Performance Management for Software Engineers
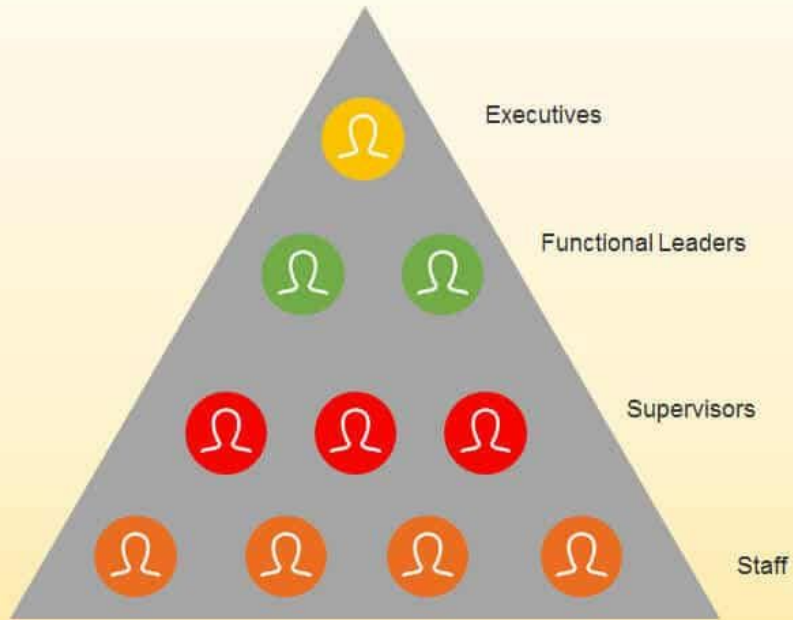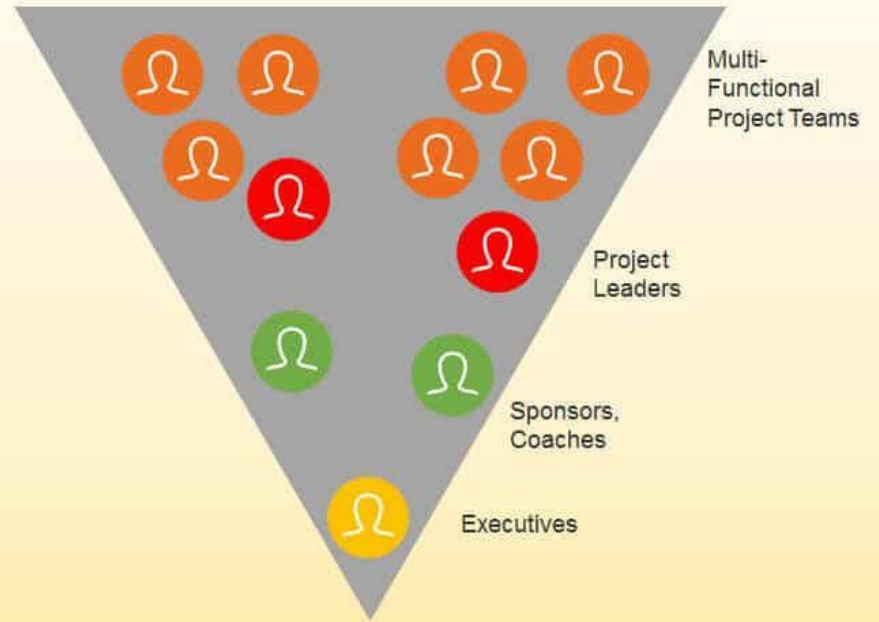
Asankhaya Sharma

The 21st Century Management Manifesto

The Old Way
Industrial Hierarchy

Executives

Functional Leaders

Supervisors

Staff

Today
Manager as Coach

Multi-Functional Project Teams

Project Leaders

Sponsors, Coaches

Executives

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Competencies

- Values or Mission
  - The Veracode Way
- Technical
  - Engineering Excellence
- Leadership
  - Principles

The Veracode Way

- We have a passion & commitment for security
- We help our customers change the world
- We have big goals and expect big outcomes
- We are committed to making progress together
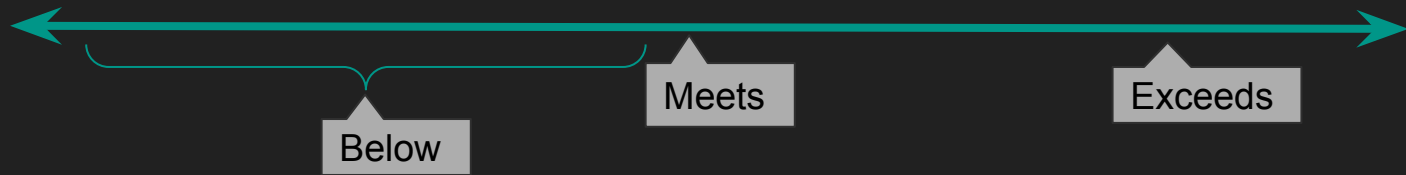- We value each other
- We are proud to be Veracode

Engineering Excellence

- Technical ownership
- Complexity
- Quality
- Security
- Performance
- ...

Leadership Principles

- Put the team first
- Communication
- Working in uncertain and ambiguous environment
- Influence without authority
- Be deliberate yet emergent in strategy
- ...

Expectations

Winning v/s finishing?

- Have to do the side missions
- Just doing the bare minimum is not going to be enough

Questions?