



»» TRANSFORMING PROMISING IDEAS INTO COMMERCIAL REALITY

From Programmer to Manager

Facilitating the Transition

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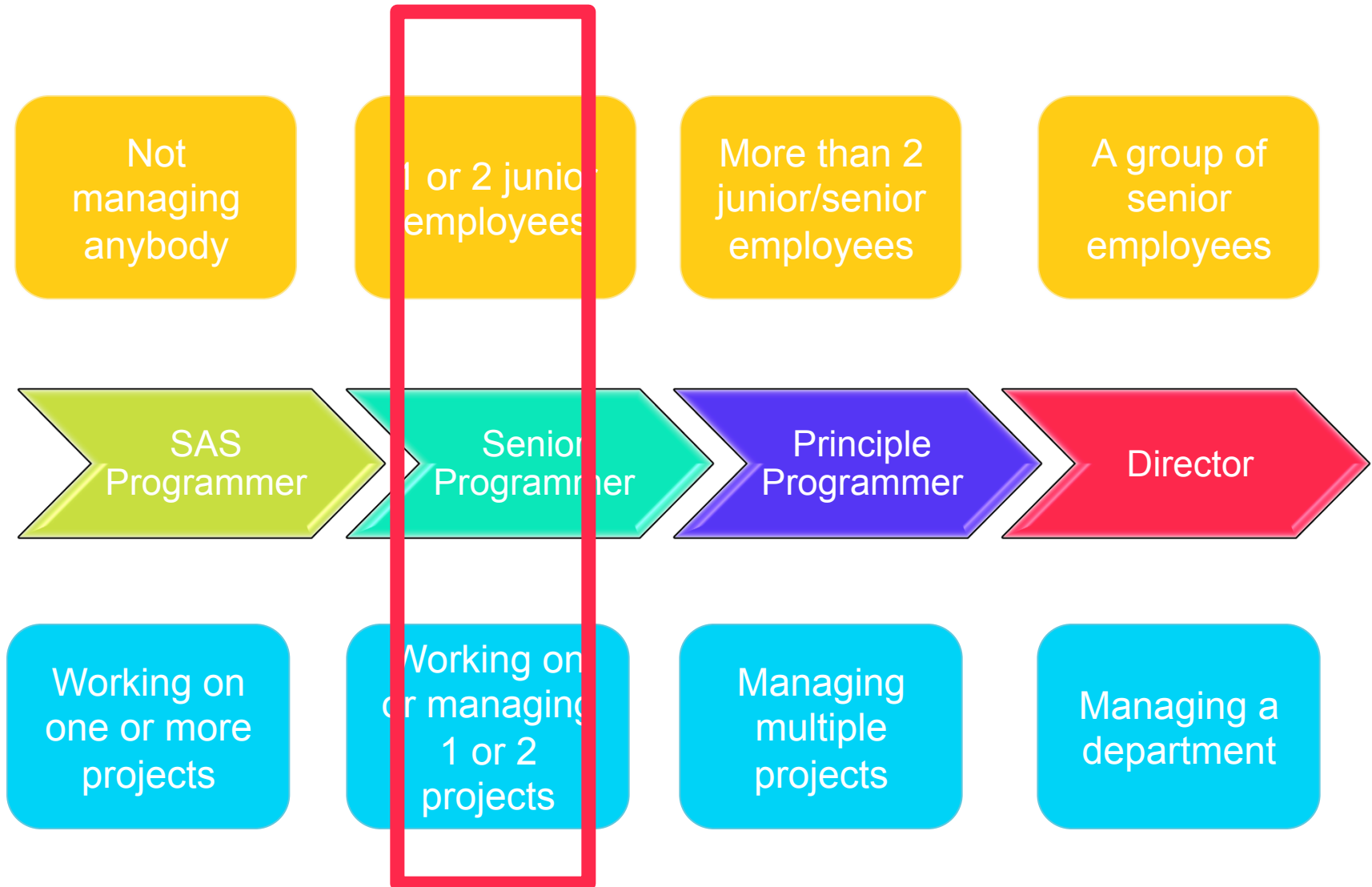


Introduction

- The subject of Management
- In theory or in practice
- Line management vs. Project management
- Impact of variety
- The learning process
- Reality



Transition





Actions: Slow down and research

- Do you already know the person?
- What is their level of experience?
- What projects are they currently working on?
- Who previously managed them?
- Ask around

Before the first official meeting as manager or handover





Actions: Nail the first meeting

Week 1

- Introductions
- What is their current situation?
- What are their goals?
- Formulate a plan
- Come to an agreement





Actions: Establish a system of communication

- How to communicate
- Meet regularly
- Discuss project work
- Revisit the plan
- Progress towards goals
- Have the goals changed?

Week 1 and
ongoing





Actions: Celebrate the short term gains

- Choose an achievable short term goal to focus on
- Ensure the goal contributes to planned development
- If successful, celebrate the success
- Should be done in a measured and appropriate way

Month 2-3





Actions: Push and empower

- Be enthusiastic!
- Always push them to try new things
 - > New training they can do
 - > Different projects to get involved with
 - > Can they design some SAS training for their project?
 - > Can they present at the next department meeting?
 - > Would they be interested in interviewing new candidates?
- Involvement in decision making
- Change tactics, remain flexible, alter directions

Month 2-
ongoing



Actions: Be Transparent

- Explain your reasoning
- Visibility of thought process
- Authenticity
- Honest constructive feedback

Month 2-
ongoing





Conclusion

- The transition from SAS programmer to Line manager could be:
 - A long, slow, carefully planned and considered process
 - Or
 - A short, hectic and rushed process
- Some of the actions discussed could help smooth the process
- Everybody is different
- Think about how you have been previously managed
 - Who inspired you?
 - What did they do that was different?
 - Can you emulate the methods used?
 - Will the methods work?



Were you paying attention?

Only 25!



If all else fails:





Questions?



Thank you for your attention

