

Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

In the Third Edition of the bestselling book, *The Truth About Managing People*, bestselling author Stephen Robbins shares even more proven principles for handling virtually every management challenge. Robbins delivers 61 real solutions for the make-or-break problems faced by every manager. Readers will learn how to overcome the true obstacles to teamwork; why too much communication can be as dangerous as too little; how to improve your hiring and employee evaluations; how to heal "layoff survivor sickness"; how to manage a diverse culture; and ways to lead effectively in a digital world. New truths include: how to nurture friendly employees, forget about age stereotypes, first impressions count, be a good citizen, techniques for managing a diverse age group, and ethical leadership among others.

The Effective Manager is a hands-on practical guide to great management at every level. Written by the man behind *Manager Tools*, the world's number-one business podcast, this book distills the author's 25 years of management training expertise into clear, actionable steps to start taking today.

Managing Humans is a selection of the best essays from Michael Lopp's web site, *Rands In Repose*.

There's a saying that people don't leave companies, they leave managers.

Management is a key part of any organization, yet the discipline is often self-taught and unstructured. Getting to the good solutions of complex management challenges can make the difference between fulfillment and frustration for teams, and, ultimately, the success or failure of companies. Will Larson's *An Elegant Puzzle* orients around the particular challenges of engineering management--from sizing teams to technical debt to succession planning--and provides a path to the good solutions. Drawing from his experience at Digg, Uber, and Stripe, Will Larson has developed a thoughtful approach to engineering management that leaders of all levels at companies of all sizes can apply. *An Elegant Puzzle* balances structured principles and human-centric thinking to help any leader create more effective and rewarding organizations for engineers to thrive in.

This book is a reality-based guide for modern projects. You'll learn how to recognize your project's potholes and ruts, and determine the best way to fix problems - without causing more problems. Your project can't fail. That's a lot of pressure on you, and yet you don't want to buy into any one specific process, methodology, or lifecycle. Your project is different. It doesn't fit into those neat descriptions. *Manage It!* will show you how to beg, borrow, and steal from the best methodologies to fit your particular project. It will help you find what works best for you and not for some mythological project that doesn't even exist. Before you know it, your project will be on track and headed to a successful conclusion.

Read hilarious stories with serious lessons that Michael Lopp extracts from his varied and sometimes bizarre experiences as a manager at Apple, Pinterest, Palantir, Netscape, Symantec, Slack, and Borland. Many of the stories first appeared in primitive form in Lopp's perennially popular blog, *Rands in Repose*. The Third Edition of *Managing Humans* contains a whole new season of episodes from the ongoing saga of

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

Lopp's adventures in Silicon Valley, together with classic episodes remastered for high fidelity and freshness. Whether you're an aspiring manager, a current manager, or just wondering what the heck a manager does all day, there is a story in this book that will speak to you—and help you survive and prosper amid the general craziness of dysfunctional bright people caught up in the chase of riches and power. Scattered in repose among these manic misfits are managers, an even stranger breed of people who, through a mystical organizational ritual, have been given power over the futures and the bank accounts of many others. Lopp's straight-from-the-hip style is unlike that of any other writer on management and leadership. He pulls no punches and tells stories he probably shouldn't. But they are magically instructive and yield Lopp's trenchant insights on leadership that cut to the heart of the matter—whether it's dealing with your boss, handling a slacker, hiring top guns, or seeing a knotty project through to completion. Writing code is easy. Managing humans is not. You need a book to help you do it, and this is it.

What You'll Learn

- How teams work
- How to lead engineers
- How to handle conflict
- How to hire well
- How to motivate employees
- How to manage your boss
- How to say no
- How to understand different engineering personalities
- How to build effective teams
- How to handle stressed people freaking out
- How to run a meeting well
- How to scale teams

Who This Book Is For

This book is designed for managers and would-be managers staring at the role of a manager wondering why they would ever leave the safe world of bits and bytes for the messy world of managing humans. The book covers handling conflict, managing wildly differing personality types, infusing innovation into insane product schedules, and figuring out how to build a lasting and useful engineering culture.

Managing Humans is a selection of the best essays from Michael Lopp's popular website Rands in Repose (www.randsinrepose.com). Lopp is one of the most sought-after IT managers in Silicon Valley, and draws on his experiences at Apple, Netscape, Symantec, and Borland. This book reveals a variety of different approaches for creating innovative, happy development teams. It covers handling conflict, managing wildly differing personality types, infusing innovation into insane product schedules, and figuring out how to build lasting and useful engineering culture. The essays are biting, hilarious, and always informative.

Read hilarious stories with serious lessons that Michael Lopp extracts from his varied and sometimes bizarre experiences as a manager at Apple, Pinterest, Palantir, Netscape, Symantec, Slack, and Borland. Many of the stories first appeared in primitive form in Lopp's perennially popular blog, Rands in Repose. The Third Edition of Managing Humans contains a whole new season of episodes from the ongoing saga of Lopp's adventures in Silicon Valley, together with classic episodes remastered for high fidelity and freshness. Whether you're an aspiring manager, a current manager, or just wondering what the heck a manager does all day, there is a story in this book that will speak to you—and help you survive and prosper amid the general craziness of dysfunctional bright people caught up in the chase of riches and power. Scattered in repose among these manic misfits are managers, an even stranger breed of people who, through a mystical organizational ritual, have been given power over the futures and the bank accounts of many others. Lopp's straight-from-the-hip style is unlike that of any other writer on management and leadership. He pulls no punches and tells stories he probably shouldn't. But they are magically instructive and yield Lopp's

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

trenchant insights on leadership that cut to the heart of the matter—whether it's dealing with your boss, handling a slacker, hiring top guns, or seeing a knotty project through to completion. Writing code is easy. Managing humans is not. You need a book to help you do it, and this is it. What You'll Learn Lead engineers Handle conflict Hire well Motivate employees Manage your boss Discover how to say no Understand different engineering personalities Build effective teams Run a meeting well Scale teams Who This Book Is For Managers and would-be managers staring at the role of a manager wondering why they would ever leave the safe world of bits and bytes for the messy world of managing humans. The book covers handling conflict, managing wildly differing personality types, infusing innovation into insane product schedules, and figuring out how to build a lasting and useful engineering culture.

Design has become the key link between users and today's complex and rapidly evolving digital experiences, and designers are starting to be included in strategic conversations about the products and services that enterprises ultimately deliver. This has led to companies building in-house digital/experience design teams at unprecedented rates, but many of them don't understand how to get the most out of their investment. This practical guide provides guidelines for creating and leading design teams within your organization, and explores ways to use design as part of broader strategic planning. You'll discover: Why design's role has evolved in the digital age How to infuse design into every product and service experience The 12 qualities of effective design organizations How to structure your design team through a Centralized Partnership Design team roles and evolution The process of recruiting and hiring designers How to manage your design team and promote professional growth

While some try to get out of prison, Soapy, the only character in O. Henry's short story, tries to get into it. Soapy is a homeless guy who prefers the warm cell to the cold night under the New York sky. He does everything he can think of in order to draw the attention of the police.

However without any success. Until he hears a magical organ anthem. How will this story develop? Will Soapy manage to get into jail or he will find another way to sort out his life? "The Cop and the Anthem" is a comical short story with a touch of irony which emphatically presents the lower class and the obstacles man has to face. William Sidney Porter (1862-1919), known simply as O. Henry, was a prolific American author of humorous literary pieces. His fame came exceptionally quickly and he became a bestselling author of short story collections, among the most famous being "Cabbages and Kings", "The Voice of the City", and "Strictly Business." As a result of the outstanding literature legacy that O. Henry left behind, there is an American annual award after his name, given to exceptional short stories.

Jeff Lawson, software developer turned CEO of Twilio, creates a new playbook for unleashing the full potential of software developers in any organization, showing how to help management utilize this coveted and valuable workforce to enable growth, solve a wide range of business problems and drive digital transformation. From banking and retail to insurance and finance, every industry is turning digital, and every company needs the best software to win the hearts and minds of customers. The landscape has shifted from the classic build vs. buy question, to one of build vs. die. Companies have to get this right to survive. But how do they make this transition? Software developers are sought after, highly paid, and desperately needed to compete in the modern, digital economy. Yet most companies treat them like digital factory workers without really understanding how to unleash their full potential. Lawson argues that developers are the creative workforce who can solve major business problems and create hit products for customers—not just grind through rote tasks. From Google and Amazon, to one-person online software companies—companies that bring software developers in as partners are winning. Lawson shows how leaders who build industry changing software products consistently do three things well. First, they understand why software developers matter more

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

than ever. Second, they understand developers and know how to motivate them. And third, they invest in their developers' success. As a software developer and public company CEO, Lawson uses his unique position to bridge the language and tools executives use with the unique culture of high performing, creative software developers. Ask Your Developer is a toolkit to help business leaders, product managers, technical leaders, software developers, and executives achieve their common goal—building great digital products and experiences. How to compete in the digital economy? In short: Ask Your Developer.

Managing people is difficult wherever you work. But in the tech industry, where management is also a technical discipline, the learning curve can be brutal—especially when there are few tools, texts, and frameworks to help you. In this practical guide, author Camille Fournier (tech lead turned CTO) takes you through each stage in the journey from engineer to technical manager. From mentoring interns to working with senior staff, you'll get actionable advice for approaching various obstacles in your path. This book is ideal whether you're a new manager, a mentor, or a more experienced leader looking for fresh advice. Pick up this book and learn how to become a better manager and leader in your organization. Begin by exploring what you expect from a manager Understand what it takes to be a good mentor, and a good tech lead Learn how to manage individual members while remaining focused on the entire team Understand how to manage yourself and avoid common pitfalls that challenge many leaders Manage multiple teams and learn how to manage managers Learn how to build and bootstrap a unifying culture in teams

WINNER of Computing Reviews 20th Annual Best Review in the category Management “Tyler’s book is concise, reasonable, and full of interesting practices, including some curious ones you might consider adopting yourself if you become a software engineering manager.” —Fernando Berzal, CR, 10/23/2015 “Josh Tyler crafts a concise, no-nonsense, intensely focused guide for building the workhouse of Silicon Valley—the high-functioning software team.” —Gordon Rios, Summer Book Recommendations from the Smartest People We Know—Summer 2016 Building Great Software Engineering Teams provides engineering leaders, startup founders, and CTOs concrete, industry-proven guidance and techniques for recruiting, hiring, and managing software engineers in a fast-paced, competitive environment. With so much at stake, the challenge of scaling up a team can be intimidating. Engineering leaders in growing companies of all sizes need to know how to find great candidates, create effective interviewing and hiring processes, bring out the best in people and their work, provide meaningful career development, learn to spot warning signs in their team, and manage their people for long-term success. Author Josh Tyler has spent nearly a decade building teams in high-growth startups, experimenting with every aspect of the task to see what works best. He draws on this experience to outline specific, detailed solutions augmented by instructive stories from his own experience. In this book you'll learn how to build your team, starting with your first hire and continuing through the stages of development as you manage your team for growth and success. Organized to cover each step of the process in the order you'll likely face them, and highlighted by stories of success and failure, it provides an easy-to-understand recipe for creating your high-powered engineering team.

A former Army interrogator shares his secrets for getting exactly what you want out of anyone, anytime. In business, school, romance, or your neighborhood, it is valuable to know what attracts people, what repels them, and what makes them tick. Choosing the right approach will enable you to influence people to do what you want in professional and social situations. The authors include updated case studies—some pulled from the headlines—of how this technique has worked to create both good news and bad news. Most importantly and all new, they tell you how to identify and guard against manipulation so you remain in control of your choices and options. In Get People to Do What You Want, you'll learn about: One-on-one interaction Group dynamics The projection of leadership Instinctual trust and mistrust of others Get

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

People to Do What You Want is the perfect, modern complement to Dale Carnegie's 1937 classic work on the topic, How to Win Friends and Influence People. Think of these books as the Old and New Testaments of persuasion.

Leading a fast-growing team is a uniquely challenging experience. Startups with a hot product often double or triple in size quickly—a recipe for chaos if company leaders aren't prepared for the pitfalls of hyper-growth. If you're leading a startup or a new team between 10 and 150 people, this guide provides a practical approach to managing your way through these challenges. Each section covers essential strategies and tactics for managing growth, starting with a single team and exploring typical scaling points as the team grows in size and complexity. The book also provides many examples and lessons learned, based on the authors' experience and interviews with industry leaders. Learn how to make the most of:

- Hiring: Learn a scalable hiring process for growing your team
- People management: Use 1-on-1 mentorship, dispute resolution, and other techniques to ensure your team is happy and productive
- Organization: Motivate employees by applying five organizational design principles
- Culture: Build a culture that can evolve as you grow, while remaining connected to the team's core values
- Communication: Ensure that important information—and only the important stuff—gets through

Shaun of the Dead meets Dumplin' in this biting funny YA thriller about a kickass group of teens battling a ravenous group of zombies. In the next few hours, one of three things will happen. 1--We'll be rescued (unlikely) 2--We'll freeze to death (maybe) 3--We'll be eaten by thin and athletic zombies (odds: excellent) Vivian Ellenshaw is fat, but she knows she doesn't need to lose weight, so she's none too happy to find herself forced into a weight-loss camp's van with her ex-best friend, Allie, a meathead jock who can barely drive, and the camp owner's snobby son. And when they arrive at Camp Featherlite at the start of the worst blizzard in the history of Flagstaff, Arizona, it's clear that something isn't right. Vee barely has a chance to meet the other members of her pod, all who seem as unhappy to be at Featherlite as she does, when a camper goes missing down by the lake. Then she spots something horrifying outside in the snow. Something...that isn't human. Plus, the camp's supposed "miracle cure" for obesity just seems fishy, and Vee and her fellow campers know they don't need to be cured. Of anything. Even worse, it's not long before Camp Featherlite's luxurious bungalows are totally overrun with zombies. What starts out as a mission to unravel the camp's secrets turns into a desperate fight for survival--and not all of the Featherlite campers will make it out alive. A satirical blend of horror, body positivity, and humor, Kelly deVos's witty, biting novel proves that everyone deserves to feel validated, and taking down the evil enterprise determined to dehumanize you is a good place to start.

A humorous description of the author's varied experiences in building a billion dollar international business

If you're currently an engineer and have been offered a management job at a startup, this book is for you! If you're an engineer wondering what your manager is supposed to do for you, this book is for you as well! Drawing from the author's experience as an engineer and manager, this book explains: When to consider doing management work. How to put together a team. What to consider when interacting with engineers. How to hire top engineers for your startup. How to pick engineering leaders. How to define processes and a process cookbook. When you don't need a process. How to report to your managers. How compensation systems and promotion systems work, and when they fail. Foreword by Harper Reed. This kind of books are nowhere to be found...as an engineer probing in the dark for "what's next" I have looked very hard for career guidance for the past few years, and yours are the only books to give enlightenment. --- Cindy Zhou Whether experienced or aspiring, this book will be a great manual to help understand and be successful at this mysterious craft. --- Harper Reed, from the Foreword.

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

Tap into the wisdom of experts to learn what every engineering manager should know. With 97 short and extremely useful tips for engineering managers, you'll discover new approaches to old problems, pick up road-tested best practices, and hone your management skills through sound advice. Managing people is hard, and the industry as a whole is bad at it. Many managers lack the experience, training, tools, texts, and frameworks to do it well. From mentoring interns to working in senior management, this book will take you through the stages of management and provide actionable advice on how to approach the obstacles you'll encounter as a technical manager. A few of the 97 things you should know: "Three Ways to Be the Manager Your Report Needs" by Duretti Hirpa "The First Two Questions to Ask When Your Team Is Struggling" by Cate Huston "Fire Them!" by Mike Fisher "The 5 Whys of Organizational Design" by Kellan Elliott-McCrea "Career Conversations" by Raquel Vélez "Using 6-Page Documents to Close Decisions" by Ian Nowland "Ground Rules in Meetings" by Lara Hogan

"Mantle and Lichty have assembled a guide that will help you hire, motivate, and mentor a software development team that functions at the highest level. Their rules of thumb and coaching advice are great blueprints for new and experienced software engineering managers alike." —Tom Conrad, CTO, Pandora "I wish I'd had this material available years ago. I see lots and lots of 'meat' in here that I'll use over and over again as I try to become a better manager. The writing style is right on, and I love the personal anecdotes." —Steve Johnson, VP, Custom Solutions, DigitalFish All too often, software development is deemed unmanageable. The news is filled with stories of projects that have run catastrophically over schedule and budget. Although adding some formal discipline to the development process has improved the situation, it has by no means solved the problem. How can it be, with so much time and money spent to get software development under control, that it remains so unmanageable? In *Managing the Unmanageable: Rules, Tools, and Insights for Managing Software People and Teams*, Mickey W. Mantle and Ron Lichty answer that persistent question with a simple observation: You first must make programmers and software teams manageable. That is, you need to begin by understanding your people—how to hire them, motivate them, and lead them to develop and deliver great products. Drawing on their combined seventy years of software development and management experience, and highlighting the insights and wisdom of other successful managers, Mantle and Lichty provide the guidance you need to manage people and teams in order to deliver software successfully. Whether you are new to software management, or have already been working in that role, you will appreciate the real-world knowledge and practical tools packed into this guide.

As a software engineer, you recognize at some point that there's much more to your career than dealing with code. Is it time to become a manager? Tell your boss he's a jerk? Join that startup? Author Michael Lopp recalls his own make-or-break moments with Silicon Valley giants such as Apple, Netscape, and Symantec in *Being Geek* -- an insightful and entertaining book that will help you make better career decisions. With more than 40 standalone stories, Lopp walks through a complete job life cycle, starting with the job interview and ending with the realization that it might be time to find another gig. Many books teach you how to interview for a job or how to manage a project successfully, but only this book helps you handle the baffling circumstances you may encounter throughout your career. Decide what you're worth with the chapter on "The Business" Determine the nature of the miracle your CEO wants with "The Impossible" Give effective presentations with "How Not to Throw Up" Handle liars and people with devious agendas with "Managing Werewolves" Realize when you should be looking for a new gig with "The Itch"

Managing Humans Biting and Humorous Tales of a Software Engineering Manager Apress
Software startups make global headlines every day. As technology companies succeed and grow, so do their engineering departments. In your career, you'll may suddenly get the

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

opportunity to lead teams: to become a manager. But this is often uncharted territory. How can you decide whether this career move is right for you? And if you do, what do you need to learn to succeed? Where do you start? How do you know that you're doing it right? What does "it" even mean? And isn't management a dirty word? This book will share the secrets you need to know to manage engineers successfully. Going from engineer to manager doesn't have to be intimidating. Engineers can be managers, and fantastic ones at that. Cast aside the rhetoric and focus on practical, hands-on techniques and tools. You'll become an effective and supportive team leader that your staff will look up to. Start with your transition to being a manager and see how that compares to being an engineer. Learn how to better organize information, feel productive, and delegate, but not micromanage. Discover how to manage your own boss, hire and fire, do performance and salary reviews, and build a great team. You'll also learn the psychology: how to ship while keeping staff happy, coach and mentor, deal with deadline pressure, handle sensitive information, and navigate workplace politics. Consider your whole department. How can you work with other teams to ensure best practice? How do you help form guilds and committees and communicate effectively? How can you create career tracks for individual contributors and managers? How can you support flexible and remote working? How can you improve diversity in the industry through your own actions? This book will show you how. Great managers can make the world a better place. Join us.

The humor and insights in the 2nd Edition of *Managing Humans* are drawn from Michael Lopp's management experiences at Apple, Netscape, Symantec, and Borland, among others. This book is full of stories based on companies in the Silicon Valley where people have been known to yell at each other and occasionally throw chairs. It is a place full of dysfunctional bright people who are in an incredible hurry to find the next big thing so they can strike it rich and then do it all over again. Among these people are managers, a strange breed of people who, through a mystical organizational ritual, have been given power over the future and bank accounts of many others. Whether you're an aspiring manager, a current manager, or just wondering what the heck a manager does all day, there is a story in this book that will speak to you—and help you survive and prosper amongst the general craziness. Lopp's straight-from-the-hip style is unlike any other writer on management. He pulls no punches and tells stories he probably shouldn't. But they are massively instructive and cut to the heart of the matter whether it's dealing with your boss, handling a slacker, hiring top guns, or seeing a knotty project through to completion. This second editions expands on the management essentials. It will explain why we hate meetings, but must have them, it carefully documents the right way to have a 1-on-1, and it documents the perils of not listening to your team. Writing code is easy. Managing humans is not. You need a book to help you do it, and this is it.

Managing Humans is a selection of the best essays from Michael Lopp's web site, *Rands in Repose*. Drawing on Lopp's management experiences at Apple, Netscape, Symantec, and Borland, this book is full of stories based on companies in the Silicon Valley where people have been known to yell at each other. It is a place full of dysfunctional bright people who are in an incredible hurry to find the next big thing so they can strike it rich and then do it all over again. Among these people are managers, a strange breed of people who through a mystical organizational ritual have been given power over your future and your bank account. Whether you're an aspiring manager, a current manager, or just wondering what the heck a manager does all day, there is a story in this book that will speak to you. What you'll learn
What to do when people start yelling at each other
How to perform a diving save when the best engineer insists on resigning
How to say "no" to the person who signs your paycheck
Who this book is for
This book is designed for managers and would-be managers staring at the role of a manager wondering why they would ever leave the safe world of bits and bites for the

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

messy world of managing humans. The book covers handling conflict, managing wildly differing personality types, infusing innovation into insane product schedules, and figuring out how to build a lasting and useful engineering culture. Table of Contents Don't Be a Prick Managers are Not Evil The Monday Freakout Agenda Detection Mandate Dissection Information Starvation Subtlety, Subterfuge, and Silence Managementese Technicality Avoiding the Fez Your Resignation Checklist Saying No 1.0 Taking Time to Think The Soak Malcolm Events Capturing Context Status Reports 2.0 Trickle Theory A Glimpse and a Hook Nailing the Phone Screen Ninety Days Bellwethers NADD A Nerd in a Cave Meeting Creatures Incrementalists and Completionists Organics and Mechanics Inwards, Outwards, and Holistics Free Electrons Rules for the Reorg Offshore Risk Factor Joe Secret Titles

Many people think leadership is a higher calling that resides exclusively with a select few who practice and preach big, complex leadership philosophies. But as this practical book reveals, what's most important for leadership is principled consistency. Time and again, small things done well build trust and respect within a team. Using stories from his time at Netscape, Apple, and Slack, Michael Lopp presents a series of small but compelling practices to help you build leadership skills. You'll learn how to create teams that are highly productive, highly respected, and highly trusted. Lopp has been speaking and writing about this topic for over a decade and now maintains a Slack leadership channel with over 13,000 members. The essays in this book examine the practical skills Lopp learned from exceptional leaders—as a manager at Netscape, a senior manager and director at Apple, and an executive at Slack. You'll learn how to apply these lessons to your own experience.

In the course of their 20+-year engineering careers, authors Brian Fitzpatrick and Ben Collins-Sussman have picked up a treasure trove of wisdom and anecdotes about how successful teams work together. Their conclusion? Even among people who have spent decades learning the technical side of their jobs, most haven't really focused on the human component. Learning to collaborate is just as important to success. If you invest in the "soft skills" of your job, you can have a much greater impact for the same amount of effort. The authors share their insights on how to lead a team effectively, navigate an organization, and build a healthy relationship with the users of your software. This is valuable information from two respected software engineers whose popular series of talks—including "Working with Poisonous People"—has attracted hundreds of thousands of followers.

Corporate and commercial software-development teams all want solutions for one important problem—how to get their high-pressure development schedules under control. In **RAPID DEVELOPMENT**, author Steve McConnell addresses that concern head-on with overall strategies, specific best practices, and valuable tips that help shrink and control development schedules and keep projects moving. Inside, you'll find: A rapid-development strategy that can be applied to any project and the best practices to make that strategy work Candid discussions of great and not-so-great rapid-development practices—estimation, prototyping, forced overtime, motivation, teamwork, rapid-development languages, risk management, and many others A list of classic mistakes to avoid for rapid-development projects, including creeping requirements, shortchanged quality, and silver-bullet syndrome Case studies that vividly illustrate what can go wrong, what can go right, and how to tell which direction your project is

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

going **RAPID DEVELOPMENT** is the real-world guide to more efficient applications development.

Introduces a realistic approach to leading, managing, and growing your Agile team or organization. Written for current managers and developers moving into management, Appelo shares insights that are grounded in modern complex systems theory, reflecting the intense complexity of modern software development. Recognizes that today's organizations are living, networked systems; that you can't simply let them run themselves; and that management is primarily about people and relationships.

Deepens your understanding of how organizations and Agile teams work, and gives you tools to solve your own problems. Identifies the most valuable elements of Agile management, and helps you improve each of them.

Lisa Wheeler and Caldecott Honor–winning illustrator Molly Idle remind overeager little biters that biting is for food in this hysterical read-aloud picture book. Learning good behavior has never been so fun! It's good to bite a carrot. It's good to bite a steak. It's bad to bite your sister! She's not a piece of cake. Cause... People don't bite people! That's what this book's about. So if you find you're tooth-inclined— you'd better check it out!

In this fourth edition of the bestselling business book *Managing Humans*, author Michael Lopp continues to draw leadership advice from some of the most important software companies of our modern age. Educational stories from companies across Silicon Valley such as Apple, Slack, Pinterest, Palantir, Netscape, and Borland detail the experiences of bright software engineers in an ever-changing industry. This revised edition of *Managing Humans* expands on the previous editions' explorations of management essentials including handling stress, building diverse teams, running inclusive meetings, and how to lead in times of crisis. The education of a great leader never stops, and Lopp applies crucial insights to help continue your never-ending leadership education. Whether it is approaching a myriad of engineering personalities or handling unexpected conflict, you will come away with wisdom to handle any team situation. The engineering culture of a company can determine the difference between a product's ultimate success or failure. *Managing Humans* is here to guide managers and aspiring managers into the intimidating world of people and their vastly different personalities. Handle conflict, infuse innovation into your approach, and be the most confident manager you can be after reading this book. What You Will Learn Lead engineers Handle conflict Understand different engineering personalities Who This Book Is For Managers and would-be managers staring at the role of a manager wondering why they would ever leave the safe world of bits and bytes for the messy world of managing humans.

New medical cartoons from Volker Lange – A sharp-witted and philosophically appropriate gift idea for lovers of medical caricatures. Situations that every meeting visitor knows – being picked on or picked up by a formidable pen – by a meeting attendee who had the chance to observe his colleagues both from the podium as well as from the auditorium.... Meetingitis is everything that can occur there.... Again another real Lange-Cari cartoon volume that will not only amuse meeting attendees.

Your essential guide to the Vedas When were the Vedas written, and why? Who were the people who composed them? Where did they come from, how did they live? Questions, conjectures and debates go hand in hand with the Vedas, the sacred keystone texts of

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

Hinduism. Now, noted historian Roshen Dalal sifts through centuries of information and research to present, in a straightforward and succinct manner, an account of the Vedas that is authoritative yet accessible, thus appealing to both scholars and lay readers. In this book, key insights into the Vedas are complemented by a celebration of the poetry that lies within the texts. Using socio-economic data and archaeological and linguistic research, the author introduces us to the Vedic era, enabling us to understand the culture and philosophy that produced these ancient and sublime texts. • Based on original research and numerous authoritative sources, including auxiliary texts and early commentaries • Appendices featuring selected hymns from all four Vedas, and listing all the hymns that make up the Rig Veda • Conveniently cross-referenced with a wealth of information

Build vital connections to accelerate your career success Managing Up is your guide to the most valuable 'soft skill' your career has ever seen. It's not about sucking up or brown-nosing; it's about figuring out who you are, who your boss is, and finding where you meet. It's about building real relationships with people who have influence over your career. Managing up is good for you, good for your boss, and good for the organization as a whole. This book gives you strategies for developing these all-important connections and building more than rapport; you become able to quickly assess situations, and determine which actions will move you forward; you become your own talent manager, and your boss's top choice for that new opportunity. As a skill, managing up can do more for your career than simply 'networking' ever could—and this book shows you how. Real-world strategies give you a set of actionable steps, supplemented by expert advice from a top leadership consultant that helps you get on track to advancement. It's never too early or too late to start adjusting your alignment, and this book provides the help you need to start accelerating your trajectory. Develop robust relationships with influential people Enhance your self-awareness and become more adaptable Gain new opportunities and accelerate your career Stop 'schmoozing' and develop true, lasting connections Managing up helps you build the sort of relationships that foster more communication, collaboration, cooperation, and understanding between people at different levels of power, with a variety of perspectives and skills. This type of bridge-building builds your reputation for effectiveness and fit, so you can start skipping rungs on the ladder as you build a strong, successful career. Managing Up is your personal manual for building this vital skill so you can begin building your best future.

Most software project problems are sociological, not technological. Peopleware is a book on managing software projects.

What others in the trenches say about The Pragmatic Programmer... “The cool thing about this book is that it’s great for keeping the programming process fresh. The book helps you to continue to grow and clearly comes from people who have been there.” —Kent Beck, author of Extreme Programming Explained: Embrace Change “I found this book to be a great mix of solid advice and wonderful analogies!” —Martin Fowler, author of Refactoring and UML Distilled “I would buy a copy, read it twice, then tell all my colleagues to run out and grab a copy. This is a book I would never loan because I would worry about it being lost.” —Kevin Ruland, Management Science, MSG-Logistics “The wisdom and practical experience of the authors is obvious. The topics presented are relevant and useful.... By far its greatest strength for me has been the outstanding analogies—tracer bullets, broken windows, and the fabulous helicopter-based explanation of the need for orthogonality, especially in a crisis situation. I have little doubt that this book will eventually become an excellent source of useful information for journeymen programmers and expert mentors alike.” —John Lakos, author of Large-Scale C++ Software Design “This is the sort of book I will buy a dozen copies of when it comes out so I can give it to my clients.” —Eric Vought, Software Engineer “Most modern books on software development fail to cover the basics of what makes a great software developer, instead spending their time on syntax or technology where in reality the greatest leverage possible for

Get Free Managing Humans Biting And Humorous Tales Of A Software Engineering Manager

any software team is in having talented developers who really know their craft well. An excellent book.” —Pete McBreen, Independent Consultant “Since reading this book, I have implemented many of the practical suggestions and tips it contains. Across the board, they have saved my company time and money while helping me get my job done quicker! This should be a desktop reference for everyone who works with code for a living.” —Jared Richardson, Senior Software Developer, iRenaissance, Inc. “I would like to see this issued to every new employee at my company...” —Chris Cleeland, Senior Software Engineer, Object Computing, Inc. “If I’m putting together a project, it’s the authors of this book that I want. . . . And failing that I’d settle for people who’ve read their book.” —Ward Cunningham Straight from the programming trenches, *The Pragmatic Programmer* cuts through the increasing specialization and technicalities of modern software development to examine the core process--taking a requirement and producing working, maintainable code that delights its users. It covers topics ranging from personal responsibility and career development to architectural techniques for keeping your code flexible and easy to adapt and reuse. Read this book, and you'll learn how to Fight software rot; Avoid the trap of duplicating knowledge; Write flexible, dynamic, and adaptable code; Avoid programming by coincidence; Bullet-proof your code with contracts, assertions, and exceptions; Capture real requirements; Test ruthlessly and effectively; Delight your users; Build teams of pragmatic programmers; and Make your developments more precise with automation. Written as a series of self-contained sections and filled with entertaining anecdotes, thoughtful examples, and interesting analogies, *The Pragmatic Programmer* illustrates the best practices and major pitfalls of many different aspects of software development. Whether you're a new coder, an experienced programmer, or a manager responsible for software projects, use these lessons daily, and you'll quickly see improvements in personal productivity, accuracy, and job satisfaction. You'll learn skills and develop habits and attitudes that form the foundation for long-term success in your career. You'll become a Pragmatic Programmer.

A book for Tech Leads, from Tech Leads. Discover how more than 35 Tech Leads find the delicate balance between the technical and non-technical worlds. Discover the challenges a Tech Lead faces and how to overcome them. You may be surprised by the lessons they have to share.

Argues that readers who question authority, trust in their values, seek alternatives, and stand up for their beliefs can transform the world around them, enrich their own lives, and build a better future dedicated to the common good.

[Copyright: 577a3e769aba26a1c1980e06ae9c37a4](https://www.amazon.com/dp/B000061884)