## Managerial Responsibilities

Changes with Agile A little -> a LOT     0   1   2   3   4   5     People Management     Hire great programmers onboarding new hires / get them started on the team Grow skills and careers Counsel / mentor / coach     Set performance objectives / Review performance and give feedback Recognize exceptional performance     Manage problem employees / Fire poor performers     Promote people up levels   Compensate fairly     Arbitrate inter-team personality conflicts   Motivation & Hygiene Factors)     Approve PTO (vacations)   Support architects in ensuring team follows architectural best practices     Classe arch new technologies     Project tam support     Direct project activities Maintain quality focus     Resolve technical disputes     Resolve technical disputes     Maintain quality focus     Maintain quality focus     Maintain quality focus     Maintain quality focus     Maintain project schedule     Identify risks, anticipate issues     Traige / prioritize work     Lead design torie vork     Lead design torie best practices     Be a point of escalation: e.g., unclear rqmts whiplash, "what" not "
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Manage project portfolio
Match / assign people to teams / projects
Create good working conditions
Ensure your reports have the tools they need
Manage budgets (tools, training, staffing, etc)
Plan for organizational growth / change
Troubleshoot dysfunction
Establish/nurture positive, motivated culture
The larger organization
Manage Up
Manage Out (relationships with other departments)
Protect reports from corp distractions, extraneous communication
Protect reports from requirements whimsy
Communicate corporate culture, messages, business objectives
Champion your reports; communicate their key insights to stakeholders
Manage expectations
Establish metrics Manage vendors, suppliers