WHO NEEDS A MANAGER ON A SELF-ORGANIZING TEAM?

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

**We** own our collective success.

- **Set Context**
- **Provide a Safe Space to Practice**
- **Open Doors**
- **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 you 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.
THANK YOU

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