Engineering Leadership Roadmap

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Hi, I'm Ankita! 👋

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bit.ly/torontojs-eng-roadmap

Quick Note

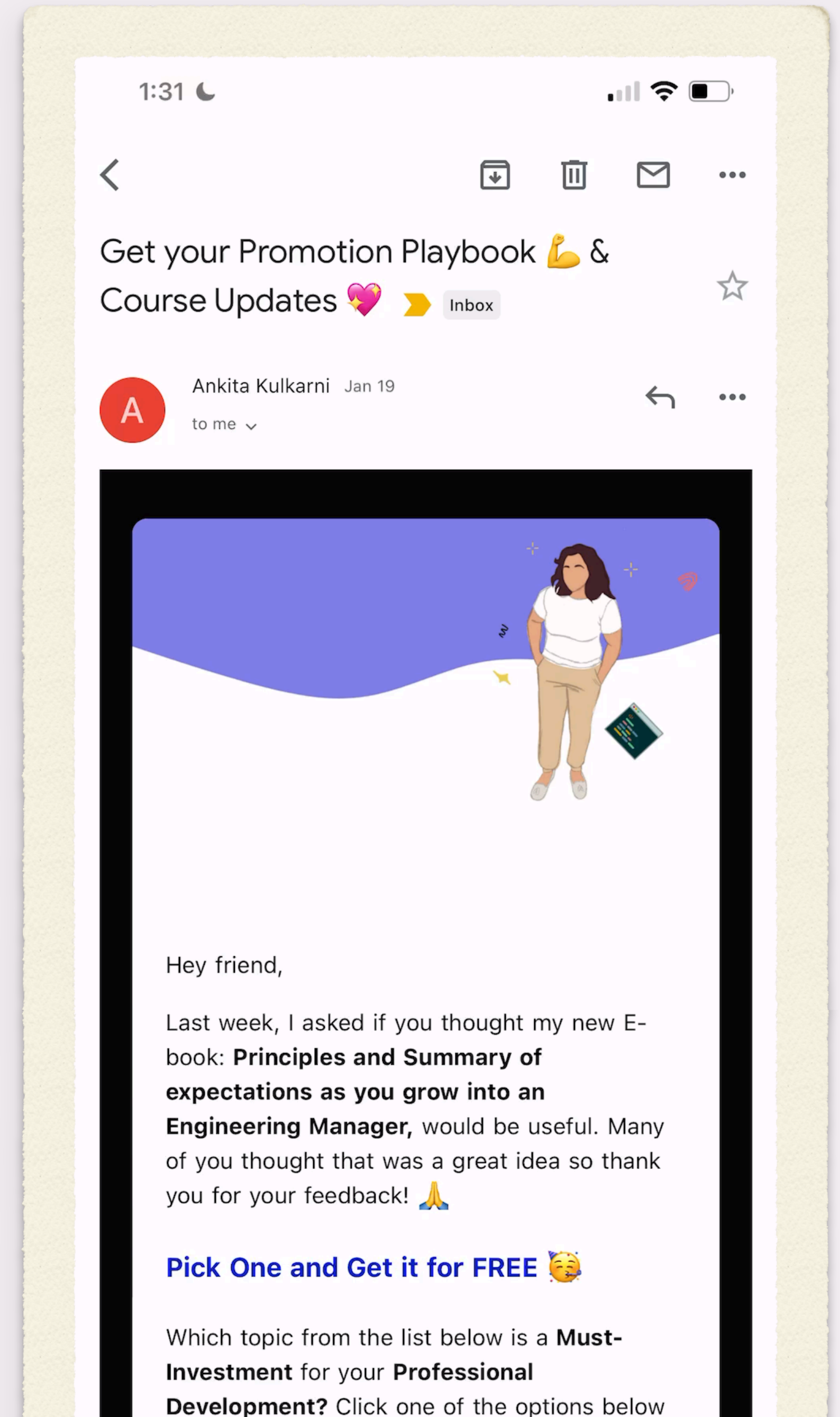- All resources and my slides are available at: bit.ly/torontojs-eng-roadmap

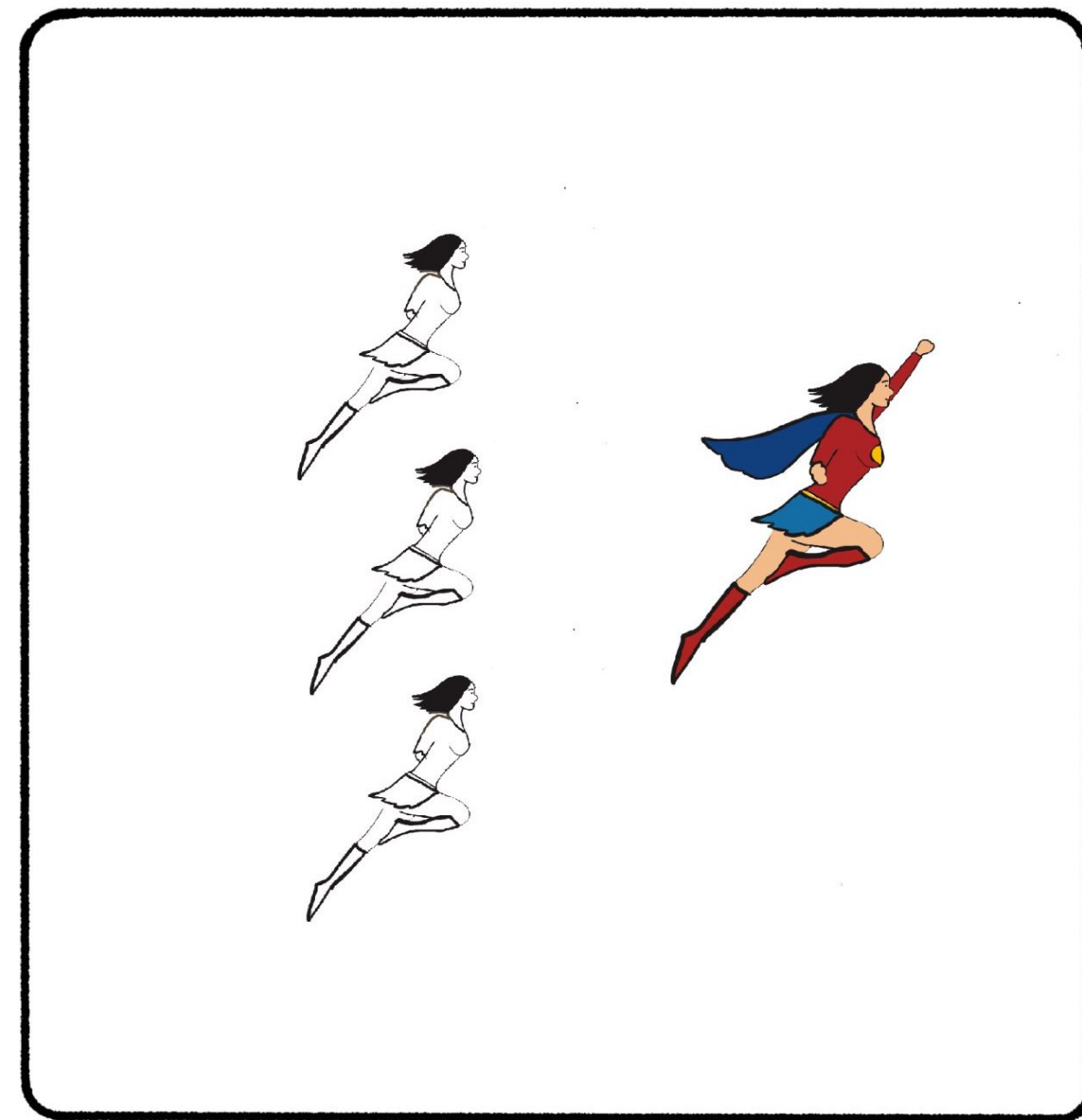bit.ly/torontojs-eng-roadmap

Weekly Newsletter

https://kulkarniankita.com/newsletter

🙏

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Software is Easy, People are Hard

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What is a Leader?

BOSSES CREATE
MORE FOLLOWERS
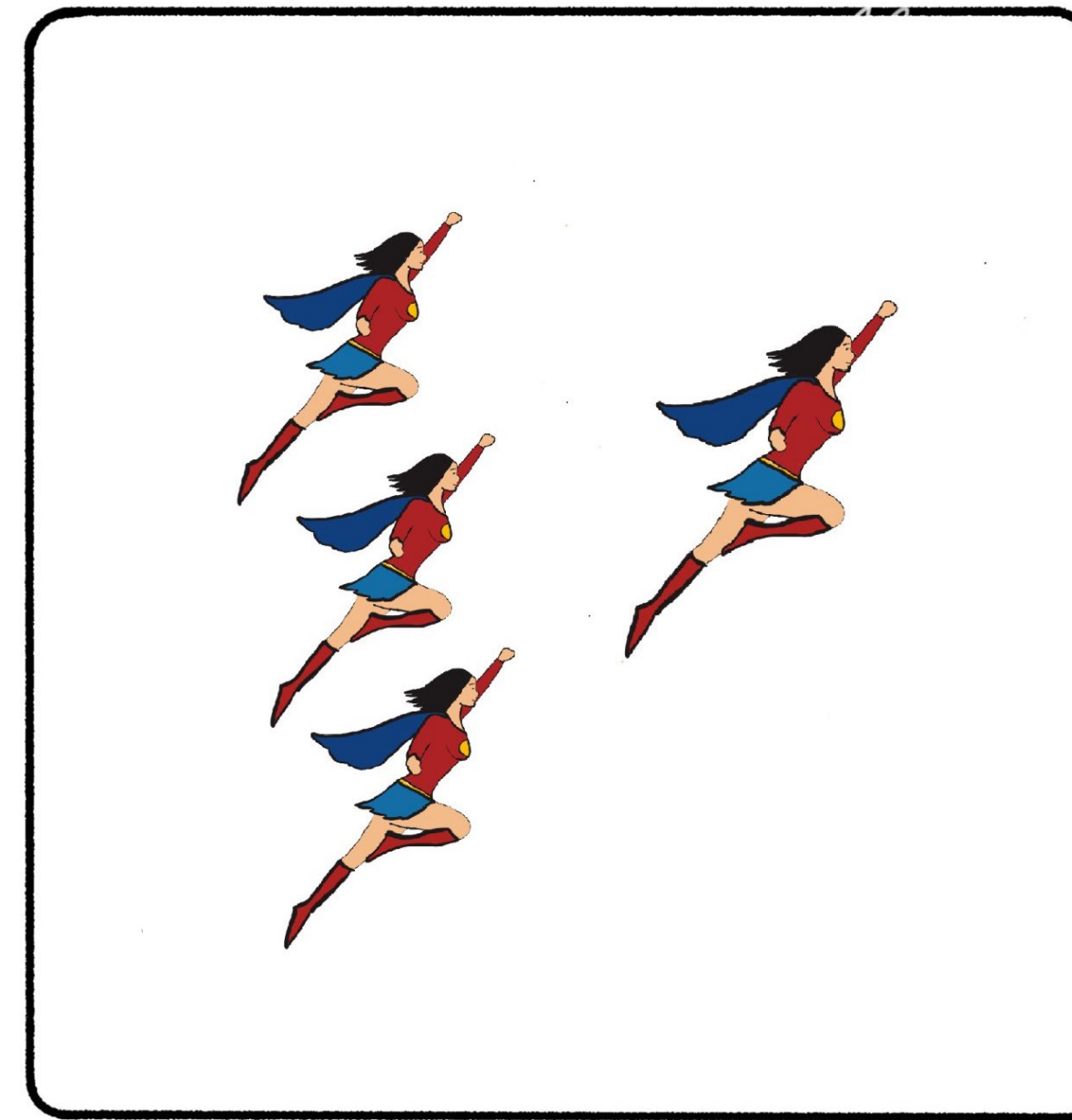
LEADERS CREATE
MORE LEADERS

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Common challenges faced by Newer Engineering Leaders

- Uncertainty in achieving success for early or newly promoted leaders
- Lack of adequate training provided
- Continuation of individual contributor (IC) tasks, such as pushing code
- Delayed delegation and reluctance to let go of tasks

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3 STAGES OF LEADERSHIP JOURNEY

CONFIDENCE

awareness · development · *mastery*

TIME

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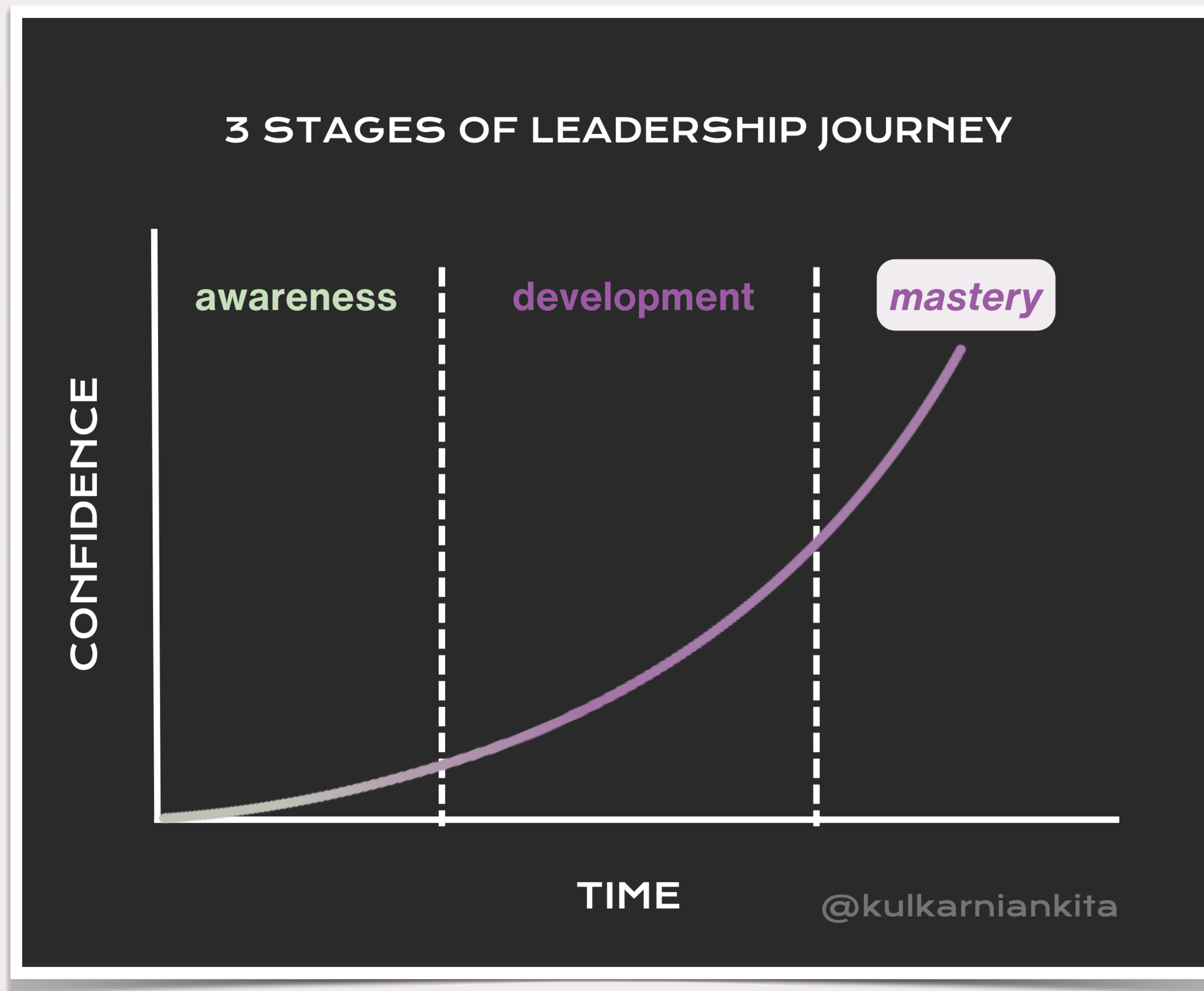
Awareness

- How do I become a Leader
- Do I want to become a leader?
- Difference between IC vs Manager?
- What skills do I need to become a Successful Engineering leader?
- Can I do this?

Development

- Just like a dev, I also want to become good at becoming a Leader
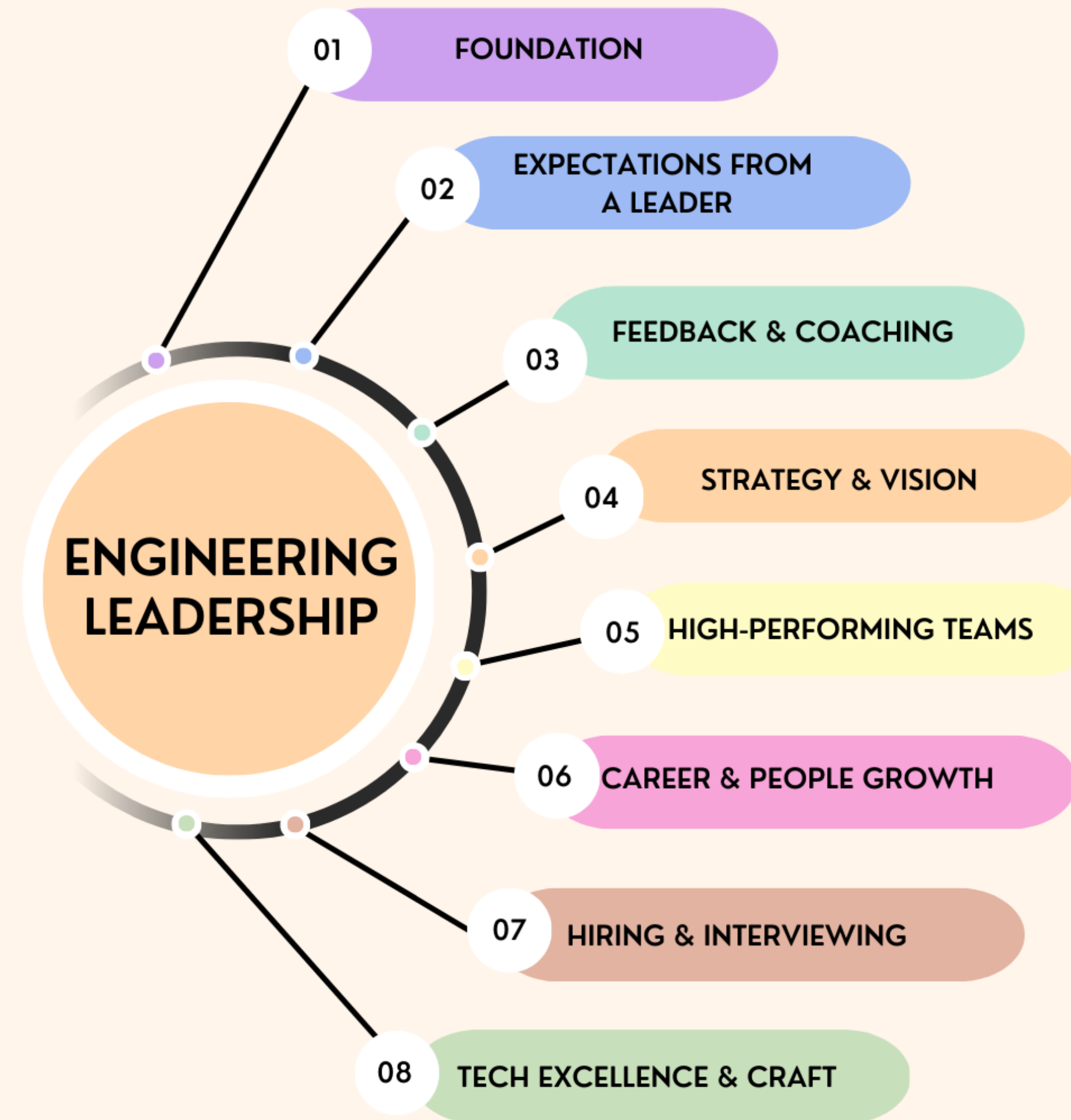- Who else is doing this in my circle?
- Should I find a mentor who is a Leader?
- What skills do I need that I already don't have?

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Mastery

- What are the metrics for becoming a leader?
- I want to be really good at building teams
- I want my team to feel psychologically safe, achieve business results
- I want to lead with empathy

8 PILLARS TO LEADERSHIP

Engineering

ENGINEERING LEADERSHIP

01 FOUNDATION

02 EXPECTATIONS FROM A LEADER

03 FEEDBACK & COACHING

04 STRATEGY & VISION

05 HIGH-PERFORMING TEAMS

06 CAREER & PEOPLE GROWTH

07 HIRING & INTERVIEWING

08 TECH EXCELLENCE & CRAFT

DEVELOPER TO LEADER

3-STEP FRAMEWORK

GET CURIOUS

- Foundations
- Expectations from a Leader

GET GOING

- Feedback & Coaching
- Career & People Growth
- High-performing Teams

GET CONFIDENT

- Strategy & Vision
- Hiring & Interviewing
- Technical Excellence & Craft

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Youtu

Becoming an Engineering Manager

Ankita Kulkarni

6 videos   45 views   Updated 5 days ago

▶ **Play all**   ⤨ **Shuffle**

A series on how you can grow from a IC to a Engineering Manager

1. **What I wish I knew before becoming a Engineering Manager**
   Ankita Kulkarni • 1K views • 1 month ago

2. **Software Engineering Manager vs Tech Lead (Software Engineer Career Paths)**
   Ankita Kulkarni • 130 views • 3 weeks ago

3. **Become an Engineering Manager in 2023 - Roadmap (Part 1)**
   Ankita Kulkarni • 106 views • 2 weeks ago

4. **Become an Engineering Manager in 2023 - Roadmap (Part 2)**
   Ankita Kulkarni • 96 views • 13 days ago

5. **How to become a Great Leader 2023 (Badass version)**
   Ankita Kulkarni • 105 views • 5 days ago

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Roadmap 🚧

ENGINEERING MANAGER'S MIND MAP

https://bit.ly/eng-manager-roadmap

It is now your time to lead 💪

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How do you plan your first 90 days

🏃‍♀️
Hit the ground running

⏩
Accelerate your Learning

🏆
Secure Early Wins

🚀
Set Expectations right

💖
Build Trust

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Quick Summary of key pillars

Communication Strategy

Solid Understanding of The Vision

Building high-performing teams

Psychological Safety

People Growth

Hiring the right folks

Business Results

Technical Excellence

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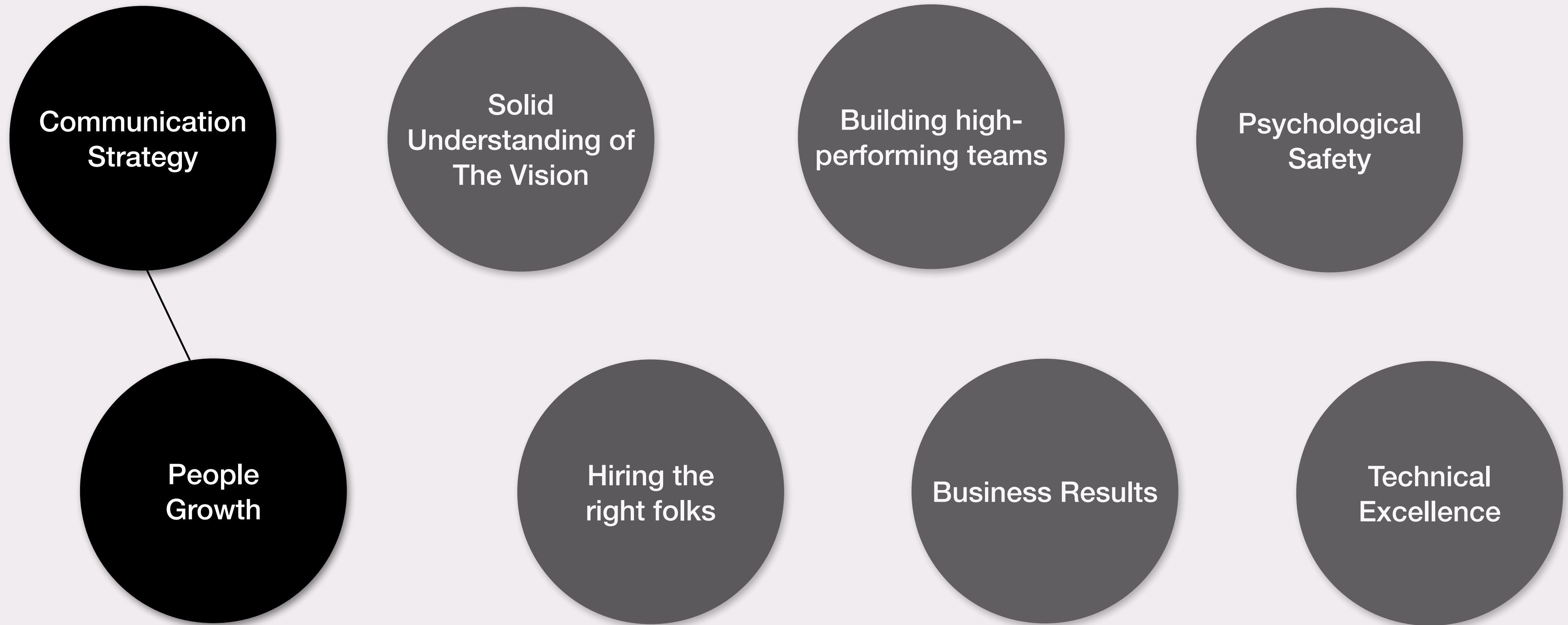
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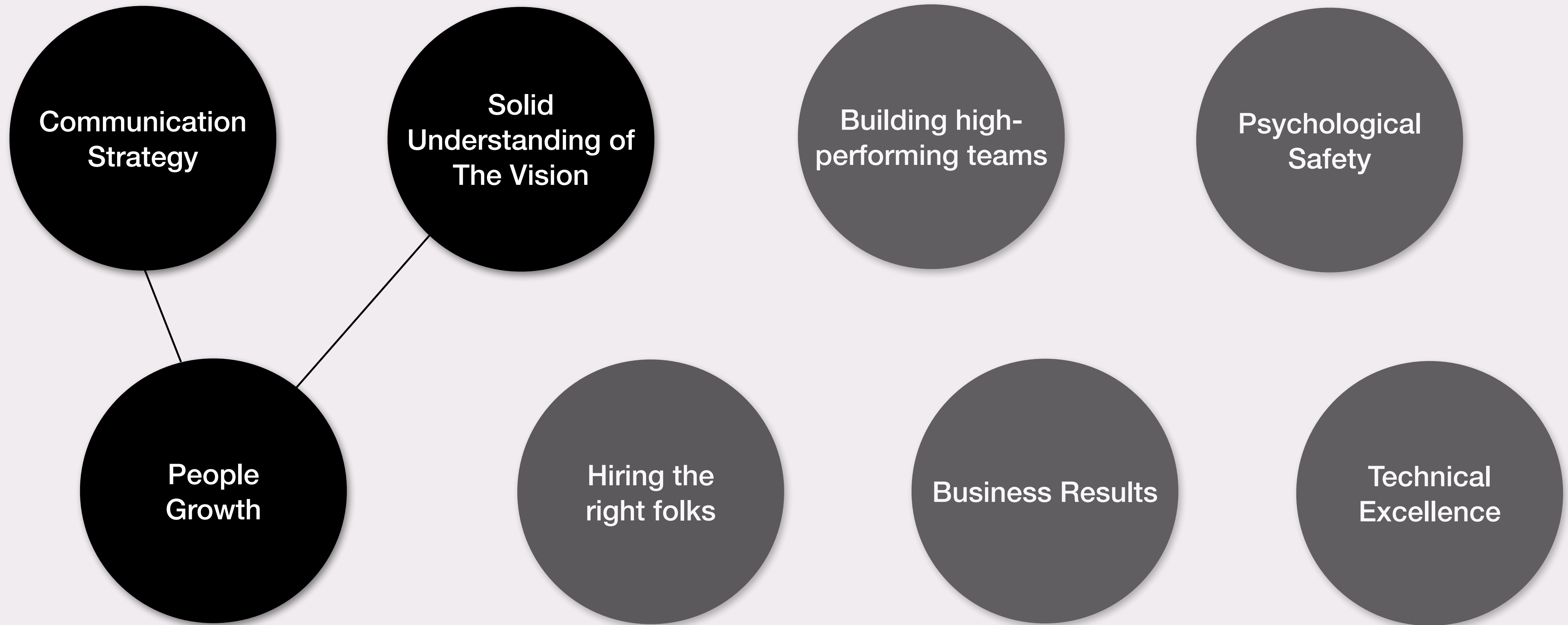Psychological Safety

People Growth

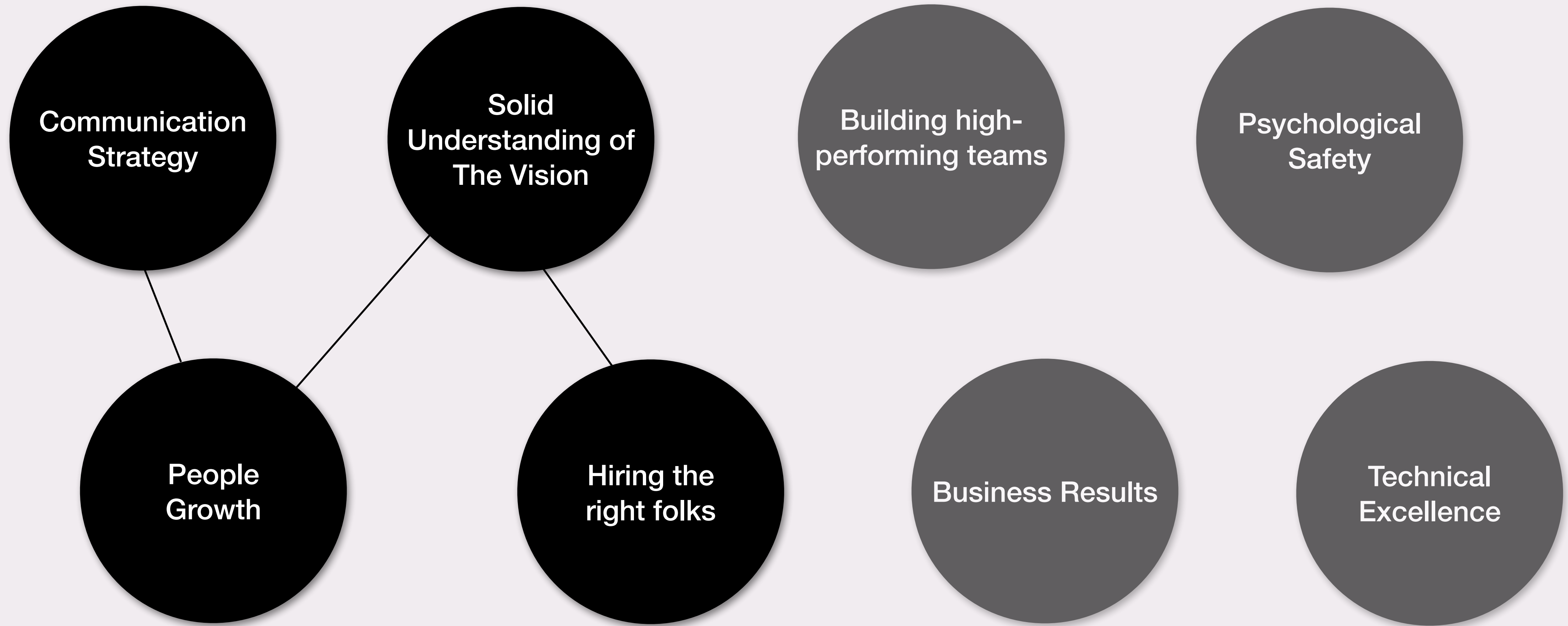Hiring the right folks
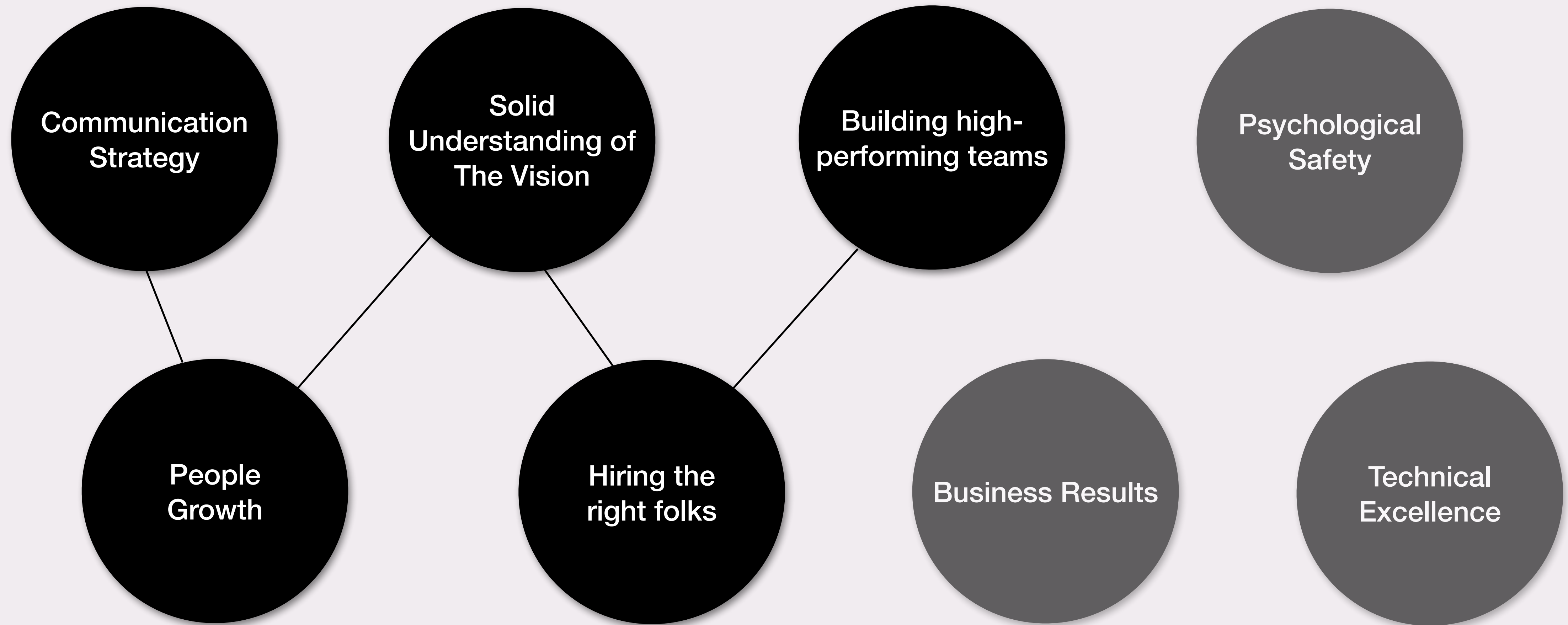
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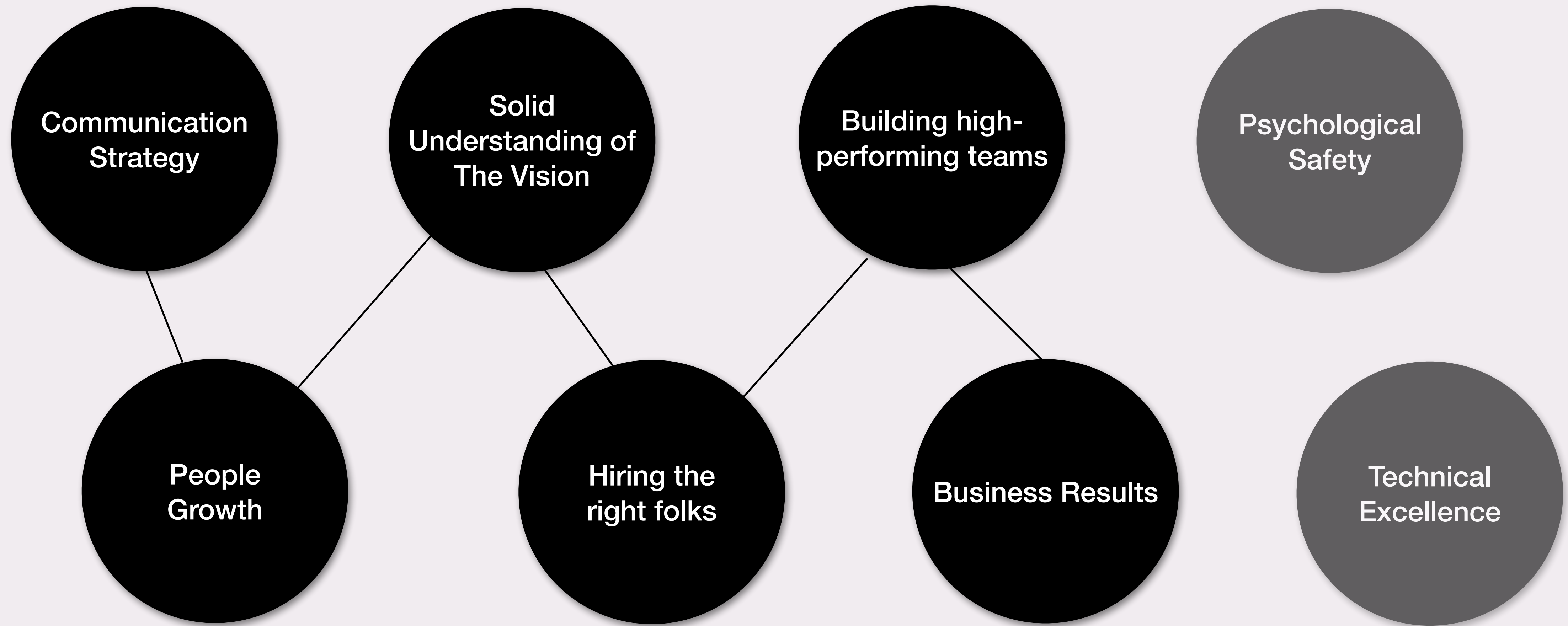
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You can always go back to being an IC

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Before you go,

- All snippets and my slides are available at: bit.ly/torontojs-eng-roadmap

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This is pretty much the end..

Questions?

Comments?

Feedback…make it positive—😉

Catch me after!!

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You did it 👏