

Onboarding as a manager

How AI changed my first months

Roei Berkovich

The engineering manager onboarding challenge

- Learn the tech
- Figure out the people side
- Show results early



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**Six months ago I started
to work in a new company**

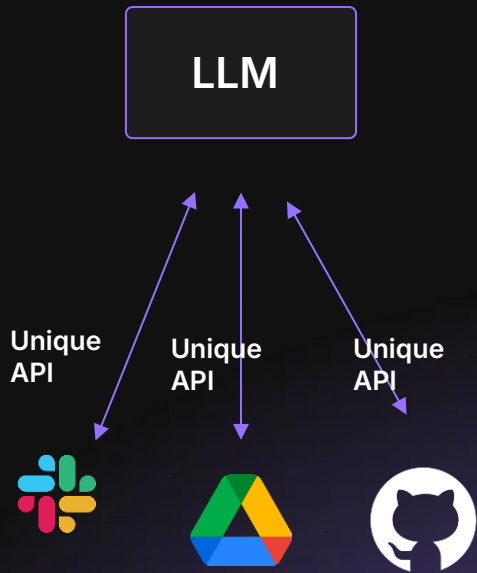
Let's start

Connect your IDE with AI

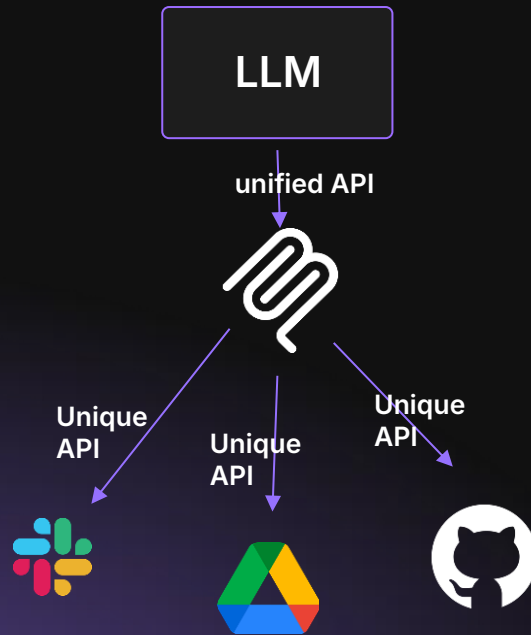
- Your AI intern, available 24/7
- Ask about any feature or code
- Spot good and bad patterns in the code
- Identify the last meaningful feature from commit history
- Learn deeply ,ask "Explain it like I'm 5"

MCP is everywhere

Before MCP



After MCP



Ok, now what?

- Map the tools your team relies on
- Plug them all into MCP
- Ask questions or give instructions and get instant results across systems

New tech? No problem

Before, not knowing a tool/DB/language meant a slow learning curve.
Now, with AI it's no longer an issue.

Delivering Impact Early



Optimize processes With AI

- Faster Pipelines
- Smarter Test Coverage
- AI Code Reviews

Meetings



Analyzing old recording

AI gave me clear summaries of key highlights, context, and recurring risks without hours of catch-up. This allowed me to stay on top of conversations I missed, come to meetings better prepared, ask sharper questions, and spend more time leading instead of just catching up.



Analyzing new meetings

Every discussion was captured and easy to revisit. I could stay fully focused in the moment instead of taking notes, and the summaries helped me learn faster by revealing systems, decisions, and team dynamics without spending hours re-watching recordings.

Building a new workflow

- Record Meeting
- Transcription
- Summary
- Action Items

AI Quality

Prompts matter

- **Who I am?**
I am a new engineering manager
- **What I'm looking for?**
Context, risks, key decisions
- **Why I need it?**
To learn faster, lead better, help my team

 Weak Prompt

"Summarize this meeting."

 Strong Prompt

*"I'm a new engineering manager.
Summarize this meeting for me,
focusing on project context, risks,
and key decisions, so I can learn
quickly, lead better, and support my
team."*

**Better input
=
Better output**



People & culture

How AI Fell Short with People & Culture

- Lacked understanding of what motivates or challenges people.
- Couldn't grasp the unspoken dynamics that shape team culture.
- Missed empathy and intuition - culture and trust can't be automated or documented.

Always Verify

1. AI can be wrong
2. Don't trust blindly
3. Watch for made up stuff



Let's recap

Let's recap

1. Onboarding is overwhelming
2. Accelerated learning with AI
3. Delivered early impact, optimize processes
4. Be careful with AI
5. Culture still depends on humans



Thank you.