



Letting the best ideas win

Tristan Heal

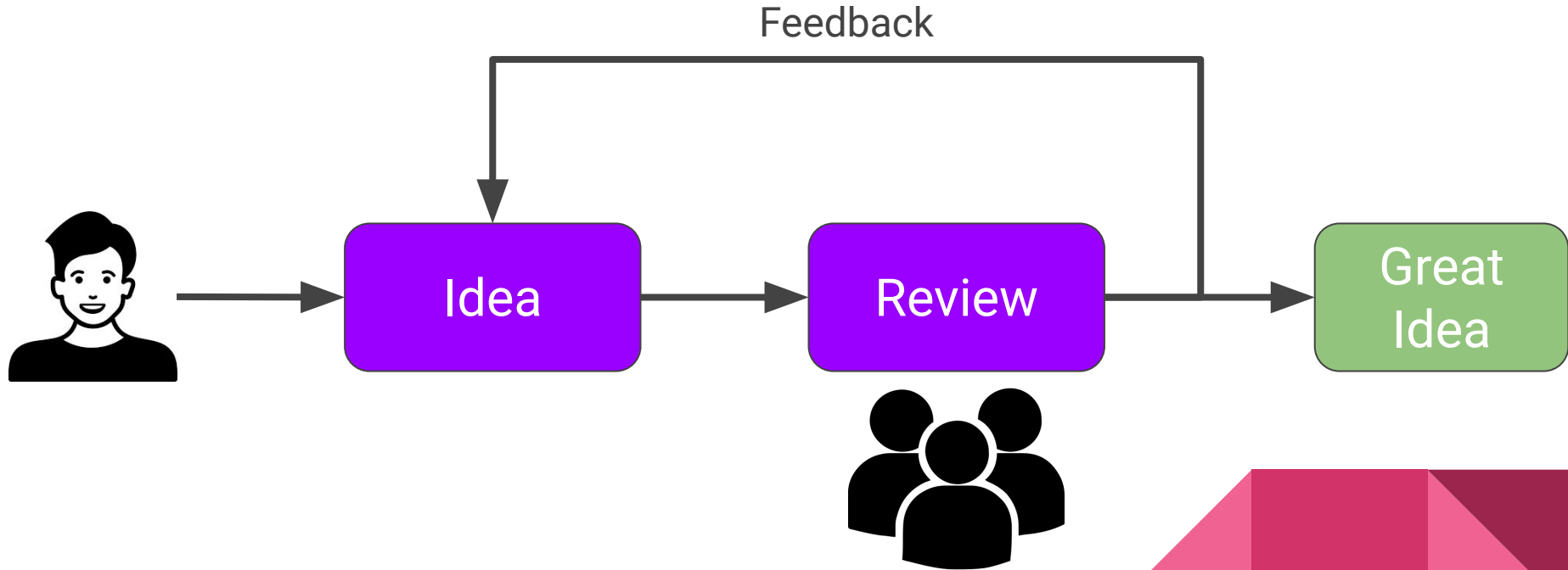


Introduction

My story of becoming a Principal Engineer and realising surfacing great ideas becomes MORE complex; ... not less !!



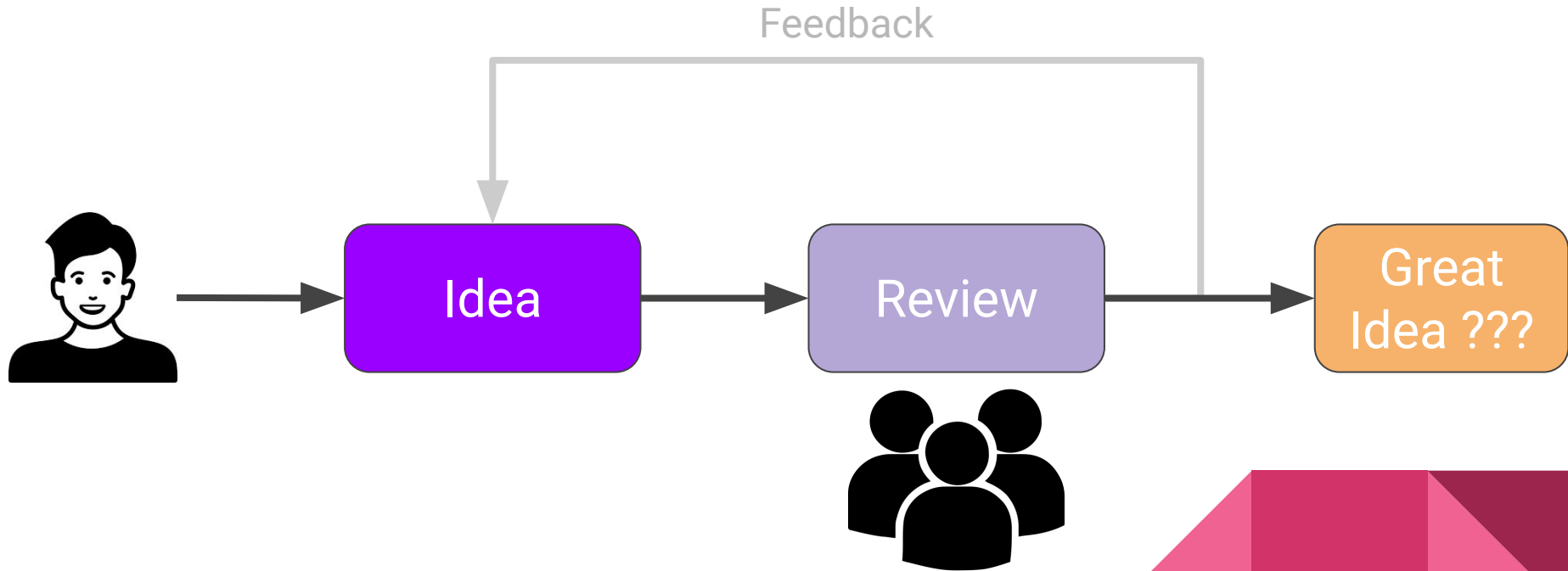
My experience as a Staff Engineer



Then I was promoted...



Then I was promoted...



Crisis?

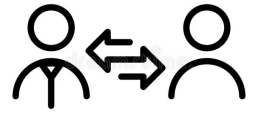


Being deliberate about ideation...

4 Rules to bring out the best ideas

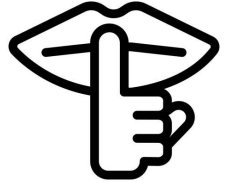


Rule 1: Can I help someone else decide?



Should I be adding value by offering coaching &/or mentoring to the appropriate Senior / Staff Engineer?

Rule 2: Embrace the Awkward Silence !!



Get folk together to discuss a problem that needs a solution, but don't be tempted to lead with your own.

Rule 3: Democratised Decision Making

Setup a “Jedi Council” of senior engineers across teams that you influence, steered by you, but empowered to make decisions.

Be Yoda !



Rule 4: Use your community



Don't forget that you are likely part of a community of Principal & Staff+ Engineers. Use them. Get feedback from them; **they are much less shy !!**

Summary



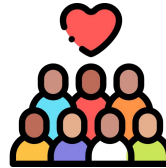
Can I help someone else
decide?



Democratise Decision
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Embrace the awkward
silence



Use your community

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Rule 5: Break all these rule if speed is required



Sometimes - you just need to be the one that brings folk together around a common vision to address some emergency or urgent business need.