

Working sideways

Creating peer relationships and influencing technical decisions as a Staff+ engineer

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Hello!



BACKGROUND



CASE STUDY

**EFFECTIVE STAFF
PLUS PARTNERSHIPS**

**APPLYING THIS TO
AT YOUR
WORKPLACE**





PART ONE: CASE STUDY



MEET BOB



PIVOTING A DESIGN

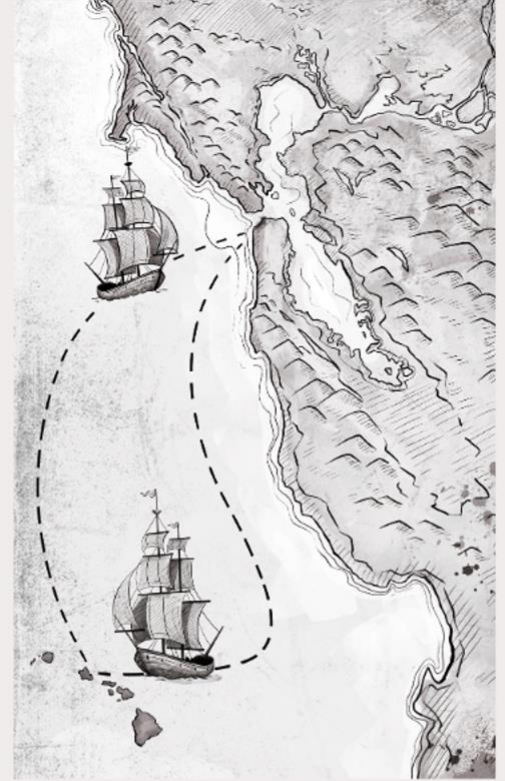




MEET CAROL



DETOUR: ARCHETYPES



Staff Engineer

Leadership beyond the management track

Will Larson



Tech Lead	Solver
Architect	Right Hand

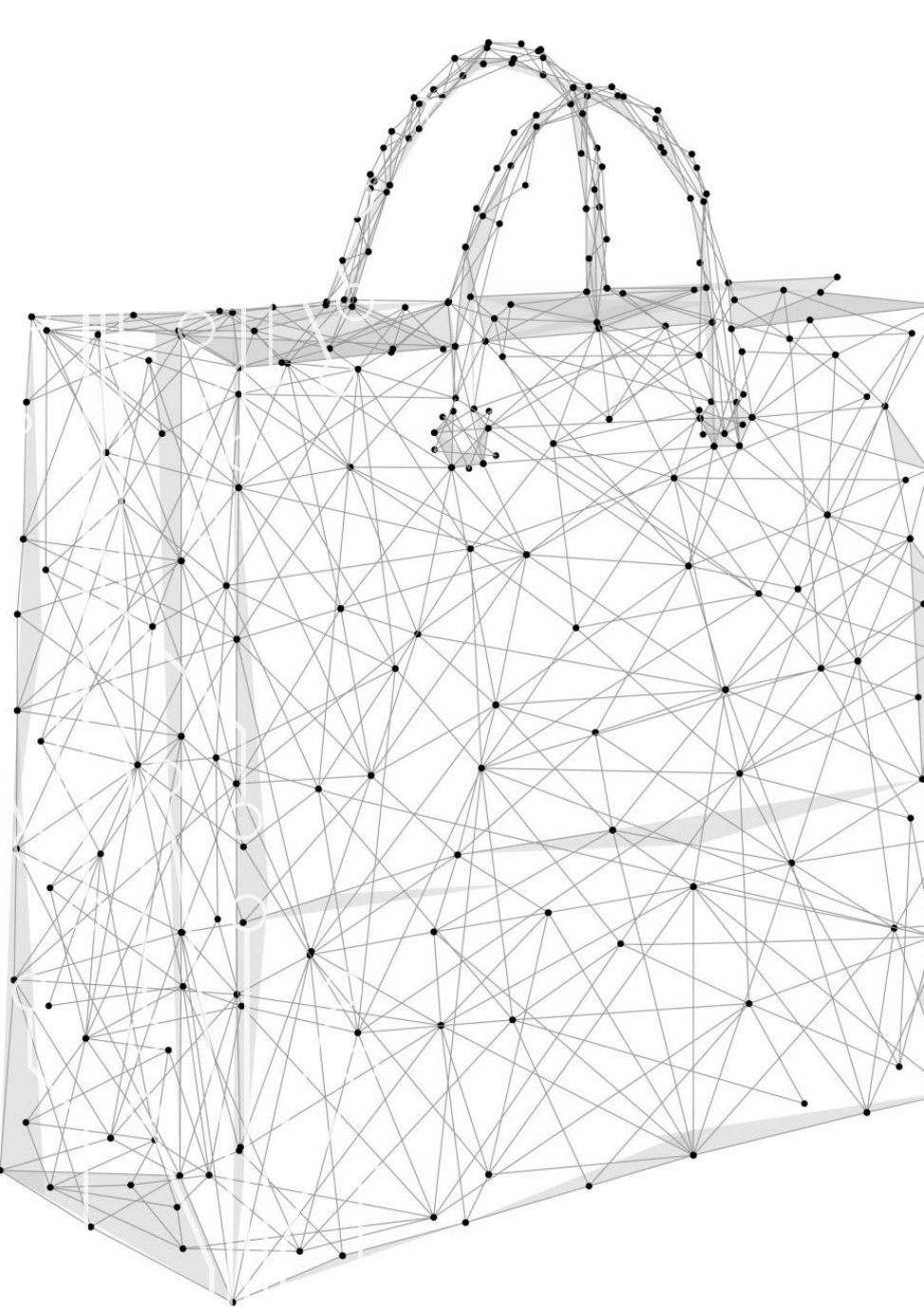


REMOVING EFFORT FRAGMENTATION



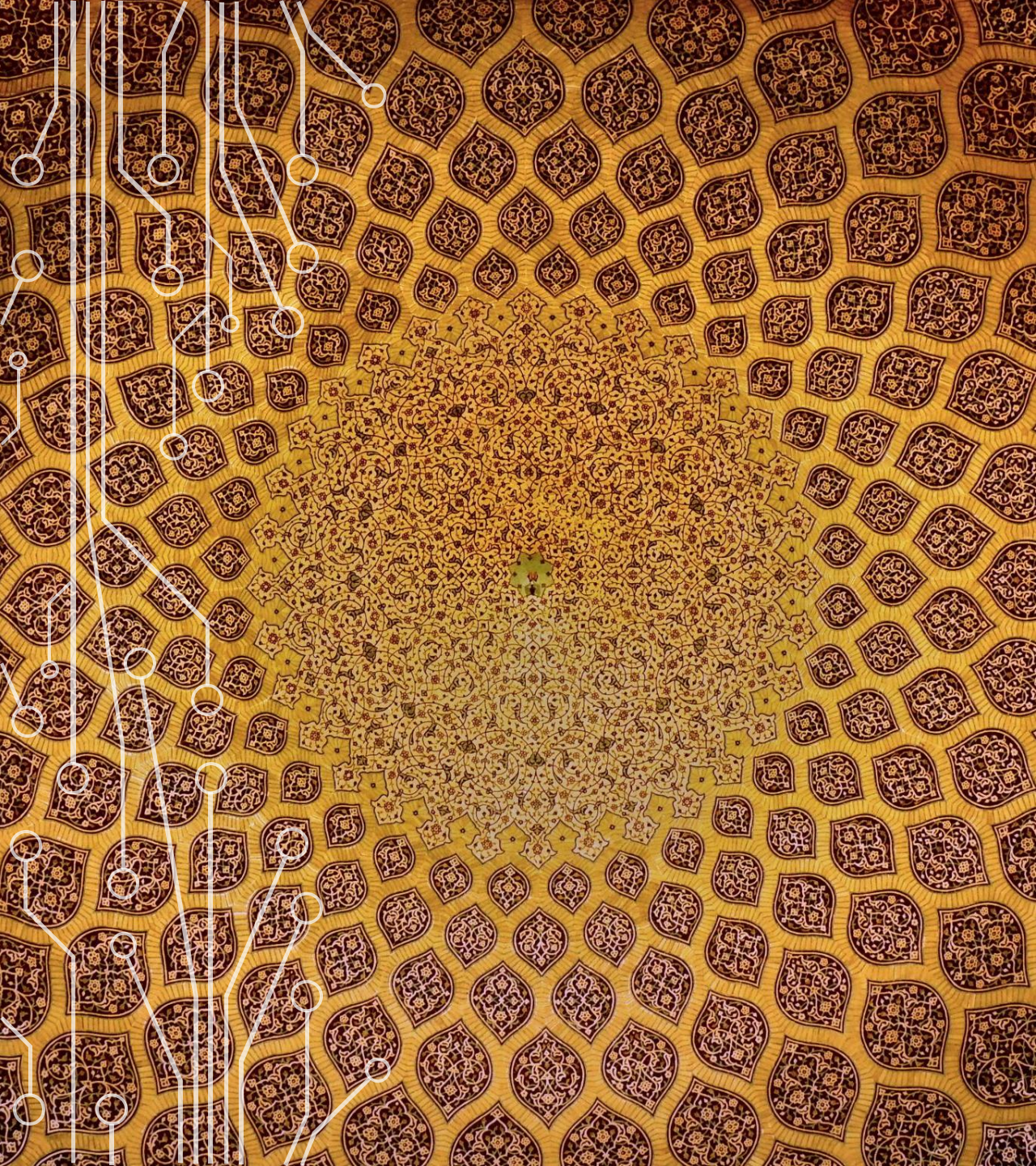


SHARING OWNERSHIP



CASE RECAP





PART TWO: EFFECTIVE PARTNERSHIP





A SHARED VISION AND UNDERSTANDING OF CHALLENGES





A SHARED VISION AND UNDERSTANDING OF CHALLENGES





ACTIVE KNOWLEDGE SHARING





BUILDING TRUST





BUILDING TRUST





**SAYING NO WITH
TACT AND
EMPATHY**





PART THREE: APPLYING IT TO YOUR WORKPLACE





FINDING COMMUNITIES



Welcome to Rands Leadership Slack

WANT AN INVITE? Send an *email* from an email account you're going to use for a long time (not your work email — chances are you'll have this account longer than you'll have your current job — *really*) with your name, occupation, the briefest of explanations of why you want to join the Slack, and how you heard about us. Finally, please include a link to your LinkedIn, Twitter, Mastodon, or Medium — any site demonstrating you're a human. **None** of the above information will be shared with anyone but Rands.

For a role as important as Leadership, there is a shocking lack of required training on the topic. Combined with a tremendous collection of impenetrable literature, leadership is an essential learnable skill learned on the job. The Rands Leadership Slack (“RLS”) exists to help longtime, new, and aspiring leaders to learn through conversation and sharing of ideas.

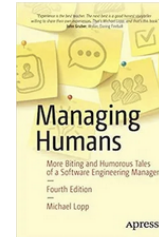
With over 20,000 participants on almost 600 public channels, RLS can be initially overwhelming. Once you're on board, the following suggestions and guidelines are intended to make your first days more useful and educational:

1. As part of the sign-up process, we're going to ask you to do complete three tasks:
 1. Go and introduce yourself on #intros. Tell us about yourself.
 2. Update your profile to anything except the default avatar. Land other essential facts in your profile. Make yourself a human.
 3. There's a Code of Conduct. [Read it.](#)

MERCH



Rands Charity Shirt: All profits for all shirts are 2x matched for a worthy cause.



Managing Humans: Tales of leadership from the Silicon Valley.



Small Things, Done Well: Practice becoming a better leader. Daily.





AT WORKPLACE COMMUNITIES





ONE ON ONES





INDUSTRY EVENTS





**ASK FOR HELP
WHEN YOU
NEED**





**SHOW
INTEREST**

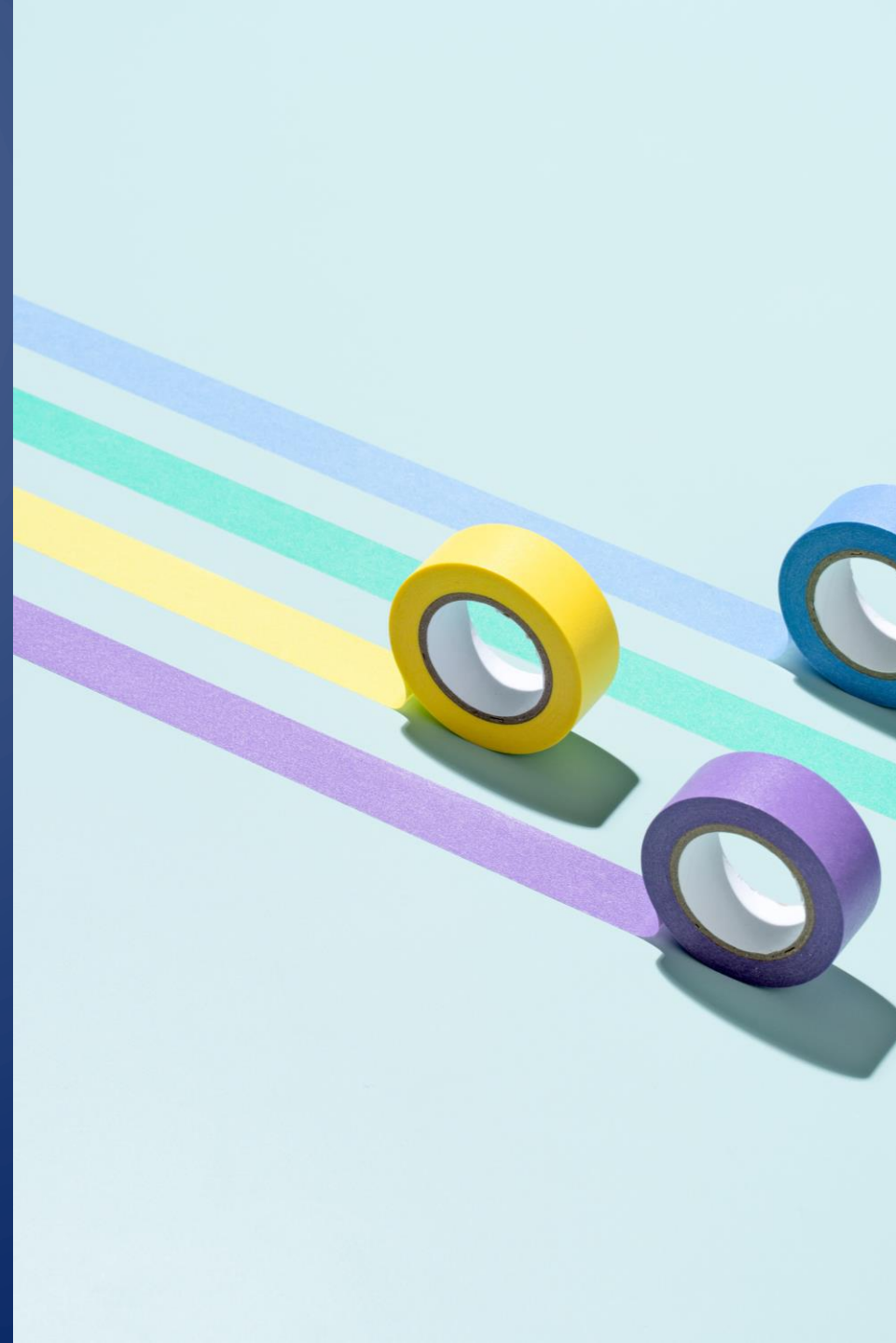




**FIND
COMMON
GROUND**



RECAP





**THANK
YOU!**

