

Navigating the First 90 Days of Engineering Leadership Roles

Landing in a new role is tough, and there's a lot on the line when you're in a leadership role. We asked veteran engineering leaders about what they do to tackle the challenges of a new position. Here's a cross-section of responses about what they do in the first 30, 60 and 90 days in a new role.

DAYS 1 - 30

Take It All In

Experienced leaders agree that in the first 30 days of a new role, listening and learning are critical. Spend those first few weeks absorbing as much as possible and get to know your team.

"Understand your organizational goals and how you and your team fit into the company's big picture."

Brian Vance
Sr Director of Development, Aria Systems



DAYS 31- 60

Make Your Plan of Attack

Once you've gotten a lay of land, it's time to start planning your approach. Identify your priorities, recommend changes and make sure that key stakeholders are onboard.

"Plan key personnel changes and potential technical changes. Get buy-in from key stakeholders."

Russell Muzzolini
CTO, Spire Global Inc.



"Just listen. Meet everyone, multiple times, inside the organization and outside. Talk to customers."

Ben Porterfield
Founder and VP Eng, Locker



DAYS 61-90

Execute!

Hit the ground running and implement your plan. This is the perfect time to make your first hire, start executing changes and begin measuring your results.

"Establish your priorities, document them and get buy-in."

Simon Mathieu
Engineering Manager, Lockout



"Hire at least one person."

Jesse Pedersen
Co-founder and CTO, BuildingConnected Inc.

