TECH LEADER CHAT

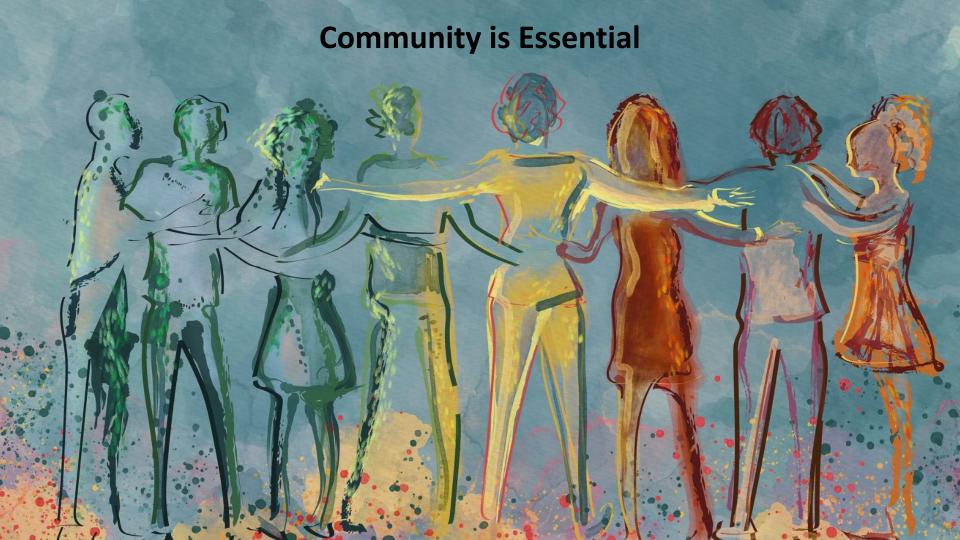
How to support yourself & your team through a layoff

Kendra Curtis engineering leader (previously at Google & Cockroach Labs)



Mon April 3, 2023 4pm PST / 6pm CST / 7pm EST

Tues April 4, 2023 9am AEDT / 11am NZDT



Address Immediate Concerns

Emotional concerns will be part of the immediate/early role of management

Prepare to address questions:

- O How was the selection made?
- Will there be another round?
- How much financial runway does the company have left?
- 0 ...

Set the stage for the future



Managing principles for changes in scale

Reactive/Multi-tasking teams decreases by as much as 40%.

Reduce the time your team spends in reactive mode:

- **1. Identify** what the team is spending their time on... Main project, side projects, asks that they are fulfilled because someone stop by...
- **2. Prioritize** and Time box
- **3.** Plan/Communicate for the Future (Short, Medium, Long term)

Layoffs put teams into the <u>Forming stage</u> of <u>Tuckman's Group Development</u>

<u>Model</u>





Thank you! Q&A



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References

How to Weather the Storm of Tech Layoffs by Managing to Scale - Kendra Curtis - 2023

<u>Tuckman's Group Development Model</u> Wikipedia, 2023

<u>How (and Why) to Stop Multitasking</u> - Peter Bregman, Harvard Business Review, 2010