# Who here is a developer?

(Stay standing!)

# Who does not intend to be a developer forever?

# Who thinks she/he is ready to lead a team?

# Who just likes standing?

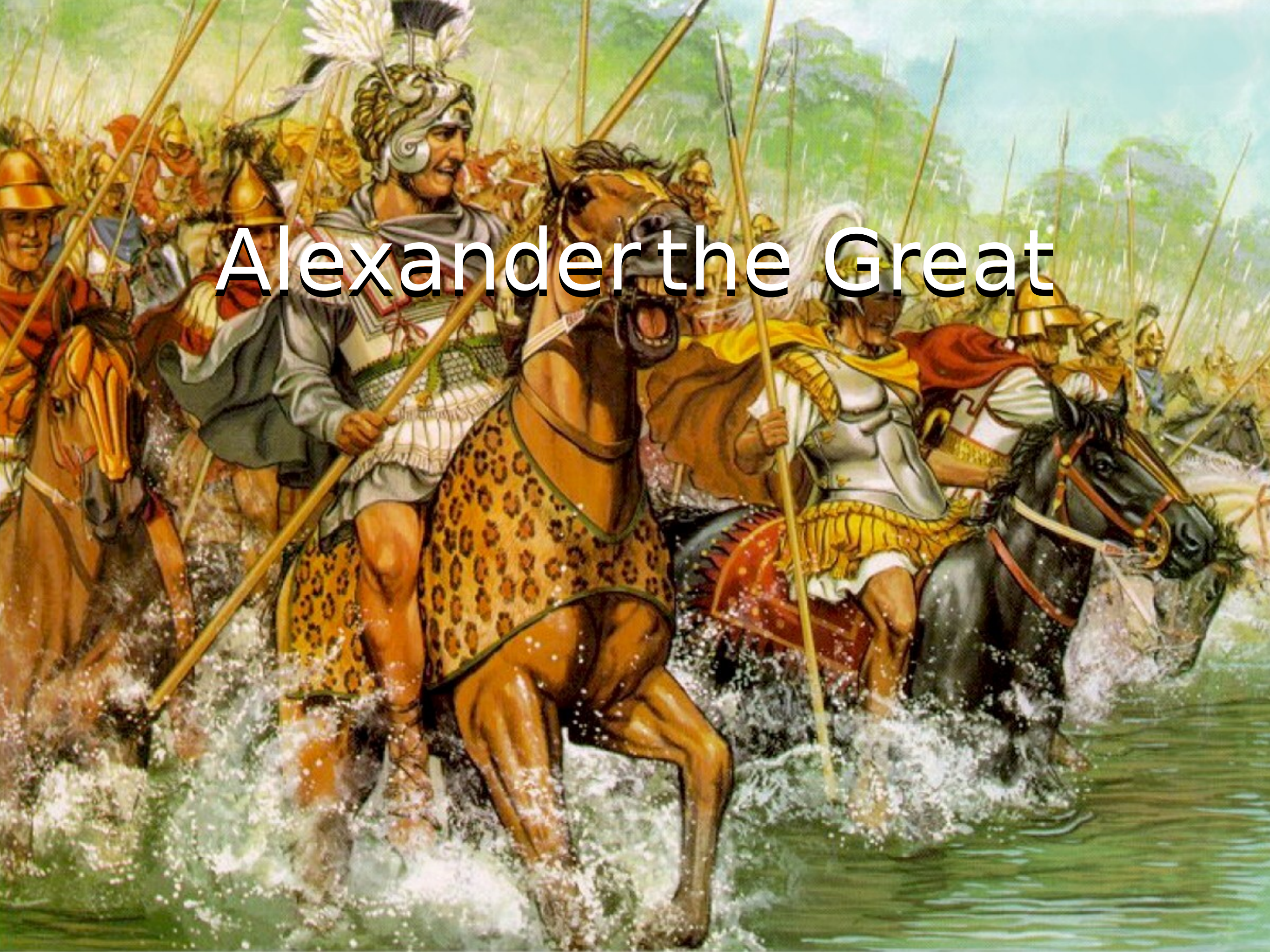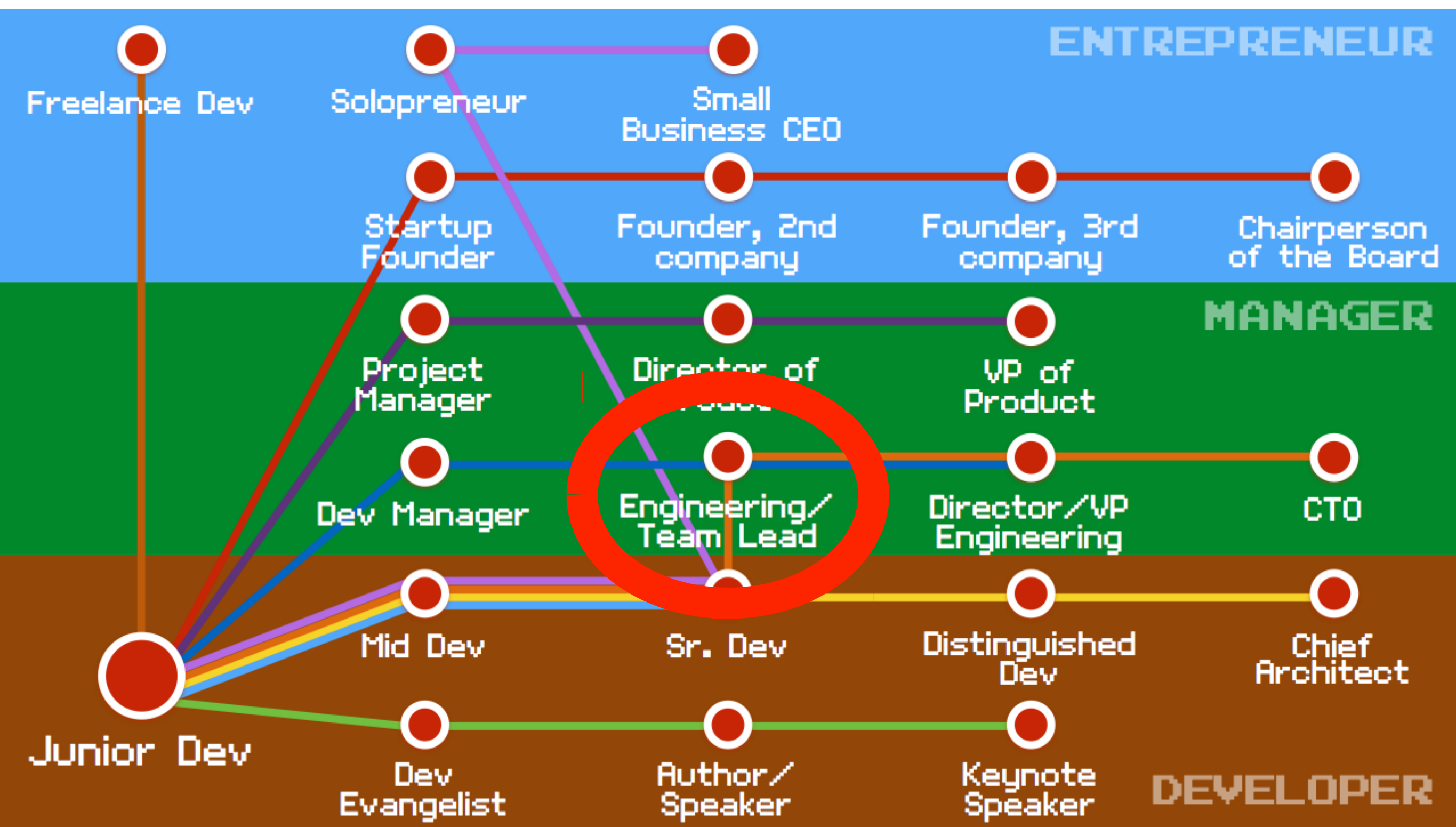# Things I was unprepared for as a lead developer

Pascal de Vink

@pascaldevink

# Alexander the Great

# How do we get to be the great leader?

ENTREPRENEUR

Freelance Dev
Solopreneur
Small Business CEO

Startup Founder
Founder, 2nd company
Founder, 3rd company
Chairperson of the Board

MANAGER

Project Manager
Director of Product
VP of Product

Dev Manager
Engineering/ Team Lead
Director/VP Engineering
CTO

Mid Dev
Sr. Dev
Distinguished Dev
Chief Architect

Junior Dev

Dev Evangelist
Author/ Speaker
Keynote Speaker

DEVELOPER

Brandon Hays

# The story…

It didn't go so well...

# Why were these tasks distracting me?

I wasn't prepared!

# Lesson #1

Expectation management

Go home with this

# Make sure you still get enough code time

# Agenda management

# Say NO more often

# Delegating
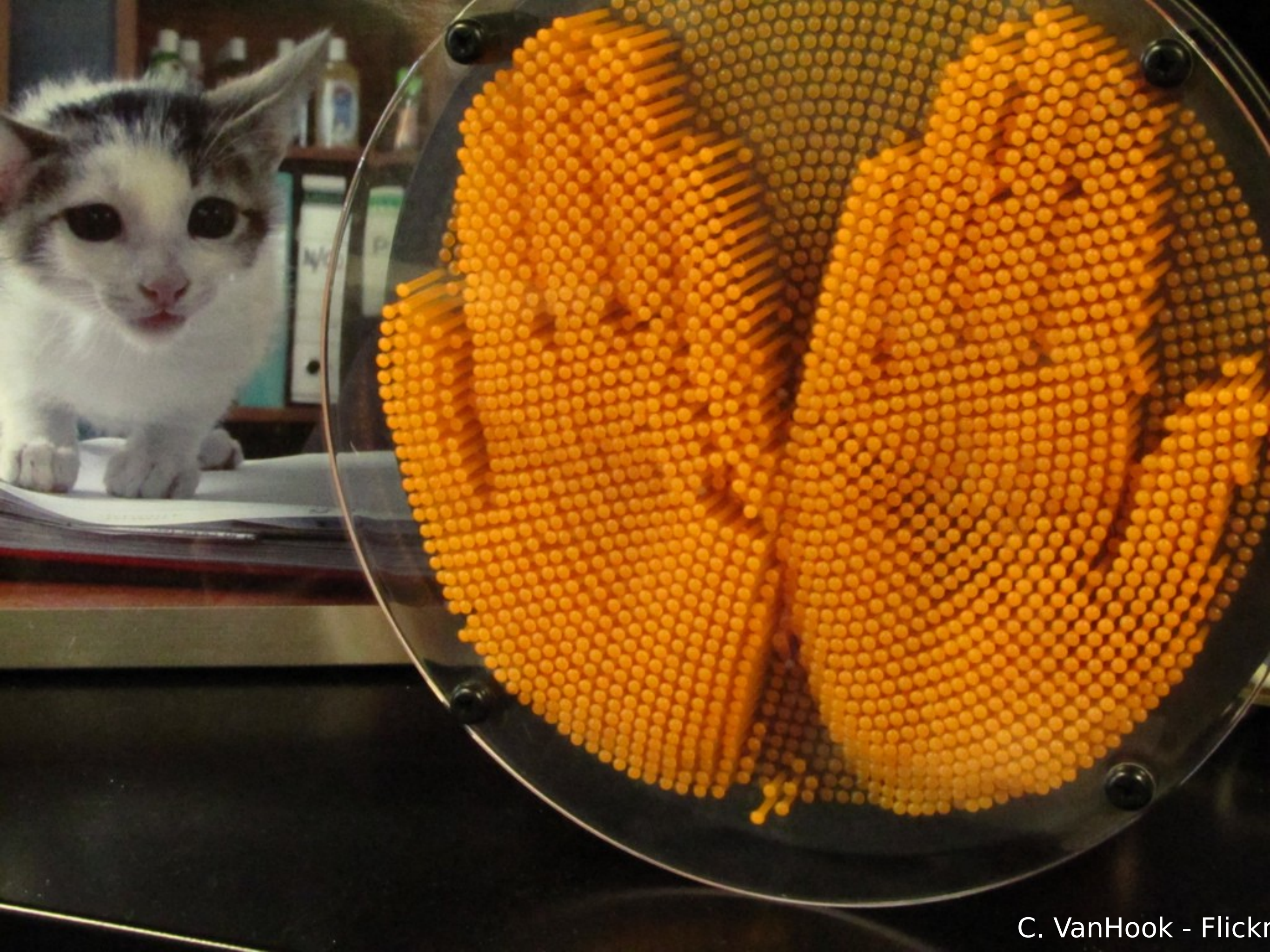
# Culture (building)

"The culture of any organisation is shaped by the worst behaviour the leader is willing to tolerate"

–Gruenter and Whitaker

Culture is shaped by the best behaviour a leader is willing to promote

- Mentoring

- Giving and receiving feedback

- Motivating

- Hiring (and firing) people

- Sickness / personal problems

- Lead by example

# Financial management

That day the boss came up to me...

| | 2013 | YTD 2013 | Gemiddelde 2013 | Totaal 2013 | | Januari | Februari | Maart | April | Mei | Juni |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Begrote uren | | | | | | | | | | | |
| Begrote kosten | | | | € ▇▇▇▇ | | | | | | | |
| Totale uren | | | 165.58 | 1987 | | 108.5 | 144 | 195 | 226 | 277.5 | |
| Totale kosten | | | € ▇▇▇▇ | € ▇▇▇▇ | | € ▇▇▇▇ | € 0.00 | € 0.00 | € ▇▇▇▇ | € 0.00 | € ▇ |
| Onderhoud | | | € ▇▇▇,▇▇▇.▇▇ | | | € ▇▇▇▇ | | | € ▇,▇▇▇ | | |
| ▇▇▇▇ | | | € ▇▇▇▇ | | | | | | | | |
| ▇▇▇▇ | | | € ▇▇▇▇ | | | | | | | | |
| ▇▇▇▇ | | | € ▇▇▇▇ | | | | | | | | |
| ▇▇▇▇ | | | € ▇▇▇▇ | | | | | | | | |

| | 2014 | YTD 2014 | Gemiddelde 2014 | Totaal 2014 | | Januari | Februari | Maart | April | Mei | Juni |
|---|---|---|---|---|---|---|---|---|---|---|---|
| Begrote uren | | | | 1250 | | | | | | 250 | |
| Begrote kosten | | | | € ▇▇▇▇ | | | | | | | |
| Totale uren | | | 2382.5 | 89.08 | 1069 | 285 | 254 | 265.5 | 264.5 | 0 | |
| Totale kosten | | € ▇▇▇▇ | | € ▇▇▇▇ | € ▇▇▇▇ | € 0.00 | € ▇▇▇▇ | € ▇▇▇▇ | € ▇▇▇▇ | € 0.00 | € ▇ |
| Onderhoud | | € ▇▇▇▇ | | | | | € ▇▇▇▇ | € ▇▇▇▇ | € ▇▇▇▇ | | |
| ▇▇▇▇ | | € ▇▇▇▇ | | | | | | | | | |
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| ▇▇▇▇ | | € ▇▇▇▇ | | | | € ▇▇▇▇ | | | | | |

# Public speaking

# Talk to others

"We all have something in common. It's just a matter of taking the time to find out what it is."

–Susan Gale

# It's not about the title!

# Things you can do right now

- Start mentoring

- Ask for help

- Feedback

- Public speaking

- Take an interest

PHPMentoring.org

# Thank you!

- [https://speakerdeck.com/tehviking/hacking-space-time-for-a-successful-career](https://speakerdeck.com/tehviking/hacking-spacetime-for-a-successful-career)

- [https://phpmentoring.org](https://phpmentoring.org)

- [http://www.amazon.com/The-Art-Asking-Learned-Worrying/dp/1455581089](http://www.amazon.com/The-Art-Asking-Learned-Worrying/dp/1455581089)

- [https://leanpub.com/talking-with-tech-leads](https://leanpub.com/talking-with-tech-leads)

- [http://simpleprogrammer.com/2015/05/25/some-advice-on-becoming-a-lead-developer/](http://simpleprogrammer.com/2015/05/25/some-advice-on-becoming-a-lead-developer/)