



MAKING THE MOST OF YOUR MANAGER

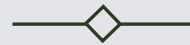


Katrina Clokie
CTO at Fergus

HELLO



GRAB A PIECE OF PAPER
AND A PEN



OR THE NOTES APP ON YOUR PHONE

HOW HAPPY ARE YOU
WITH YOUR MANAGER
RIGHT NOW?



SCORE OUT OF 10

WHY?





Psychopath
Personality clash
Low empathy
Lack of care
High on power



THIS TALK
IS ABOUT



Salary

Promotion

Learning

Feedback

SALARY



MARKET SALARY INFORMATION

Hayes

Robert Walters

Morgan McKinley



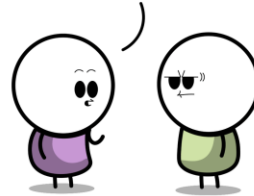
how to ask for help at work

workchronicles.com

1. Find the right person.

Not everyone has the answer.

OH YOU'RE A SOFTWARE ENGINEER.
CAN YOU FIX MY COMPUTER?



2. Write your question down.

Don't ramble when asked to explain your question. Write it down beforehand. Writing clarifies thinking.

ONCE UPON A TIME,
IN A GALAXY FAR... JUST TELL ME YOUR
QUESTION ALREADY.



3. Show what you have tried so far.

Don't ask for help if you haven't made an effort.

HOW DO YOU FIX
THIS ERROR? BY GOOGLING IT.



4. Share updates.

Don't forget to post an update and thank your helper.





SALARY REVIEW

A group of four Black women are seated around a wooden conference table in a modern office setting. They are engaged in a discussion, with one woman on the right looking towards the others. The table is equipped with several laptops, a tablet, a mouse, and a desk lamp. In the background, a large screen displays a presentation titled 'Company vs. Threats' with various charts and diagrams. The overall atmosphere is professional and collaborative.

SALARY



Understand the market salary data

Understand your salary band

Understand the salary review process

Ask your manager



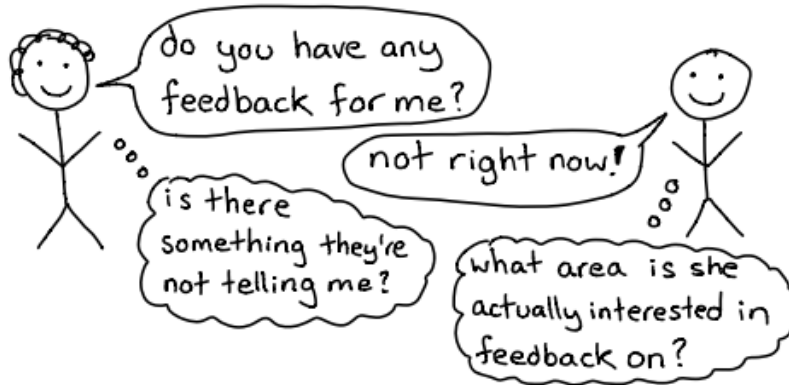


PROMOTIONS



ask for specific feedback

I used to ask for feedback like this:



I've learned that I get ★WAY BETTER★ answers if I ask more specific questions!



Bonus: asking specific questions forces me to actually think about which areas I might want to focus on ☺

HELP!
I HAVE A
MANAGER!

JULIA EVANS





SET SMART GOALS



PROMOTIONS



Understand the promotion process

Identify what gaps you have

Agree on goals with your manager

Demonstrate consistent change



Learning



Ask



What have you read recently?



Any conferences you recommend?



What skills have been most beneficial to you?



Do you have any networking advice?



Are there any networking groups you think I should join?



Do you have tips for networking online?



Is there anyone in your network who would be a good mentor to me?



Sponsorship

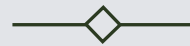
...the sponsor is doing more than just sharing experience and knowledge. Because the sponsor has come to feel personally invested in the advancement of the protégé, the sponsor expands that person's visibility within the organization...

...a sponsor may put their protégé's name on the table for a promotion, or have the power to advocate for their work when they are not in the room...

The sponsor is putting their reputation and professional branding behind the protégé.

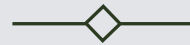


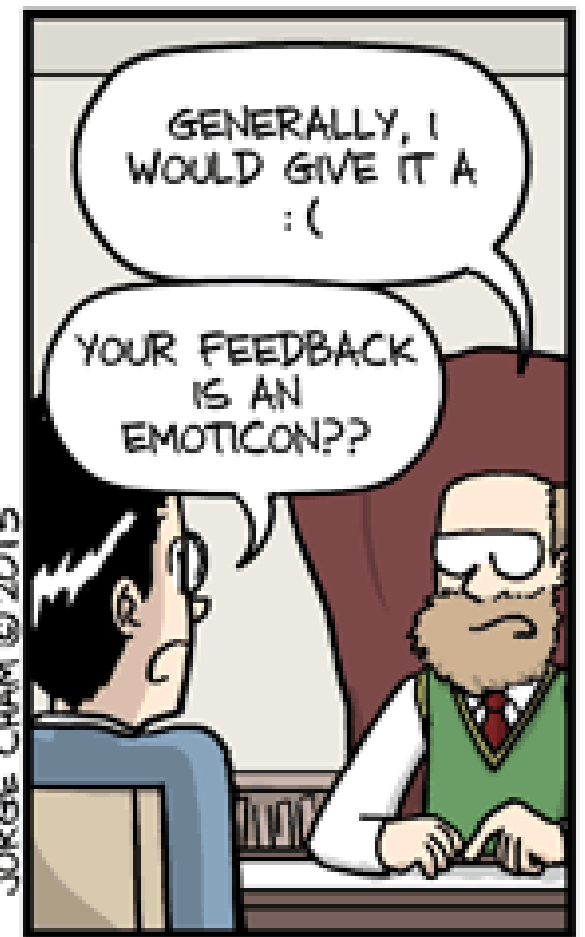
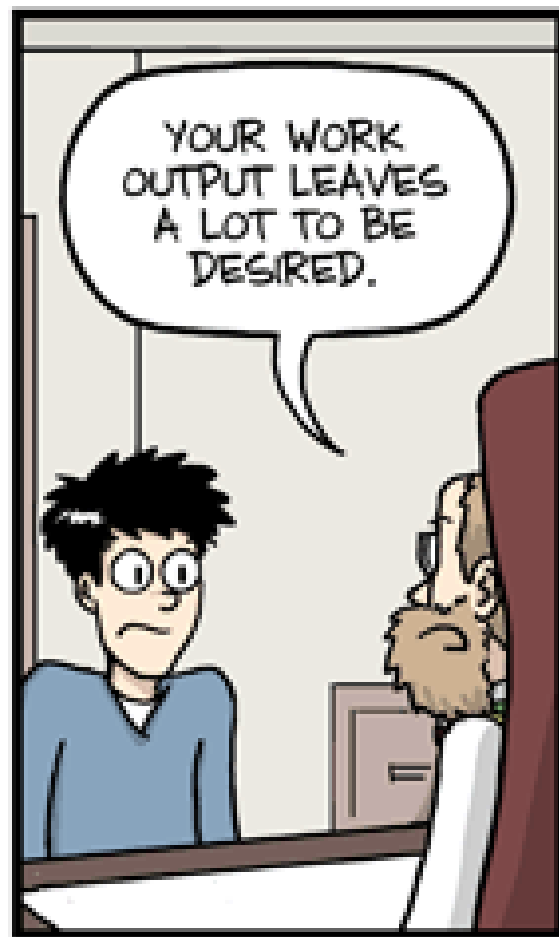
FIND YOUR PIECE OF PAPER
FROM THE BEGINNING



OR YOUR PHONE

WOULD YOUR MANAGER BE
SURPRISED BY WHAT IS
WRITTEN ON YOUR PAPER?





JORGE CHAM © 2015

WWW.PHDCOMICS.COM



Situation

Anchor time
and place



Behavior

Observable
action



Impact

What I felt/
thought/
experienced



What about them?



Amy Chantasirivisal

@AmyChanta

Early career devs: It is highly likely that your manager has not managed people before, or has not received any training on how to manage people. This being the case, start learning how to mentor your manager from the bottom up.

10:10 AM · Jun 9, 2022 · Twitter for Android

LARA HOGAN



MANAGER VOLTRON

Pushes me out of my comfort zone	Has more experience than I do	Routinely delegates stretch projects	Other:	Works in a different field/discipline
Has excellent communication skills	Has power and wants to help me grow	Navigates politics well	Gives me helpful feedback	Other:
Other:	Is a great coach	YOU	Has a completely different leadership style	Has a skill set I want to learn
Is a fresh set of eyes in this environment	Other:	Has experience holding hard conversations	Is good at rallying and aligning others	Makes me feel heard/seen
Is a great teacher	Effectively sets strategy	Other:	Is great at managing their time	Is the kind of leader I admire

Who currently gives you each kind of support, skill, or perspective? What else do you need?

Which boxes are blank? Who could be future members of your manager crew?



Quiet Firing

The "Quiet Quitting" thing is funny to me. I think the real conversation should be around "Quiet Firing" as it's rampant.

You don't receive feedback or praise.

You get raises of 3% or less while others are getting much more.

Your 1:1s are frequently cancelled or shuffled around.

You don't get invited to work on cool projects or stretch opportunities.

You're not kept up-to-date on information that is relevant or critical to your work.

Your manager never talks to you about your career trajectory.

This happens ALL THE TIME.

It works great for companies...eventually you'll either feel so incompetent, isolated, and unappreciated that you'll go find a new job, and they never have to deal with a development plan or offer severance. Or your performance will slip enough due to the lack of support that they'll be able to let you go.



Bonnie Dilber

<https://www.linkedin.com/feed/update/urn:li:activity:6970045445511278592/>



QUESTIONS

