

PD03

I'm an Experienced Programmer: Why would I want to be a Line Manager?

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Agenda

- + The Role of a Line Manager
- + Qualities of a Good Line Manager
- + Why Programmers make Good Line Managers
- + Different Types of Line Management Roles
- + Benefits and Challenges of Being a Line Manager
- + Key Learnings for New Line Managers
- + Developing the Required Skills

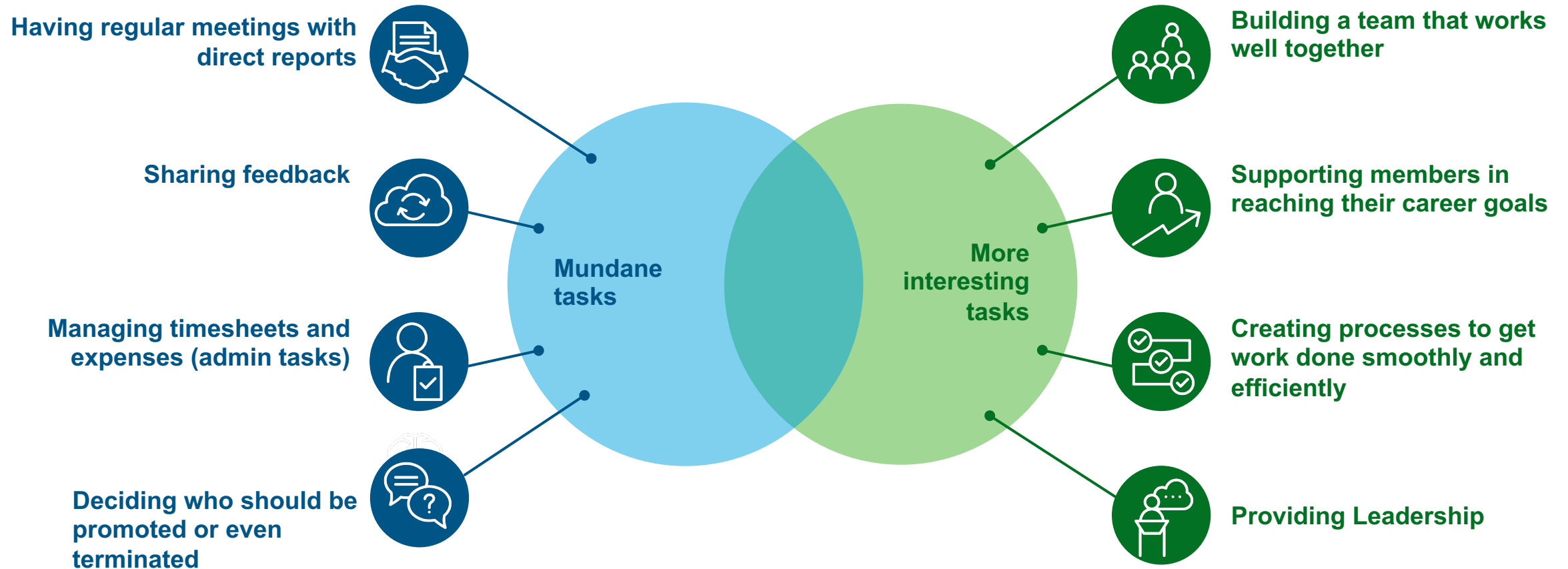
What is a Line Manager?



The person who is directly responsible for managing the work of someone else in a company or business, and who is one level above that person”

Cambridge English Dictionary

What Does a Line Manager Do?



What Makes a Good Leader?



What makes a good Leader is that they eschew the spotlight in favour of spending time and energy to do what they need to do to support and protect their people”

Simon Sinek

The Importance of the Role



Take care of your employees and they will take care of your business. It's as simple as that"

Richard Branson
English business magnate



Gallup research shows that a mind-boggling 70% of an employee's motivation is influenced by his or her manager. It's no wonder that employees don't leave jobs; they leave managers"

Travis Bradberry
President, TalentSmart



Organizations know how important it is to have motivated, engaged employees, but most fail to hold managers accountable for making it happen"

Brigette Hyacinth
Author of 'Leading the workforce of the future'

Qualities of a Good Line Manager

Understands they are not perfect but they can learn and adapt and help their people to do the same



Finds their own style and way they personally get results – adapting their style to fit individual needs



Can identify gaps in processes and improvements to increase efficiency



Demonstrates good organizational, negotiation and time management skills



Top Ten Qualities and Competencies Demonstrated by Great Managers

1 Active Listening

Fully concentrating on what is being said rather than just passively 'hearing' the message of the speaker

2 Honesty

Speaking the truth and acting truthfully as well as being trustworthy, loyal, fair and sincere

3 Open Communication

Open communication occurs when all parties are able to express ideas to one another

4 Approachability

Approachability is about being accessible, consciously breaking down perceived barriers, having appropriate body language, and using the right verbal communication and listening skills

5 Fairness / Impartiality

Treating employees justly and individually, depending on the specific situation and the employee's participation. Impartiality is defined as fair, equitable, unprejudiced, unbiased and objective

Top Ten Qualities and Competencies Demonstrated by Great Managers (continued)



Why Programmers Make Good Line Managers



I Would Like to Be a Line Manager - But I'm an Introvert

“I'm not extrovert enough to be a line manager”

“

“

“

“There's zero correlation between being the best talker and having the best ideas”

Susan Cain – TED talks – The Power of Introverts

Some of the greatest leaders in the world have been introverts:



Mahatma Gandhi



Bill Gates



Mark Zuckerberg

Different Types of Line Management Roles



Full-time
or
Part-time role



Flat
or
Hierarchical structure



Manage across projects
or
Manage a specific project/TA/Client

The Benefits of Being a Line Manager



Challenges of the Role

Being a role model

Managers need to model the organizations values and behaviours



Need to adapt style for each individual

Programmers are all different and will place different demands on your time



Not directly involved in production

Can be hard to feel the same sense of achievement



Communication

Working in remote, global teams can make regular contact difficult



Am I Suitable for a Line Management Role?



Do I find it more motivating to achieve a particular outcome or play a specific role?



Do I like talking with people?

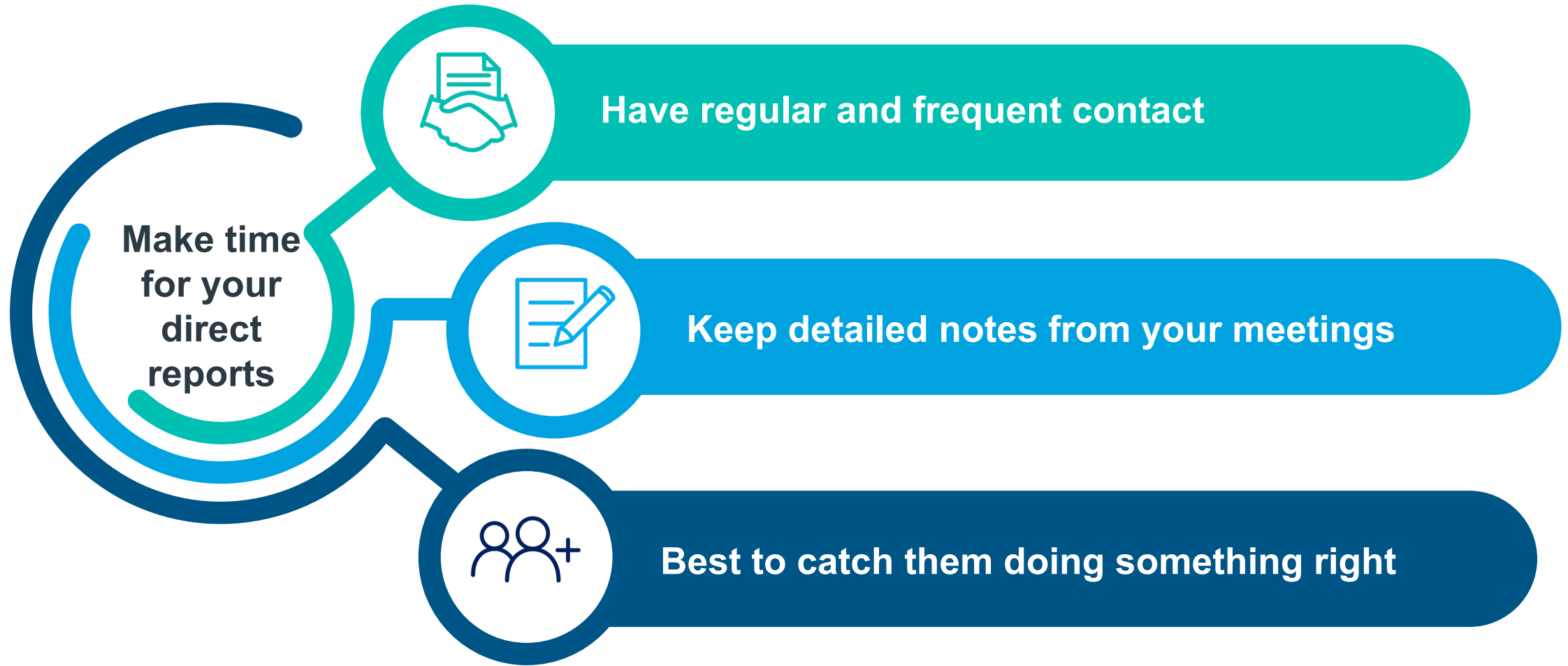


Can I provide stability for an emotionally challenging situation?

Key Learnings For New Line Managers



Key Learnings For New Line Managers (continued)



‘The best minute I spend is the one I invest in people’
One minute.....



**Make sure staff know
what is expected of
them**



**Help your staff reach
their full potential by
praising them**



**Reprimand and
reassurance**

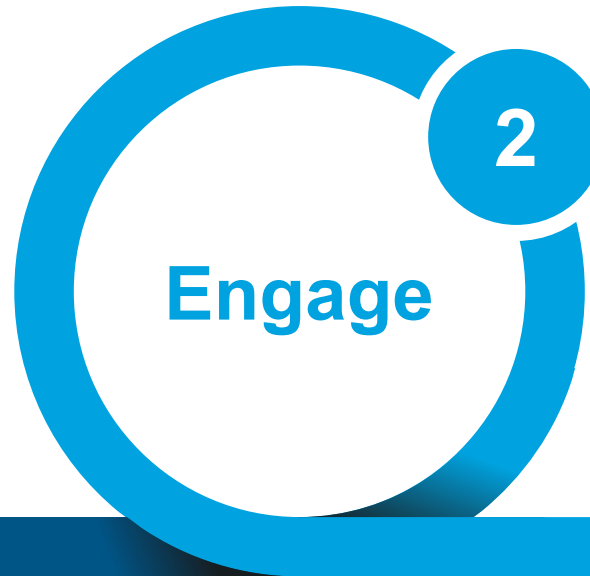
Key Learnings for New Line Managers (continued)



Three Basic Aspects to Leadership: FED



**Leading always starts
with the future**



**If you want the help of
others to create that future
you need to engage them**



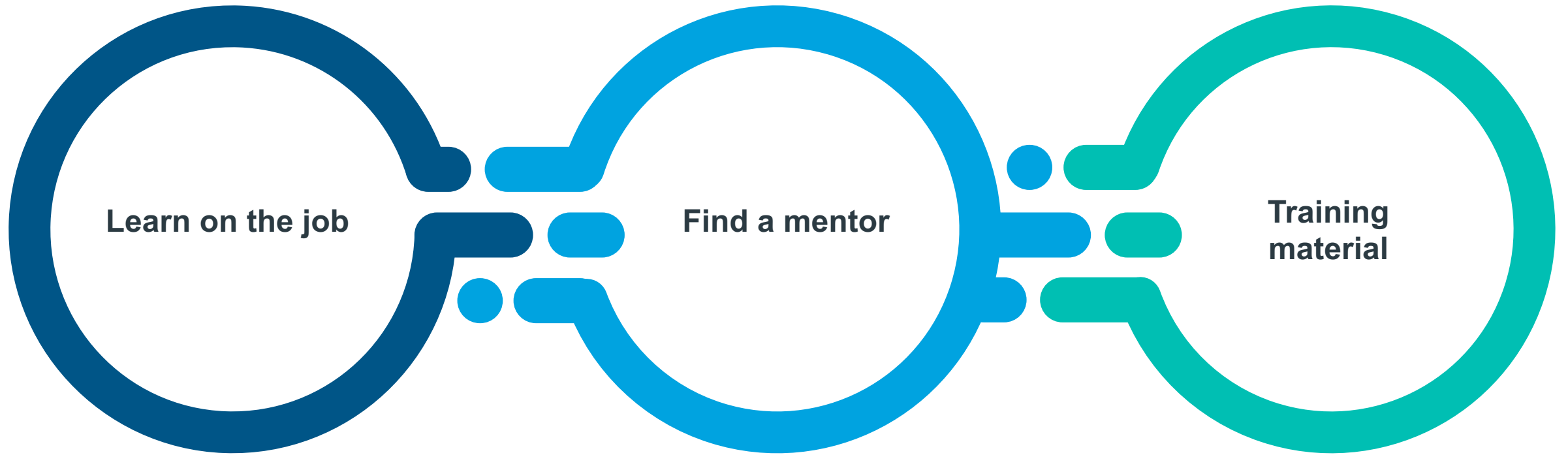
**This is about making it
happen**



Vision without action is merely a dream. Action without vision is merely passing time. Vision with action can change the world”

Nelson Mandela

Developing the Required Skills



Conclusions



The role of a line manager is critical to any business



It can be a very rewarding and fulfilling role



Requires many of the same skills as that of a Programmer



Still not sure it's the right role for you ?



Seek out relevant opportunities

Recommended reading

- + Manager tools 'Basics' – www.manager-tools.com/manager-tools-basics
- + Blanchard K and Johnson S, The new One Minute Manager (Thorsons, 2015)
- + Zhuo J, The making of a Manager (Virgin books, 2019)
- + TED Talks on management and leadership – influential videos from expert speakers
www.ted.com/talks



Thanks for listening

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