

Sensible Defaults

for tech management

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(she/her)

CEO &
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Tech Diversity Lab

Founder

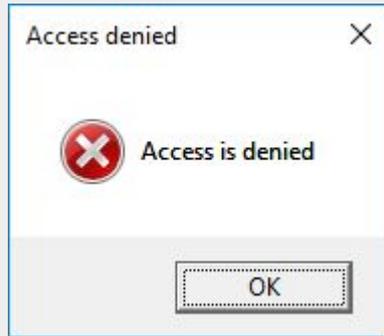


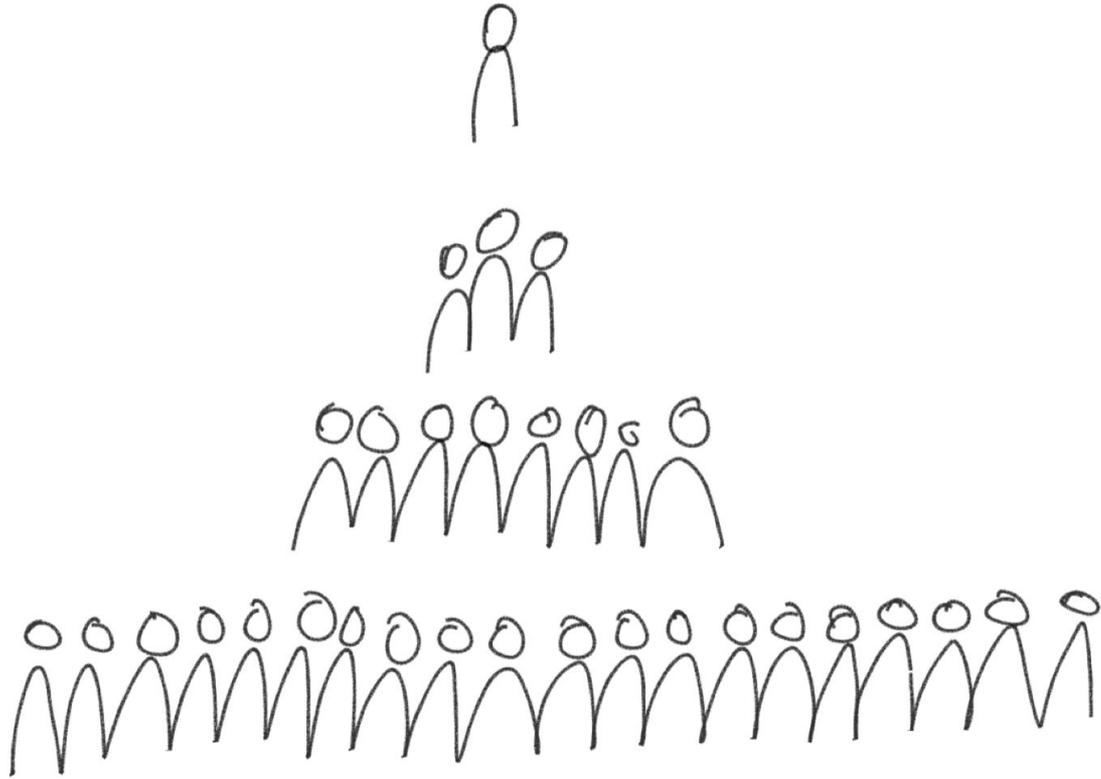


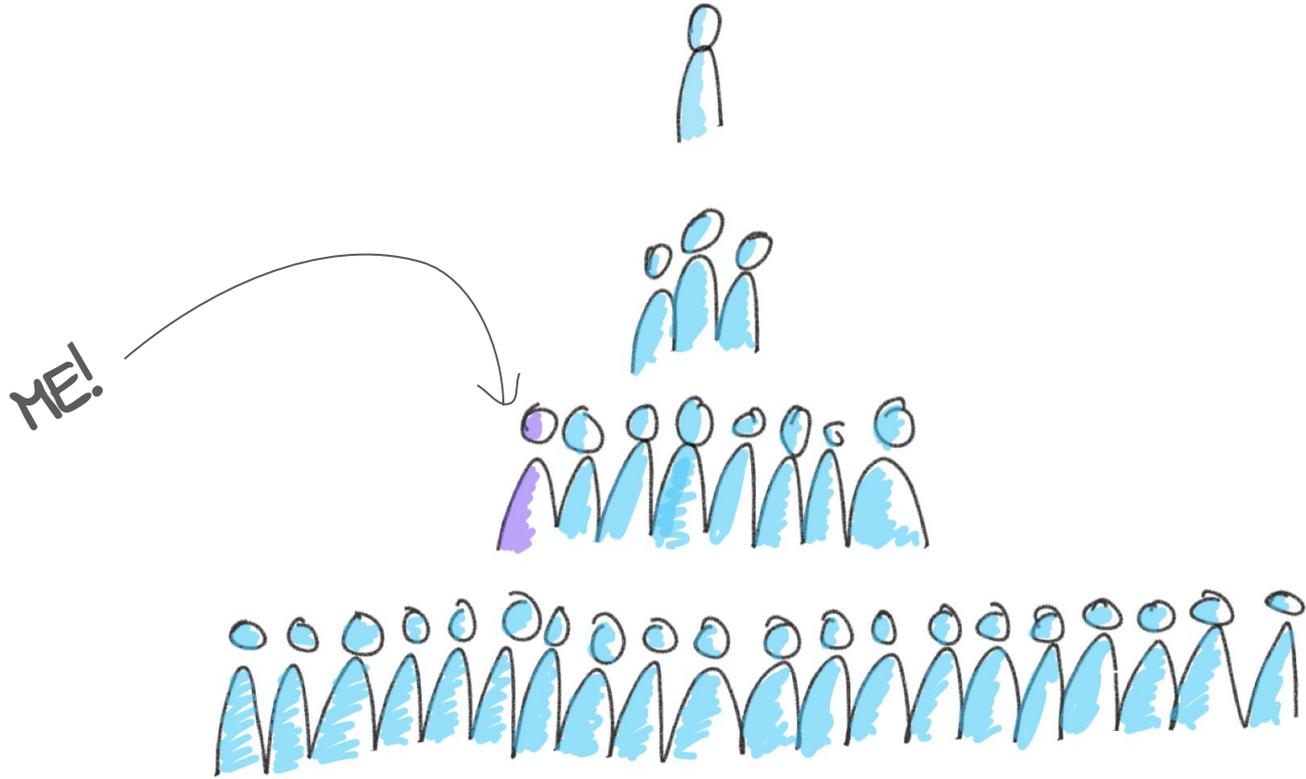


image source [womenadvancenc.org](https://www.womenadvancenc.org)









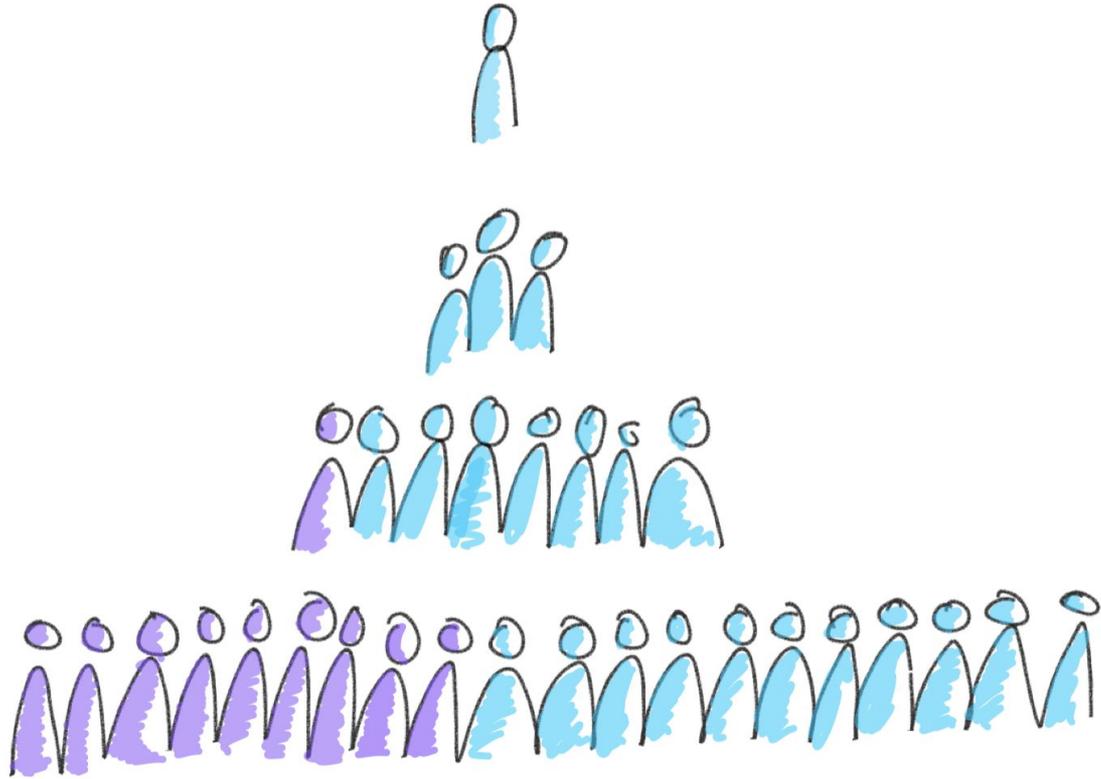




Image by Luci Gutiérrez

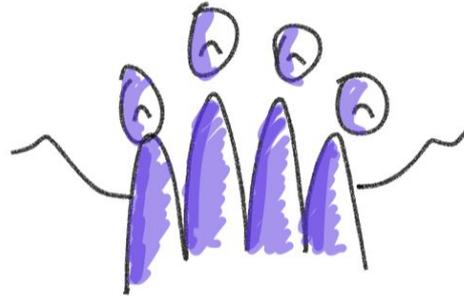
- Women are promoted **2-3 years slower**
- **52** women promoted for every **100** men
- Women leave at nearly **double the rate** of men

**Women have
the skills**

**Bias exists
in evaluation**

I get "exceeding expectations" in my reviews, then come promotion time - he doesn't see me as a senior

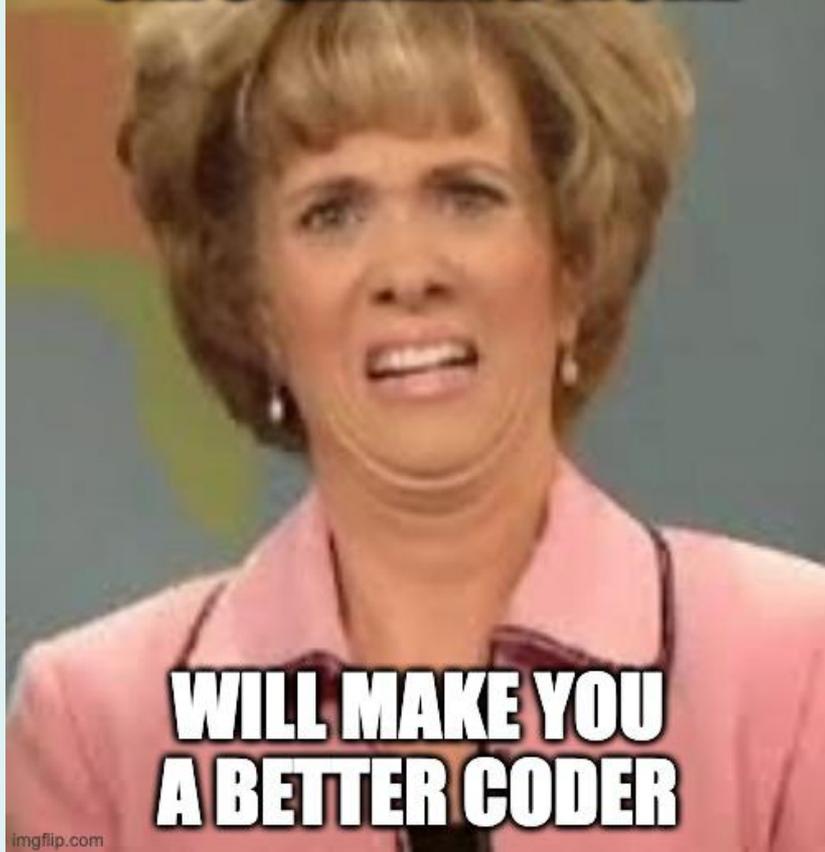
The performance feedback I got was to stop speaking in a girly voice



I get positive feedback in 1:1 all year, then at review time I'm told I'm underperforming

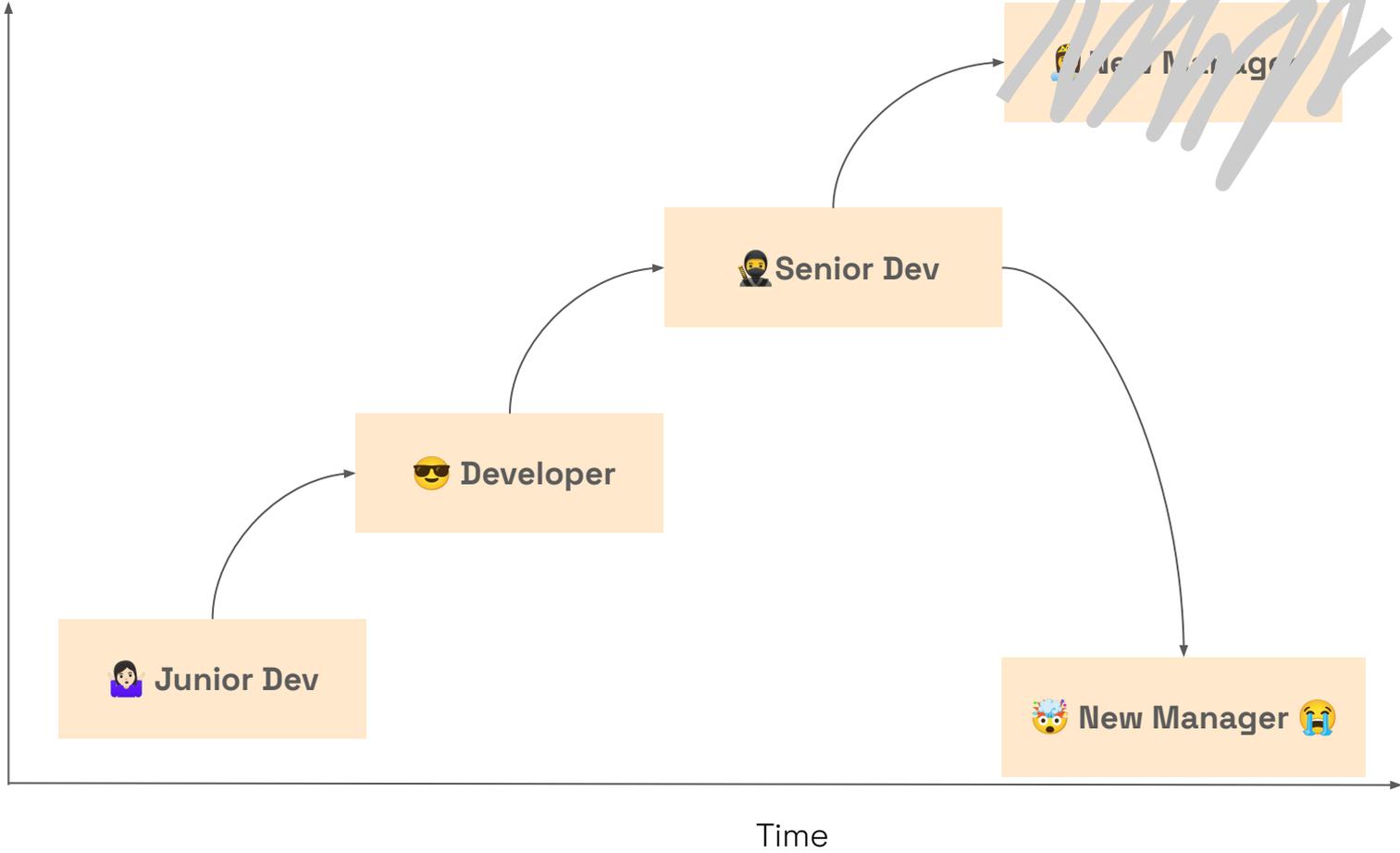
... I was told I just don't have what it takes

**WHEN YOUR BOSS
SAYS SMILING MORE**



**WILL MAKE YOU
A BETTER CODER**

Job Skills



THE FIRST TIME SOMEONE

ASKS YOU FOR A PROMOTION

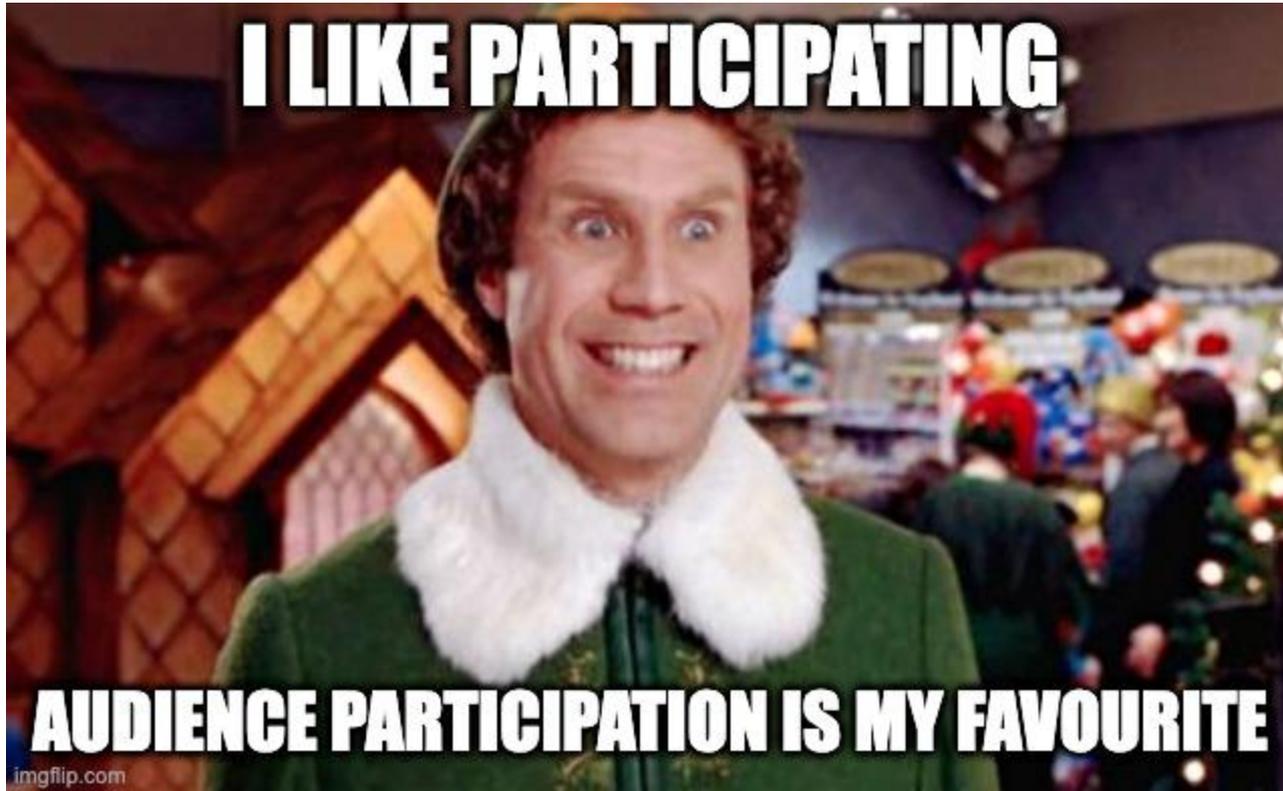
imgflip.com

What do you do

to fix the broken rung?



Use good **tech career growth** frameworks to make equality possible



Skills	Junior	Mid	Senior
Front End	beginner (1)	proficient (2)	 expert (3)
Back End	1	2	 3
Database	-	1	 2
DevOps	-	1	 3
Unit Testing	-	1	 2



What other skills and behaviours make inclusive, high-performing teams?



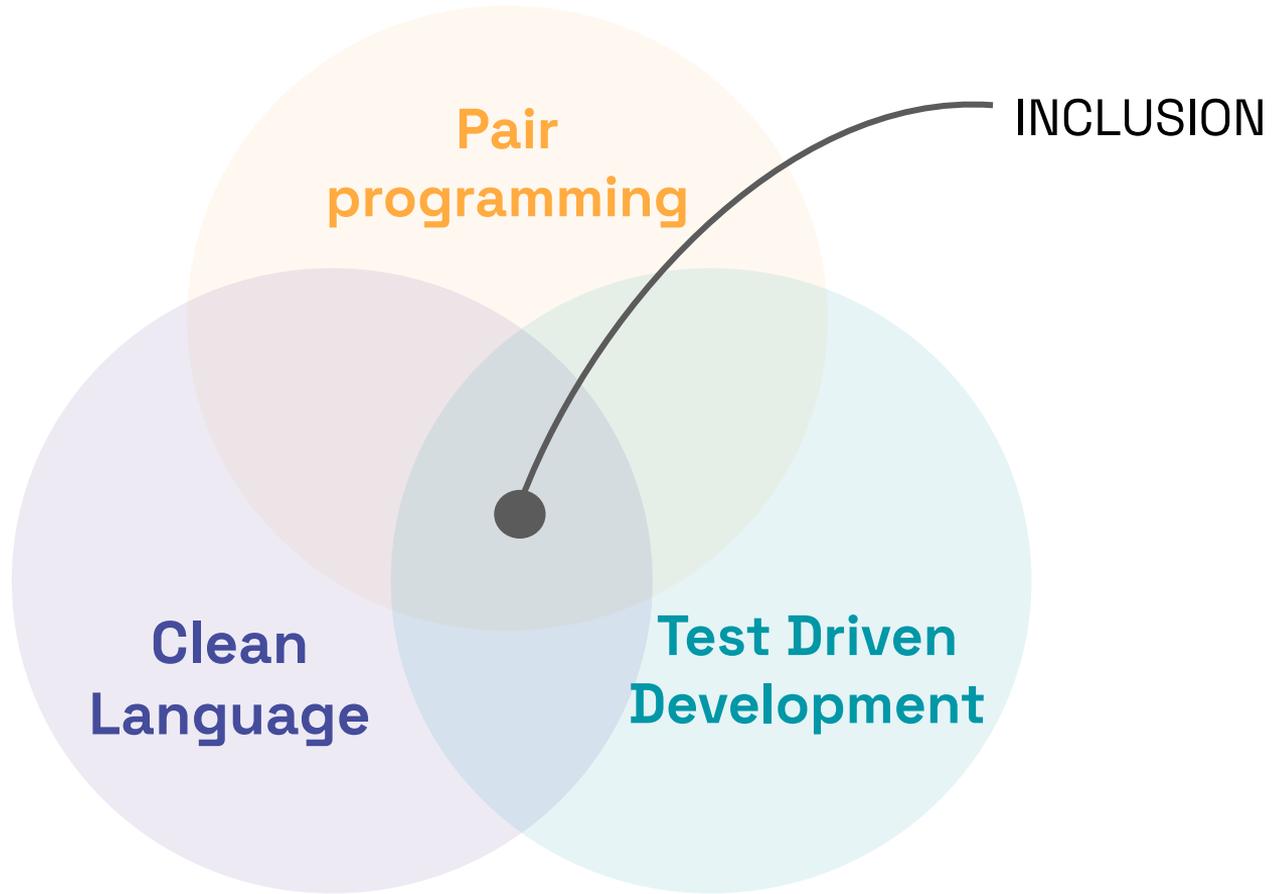
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Tanya Reilly

“Being Glue”

<https://noidea.dog/glue>







Recognise & reward
behaviours that build
inclusive, high-performing
teams



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Who was in room when the career framework was created?

Mainly white dudes



Some 'diversity people' from outside engineering



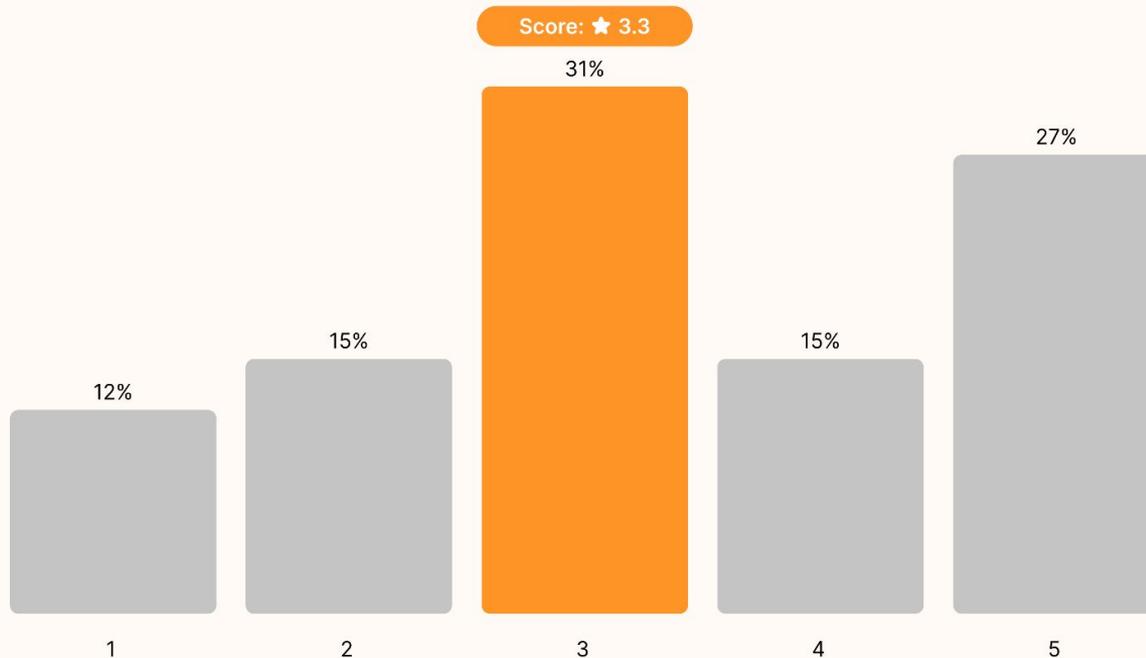
Multiple engineers from underrepresented groups





How consistently is your career framework used?

1 - Only some people use it sometimes 5 - Its referred to consistently



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Underpin **everything**
with your career growth
framework



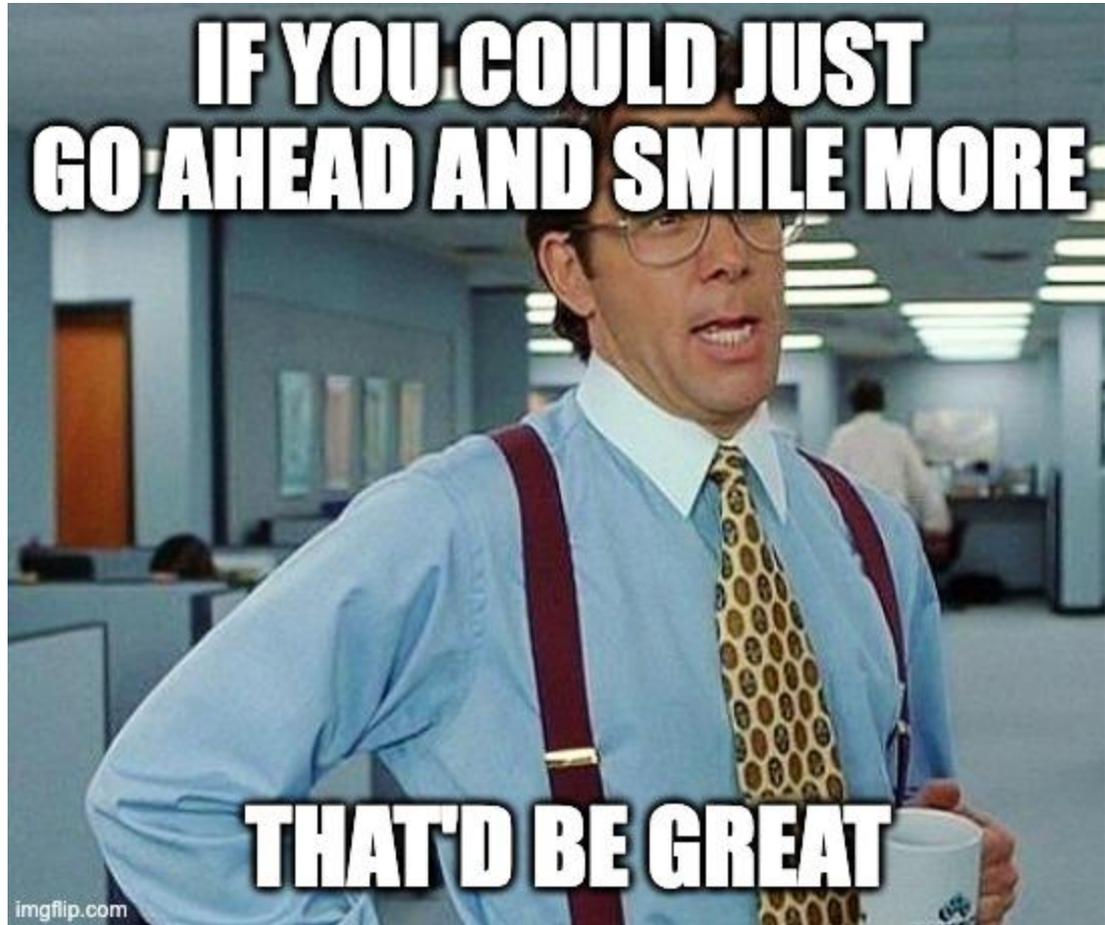
Use **tech career growth framework** for clarity and transparency



Recognise & reward behaviours that build **inclusive, high-performing** teams



Underpin **everything** with your career growth framework



Thank you!

Michelle Gleeson

[linkedin.com/in/gleeson-m](https://www.linkedin.com/in/gleeson-m)

[techleadingladies.com](https://www.techleadingladies.com)

[techdiversitylab.com](https://www.techdiversitylab.com)

Yes, I'll take questions!

No, I won't listen to mansplaining

