

Group Exercise



1st Round Robin

In your first personal reflection, you identified a scaling anti-pattern that is occurring in your team.

In the first 10 minutes of the discussion, go around the group and outline what you identified.

Each member of the group should have 1 minute of uninterrupted talking time - and after you've all shared, use the remainder of your 10 minutes to discuss as a group.

2nd Round Robin

In your second personal reflection, you were thinking about an open position that you have now and, you created a short profile of that person.

- For the next 10 minutes, each share what the profile of this person looks like (1 minute each uninterrupted)
- Use the remaining time to discuss as a group.

Group Discussion

After that 10 minutes is up, look at your current processes and the current support you provide - and really interrogate what needs to change if you want to hire the people you've just spoken about AND set them up for success. For example,

- If you're looking to hire more early-career engineers, do you have the support systems in place to help them develop?
- If you're looking to increase diversity at your company, have you thought about how to widen your hiring funnel and create processes to help underrepresented engineers thrive at your company?
- If you're looking to grow your team rapidly, are you providing a pathway for your current senior engineers to step into leadership roles and help spread the load?

As a group, discuss your current processes, what needs to change, and make sure you take notes so you remember this when you head back to work!

