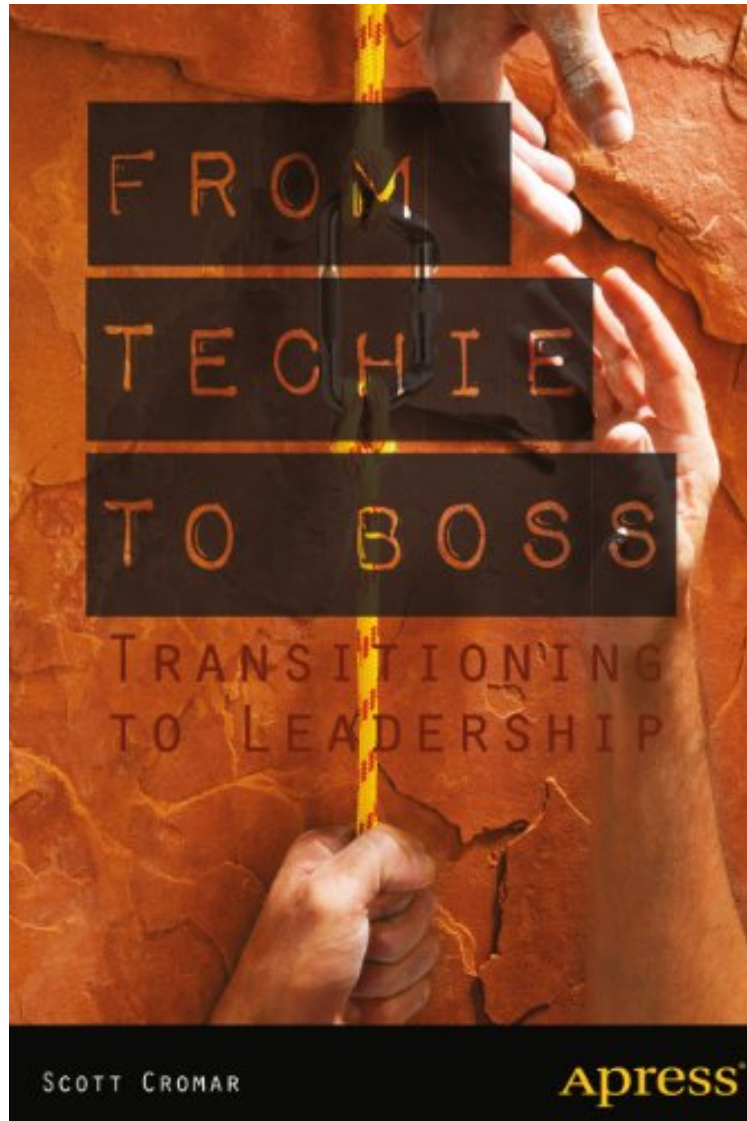


(Download) From Techie to Boss: Transitioning to Leadership

## From Techie to Boss: Transitioning to Leadership

*Scott Cromar*

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**Scott Cromar : From Techie to Boss: Transitioning to Leadership** before purchasing it in order to gage whether or not it would be worth my time, and all praised From Techie to Boss: Transitioning to Leadership:

1 of 2 people found the following review helpful. Five StarsBy Joan MaskellGreat book!

From Techie to Boss teaches technical people who are making or mulling the transition from team player to team leader all the management techniques and soft leadership skills they never needed before but need now, pronto. Veteran team lead and project manager Scott Cromar lays out the classical management training course, but stripped down to precisely the essentials that techies need to start managing on the fly. He gets it that a front-line techie getting

a field promotion to team leader just doesn't have the time to wade through an MBA textbook bulging with irrelevant material. The author appreciates how you got to the place where you need this book. Management tapped you instead of some experienced manager from the outside because you know the technical challenges, company culture, and team players better than anyone else: you're ready to hit the ground running. But the skills that make you an excellent techie are not sufficient to make you a successful manager. The rules of your world have abruptly changed. You will now be judged not by your puzzle-solving elegance but by how effectively your team contributes to the organization's bottom line. From Techie to Boss shows you how to translate and adapt the analytic skills that made you an outstanding techie to your new responsibilities as a technical manager. Even more crucially, this book teaches you a whole new set of interpersonal, organizational, and metrical skills you never needed before, but without which you cannot succeed as a manager. What you'll learn

The new skills you'll learn for leading technical teams include: Techniques and tips for all aspects of management—project, time, scope, risk, dependency, earned value, quality, team roles, distributed team, global team, and conflict management 90-day plan pointers, such as managing your boss, selecting early wins, defining scope, gathering requirements, developing a WBS, documenting procedures, and compliance Troubleshooting techniques such as Current Reality Tree and Ishikawa diagrams Project scheduling methods, including work breakdown structures and dependency management with GANTT and PERT charts Requirements analysis using UML and Agile Who this book is for This book teaches management-caliber techies the skills they'll need to make the jump to being successful project managers and multifunctional operational team leaders, on their way to becoming senior project managers, system and network administrators, and program managers.

From the Author Sometimes it feels like non-technical managers just don't understand what we do for a living. The good ones try really hard and stand up for their team, but they just don't feel it in their bones. If technology is not stamped into your DNA, you just don't get it. So that means that only technical people should manage technical people, right? Here's the problem: technical people frequently do not make good managers. It isn't that they aren't smart enough; usually the best technicians are the people who are asked to step into leadership roles. But the skills that make a good techie are not necessarily the skills that make a good leader. When you become a leader, the focus shifts. It is no longer about what you can accomplish as an individual contributor. You will be judged by your team's accomplishments. Good technical people have developed good study habits, a sense of responsibility, and a solid work ethic. All of these are important, and can translate into skills that will help you be a good leader. But you will only be an effective leader when you inspire your team members to reach their potential. Moving into a leadership role can be a bumpy ride. But it can also be hugely rewarding. Make sure to approach it from the right frame of mind. It isn't about you anymore. It is about your team. This book lays out some of the lessons I have learned during my own transition from a front-line techie to a manager. The technical community has always been all about sharing what we learn. I look forward to hearing you share your own stories and lessons from your own journey.

About the Author Scott Cromar is Senior Manager, Information Systems and Technology at Convergys. He was formerly a Vice President of Technology at the Bank of America/Merrill Lynch. He has been a Unix system administrator for two decades, and a project manager, technical team lead, and system architect for more than a decade, periodically building multifunctional operational teams from scratch. He earned his BS in mathematics from Brigham Young University and took an MSCIS in IT Project Management from Boston University. Formerly administrator of the Solaris environment at Princeton University, Cromar is the author of Solaris Troubleshooting Handbook and numerous technical articles.