
DOWN WITH THE 'BOSS'



I WASN'T BORN A
MANAGER

I'VE DECIDED TO
BE MORE OF A
HANDS-ON
MANAGER.



S. Adams E-mail: SCOTTADAMS@AOL.COM

MOVE THE MOUSE... UP...
UP... OVER... MORE...
NOW CLICK IT!!
CLICK IT!!



NO!!!
YOU
FOOL!!!

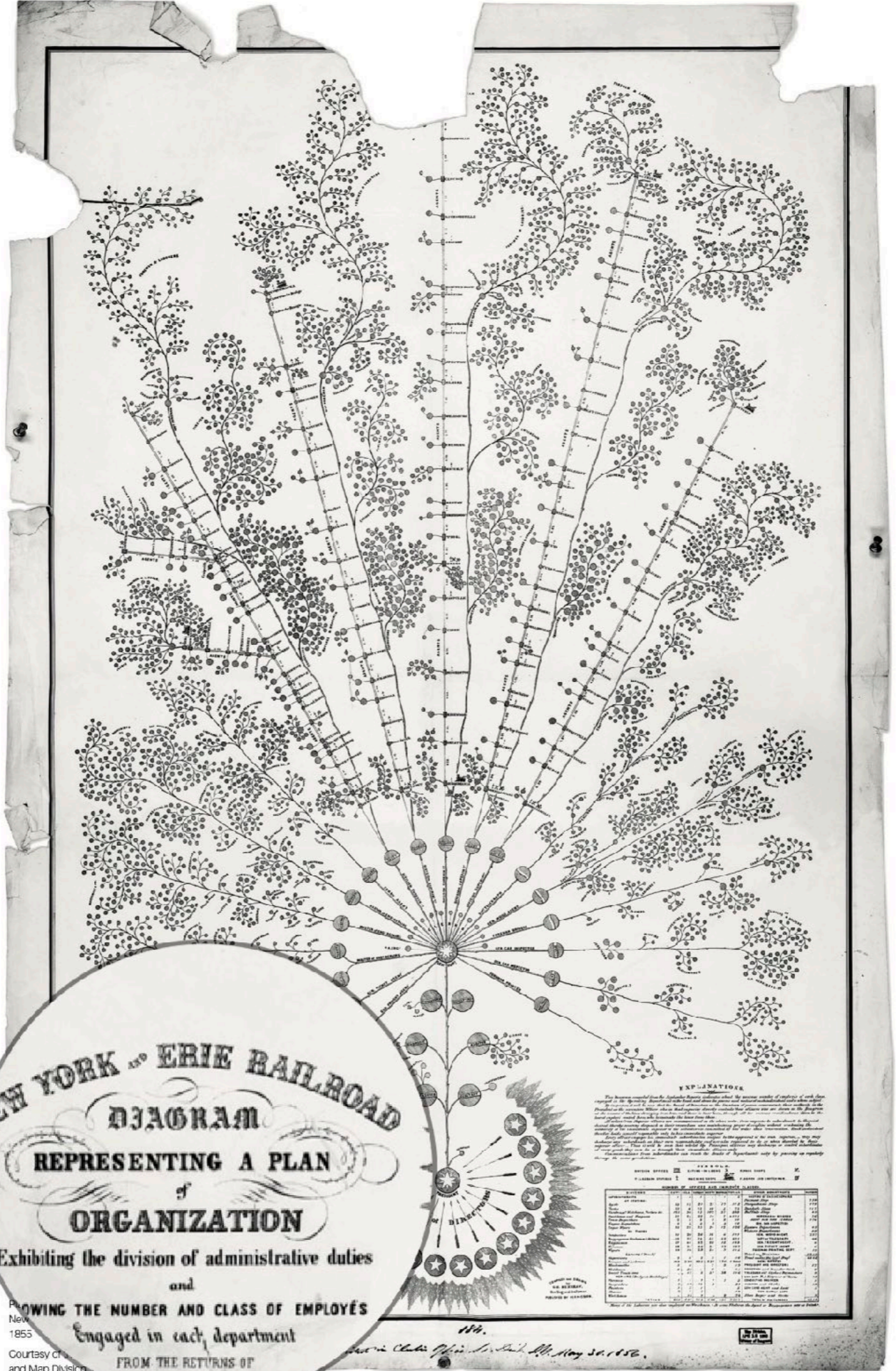
THIS HAS
"LONG DAY"
WRITTEN ALL
OVER IT.

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NEW YORK & ERIE RAILROAD
DIAGRAM
 REPRESENTING A PLAN
 of
ORGANIZATION
 Exhibiting the division of administrative duties
 and
 SHOWING THE NUMBER AND CLASS OF EMPLOYÉS
 Engaged in each department
 FROM THE RETURNS OF
 September 1855.



EXPLANATIONS
 The Department of the New York & Erie Railroad is divided into several departments, each of which is further subdivided into smaller departments. The number of employees in each department is shown in the diagram. The diagram is enclosed in a decorative border.

DEPARTMENT	CLASS OF EMPLOYÉS	NUMBER OF EMPLOYÉS
General Office	Superintendent	1
	Assistant Superintendent	1
Engineering	Chief Engineer	1
	Assistant Chief Engineer	1
Mechanics	Chief Mechanic	1
	Assistant Chief Mechanic	1
Transportation	Chief of Transportation	1
	Assistant Chief of Transportation	1
Passenger	Chief of Passenger	1
	Assistant Chief of Passenger	1
Freight	Chief of Freight	1
	Assistant Chief of Freight	1
Miscellaneous	Chief of Miscellaneous	1
	Assistant Chief of Miscellaneous	1

New York
 1855
 Courtesy of
 and Map Division



FOREMEN & LABORERS

FOREMEN & LABO

WIPERS

ENGINEER

SUSQUEHANNA

Canewacta Bridge

201

Cascade Bridge TRACK WATCH

22014

GRAVEL TRAIN

BLACKSMITHS
PAINTERS

11-11

**THE POWER OF MANAGEMENT
IS TO HELP INDIVIDUALS
DELIVER THEIR BEST**

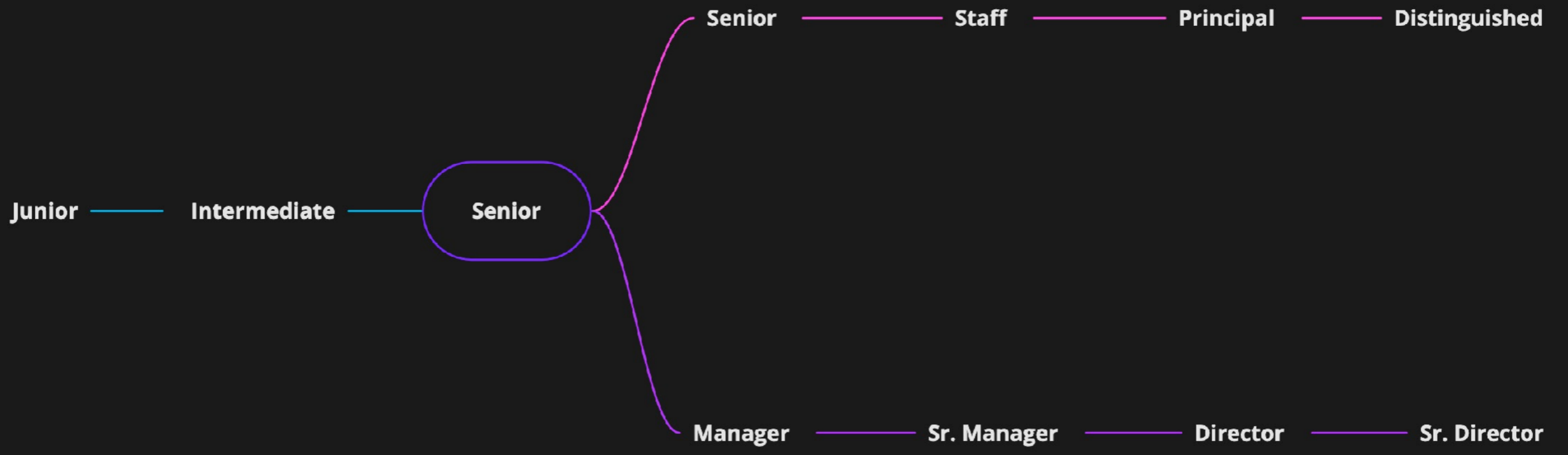
REPLICATED

VP OF ENGINEERING @ REPLICATED

DALIA HAVENS

MANAGEMENT & LEADERSHIP ARE COMPLEMENTARY SKILLS











Our data showed that the percentage of people whose decision to leave an organization was driven by a manager or pay was roughly even at 12% and 11% respectively. Leadership was more than double that at 28%. **Development opportunities came in at a whopping 52%**, dwarfing the other factors as the primary factor for deciding whether to leave.






Sarah Drasner  @sarah_edo · Apr 15



Well, here goes nothin'! I was asked to open source the career ladders I used for my organization, I hope it's a helpful resource for people:

 Article: [css-tricks.com/the-importance...](https://css-tricks.com/the-importance-of-career-ladders/)

 Site: career-ladders.dev

A little thread with some thoughts about this 



Career Ladders

A sample of career ladders I use for my organization, open sourced for anyone.

Roles up to and including Senior, ladders are constructed around becoming the best at what one does that one might personally be.

At Staff level, the career expands to help others be successful with what you do and know, and scale yourself.

At Principal and beyond, you are trying to help others be the best that they can be, removing yourself and meeting others where they are.

Each team in the department has different approaches and roles. Their individual career laddering is defined below:

[Engineering](#) ▶

[Developer Experience](#) ▶





1:1 AGENDA

- PERSONAL GOAL
- FEEDBACK/BRAG LIST

Only 28% of talent acquisition leaders today report that internal candidates are an important source of people to fill vacancies—presumably because of less internal development and fewer clear career ladders.



NATIONAL BEST-SELLER

PATRICK LENCIONI

BEST-SELLING AUTHOR OF *THE FIVE DYSFUNCTIONS OF A TEAM*

THE ADVANTAGE



WHY ORGANIZATIONAL HEALTH
TRUMPS EVERYTHING ELSE
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SOCCER WIRE!

SUPER Y LEAGUE

INSERVILE
11

16

1

29

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2
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**MOST PEOPLE DO
NOT LISTEN WITH THE
INTENT TO
UNDERSTAND; THEY
LISTEN WITH THE
INTENT TO REPLY.**

Stephen R. Covey



KEEP IT LIGHT



3 KEY AREAS TO DEVELOP AS A MANAGER



CAREER DEVELOPMENT



HIRE

**BE A GREAT
HIRING MANAGER**



**COMMUNICATE
TRANSPARENTLY**

