



PHUSE EU Connect 2022

PM04 - Managing the Transition from Programmer to Manager

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Managing the Transition from Programmer to Manager

- Making the Decision to Pursue a Management Role
- Prior to Becoming a Manager
- Handling Overlapping Responsibilities
- Developing a Managing Style
- Re-defining Success as a Manager
- Next Steps

Making the decision to pursue a management path

Wanting a New Challenge

Influencing More Studies

Developing Others

Developing New Processes or
Technologies

Prior to Becoming A Manager

Work With Current Manager

- Inform manager you want to pursue manager role
- Get exposure to management responsibilities
- Maximise the opportunities

Re-frame Experiences

- Look at experiences as a programmer through lens of manager
- Reflect on communicating with programming teams
- Managing difficult situations

Prior to Becoming A Manager

Mentoring

- Opportunities to mentor new hires or junior programmers
- Exposure to management tasks with less responsibility
- Develop relationships with other

Study and Learn

- Treat management as you would a technical skill to learn
- Access training and read books from other industries

*The Manager's Path
by Camille Fournier*

Handling Overlapping Responsibilities

- Period where you are leading some studies while taking on manager responsibilities
- Have a plan for how and when those studies will be transitioned
- Understand the different relationships team members may expect now you are a manager

**Handover lead responsibilities,
keep management
responsibilities**

**Handover lead and
management responsibilities**

**Keep lead responsibilities until
a convenient point in the study**

Developing A Management Style

- Develop your own style
- Evaluate what worked well with previous managers
- Understand team members goals
- Continuous feedback benefits the employee but also helps the new manager
- Learn to observe your staff and look for strengths

Re-defining Success as a Manager

- Moving from a role where you were successful to a new role where you have a lot to learn
- Work with senior managers to understand goals and measures of success
- Embrace the opportunity to learn new skills
- Success is achieved over a longer period which ultimately may be more rewarding

Next Steps

Continue to Learn

Embrace New Opportunities

Don't Abandon Strengths or
Lose Skills



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