

# Patterns and Anti-Patterns of Tech Leadership

@laurapatersonuk  
@patkua

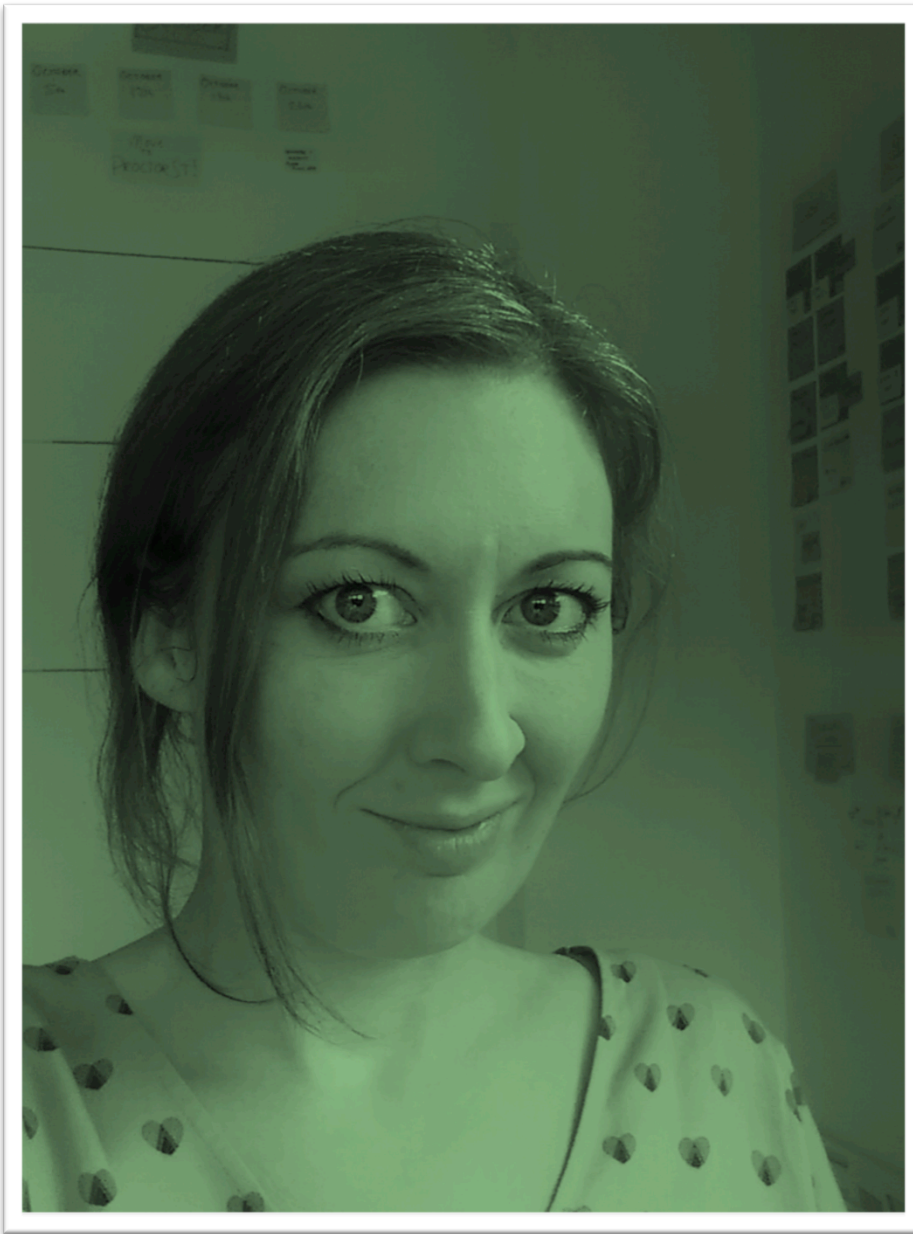


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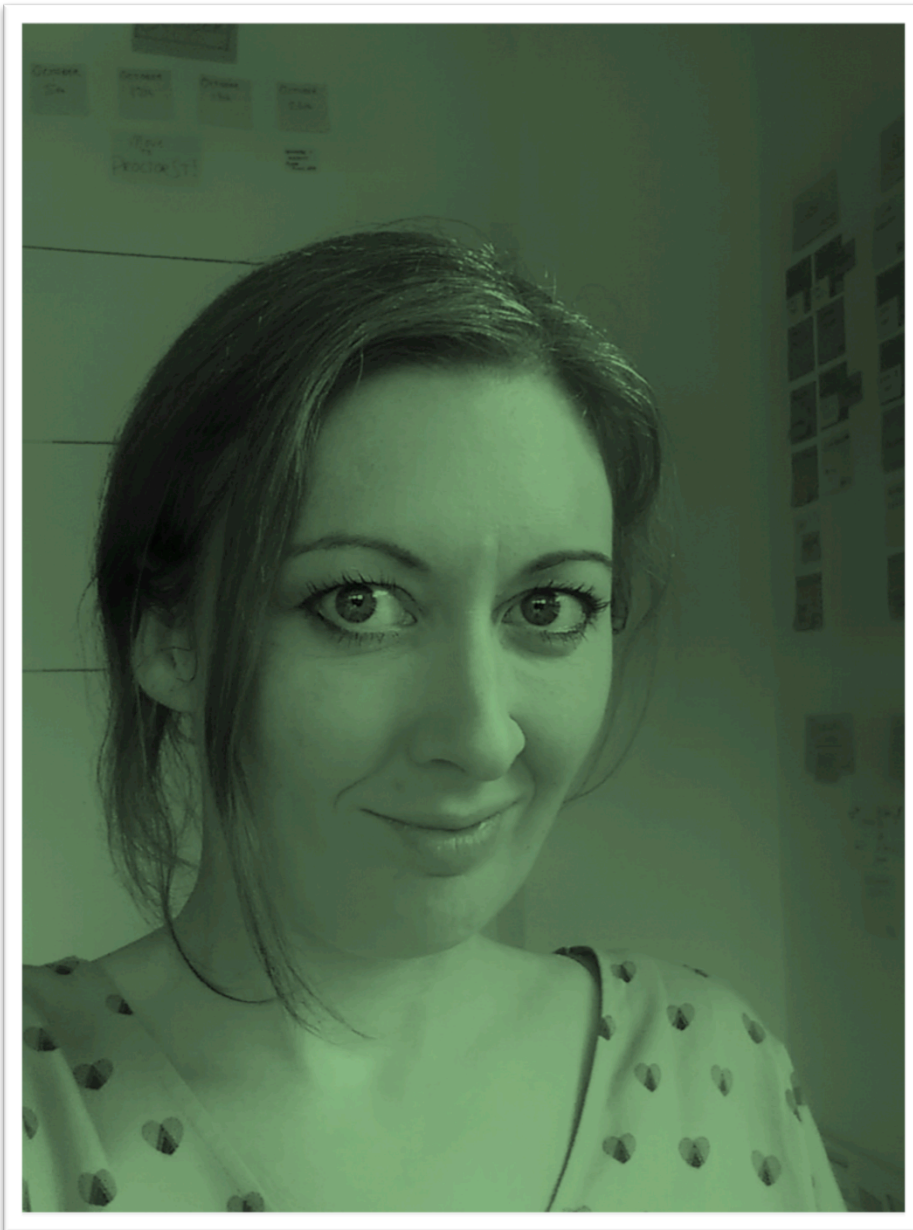
# ABOUT US

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# ABOUT US

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**@laurapatersonuk**

Laura Paterson

Architect

Tech Lead

Coach

Project Manager



# ABOUT US

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**@patkua**

Patrick Kua

Architect

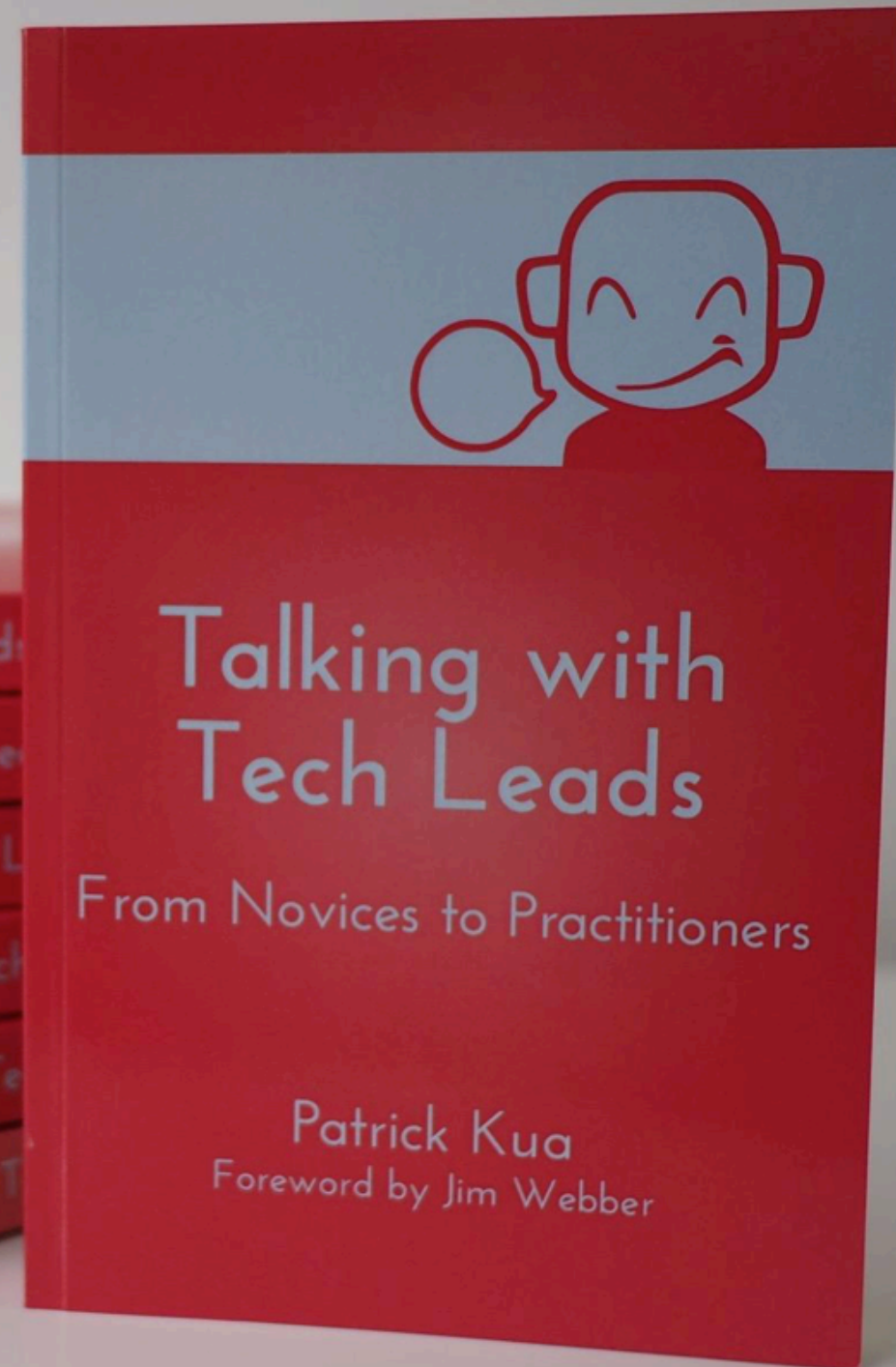
Tech Lead

Author

Coach



Interviews from over 35  
Tech Leads from various  
companies and  
industries



# JOURNEY OF A TECH LEAD



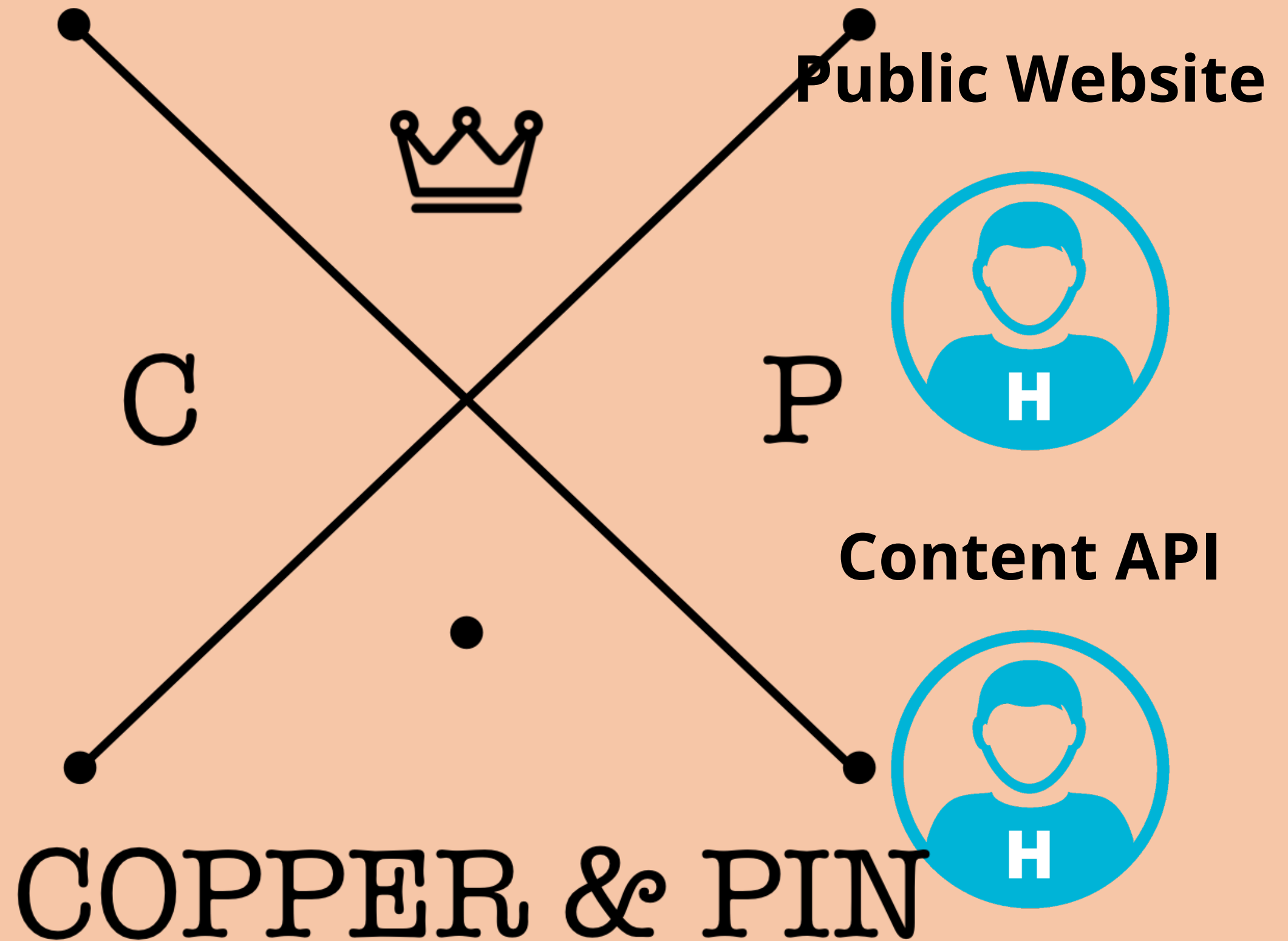
# OUR FIRST-TIME TECH LEAD

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Hayden



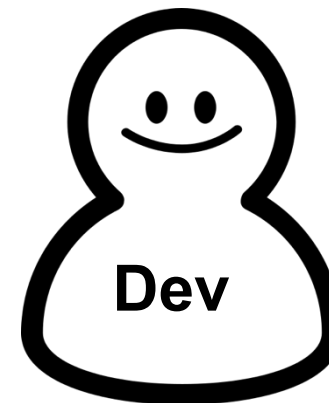
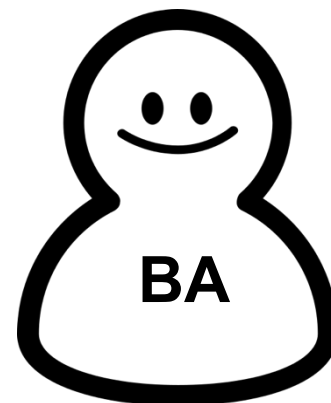
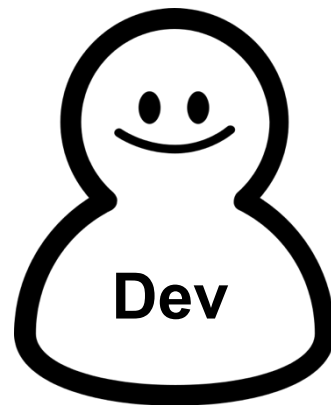




**Hayden**

*“Wow. I’ve just been made a  
Tech Lead”*

# Content API Team





**Hayden**

*“What does a Tech Lead do exactly?”*



# JOURNEY OF A TECH LEAD



PART 1





*“Something I can really get my  
teeth into!”*



*“This is going to be great, I’ve been looking for a chance to try a new RESTful API design.”*



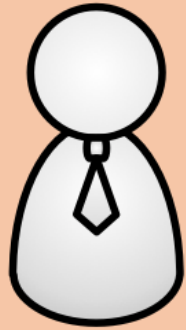
*“Wow, we really don’t have much time I better get my head down and start coding...”*





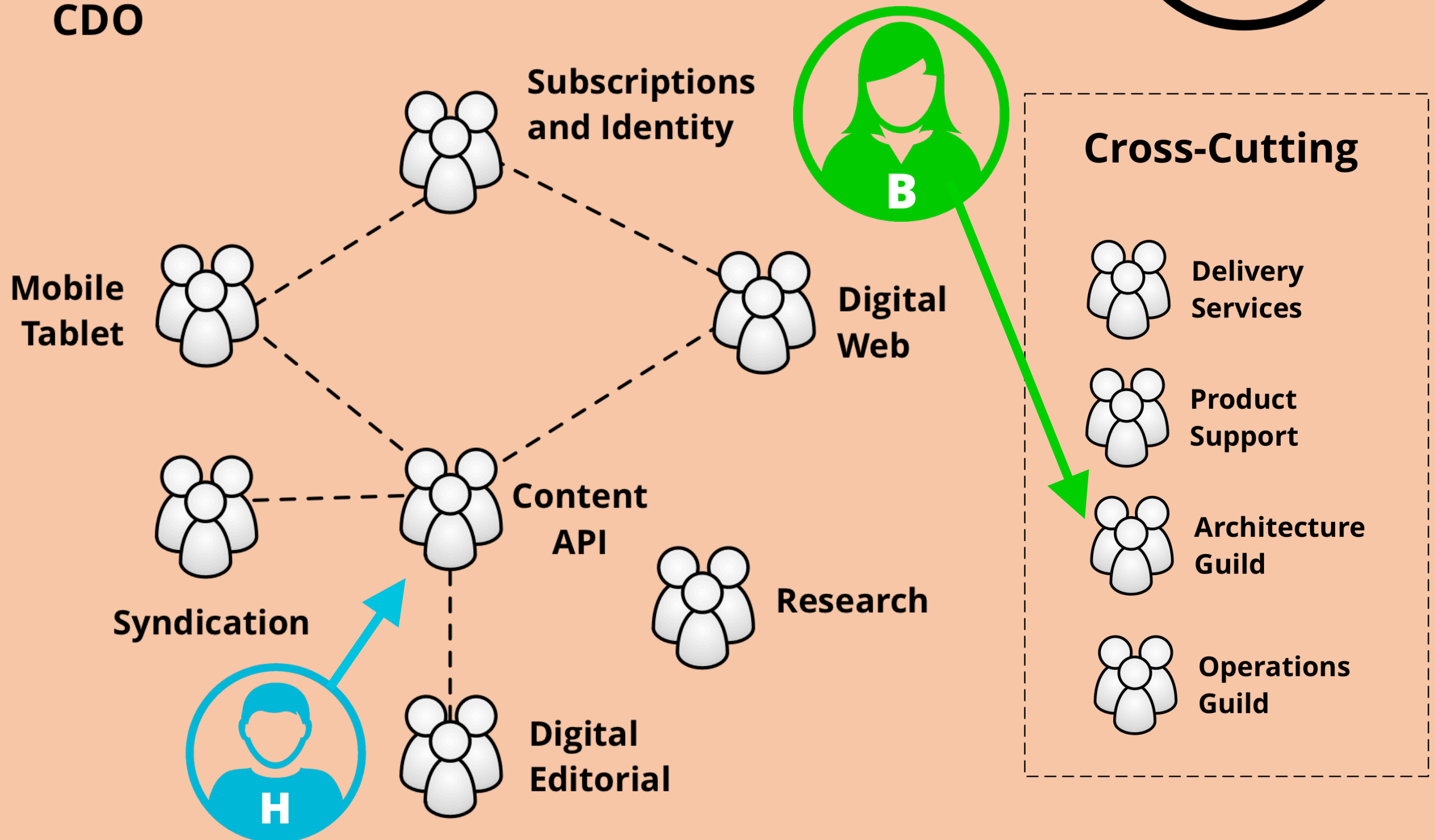
*“I need to do this myself to  
make sure it’s right...”*





**CDO**

# IT ORGANISATION MAP



# A LONG-TIME TECH LEAD

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Bobbie







*"Hayden, can we chat?"*

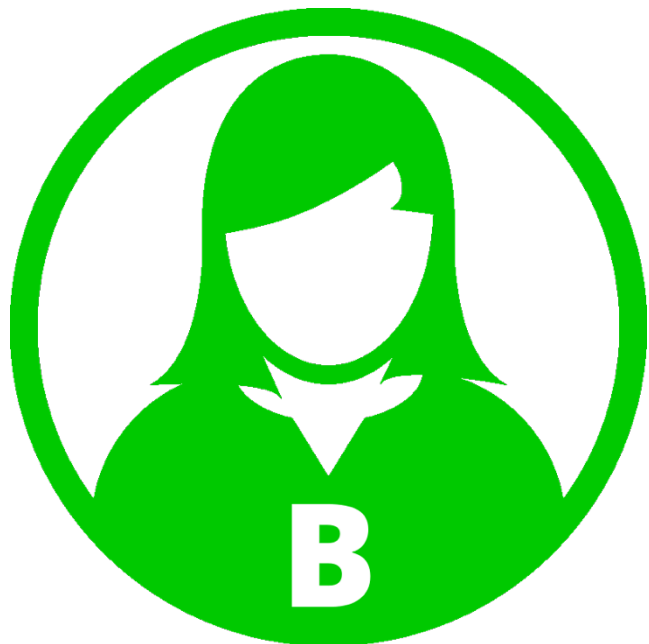
*“I’ve noticed a few things I’d  
like to share with you.”*



*“Errr... sure.”*



*"Great!"*





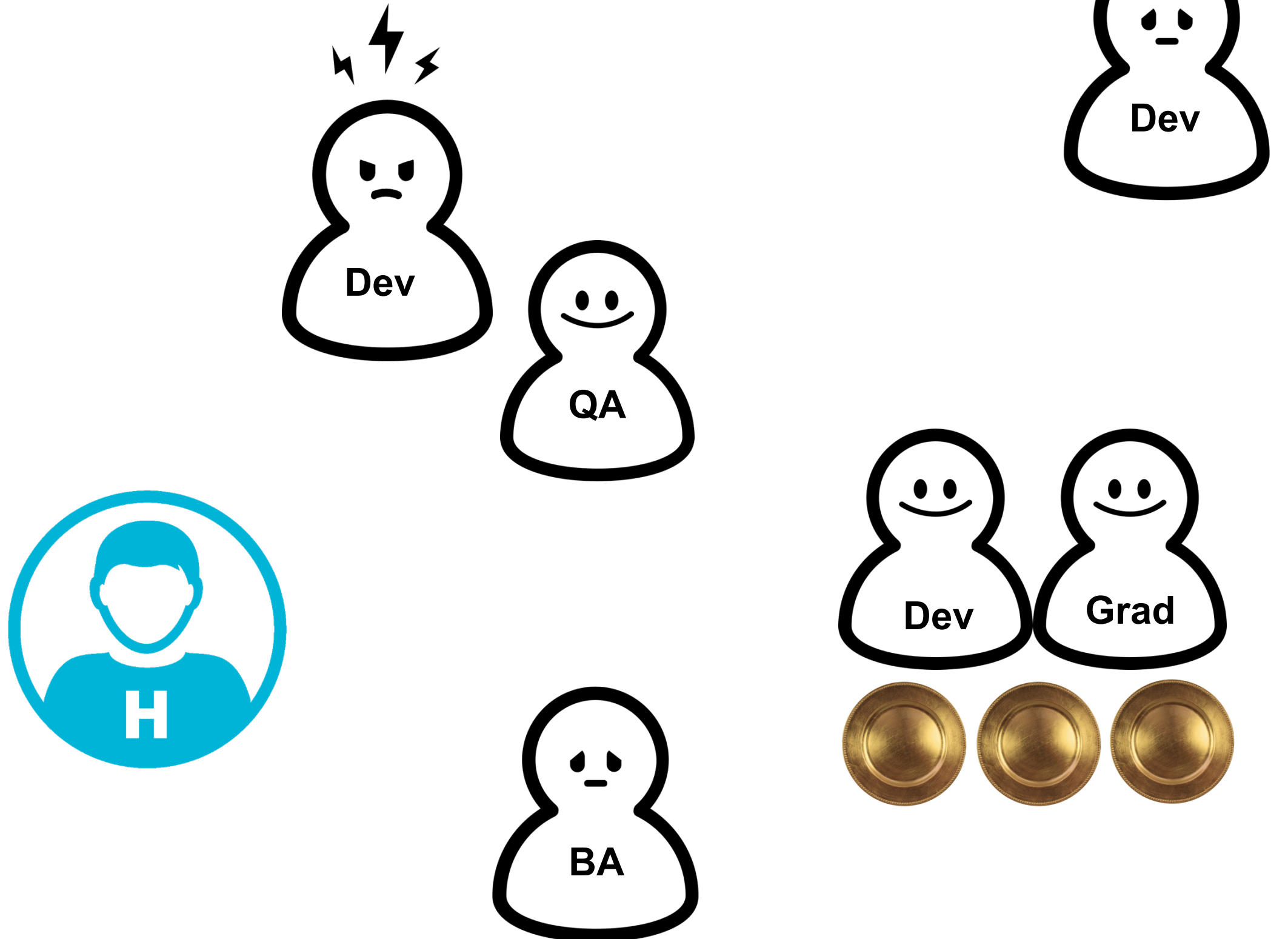
*“What are your developers  
thinking and feeling?”*



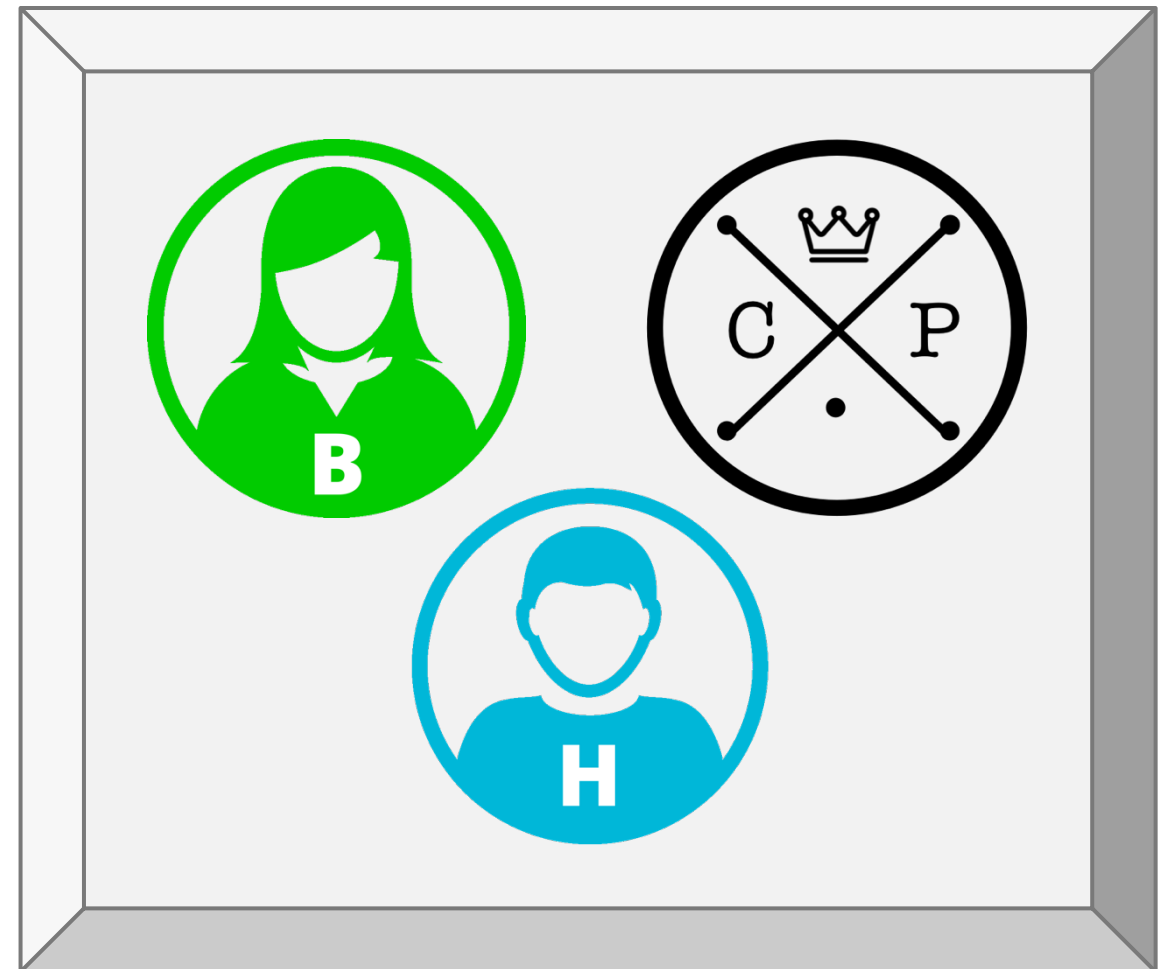
*“Hmmm...”*

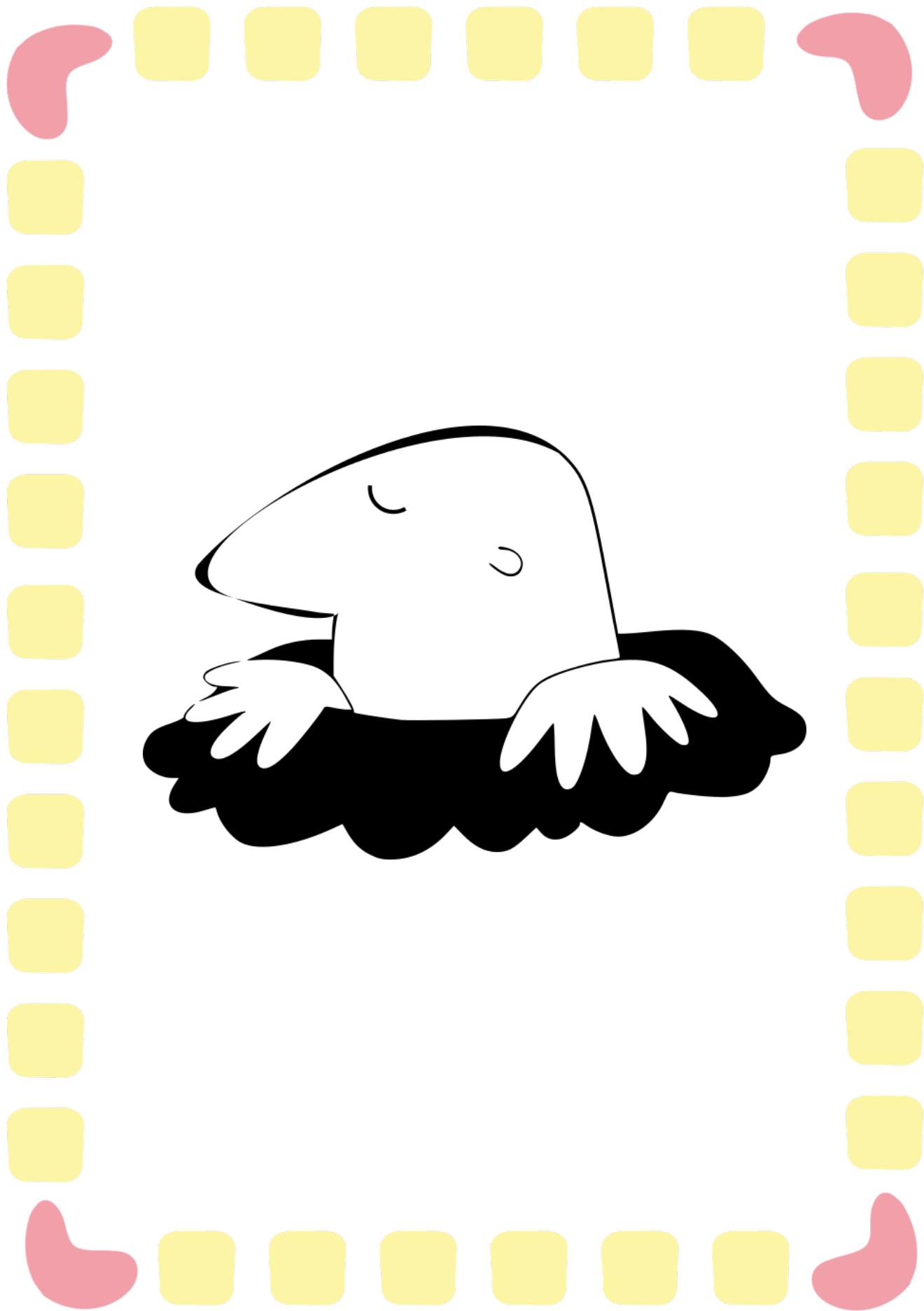


# Content API Team



# ANTI-PATTERNS

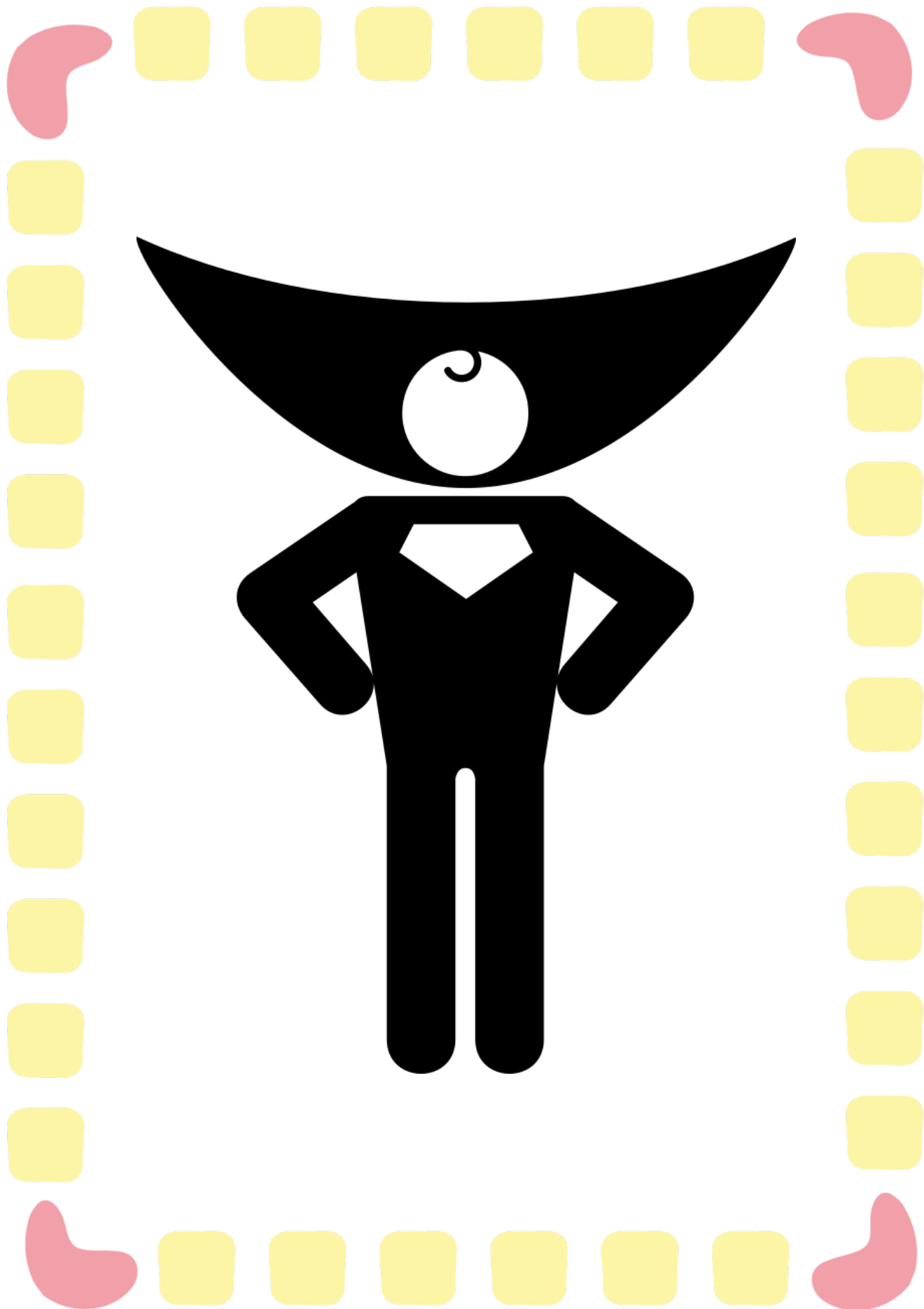




**MOLE**

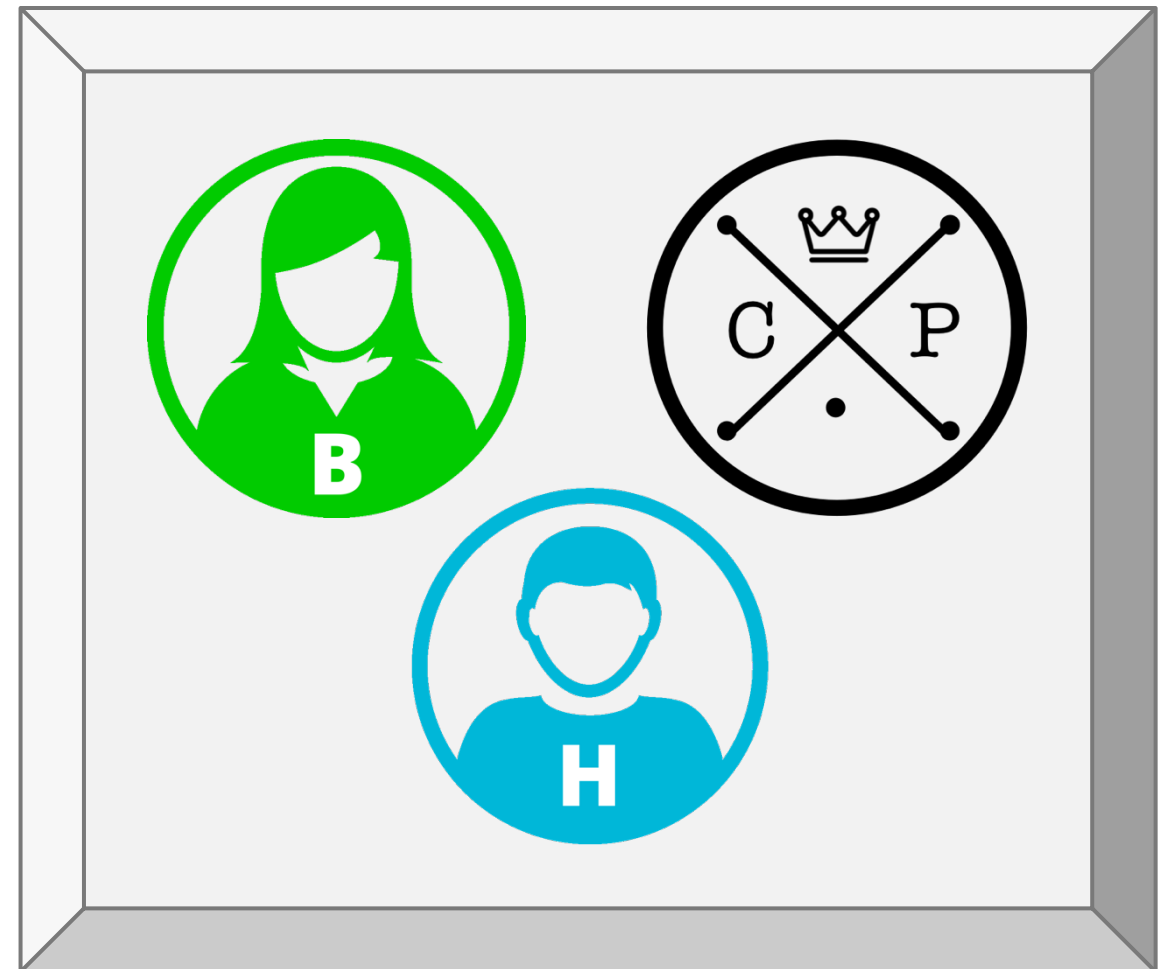


**DICTATOR**



**HERO**

# ANTI-PATTERNS

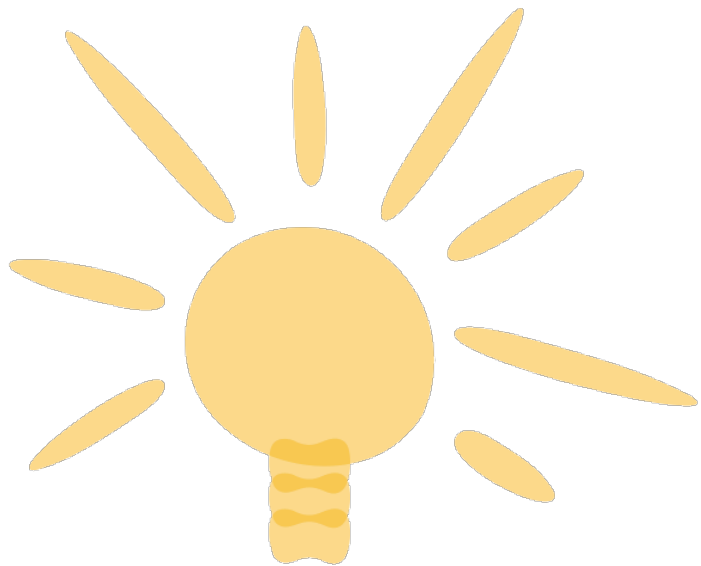




*“I need to do things differently...”*



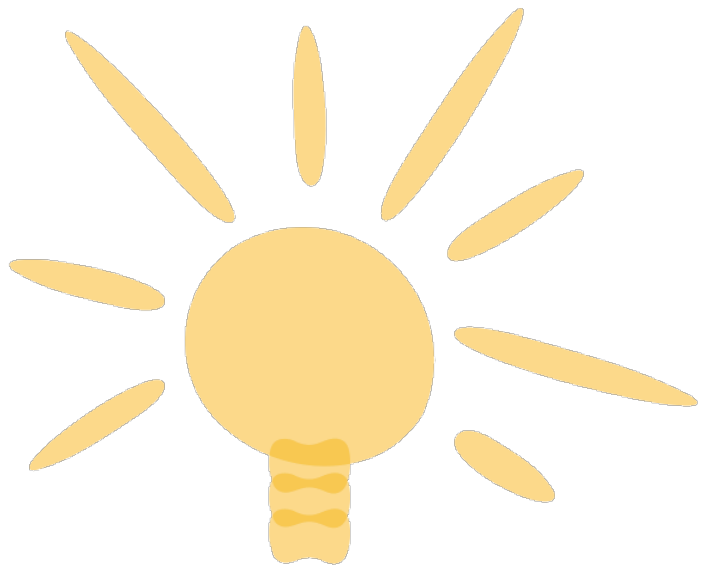
*“I need to look up from the  
code, and see the bigger  
picture”*





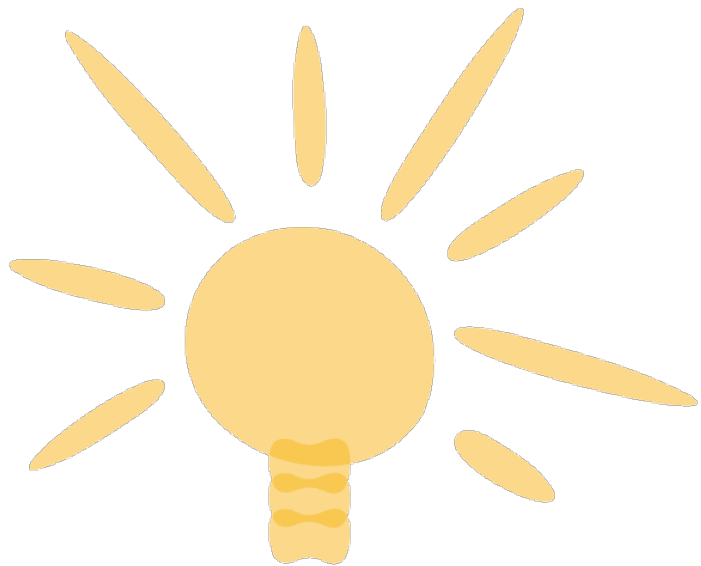


*“I need to leave the team make  
their own decisions”*





*“I need to give everyone a  
chance to work on the  
interesting bits”*



# JOURNEY OF A TECH LEAD



PART 2





*“I’m going to let the team find  
the solution.”*

# TECHNOLOGY RADAR

Techniques

Tools

Radar A-Z

Platforms

Languages  
& Frameworks

FAQ

## ADOPT

- 1.Consumer-driven contract testing new
- 2.Focus on mean time to recovery
- 3.Generated infrastructure diagrams new
- 4.Structured logging

## TRIAL

- 5.Canary builds
- 6.Datensparsamkeit
- 7.Local storage sync
- 8.NoPSD
- 9.Offline first web applications new
- 10.Products over projects new
- 11.Threat Modelling new

## ASSESS

- 12.Append-only data store
- 13.Blockchain beyond bitcoin
- 14.Enterprise Data Lake
- 15.Flux new
- 16.Git based CMS/Git for non-code new
- 17.Phoenix Environments new
- 18.Reactive Architectures new

- ▲ New or moved
- No change





*“Instead of TDD, we are going  
to do Performance-Testing  
Driven Development”*





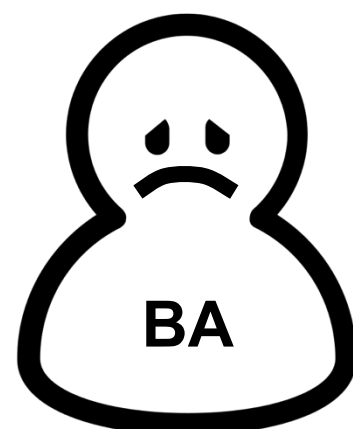
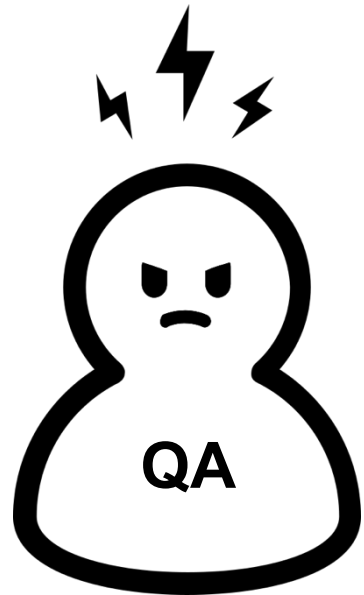
*"Hayden, can we chat?"*



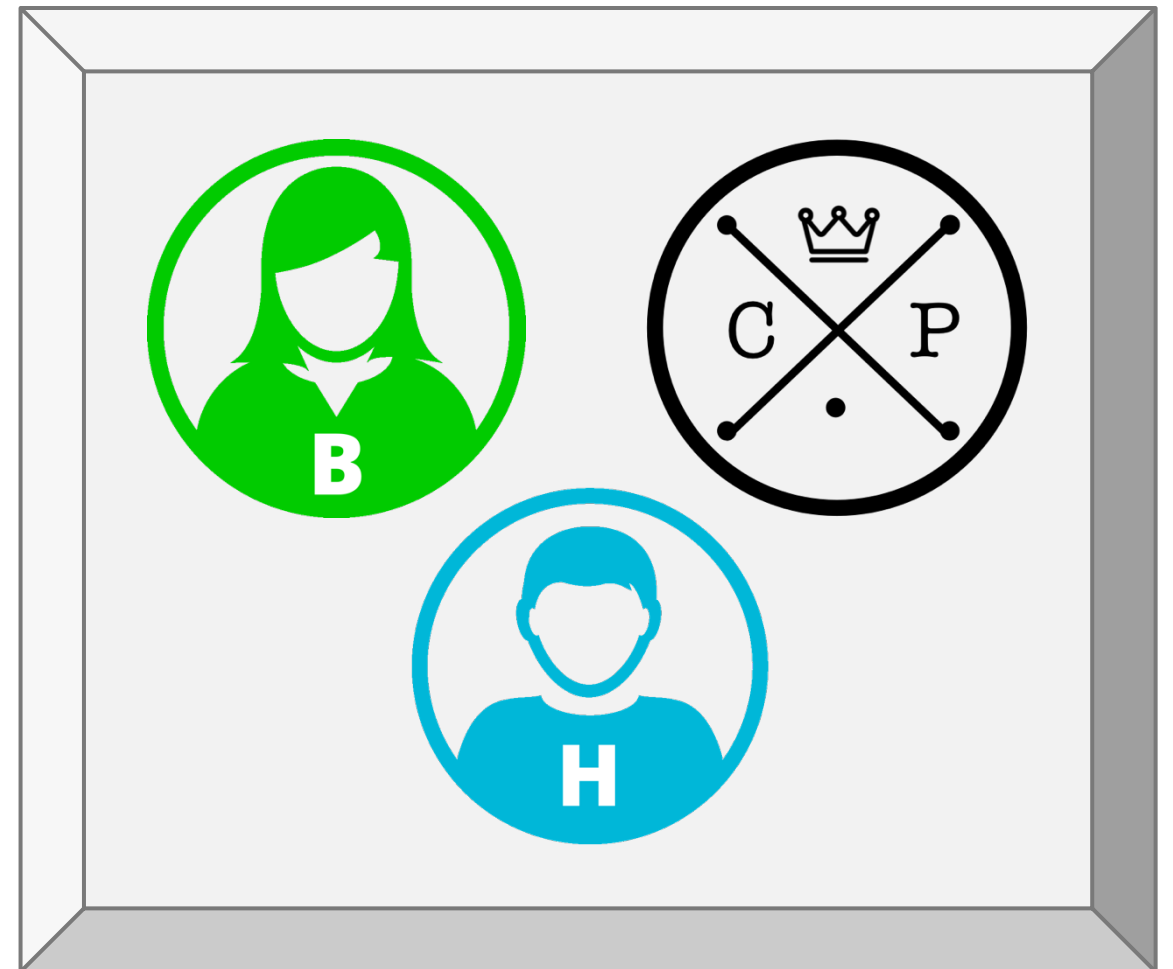


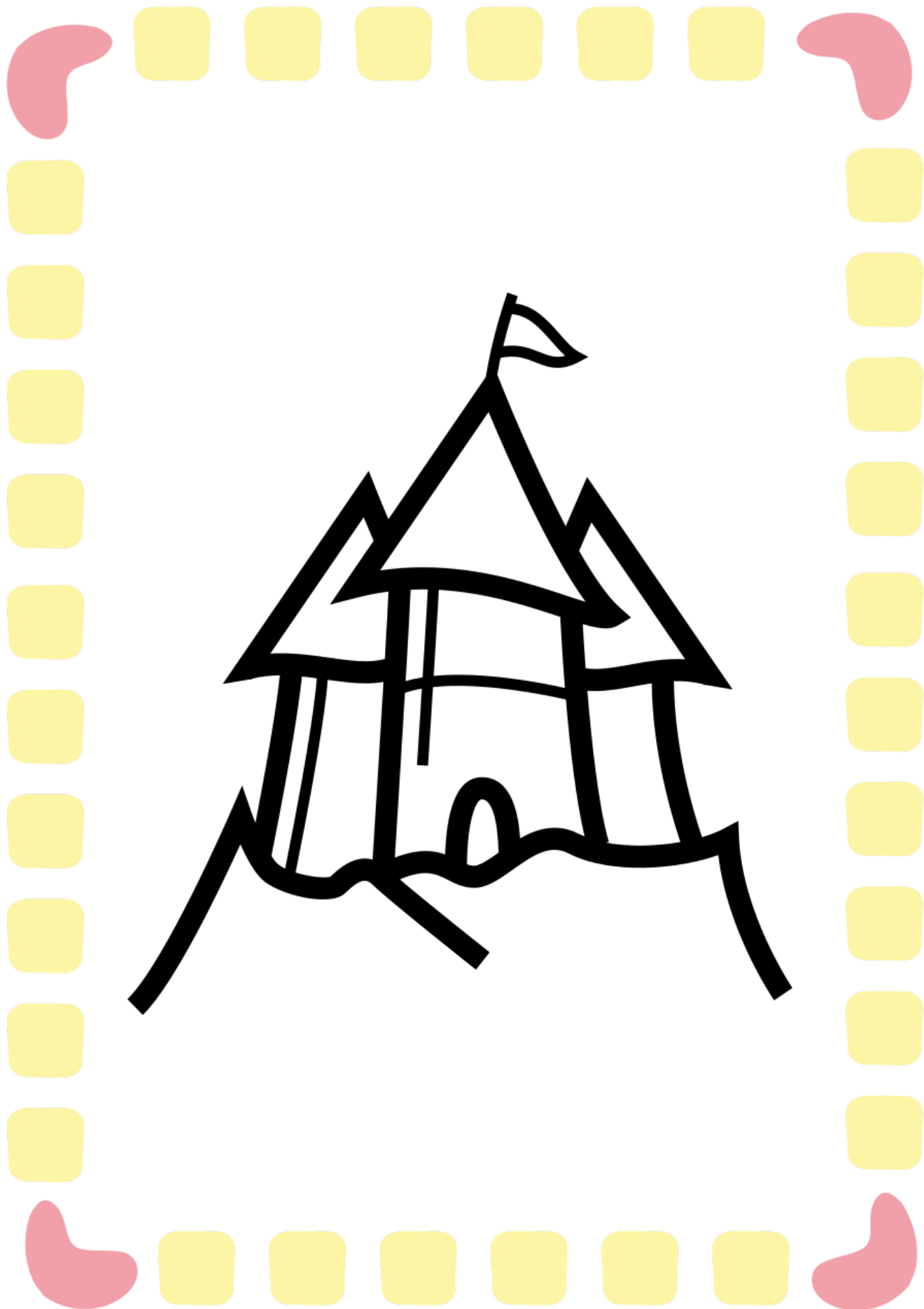
*"Oh..."*

# Content API Team

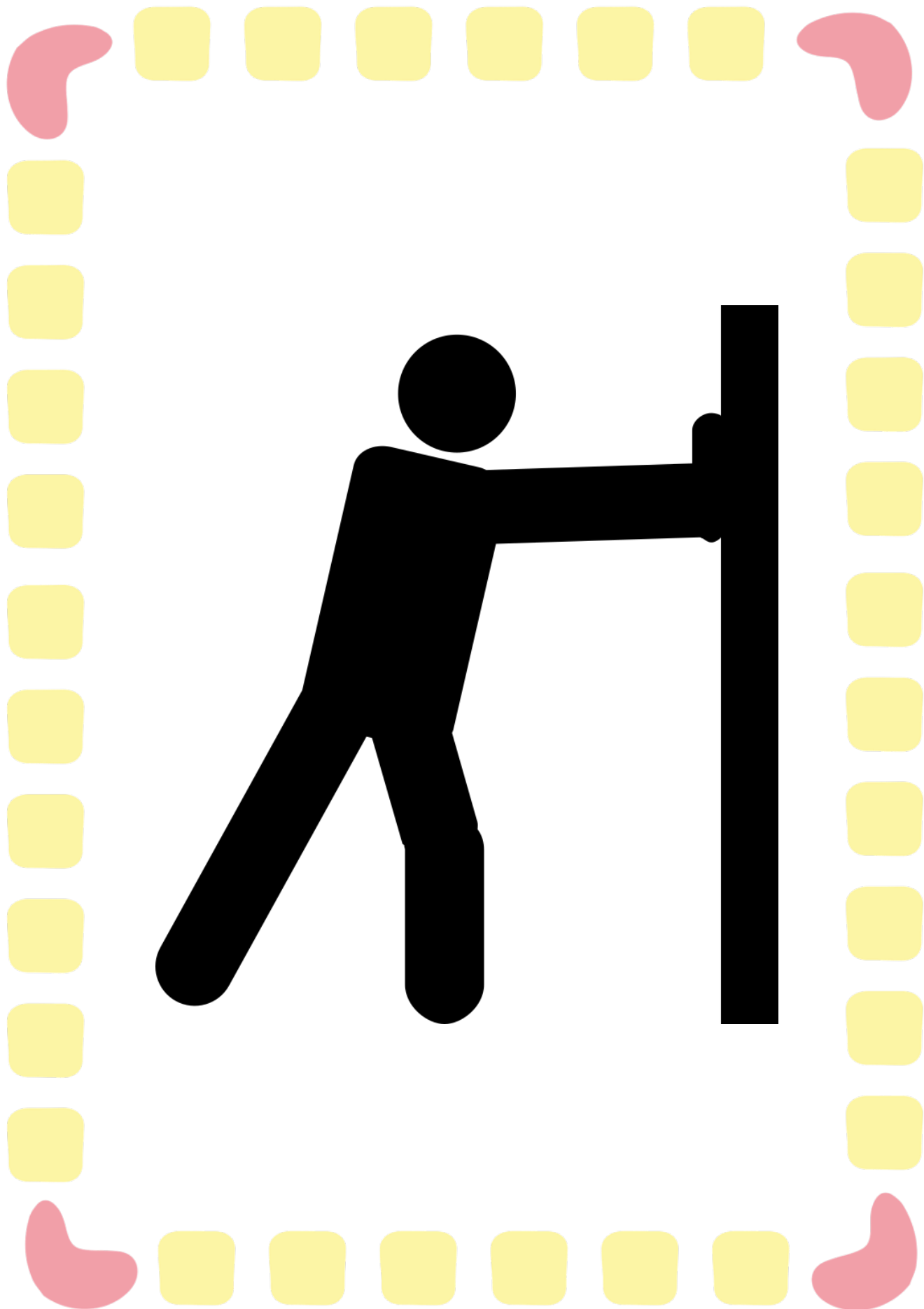


# ANTI-PATTERNS



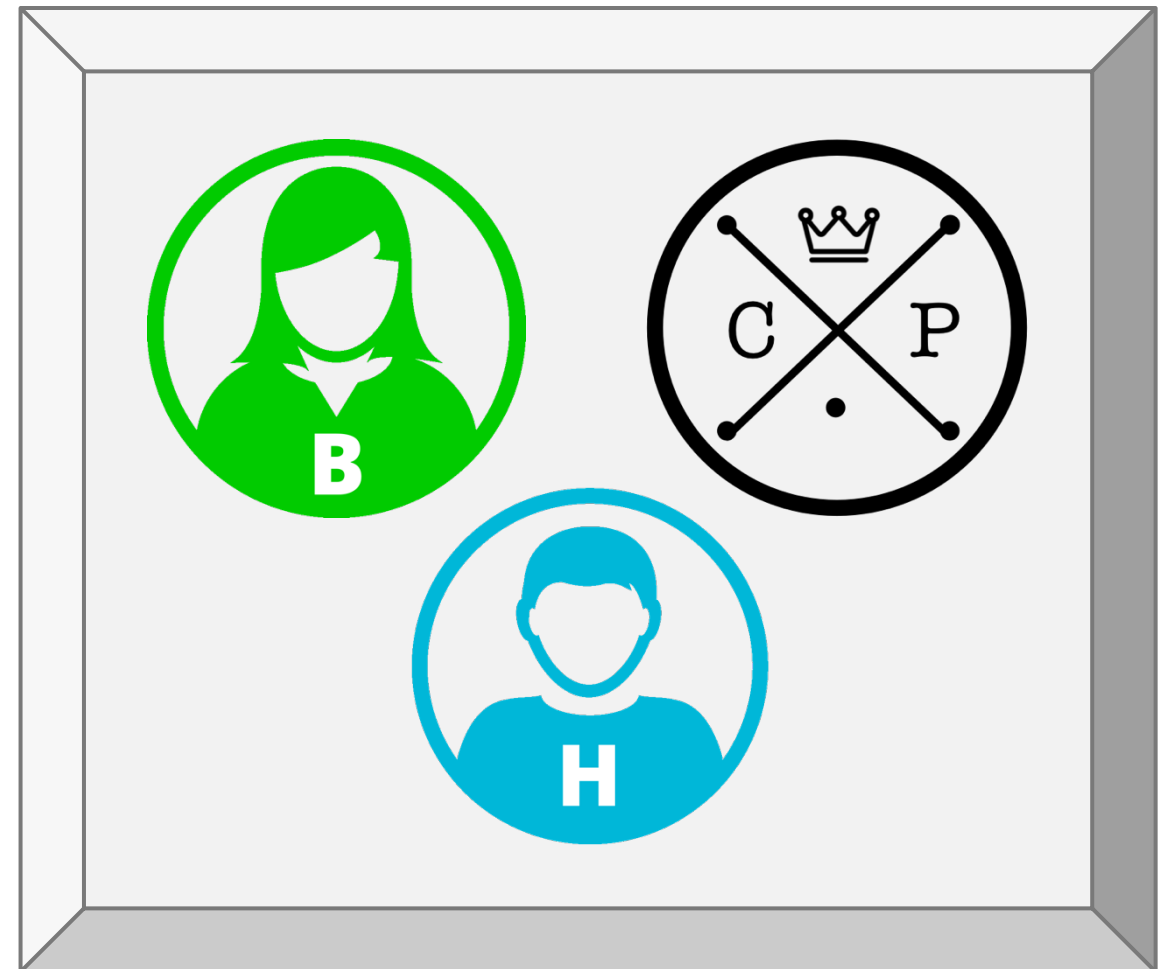


**IVORY TOWER**



**OUTSIDER**

# ANTI-PATTERNS

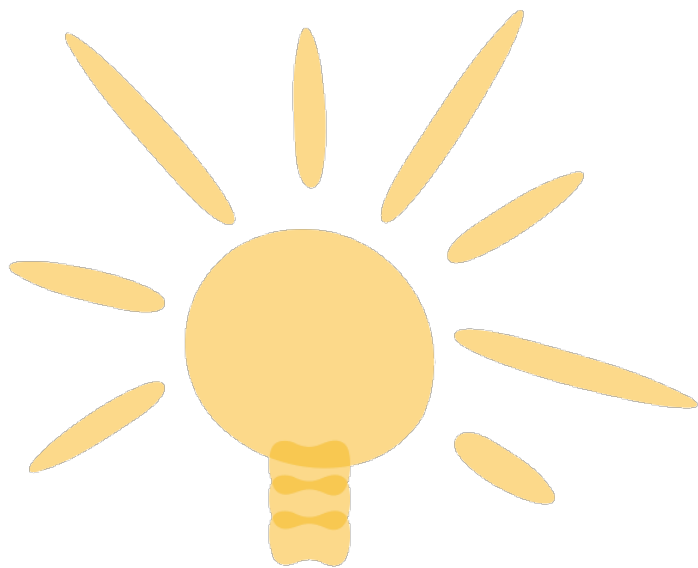




*“I need to do things differently...”*



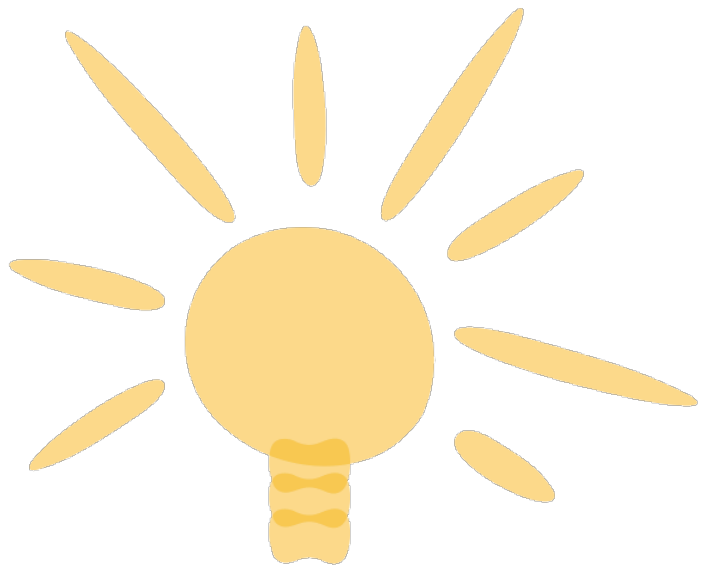
*“I need to really get to know  
the team.”*





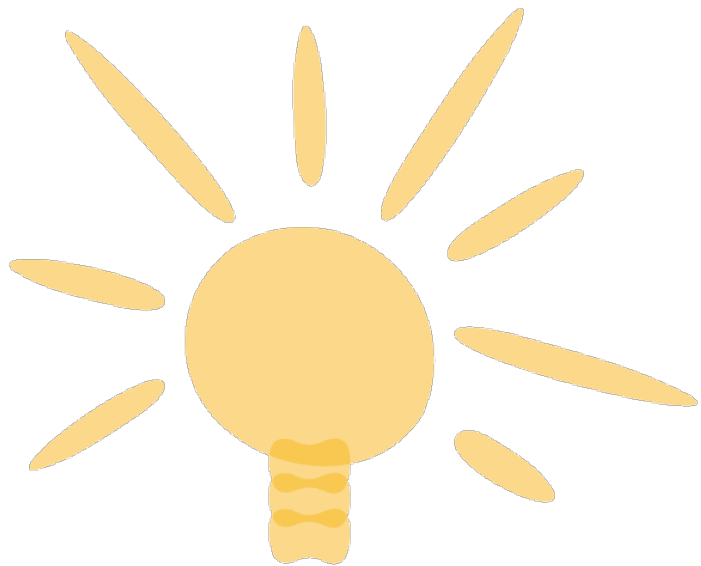


*“Encouraging debate will  
engage the team, and result in  
better solutions.”*





*“If I teach what I know, instead  
of doing it myself, we’ll be a  
better team”*

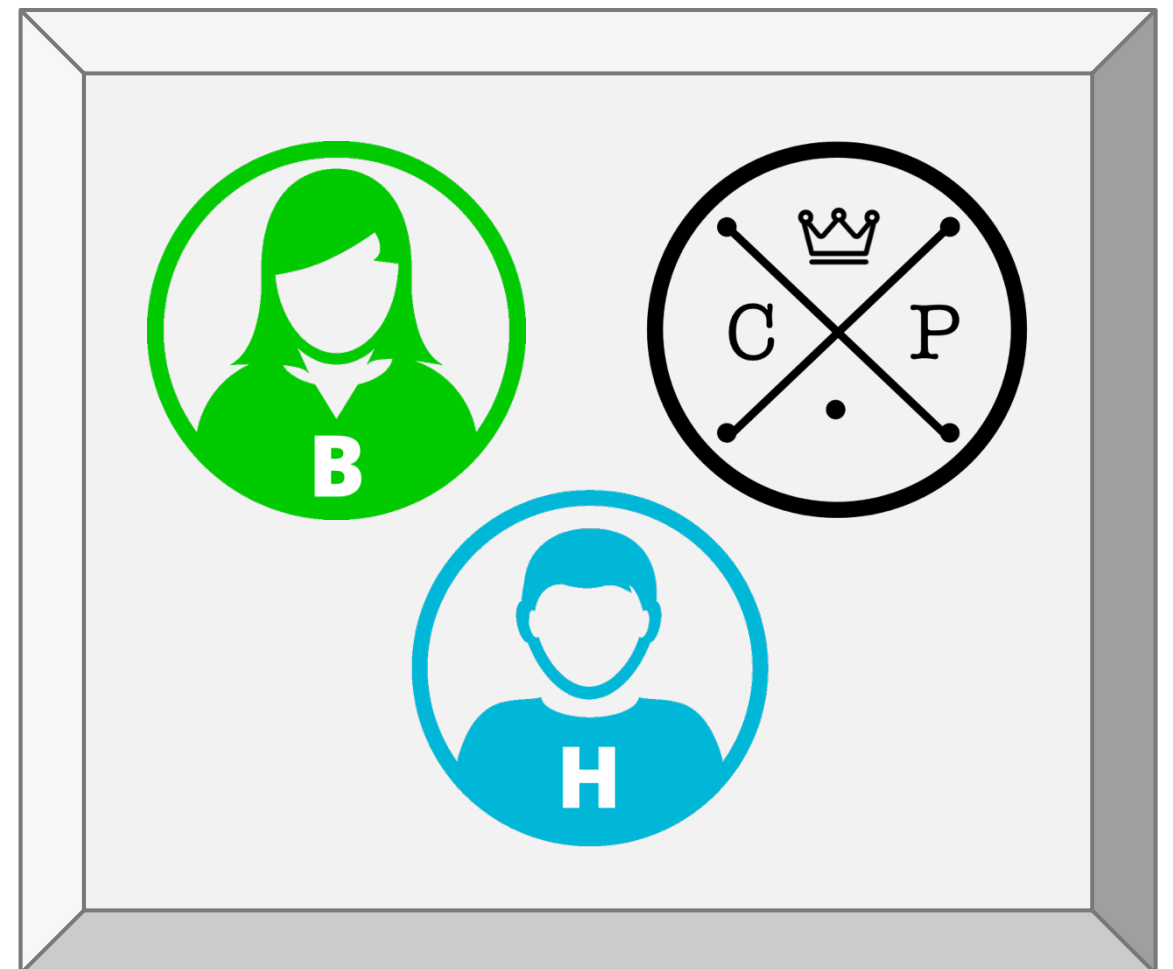


# JOURNEY OF A TECH LEAD



PART 3

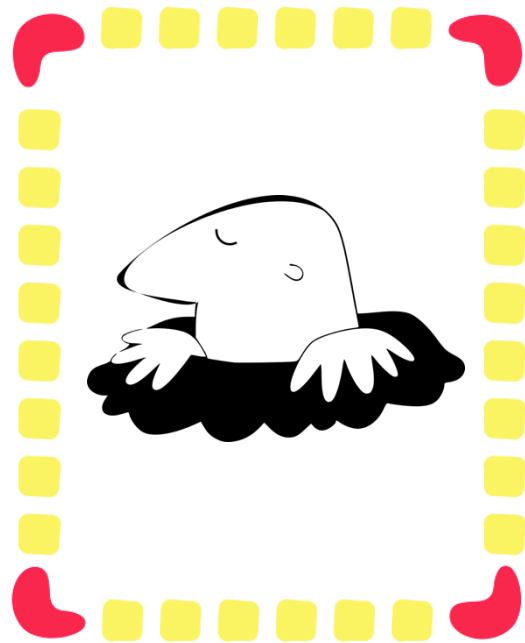
# LEARNINGS



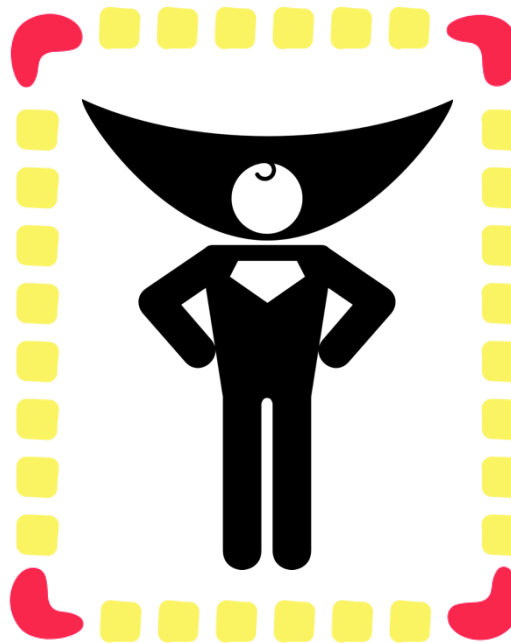
# ANTI-PATTERNS RECAP

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**MOLE**



**HERO**



**IVORY TOWER**

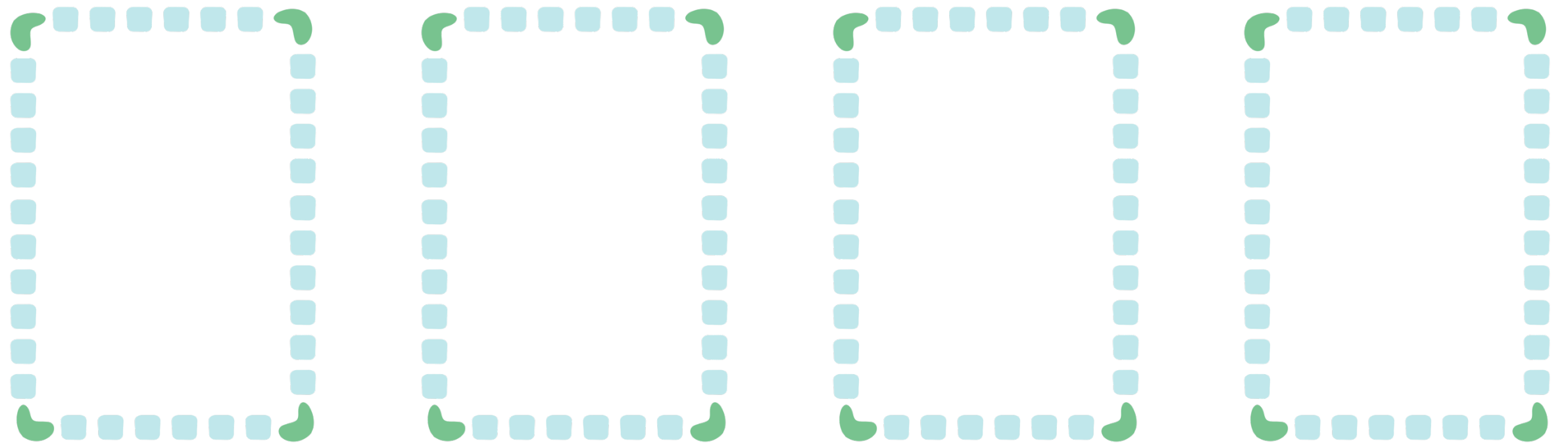


**Dictator**



**Outsider**

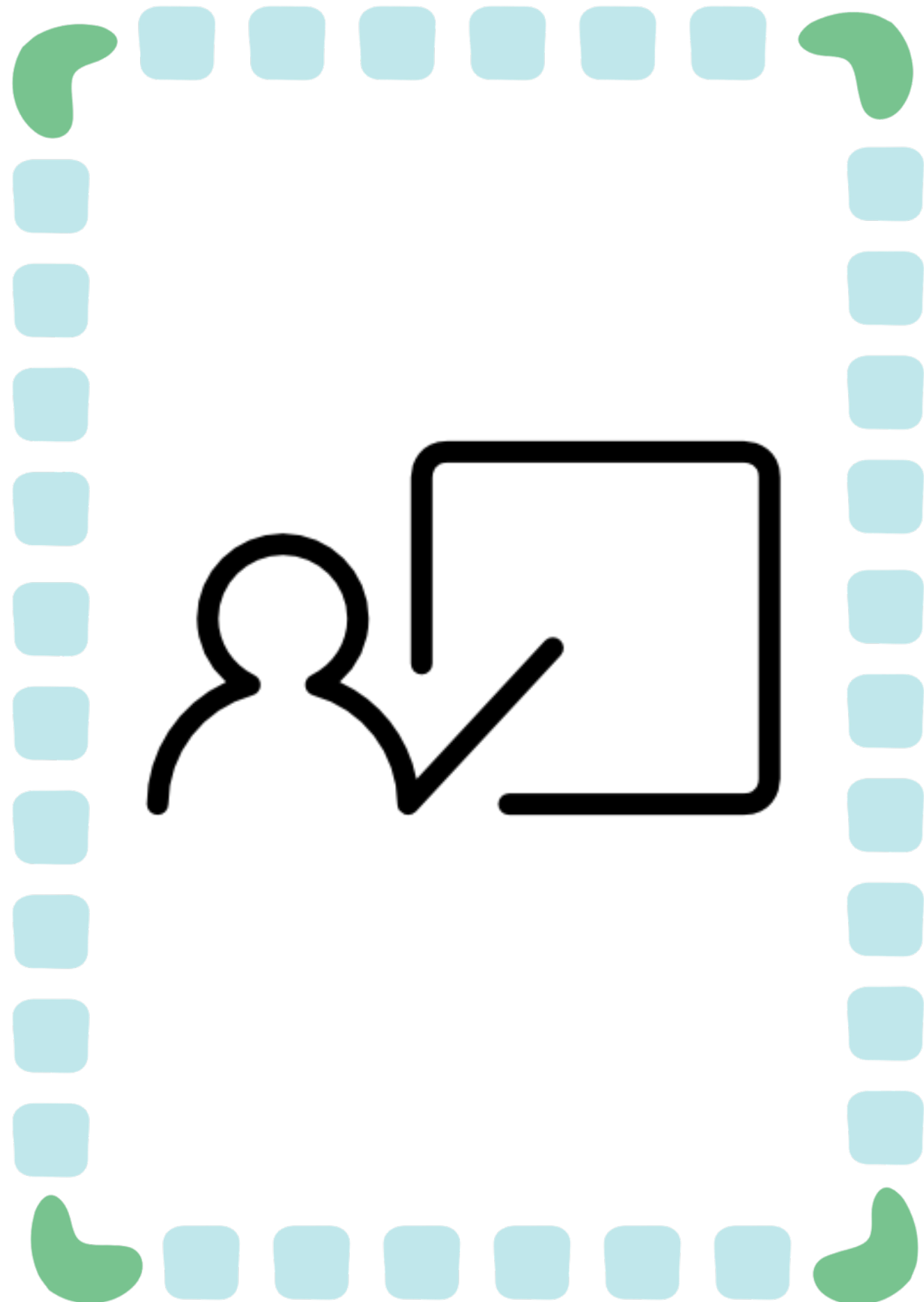




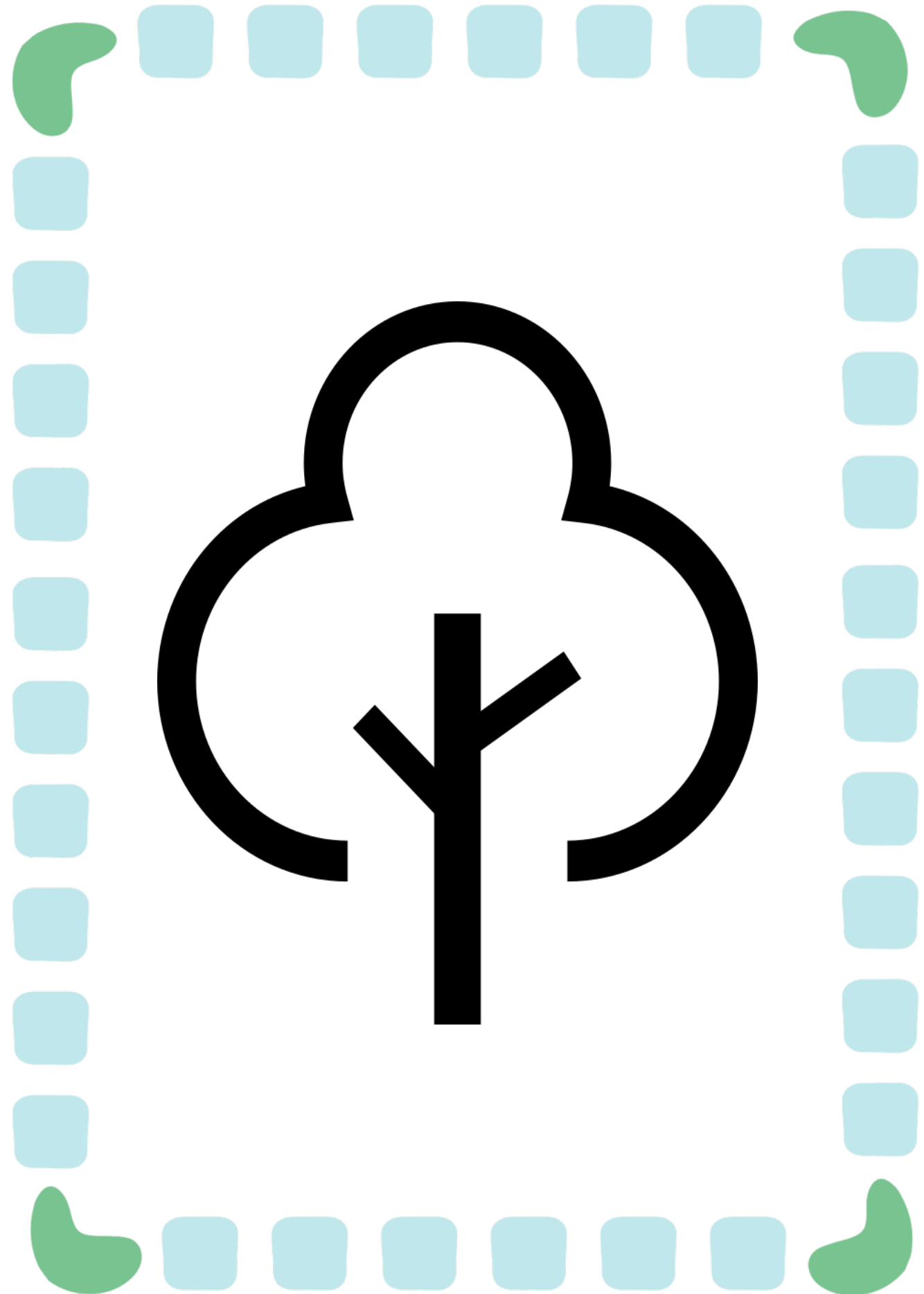
# PATTERNS

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**TEACHER**

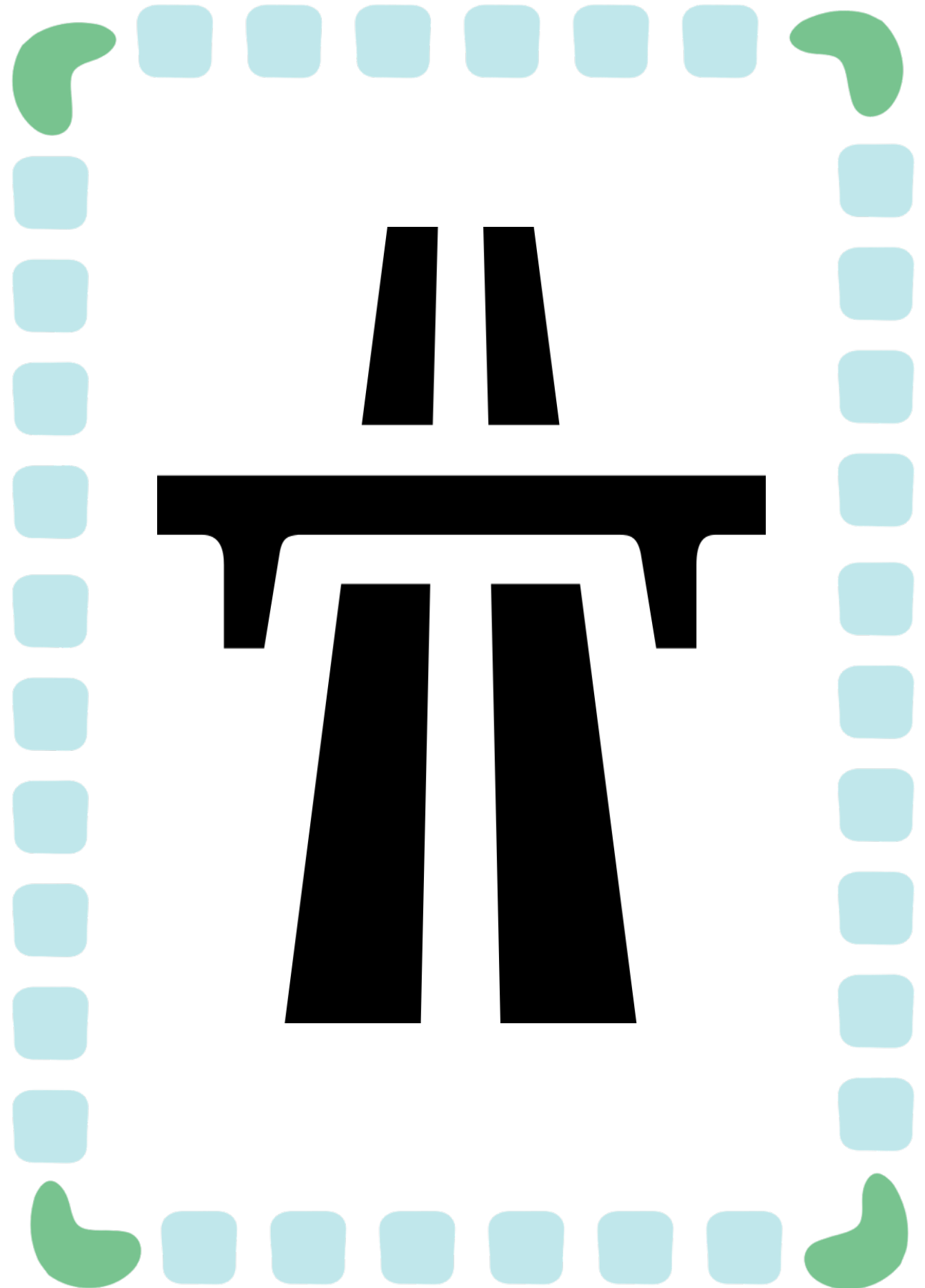


**COACH**

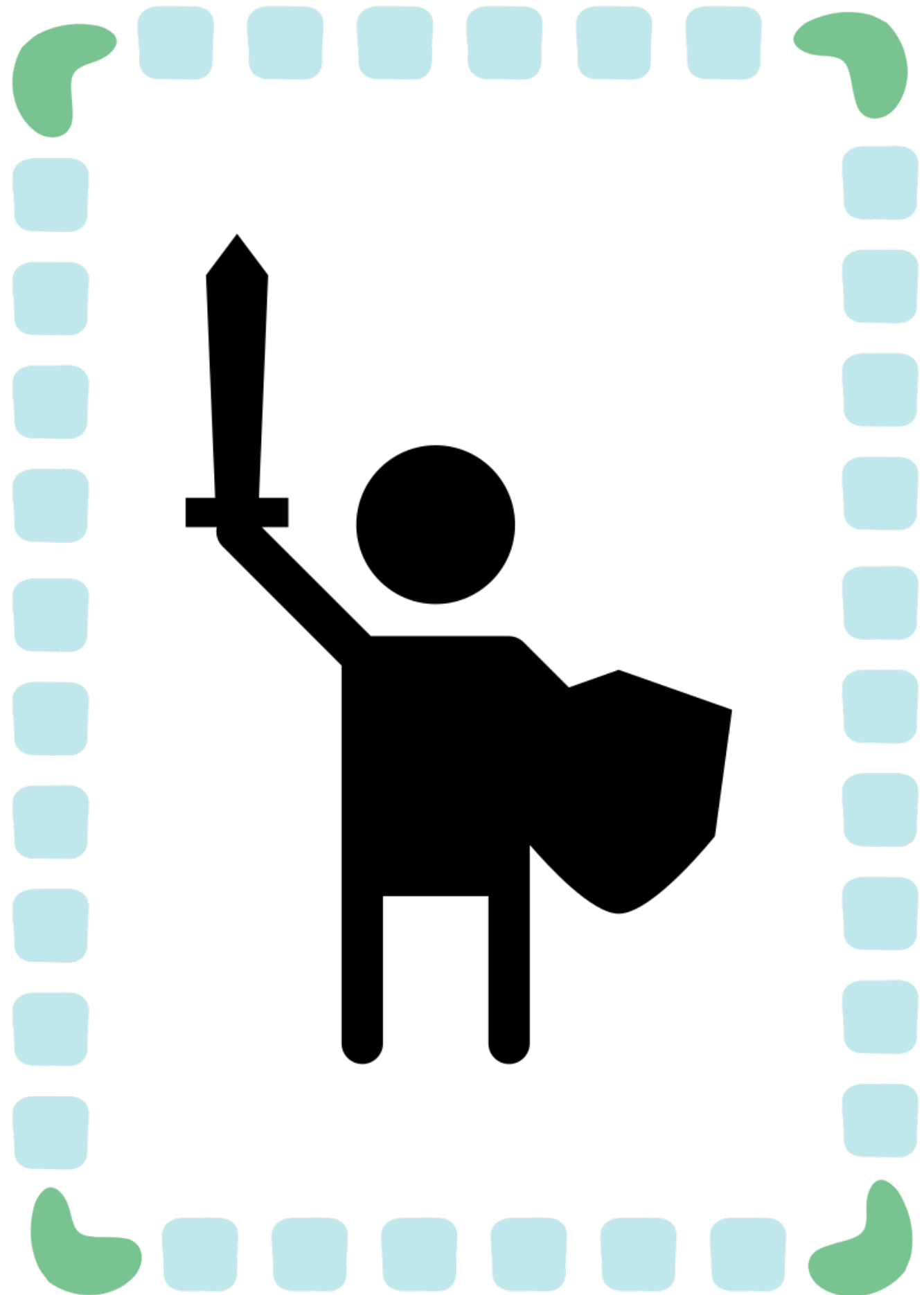




**BRIDGE**



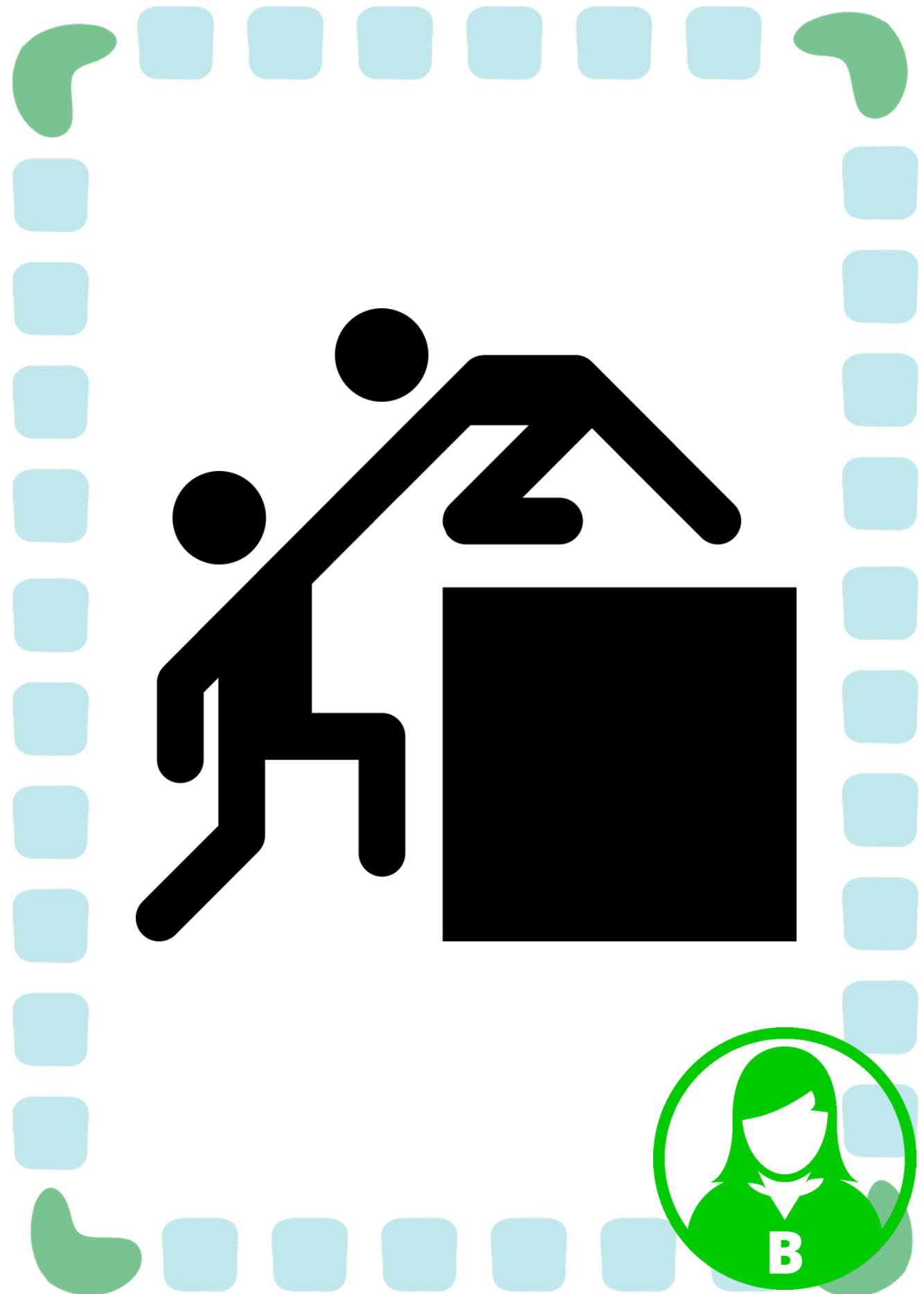
**CHAMPION**



**TEAM MEMBER**



**MENTOR**



# CONCLUSION

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# CONCLUSION

- Many more...
- Context is king
- Feedback is essential
- Stay in balance

DICTATOR

OUTSIDER

TEAM MEMBER

TEACHER

MENTOR

WOLF

IVORY TOWER

BRIDGE

CHAMPION

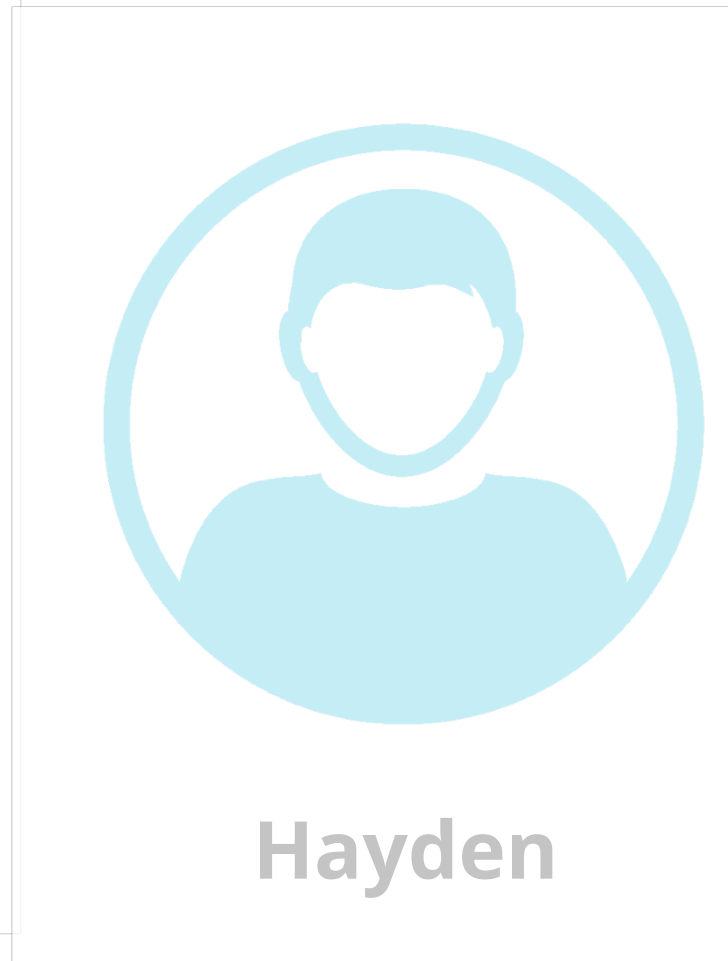
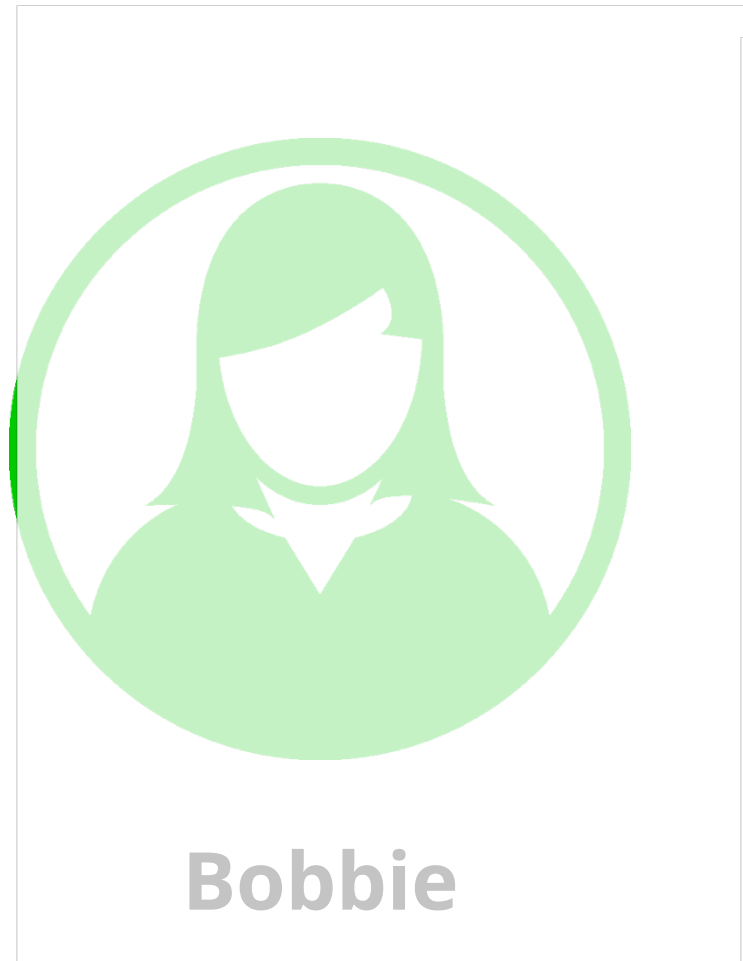
COACH

HERO

JOURNEY OF A  
TECH LEAD



**THE EPILOGUE**





# Thanks !

@laurapatersonuk  
@patkua



*Please*

**Remember to  
rate this session**

*Thank you!*

# THANK YOU

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For questions:

**@laurapatersonuk**

**@patkua**

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