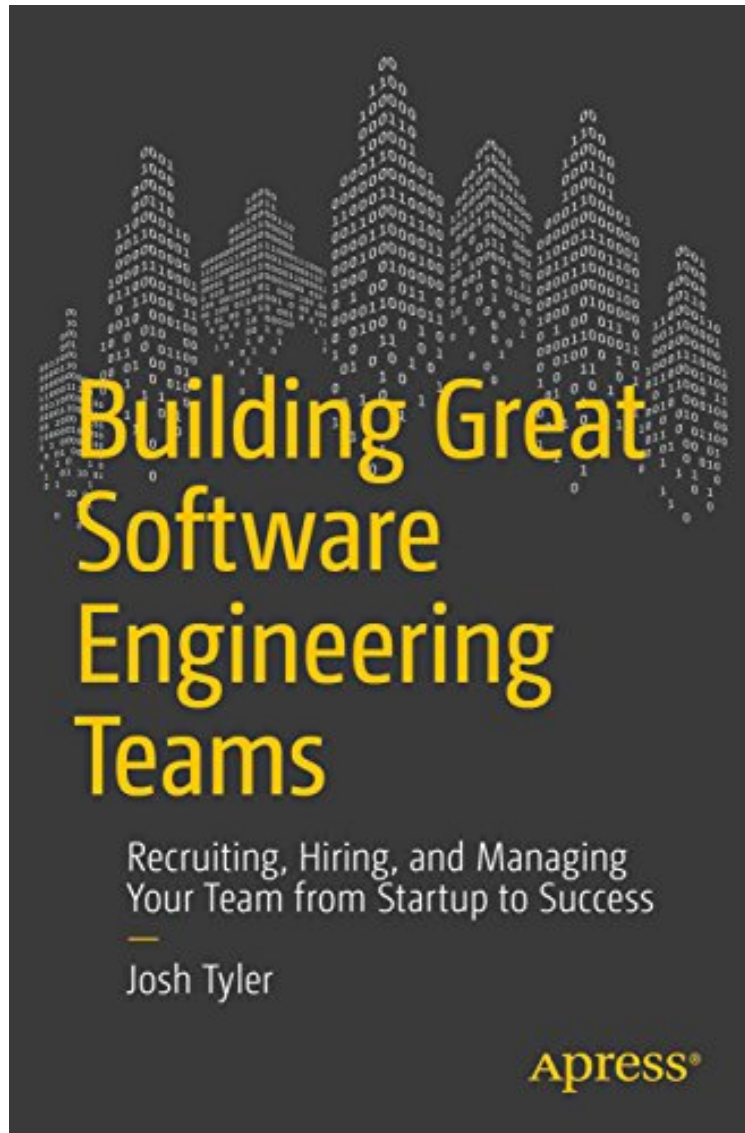


[Ebook free] Building Great Software Engineering Teams: Recruiting, Hiring, and Managing Your Team from Startup to Success

Building Great Software Engineering Teams: Recruiting, Hiring, and Managing Your Team from Startup to Success

Josh Tyler

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Josh Tyler : Building Great Software Engineering Teams: Recruiting, Hiring, and Managing Your Team from Startup to Success before purchasing it in order to gage whether or not it would be worth my time, and all praised Building Great Software Engineering Teams: Recruiting, Hiring, and Managing Your Team from Startup to Success:

2 of 2 people found the following review helpful. A great read for anybody that manages, or aspires to manage, a team of humans (regardless of the industry)!By John StaceyBuilding, managing, and leading a successful team is one of the

hardest, yet most fulfilling pursuits in any realm of business. Josh Tyler's book "Building Great Software Engineering Teams" takes that pursuit and breaks it down into easily understandable and implementable lessons that are intelligently paired with real world examples. Accomplishing that alone is remarkable, but this book does so with both great detail and doses of humor, which made it one of my favorite management reads in recent memory. As the title indicates, this book is definitely geared towards more technical teams (and it does get detailed on that front at times). However, as a manager of a team that does not focus on engineering or design, I can say that this book was still tremendously helpful. Seeing things from a different perspective, and seeing examples from a different environment, can actually be very beneficial, as those different angles help you see and understand problems and lessons that you may not have fully comprehended before (or maybe you thought you did, but you soon realize that there was more to the puzzle). Overall, this book is a great read for anybody that manages, or aspires to manage, a team of humans (regardless of the industry). It is also a book that you can circle back to time and again to gauge the success of both yourself and your team, so I will most definitely be keeping it on my desk as a manual to remind myself of what needs to be done to successfully, and consistently, grow, manage, and lead a successful team.

0 of 0 people found the following review helpful. Not a great book, but could add you something

By Paulo Marcio Brandi Rezende

Part I (Recruiting) and Part II (Hiring) are not new to me, but could be useful for those starting to work with these, specially recruiting. I think hiring section has too much focus on hiring people in USA, spending too much time talking about visa issues. It would be my strongest negative commentary about this book.

Part III (Managing) was nice, interesting for software engineers who are working as tech leaders or have any manager-level position on a team or company. Software engineers are, first of all, built to deal with technical issues. Learning about dealing with human concerns, managing people and teams are more the welcome.

0 of 0 people found the following review helpful. Great addition to my library.

By GGA well organized and thorough reference guide to the various challenges and opportunities involved with staffing, training and growing a team of software developers. This book does a great job of breaking down the responsibilities of software management into easy to digest sections. It's designed to let you hop around to the subjects that interest you and find advice quickly. I personally found this book useful in learning more about a side of software development that I wanted to learn about. Being a UI/UX specialist myself, I found a lot of value learning more about what my peers in engineering value in candidates they hire, and how they work within the product development process. If you work in software, this is a must get for your reference library.

Building Great Software Engineering Teams provides engineering leaders, startup founders, and CTOs concrete, industry-proven guidance and techniques for recruiting, hiring, and managing software engineers in a fast-paced, competitive environment. With so much at stake, the challenge of scaling up a team can be intimidating. Engineering leaders in growing companies of all sizes need to know how to find great candidates, create effective interviewing and hiring processes, bring out the best in people and their work, provide meaningful career development, learn to spot warning signs in their team, and manage their people for long-term success.

Author Josh Tyler has spent nearly a decade building teams in high-growth startups, experimenting with every aspect of the task to see what works best. He draws on this experience to outline specific, detailed solutions augmented by instructive stories from his own experience. In this book you'll learn how to build your team, starting with your first hire and continuing through the stages of development as you manage your team for growth and success. Organized to cover each step of the process in the order you'll likely face them, and highlighted by stories of success and failure, it provides an easy-to-understand recipe for creating your high-powered engineering team.

What you'll learn

- Effective techniques for finding engineering candidates for your company, including how to make your company more attractive to prospective employees and tips for navigating the employment visa process
- How to leverage commonly overlooked resources for finding employees, such as hiring from other geographic regions and how to approach college recruiting
- How to successfully hire the best candidates, from first contact through making an offer and getting it accepted
- How to manage engineers for optimum morale and performance, foster confidence throughout your organization, and promote career development for your team members
- What to expect as you build an engineering team: common challenges, growing pains, and solutions
- How to use team-building skills to propel your career as individual contributor

Who this book is for

The primary audience is engineering leaders, startup founders, CTOs, and others tasked with building an engineering team to fulfill their company's mission. The secondary audience is any engineering manager or senior engineer interested in learning more about how to hire or manage engineers effectively.

About the Author

Josh Tyler is VP of Engineering and Design at Course Hero, an education technology company. He was previously Director of Software Engineering at Suitable Technologies and worked in the field of human-computer interaction as a UX architect, software developer, and researcher at Willow Garage, Zvents, Hewlett Packard, and Xerox PARC. Tyler holds a BS in Computer Science from Washington University and an MS in Computer Science from Stanford University