Cheatography

mgmt Cheat Sheet

by echoecho via cheatography.com/198358/cs/43263/

management

- It is **your fault**, not theirs. (When you're the head and things go wrong, you have nobody to blame but yourself.)

- culture is who you hire, who you promote and who you fire.

- always try and integrate grit, rigour and humour.

- no micro-management!

- strong social capital

- open door policy

- leader eats last

- pay it forward ideology

- **entropy** can show you where additional resources would make your business more efficient and that there are other inefficiencies that you can do nothing about.

- constantly look for gaps in what we could be doing if we're following the principles and what we are doing **then get the whole team to do this, fully engage them to start self actualising via looking for these gaps.**

- all should remain cognisant of the **curse of knowledge.**

- know the true north - what is the core mission!

- when you don't realise what you can't do, you can do some pretty cool stuff.

- key points of cooperation are **flat hierarchies;** open and clear communication as well as a familiar and cooperative atmosphere.

human beings strive for growth, and internal sources of motivation are essential. (self determination)

operations

- dev ops framework.	- reliable systems that can **scale**.
- china wall in relation to information sharing to ensure that no one from sister company(s) will obtain customer information from the main entity.	- how many engineers are responsible for X number of people using the platform?
- highlight that all source code will be audited before deployment and codebase reviewed periodically	- obr: objective and key results
-what was done yesterday, what needs to be done today, follow up with midday project status to get an indication (green, amber, yellow/red) and to determine whether there is any blockers.	- fast is better than slow. While slow is adding unnecessary embellishments, fast is out of this world. And that means fast can learn from experience while slow can only theorise. Those who ship quickly can improve quickly. So fast doesn't just win the race it gets a head start for the next one
- we don't build services to make money, we make money to build better services	- if we don't create the thing that kills our product, someone else will
- staccato (short) form email	

hiring

- hire slow, fire fast

- keep an eye for those who believe in struggle

- utilise ***FAST agreement*** (when necessary)

- hire the best people possible. (Great departments are formed by one great hire as they set the standard for everyone else who joins the team)

- ask the candidate to cross their arms to determine which side of the brain is most dominant.

- 2% of total revenue produced for new formulaic and product/idea implementation

- If pay is the only reason they applied, candidate is in the wrong place.

- a players only

- the best algorithm is to **get smart people together**

RISA framework

- Is it necessary to resolve to make progress?	- If not, is us challenging it going to help us make progress on the overall agreement?

lominger competencies (5)

1. business acumen
2. customer focus
3. conflict management
4. building effective teams
5. dealing with ambiguity

quark test

If an individual can't explain something in ~30 seconds or less, the person might not know what they are talking about as well as they think they do.

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