# Article information:

How to Succeed in the Engineering Manager Role | Toptal®
<https://www.toptal.com/engineering-management/engineering-manager-role-explained>

# Article summary:

1. The success of an engineering manager depends on their ability to lead and manage their team, as well as administer technologies.

2. Building a great team involves hiring the right people and establishing trust through one-on-one meetings and personal development plans.

3. Engineering managers also have responsibilities related to the product, including prioritizing projects, driving technical strategy, balancing technical debt and feature development, and using technology and automation effectively.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article titled "How to Succeed in the Engineering Manager Role" provides some useful insights and tips for individuals transitioning into an engineering manager role. However, there are a few areas where the article could be improved in terms of providing a more balanced perspective and addressing potential biases.

One potential bias in the article is the emphasis on the importance of hiring the right people for your team. While this is certainly important, it may overlook the value of diversity and inclusion in teams. Research has shown that diverse teams can lead to better problem-solving and innovation. The article could have included a discussion on how to create diverse and inclusive teams, as well as strategies for managing conflicts that may arise from different perspectives.

Another potential bias is the focus on individual growth and development without considering the broader organizational context. While it's important for engineering managers to support their team members' personal growth, they also need to consider how their team's work aligns with organizational goals and priorities. This includes understanding business objectives, collaborating with other departments, and managing resources effectively. The article could have provided more guidance on how to balance individual growth with organizational needs.

Additionally, the article could have explored potential challenges or risks associated with being an engineering manager. For example, managing conflicts within a team, dealing with performance issues, or navigating organizational politics are all common challenges that engineering managers face. Providing strategies or advice for addressing these challenges would have added depth to the article.

Furthermore, while the article mentions the importance of trust and communication within a team, it does not address potential power dynamics or conflicts that may arise between an engineering manager and their team members. It would have been helpful to include strategies for building trust in situations where there may be inherent power imbalances.

Lastly, there is a promotional tone throughout the article as it references Toptal®, which is likely biased towards promoting its own services as a platform for hiring software engineers. While it's understandable that Toptal® would want to highlight its expertise in the field, it would have been more balanced to include other sources or perspectives on hiring and managing software engineering teams.

In conclusion, while the article provides some valuable insights for individuals transitioning into an engineering manager role, there are areas where it could be improved in terms of providing a more balanced perspective, addressing potential biases, and exploring additional considerations and challenges that engineering managers may face.

# Topics for further research:

* Strategies for creating diverse and inclusive teams in engineering management
* Balancing individual growth with organizational goals in engineering management
* Managing conflicts within engineering teams as an engineering manager
* Dealing with performance issues as an engineering manager
* Navigating organizational politics in engineering management
* Building trust and addressing power dynamics in engineering management teams

# Report location:

<https://www.fullpicture.app/item/e532a689f42b2bb31ba4549ec3680b07>