The Three Last Conversations
Vinted
Make second-hand the first choice worldwide
19m people in 10 countries
Lean Software Development
100s of deploys per day
The First Conversation
@mnozuras for tech lead 🤗 Yes we can!

@mnozuras

@mnozuras

Here is Villius calling ... and my vote goes to @mnozuras 🤗

@mnozuras

@mnozuras

@mnozuras

@mnozuras 👍

@mnozuras 🤗
Tada!

Surprise!
Vilnius Tech Leads

Leadership is something you learn, not something you’re born with.
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Not a born leader
Vilnius Tech Leads

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Was result-oriented
Step 1: prep review
Step 2: hit with the news
Step 3: possibilities
The Second Conversation
Diving saves
Diving saves are not good
Challenge accepted
He is not leaving
Story & Surprises
The night is darkest just before the dawn
Open about company’s situation
Started with people that are staying
Effort
Paint the future
Focus on the story
Be open from the start
WINS

Design:
- beautiful components
- to live
- good ability of self-
up in scary circumstances

Dealgent:
- can be misleading
“Results aren’t the criteria for success, it’s the effort that is most important.”
— John Wooden
Thanks!
codingfearlessly.com - @mmozuras