



GitGuardian Management Academy

Managing Through Change

21st November, 2024

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Hi, I'm Péter





Managing Through Change



Side note on Change

- Chronic stress affects health and well-being
- Change is necessary.
- Change is good.
- The issue is not change but Uncertainty.

performance while also helping decrease employee burnout.

Stable priorities boost productivity and well-being

Unstable organizational priorities lead to meaningful decreases in productivity and substantial increases in burnout, even when organizations have strong leaders, good internal documents, and a user-centric approach to software development.

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Managing Through Change

Managing Through Challenging Times

Managing Through Challenging Times

Build Trust

Motivate People

Build Trust

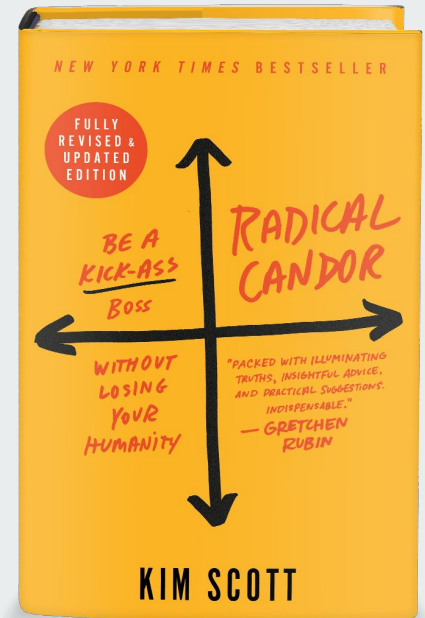
Motivate People

Build Trust

Motivate People

How Do I Build Trust?

- **Communication:** transparent, frequent, interactive
- **Credibility:** actions match words
- **Consistency:** regular, reliable processes
- **Care:** a safe, empathic environment



Story time: Thursday evening phone call



Build Trust

Communication

Credibility

Consistency

Care

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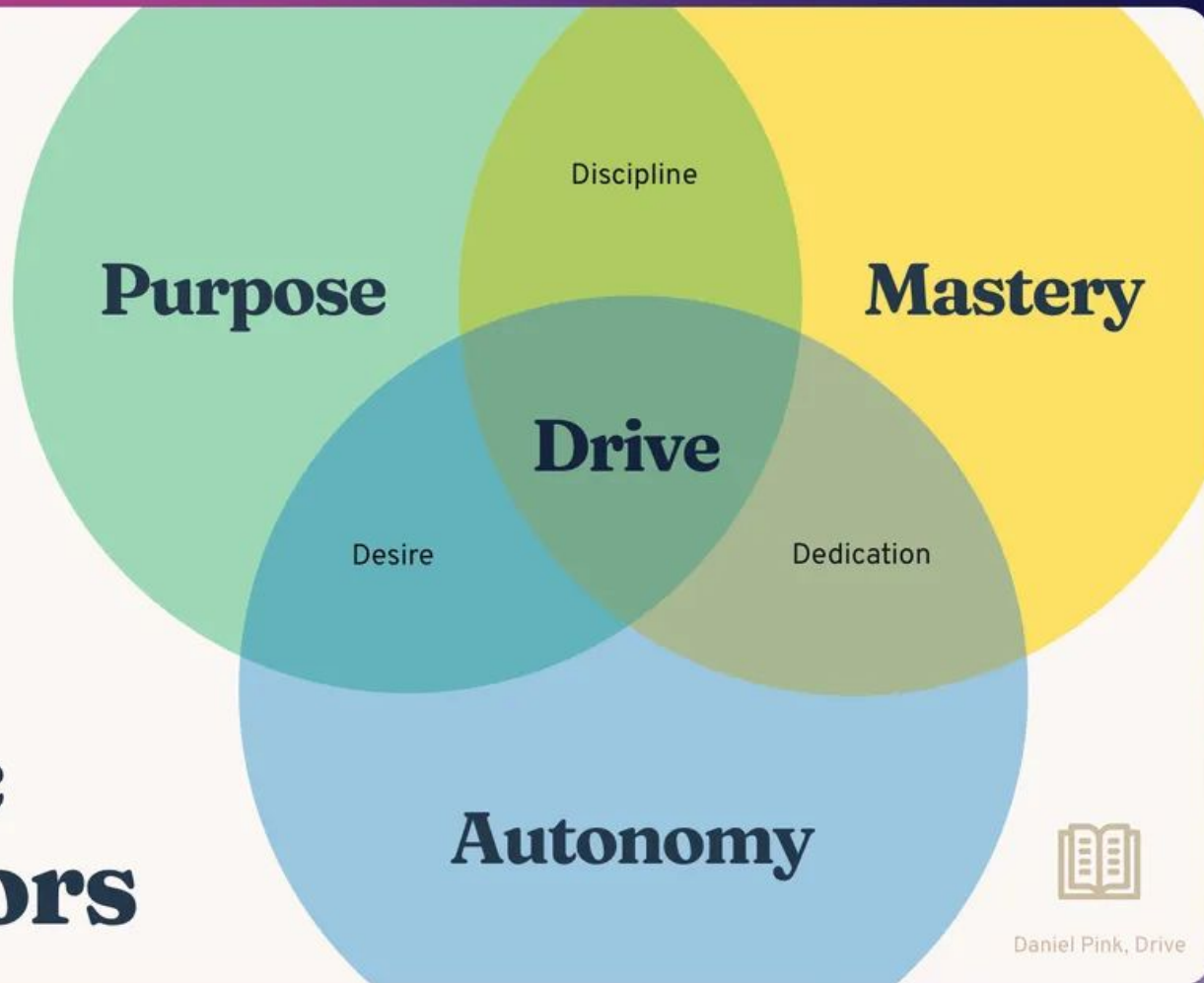
Motivate People

Mastery is the feeling of competence and continuous improvement, via continuous feedback.

Autonomy is the feeling of being in control and working in a way that feels natural.

Purpose is the knowledge that the work actually matters.

Three intrinsic motivators





Motivate (not just) during challenging times

- Create space for your team to work **autonomously**
- Ensure people have opportunities to grow and **master** their roles
- Understand the drivers of your people and help them find their **purpose**

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Story time: Individual Impact



Build Trust

Communication

Credibility

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Story time: Building a new team



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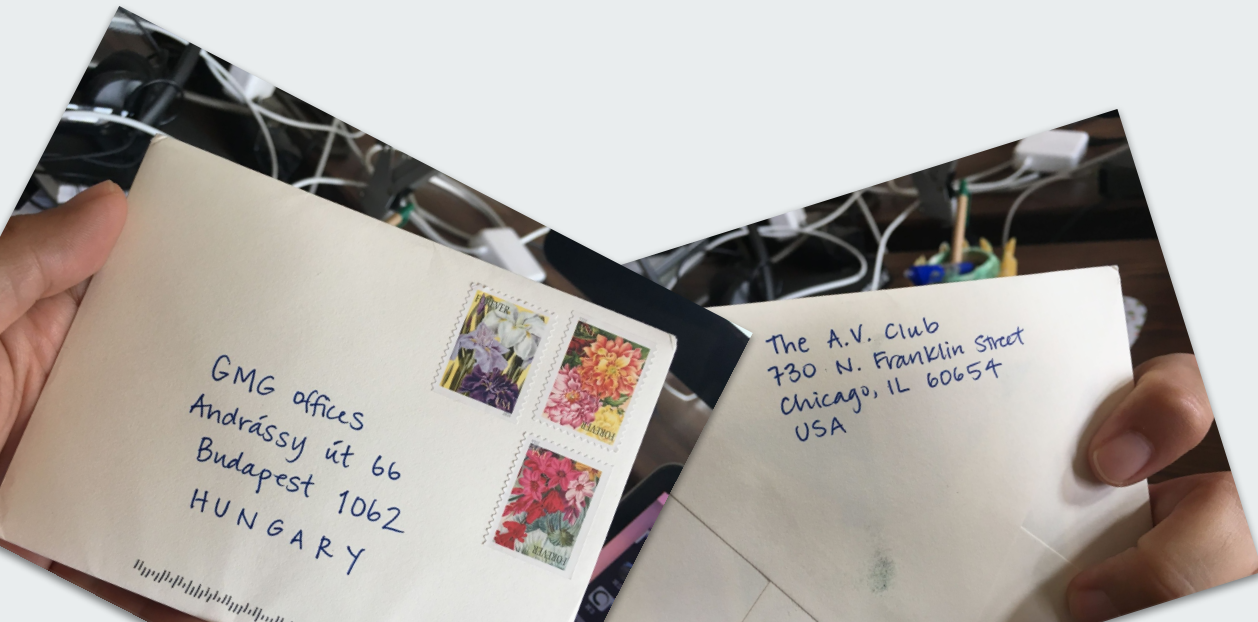
Motivate People

Autonomy

Mastery

Purpose

Story time: The Power of Gratitude



Build Trust

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Mastery

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Questions?

Questions

How do we stay balanced and not burn out in such an environment? Especially when everyone works long hours and is "always on"?

with a staff
use we
nd

uncertainty?

More Questions?

Thank you for your time!

Notes:

- [2024 DORA Report](#)
- [The Gawker Story](#) by Nick Denton, founder / CEO
- [Radical Candor](#) by Kim Scott
- [Daniel Pink's Drive](#) animated

<https://peterszasz.com/gitguardian-talk>

