FROM TECHIE TO BOSS

TRANSITIONING TO LEADERSHIP

Scott Cromar

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Melanie McBride

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From Techie to Boss ,2018   From Techie to Boss Scott Cromar,2013-04-16 Techniques and tips for all aspects of management project time scope risk dependency earned value quality team roles distributed team global team and conflict management 90 day plan pointers such as managing your boss selecting early wins defining scope gathering requirements developing a WBS documenting procedures and compliance Troubleshooting techniques such as Current Reality Tree and Ishikawa diagrams Project scheduling methods including work breakdown structures and dependency management with GANTT and PERT charts Requirements analysis using UML and Agile From publisher description   From Technie to Boss Scott Cromar,2013   **From Techie to Boss** Scott Cromar,David M. Jacobs,2013-08-17 From Techie to Boss teaches technical people who are making or mulling the transition from team player to team leader all the management techniques and soft leadership skills they never needed before but need now pronto Veteran team lead and project manager Scott Cromar lays out the classical management training course but stripped down to precisely the essentials that techies need to start managing on the fly He gets it that a front line techie getting a field promotion to team leader just doesn t have the time to wade through an MBA textbook bulging with irrelevant material The author appreciates how you got to the place where you need this book Management tapped you instead of some experienced manager from the outside because you know the technical challenges company culture and team players better than anyone else you re ready to hit the ground running But the skills that make you an excellent techie are not sufficient to make you a successful manager The rules of your world have abruptly changed You will now be judged not by your puzzle solving elegance but by how effectively your team contributes to the organization s bottom line From Techie to Boss shows you how to translate and adapt the analytic skills that made you an outstanding techie to your new responsibilities as a technical manager Even more crucially this book teaches you a whole new set of interpersonal organizational and metrical skills you never needed before but without which you cannot succeed as a manager   Building Great Software Engineering Teams Joshua Tyler,2015-07-03 WINNER of Computing Reviews 20th Annual Best Review in the category Management Tyler s book is concise reasonable and full of interesting practices including some curious ones you might consider adopting yourself if you become a software engineering manager Fernando Berzal CR 10 23 2015 Josh Tyler crafts a concise no nonsense intensely focused guide for building the workhouse of Silicon Valley the high functioning software team Gordon Rios Summer Book Recommendations from the Smartest People We Know Summer 2016 Building Great Software Engineering Teams provides engineering leaders startup founders and CTOs concrete industry proven guidance and techniques for recruiting hiring and managing software engineers in a fast paced competitive environment With so much at stake the challenge of scaling up a team can be intimidating Engineering leaders in growing companies of all sizes need to know how to find great candidates create effective interviewing and hiring processes bring out the best in people and their work provide meaningful career development learn to spot warning signs in their team and

manage their people for long term success Author Josh Tyler has spent nearly a decade building teams in high growth startups experimenting with every aspect of the task to see what works best He draws on this experience to outline specific detailed solutions augmented by instructive stories from his own experience In this book you ll learn how to build your team starting with your first hire and continuing through the stages of development as you manage your team for growth and success Organized to cover each step of the process in the order you ll likely face them and highlighted by stories of success and failure it provides an easy to understand recipe for creating your high powered engineering team *Managing Projects in the Real World* Melanie McBride,2014-02-28 Managing Projects in the Real World provides clear and actionable advice to project managers for recognizing anticipating and overcoming challenges associated with the human component of leading others The mechanics of project management are rational and straightforward to learn The art of project management is irrational and complex to learn Project managers need to develop a repertoire of soft skills that are typically hard for them since they rose through the ranks to that position by virtue of superior reasoning skills But if a project manager cannot adjudicate the clash of personalities finesse the friction between assigned and preferred roles steer clear of hidden hazards and diplomatically resolve overlapping assertions of competing authority that project manager is in a world of trouble From the human perils of project management nobody is better qualified to rescue beleaguered project managers than Melanie McBride veteran PM and author of the Intel blog The Accidental Profession She sheds light on those dark dusty places that fall between the cracks of theory and best practice out in the real world where irate colleagues unrealistic product launch dates and virtual meetings reign supreme and run amok In this book you ll find targeted discussions and specific techniques to empower you to meet the challenges that project managers face every day The book is structured into project phases to help any project manager on any kind of project jump right to the tried and true solution for the challenge at hand   Being Agile Mario E. Moreira,2013-11-19 Being Agile is your roadmap to successfully transforming your organization to an Agile culture Veteran agile coach Mario Moreira teaches new adopters how to implement a robust Agile framework to derive from it the maximum business benefit in terms of customer value revenue and employee engagement Agile is a ubiquitous watchword in the corporate world but only a minority of companies understand and practice what they pay lip service to Too many content themselves with half baked approximations such as Fragile fragile Agile ScrumBut Scrum but not the practices and Scrum Fall mini waterfalls in the sprints Moreira shows maturing early adopters how to bridge the chasm between going through the motions of doing Agile and genuinely being Agile After a high level synopsis of Agile s values and principles methodologies including Scrum Kanban DSDM Leam VFQ and XP and roles Moreira plunges into the nitty gritty of how to apply the ready implement coach and hone RICH deployment model to all phases of a project in such a way as to embody and inculcate agile values and principles at the team level and promote agile transformation across your organization s culture   Financial Modeling for Business Owners and Entrepreneurs Tom Y. Sawyer,2014-09-22 Financial Modeling for Business

Owners and Entrepreneurs Developing Excel Models to Raise Capital Increase Cash Flow Improve Operations Plan Projects and Make Decisions may be one of the most important books any entrepreneur or manager in a small or medium sized enterprise will read It combines logical business principles and strategies with a step by step methodology for planning and modeling a company and solving specific business problems You ll learn to create operational and financial models in Excel that describe the workings of your company in quantitative terms and that make it far more likely you will avoid the traps and dead ends many businesses fall into Serial entrepreneur and financial expert Tom Y Sawyer shows how to break your company down into basic functional and operational components that can be modeled The result is a financial model that for example you can literally take to the bank or bring tolocal angel investors to receive the funding you need to launch your business or a new product Or it might be a model that shows with startling clarity that your new product development effort is a likely winner or loser Even better you ll learn to create models that will serve as guideposts for ongoing operations You ll always know just where you are financially and where you need to be The models you will learn to build in Financial Modeling for Business Owners and Entrepreneurs can be used to Raise capital for startup or any stage of growth Plan projects and new initiatives Make astute business decisions including go no go assessments Analyze ROI on your product development and marketing expenditures Streamline operations manage budgets improve efficiency and reduce costs Value the business when it is time to cash out or merge In addition to many valuable exercisesand tips for using Excel to model your business this book contains a combination of practical advice born of hard won lessons advanced strategic thought and the insightful use of hard skills With a basic knowledge of Excel assumed it will help you learn to think like an experienced business person who expects to make money on the products or services offered to the public You ll discover that the financial model is a key management tool that if built correctly provides invaluable assistance every step of the entrepreneurial journey Tom Y Sawyer has used the principles this book contains to create financial models of numerous startup and early stage companies assisting them in planning for and raising the capital that they needed to grow their businesses and ultimately exit with multiples of their initial investment Financial Modeling for Business Owners and Entrepreneurs a mini MBA in entrepreneurship and finance will show you how you can dothe same Note This book is an updated version of Sawyer s 2009 title Pro Excel Financial Modeling   How to Speak Tech Vinay Trivedi,2014-03-01 A great book everyone can use to understand how tech startups work Rene Reinsberg GM VP at GoDaddy CEO and Co founder at Locu Finally a book non techies can use to understand the web technologies that are changing our lives Paul Bottino Executive Director Technology and Entrepreneurship Center Harvard University Through the simplicity of his presentation Vinay shows that the basics of technology can be straightforwardly understood by anyone who puts in the time and effort to learn Joseph Lassiter Professor of Management Science Harvard Business School and Harvard Innovation Lab In a way that anyone can understand How to Speak Tech The Non Techie s Guide to Tech Basics in Business spells out the essential

technical terms and technologies involved in setting up a company s website or web application Nontechnical business readers will find their digital literacy painlessly improved with each ten minute chapter of this illustrative story of one successful technology startup building its Web based business from scratch Vinay Trivedi a private equity analyst and startup entrepreneur who works at the intersection of business and tech employs the startup story line as his frame for explaining in plain language the technology behind our daily user experiences the successful strategies of social media giants the bold aspirations of tiny startups and the competitive adaptations of ordinary businesses of all sizes and sectors Along the way he demystifies all those tech buzzwords in our business culture whose precise meanings are so often elusive even to the people using them Internet hardware application software and business process the working premiseof this book is that none of it is beyond the basic understanding of nontechnical business readers Trivedi peels back the mystery explains it all in simplest terms and gives his readers the wherewithal to listen intelligently and speak intelligibly when the subject turns to technology in business *Healthcare Information Privacy and Security* Bernard Peter Robichau,2014-06-23 Healthcare IT is the growth industry right now and the need for guidance in regard to privacy and security is huge Why With new federal incentives and penalties tied to the HITECH Act HIPAA and the implementation of Electronic Health Record EHR systems medical practices and healthcare systems are implementing new software at breakneck speed Yet privacy and security considerations are often an afterthought putting healthcare organizations at risk of fines and damage to their reputations Healthcare Information Privacy and Security Regulatory Compliance and Data Security in the Age of Electronic Health Records outlines the new regulatory regime and it also provides IT professionals with the processes and protocols standards and governance tools they need to maintain a secure and legal environment for data and records It s a concrete resource that will help you understand the issues affecting the law and regulatory compliance privacy and security in the enterprise As healthcare IT security expert Bernard Peter Robichau II shows the success of a privacy and security initiative lies not just in proper planning but also in identifying who will own the implementation and maintain technologies and processes From executive sponsors to system analysts and administrators a properly designed security program requires that that the right people are assigned to the right tasks and have the tools they need Robichau explains how to design and implement that program with an eye toward long term success Putting processes and systems in place is of course only the start Robichau also shows how to manage your security program and maintain operational support including ongoing maintenance and policy updates Because regulations never sleep This book will help you devise solutions that include Identity and access management systems Proper application design Physical andenvironmental safeguards Systemwide and client based security configurations Safeguards for patient data Training and auditing procedures Governance and policy administration Healthcare Information Privacy and Security is the definitive guide to help you through the process of maintaining privacy and security in the healthcare industry It will help you keep health information safe and it will help keep your organization whether local clinic or major hospital

system on the right side of the law   Shelterforce ,2000   Leadership Excellence ,2008   *Occupational Hazards* ,1995

Going Virtual Ray Grenier,George Metes,1995 Our subject is how virtual teams actually work how they use networked electronic information and communications systems as the infrastructure for their teaming processes Introduction

Supervision in the Hospitality Industry Jack E. Miller,John R. Walker,Karen E. Drummond,2002-09-10 Covers all areas related to managing employees in foodservice and hotel operations from communication recruitment and training to performance evaluation discipline issues and delegation Each chapter features new up to date material Expanded coverage of hospitality organizations through case studies and hotel industry examples   Aviation Week & Space Technology ,2001

Leadership Transitions Richard Elsner,Bridget Farrands,2012-09-03 In a working life of 35 years a manager can expect to make at least 10 job changes or transitions where the demands for rapid business delivery and effective leadership will only increase with each new job According to recent research over 25 per cent of new leaders appointed from within fail within 18 months the figure is closer to 40 per cent for new leaders appointed externally The cost of this rate of failure is high ranging from financial to performance to organizational disruption This book identifies the sources of these failures and how to overcome them The authors show that whether the new leader has arrived as an external appointment or has been promoted internally the experiences can be divided into three phases Arriving Surviving and Thriving By analysing the different features of the leader s experience at each of these stages the authors are able to provide a strategy for leaders to take charge and succeed in their new roles   **Leading with Authenticity in Times of Transition** Kerry A. Bunker,Michael Wakefield,2005 Organizations today are awash in change Managing change requires leaders to focus simultaneously on managing the business and providing effective leadership to the people More often than not it is the focus on the people side that loses out This book offers a framework for understanding the issues and competencies that contribute to effective leadership during times of change Its purpose is to help leaders determine how to choose and move among a variety of managerial approaches to help them see what s working what s not working and what s missing In this way leaders can more clearly assess their impact and learn how to meet the demands of both managing the business and leading the people   Business Education Forum ,2005   **Current Index to Journals in Education** ,1991

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