

5 Tenets of Engineering Team Management

People-focused managers prioritize employee career growth and development. By embracing these 5 tenets, you can increase job satisfaction and build more successful teams.



Prioritize 1:1s.

Every 1:1 is an opportunity to interface meaningfully with your engineers. Go beyond status updates; get to know your engineers' career goals so that you can help them grow.



Understand your engineers' motivations.

Develop an individual roadmap for each engineer and connect them with the right work opportunities to expand their skill set. Take the time to celebrate your engineers in the ways they want to be celebrated.



Embrace awkward silence.

When an engineer describes a problem, avoid jumping in to "fix" it. Instead, ask guiding questions - and give your engineer the time to think. By providing structured processing time, you will help the engineer to solve the problem themselves.



Invest in culture.

Whether you are remote or in-person, plan activities to connect with your team. Building relationships outside of work helps you to create trust and collaborate more effectively.



Be a manager and a coach.

A manager oversees work by giving directives. A coach collaborates and empowers by pointing engineers towards their own resourcefulness and insight.

Engineering Team Management

Liyong Dong



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