



WHO NEEDS A MANAGER ON A SELF-ORGANIZING TEAM?

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HIGHLY DRIVEN ASSOCIATE +
SUPPORTIVE MANAGER-ADVOCATE =
CAREER SUCCESS!



TESLA

TESLA



SELF-ORGANIZING TEAMS

From the Agile Manifesto

“The best architectures, requirements, and designs
emerge from self-organizing teams.”

agilemanifesto.org/principles.html

SELF-ORGANIZING TEAMS

From the Scrum Guide

“Self-organizing teams choose how best to accomplish their work, rather than being directed by others outside the team.”

www.scrumguides.org/scrum-guide.html

SHIFTING THE ROLE OF MANAGER

From enforcing standardization to supporting innovation

“ Build projects around motivated individuals.
Give them the environment and support they need,
and trust them to get the job done.”

agilemanifesto.org/principles.html

SHIFTING YOUR MANAGEMENT MINDSET

You own your individual success.

SET CONTEXT

PROVIDE A SAFE
SPACE TO PRACTICE

OPEN DOORS

We own our collective success.

INVEST TIME IN SKILL
BUILDING

TAKE
CALCULATED
RISKS

ADVOCATE

EXAMPLE:

LET ME GET YOU A CHAIR

WHAT YOU CAN DO

How to ask your manager for the support your need



Do your homework

Use your network

Be direct

Understand the constraints

SO WHAT NOW?

What I hope you will take from our time together

Remember this is a partnership.

Take initiative and ask for the help you need.
Managers, make it safe to ask for help.

Remember managers are people, too.

Use your network and come prepared.
Managers, be open and leverage your resources.

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