Scaling yourself during hypergrowth

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Pressure
No Parachute
YMMV
10 Lessons of Scale
The higher up you go your job is sales.
1

People are not resources.

They are people.
2

Resist the urge to solve non-engineering problems... with engineering.
3

Your job is to ask questions, not have answers.
Recruit for the long, long game.
Write down the requirements and expectations for every position you’re hiring for.
Technical skills are always important (to ask good questions and grasp challenges quickly) but the ability to write well becomes essential.
7
You learn more from **failure** than success.
Leaders build organizations that mirror their strengths and weaknesses.
Leadership is much more about **influence** than authority.
10
Treat people fairly and with respect.
It’s a tremendous privilege to be their leader.
Thank you!

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