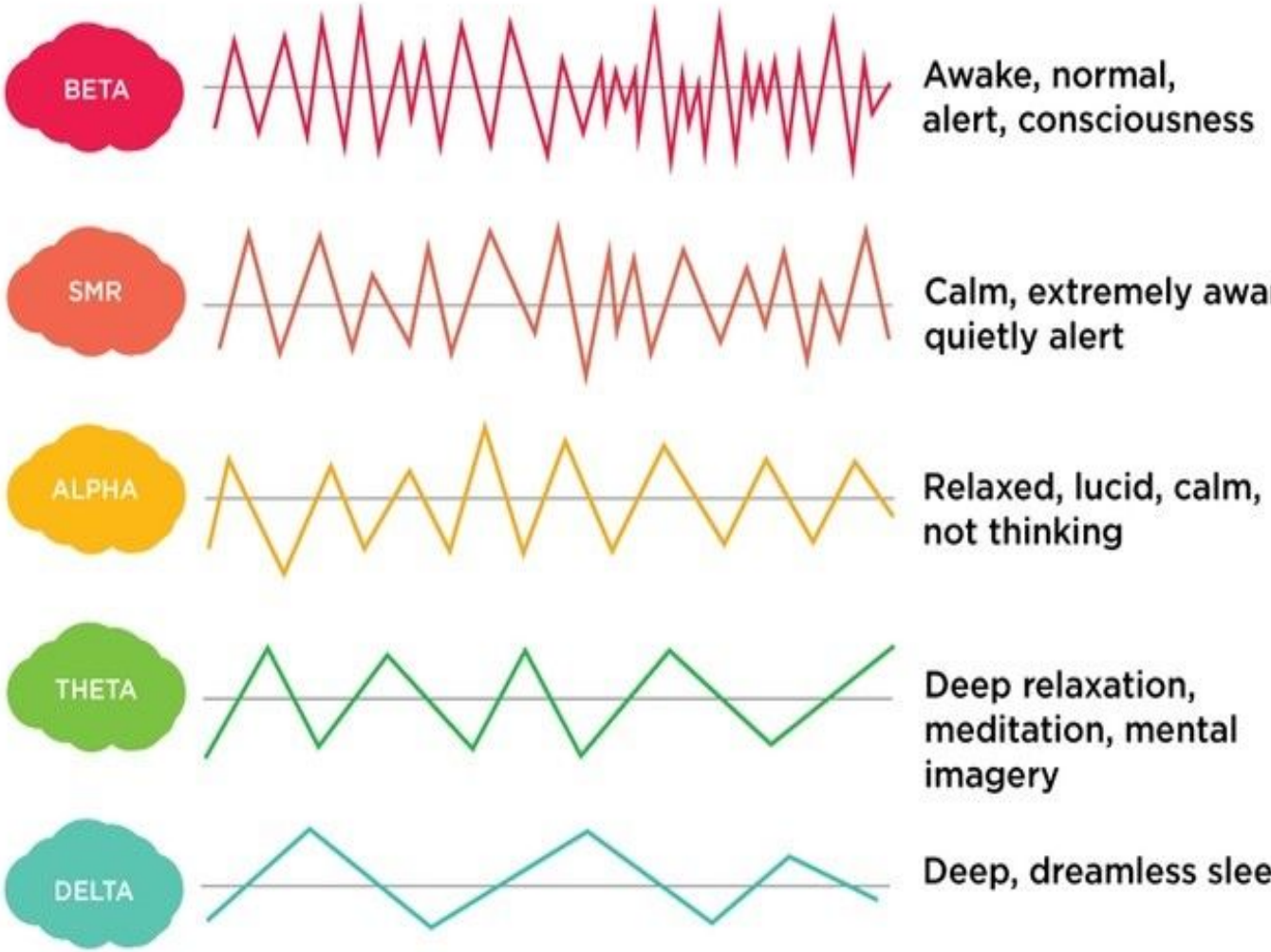
Source: The Willpower Instinct

Sleep helps you be a better version of yourself!



Soure: CurioCity

Meditation and Brainwaves!



Source: NeurofeedbackAlliance

Visualization and Positive Affirmations

Let’s do a simple meditation

Stress can be your friend!

Credits: Dr. Kelly McNogil, Dr. Elizabeth H. Stanley

Let’s bring it all together

5 Things to try for the next 21 days

- ✓ Invest in yourself (Sleep, Meditate, Affirm)
- ✓ Build a cohesive inclusive team
- ✓ Embrace each other's strengths. Define roles, responsibilities, ownership
- ✓ Think about effective Decision making and Conflict management- Align, Commit and Implement
- ✓ Embrace stress!

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