Leading your team through a major refactor

TIME TRAVEL

makeameme.org

No harm in asking, right?

Worst case scenario?
They say no?

But are you ready for what happens if they say yes?

This talk is not about **what** you're implementing

It's about **how** you should be implementing it

Be Vulnerable

Pressure

You!

Pressure

You!

Delegate Tasks
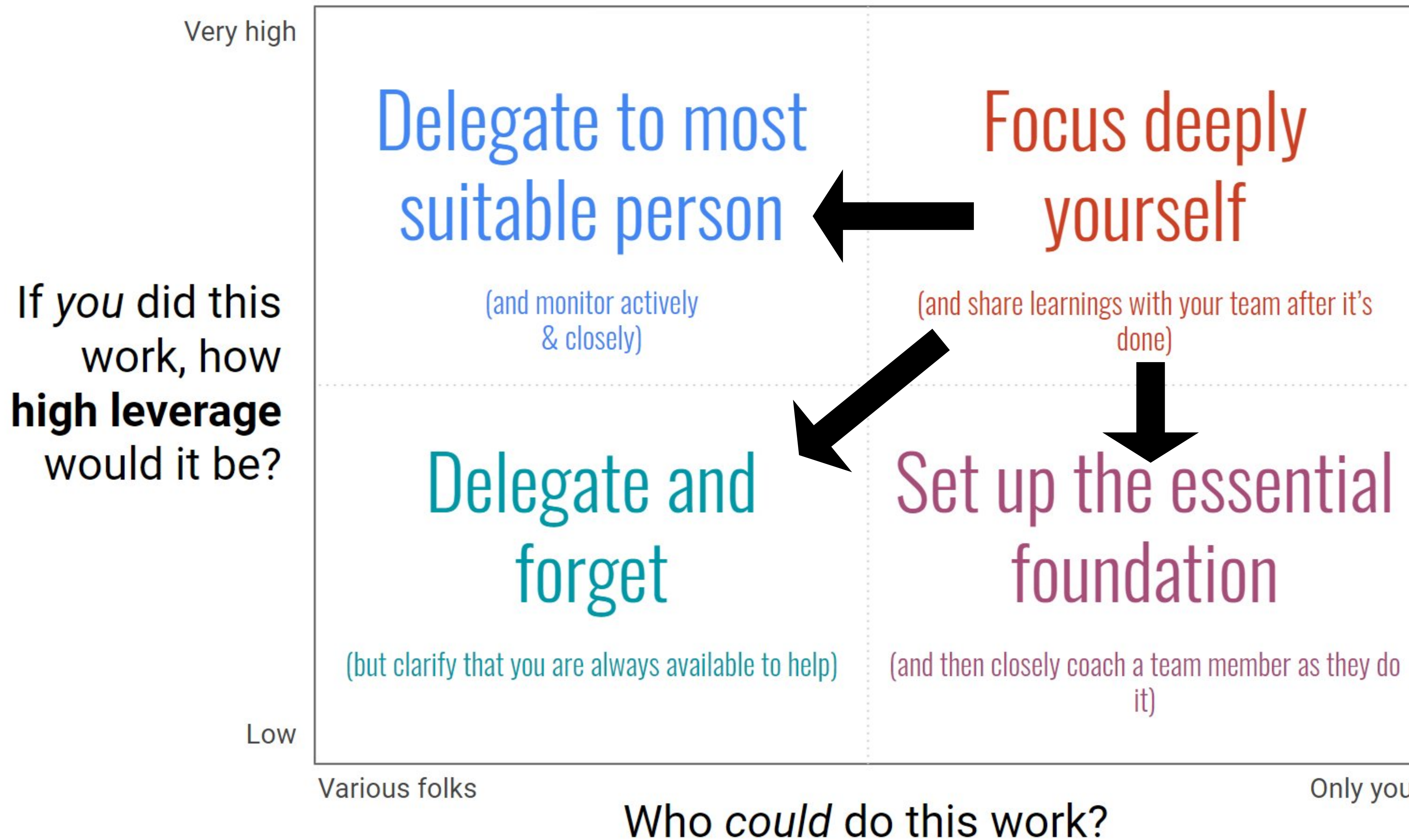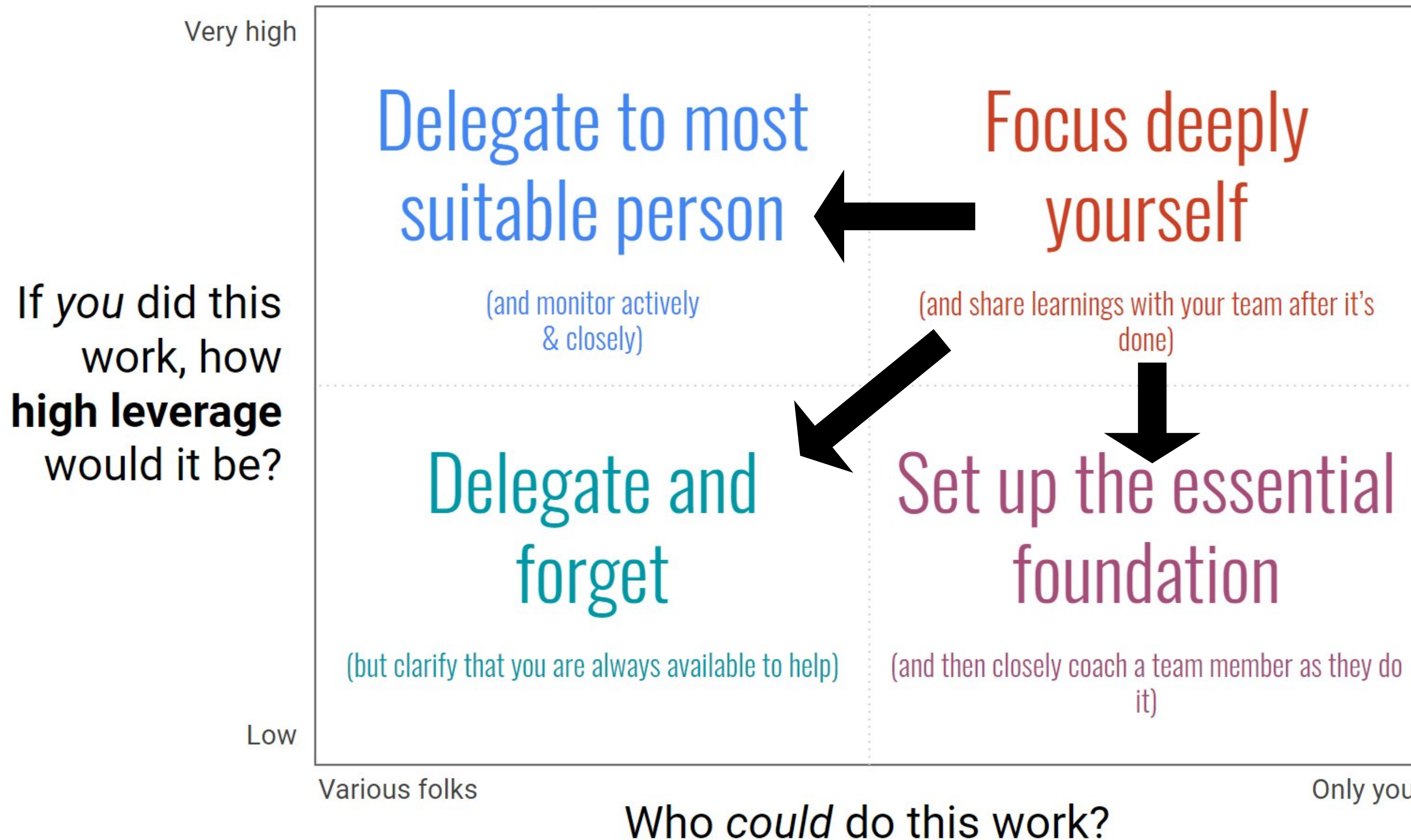
THE RADICAL DELEGATION FRAMEWORK

How to assign & do work that **must be done**, so you can best empower your team, avoid burnout, and make a major impact

Very high

Delegate to most suitable person

(and monitor actively & closely)

Focus deeply yourself

(and share learnings with your team after it's done)

If *you* did this work, how **high leverage** would it be?

Delegate and forget

(but clarify that you are always available to help)

Set up the essential foundation

(and then closely coach a team member as they do it)

Low

Various folks

Only you

Who *could* do this work?

@shreyas

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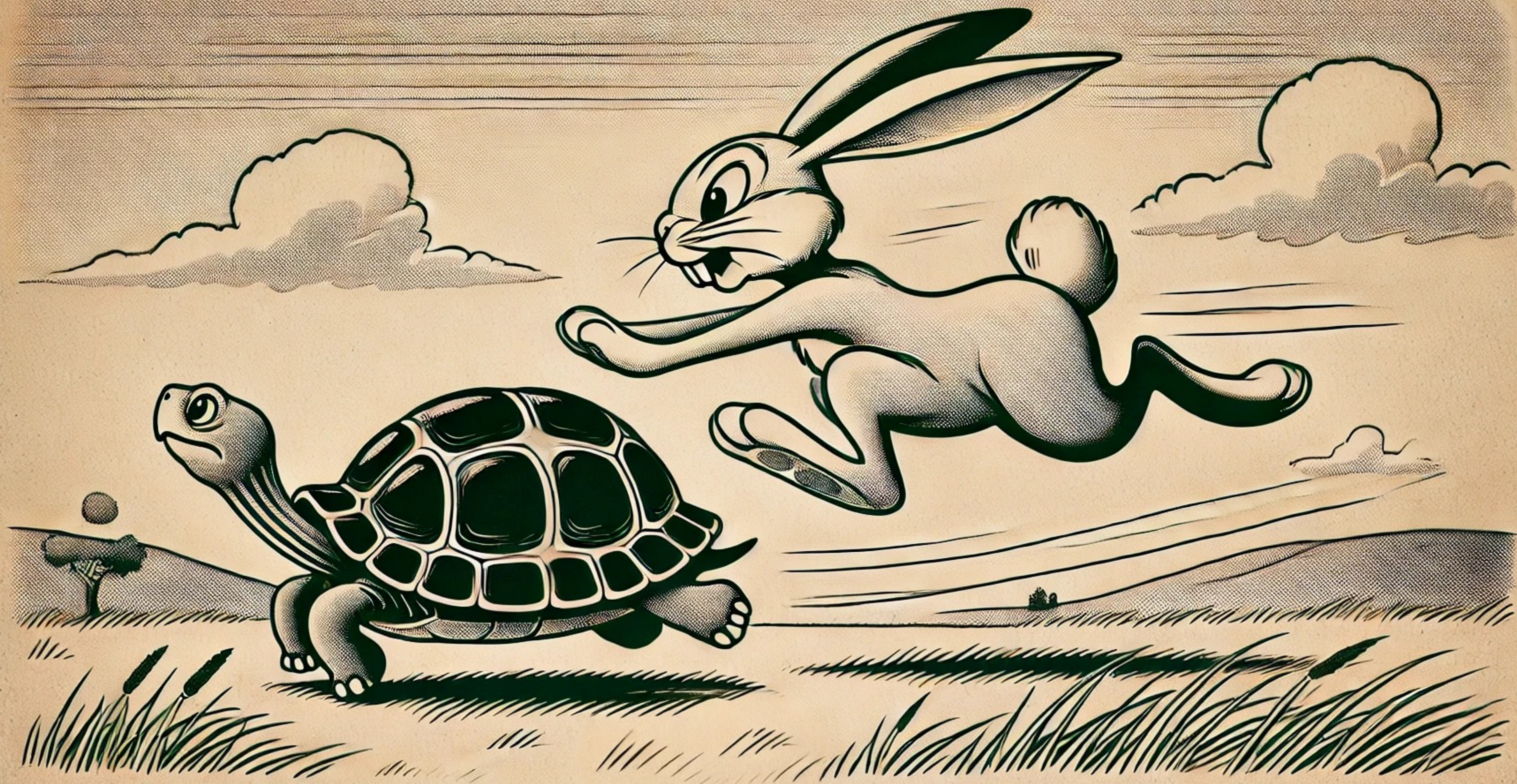
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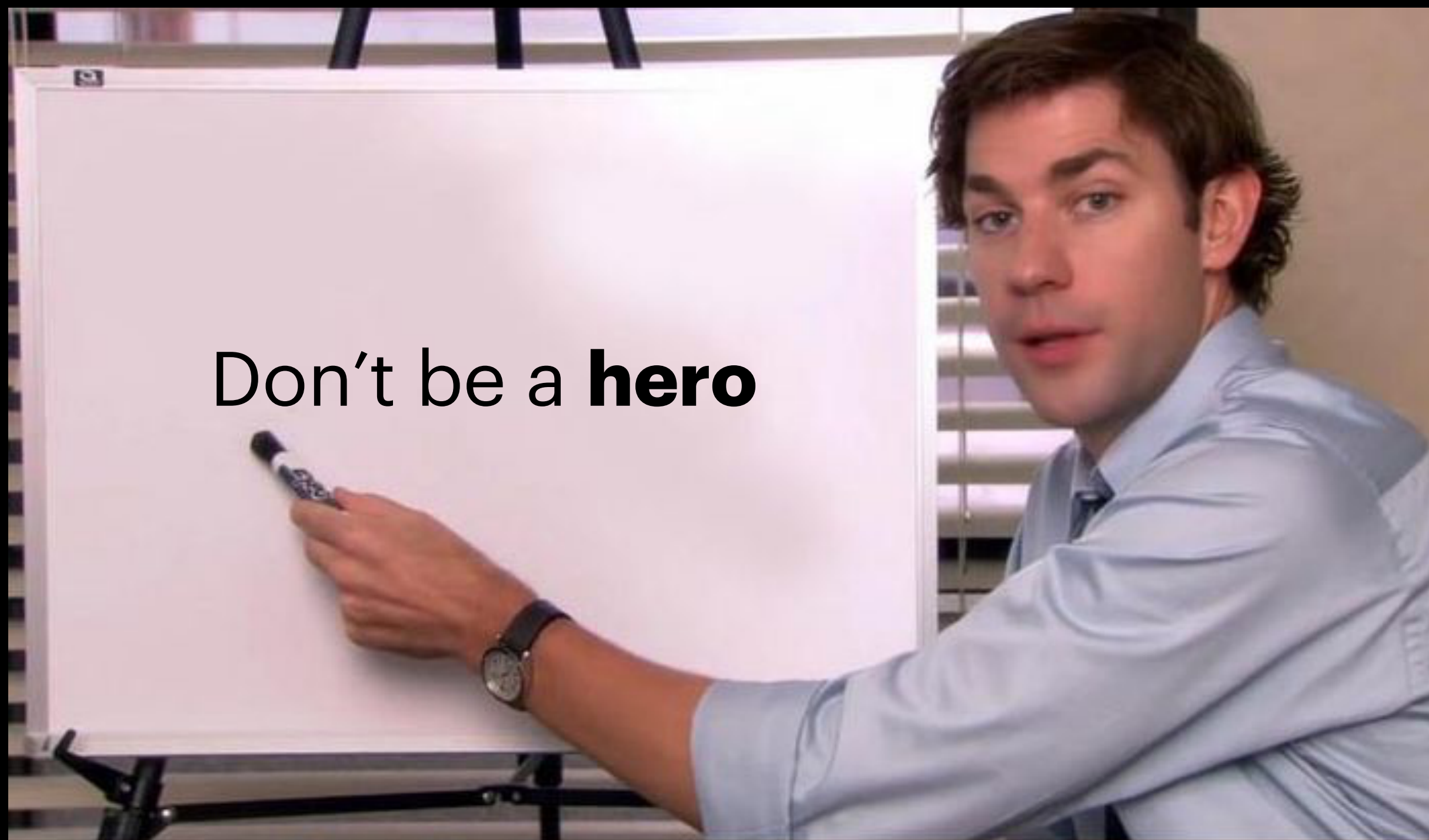
@shreyas

Learn Together

Wrapping Up

- Be Vulnerable

    - Transparency is your friend

- Delegate Tasks

    - Hard to master, but easy to start

- Learn Together
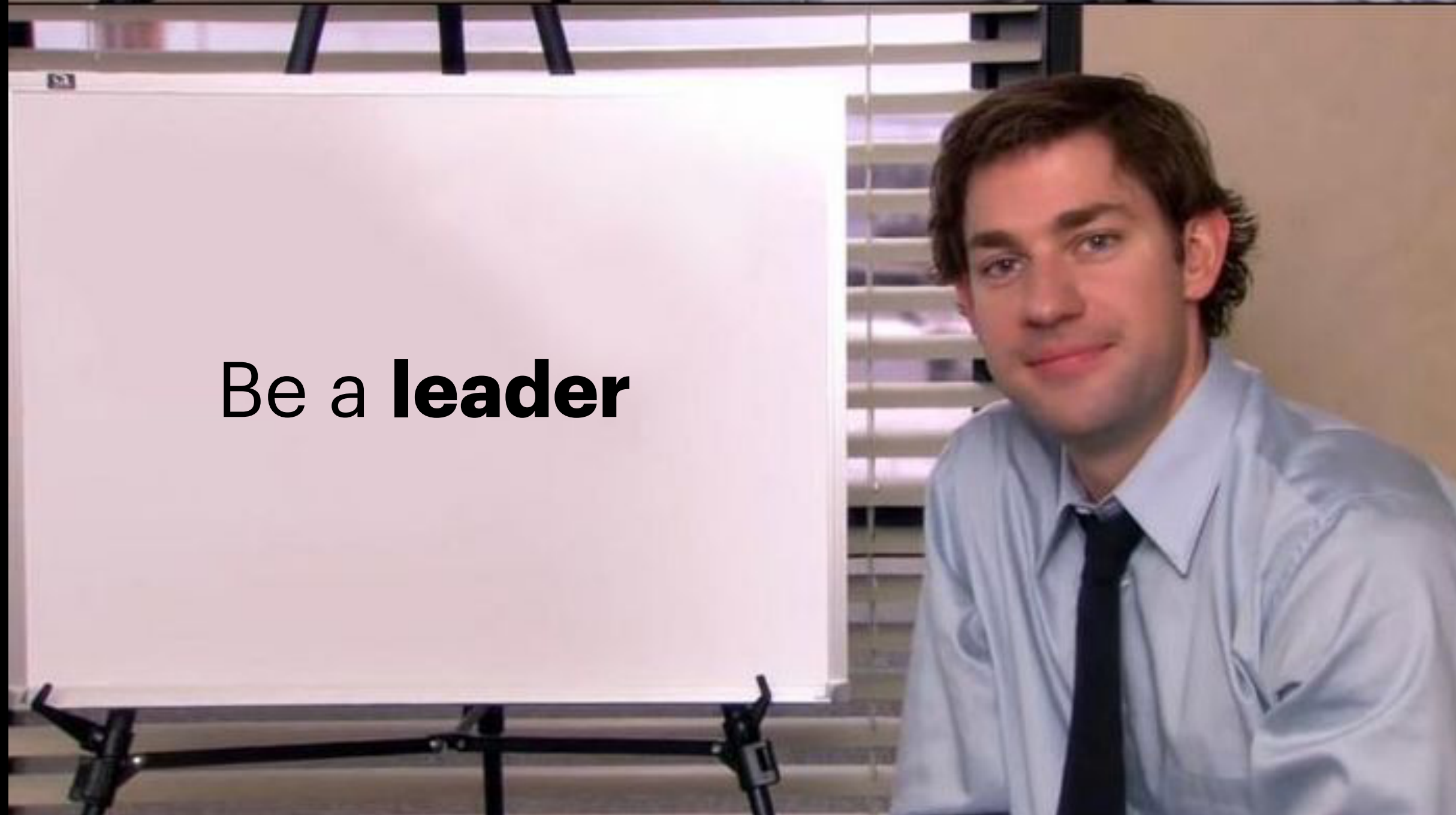
    - Grow together, fail together

Everything here applies when you aren't refactoring too

Come see me in office hours!