WiX Engineering

Challenges of a Young Team Leader

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Wix Engineering Locations

Ukraine

Kiev
Dnipro

Israel

Tel-Aviv
Be’er Sheva

Lithuania

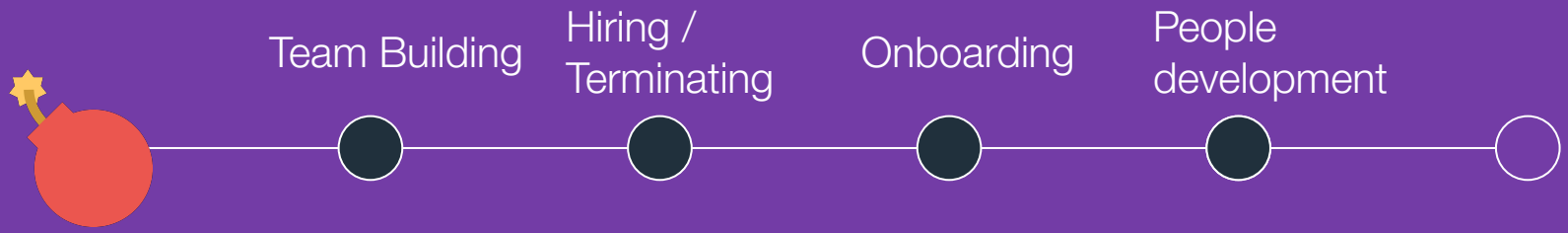
Vilnius

A short story

AGENDA

- Feedback
- Team Building
- Hiring / Terminating
- Onboarding
- People development
- Troubleshooting

CHALLENGES
OF A YOUNG TL



FEEDBACK

FEEDBACK

Why give any feedback at all

FEEDBACK

Which feedback to give

1. Hot
2. Cold
3. Hot
   Cold

FEEDBACK

How to do it

well done!

Improvements are needed

TEAM BUILDING

TEAM BUILDING

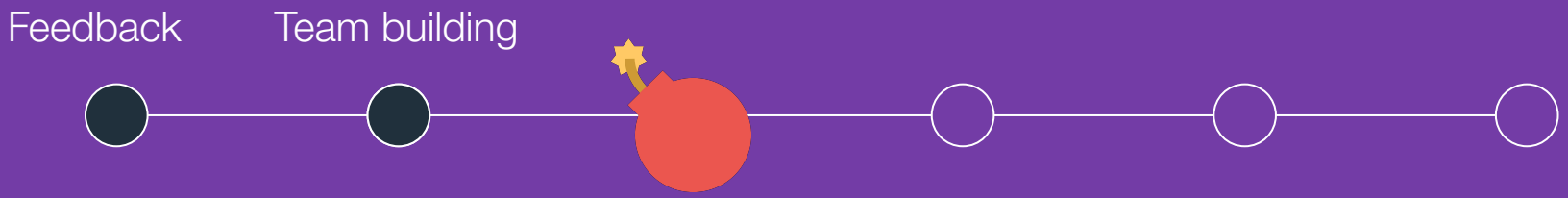
A team that looks like you

TEAM BUILDING

A diverse team

TEAM BUILDING

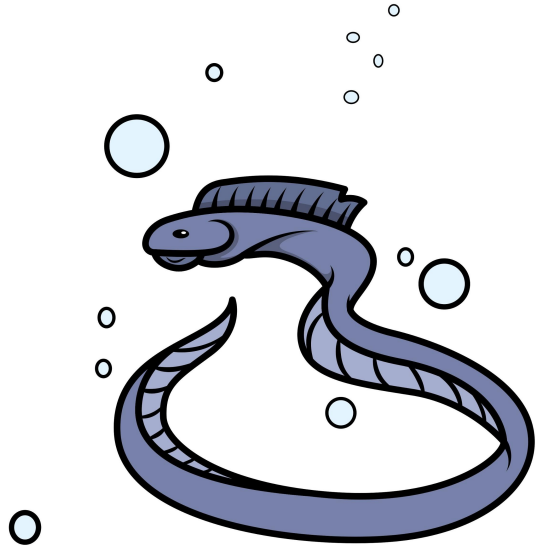
A team that is cross-functional



HIRING / TERMINATING

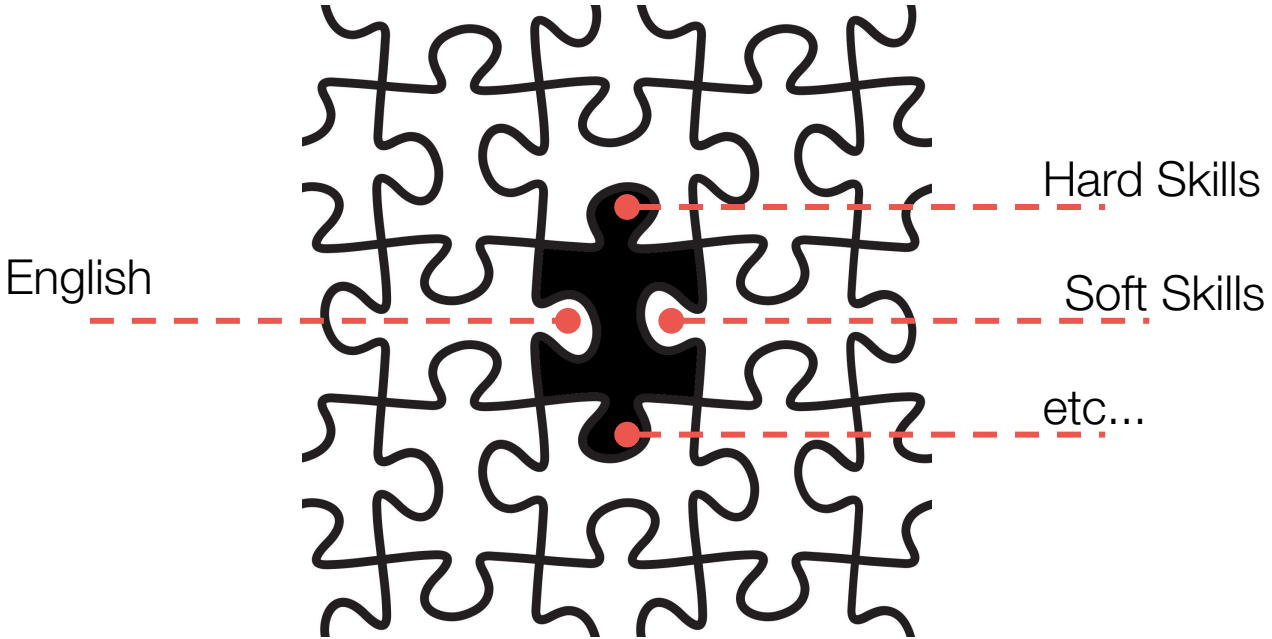
HIRING / TERMINATION

No a**holes policy



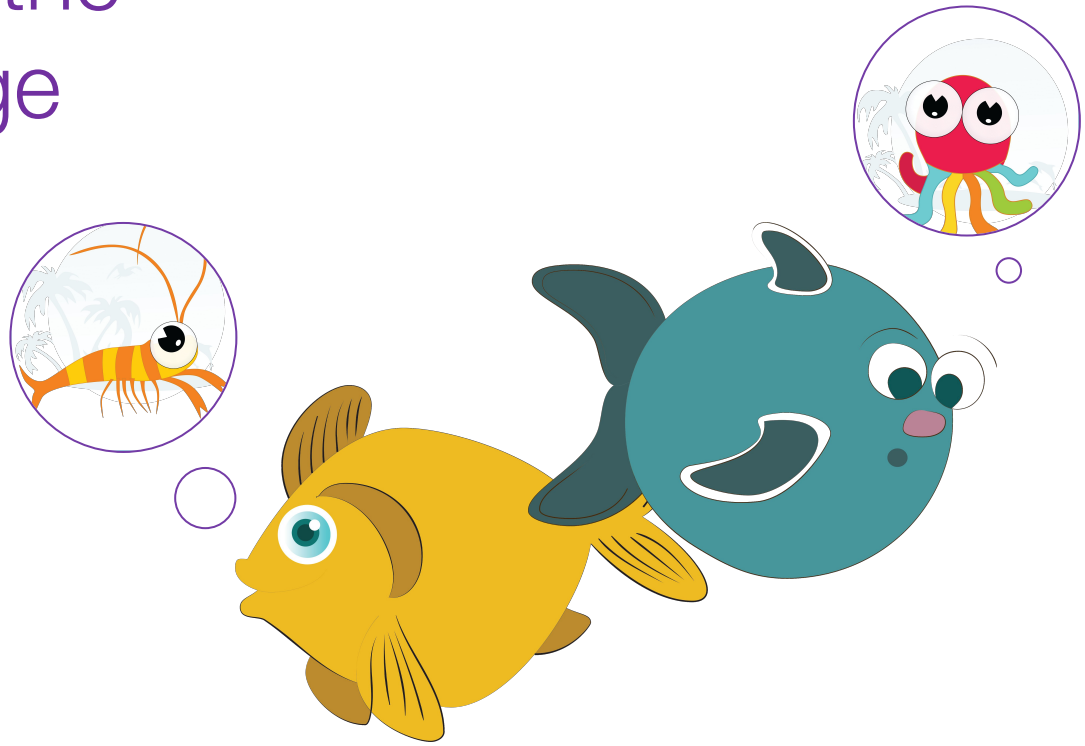
HIRING / TERMINATION

What you need



HIRING / TERMINATION

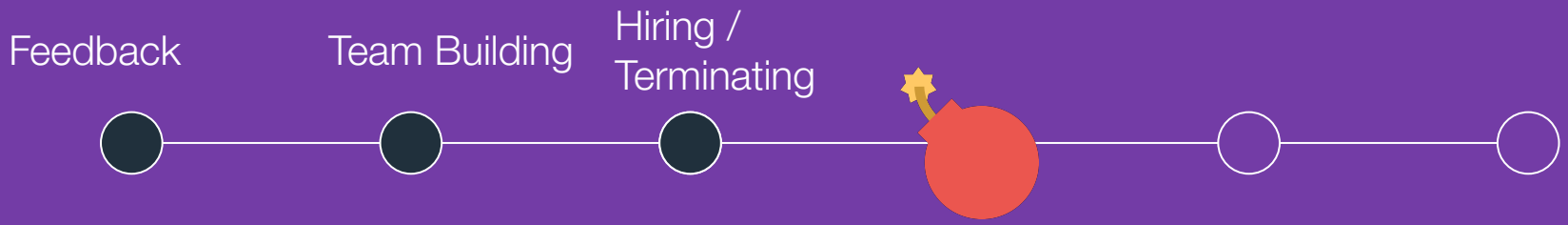
Being on the same page



It’s better to make the mistake
of hiring a wrong person,
than not hiring a good one.

Terminating

designed by freepik.com



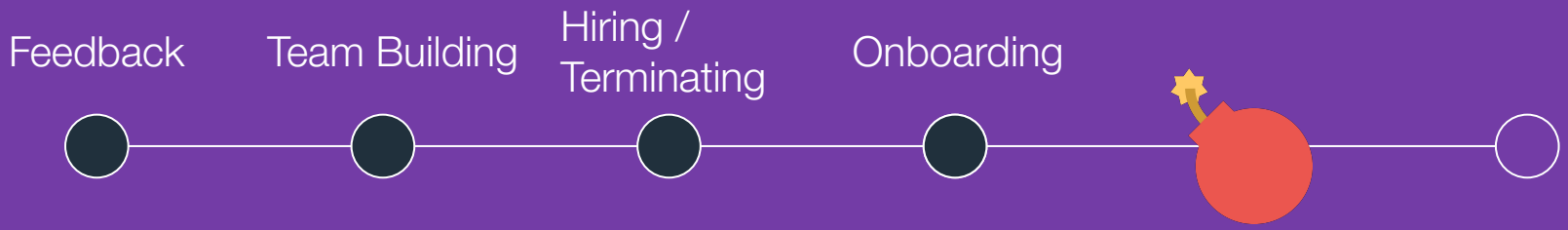
ONBOARDING

It’s a track

Basic rules?

Who are the other players?

Any taboo in the game?



PEOPLE DEVELOPMENT

PEOPLE
DEVELOPMENT

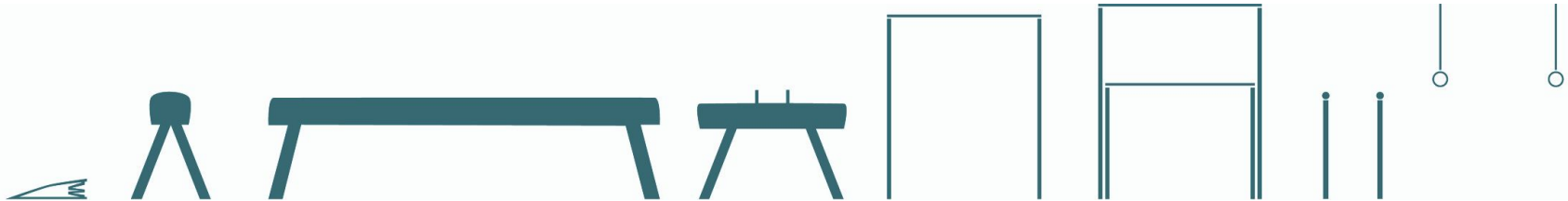
The right task for the right person

PEOPLE
DEVELOPMENT

Taking a skills-training approach

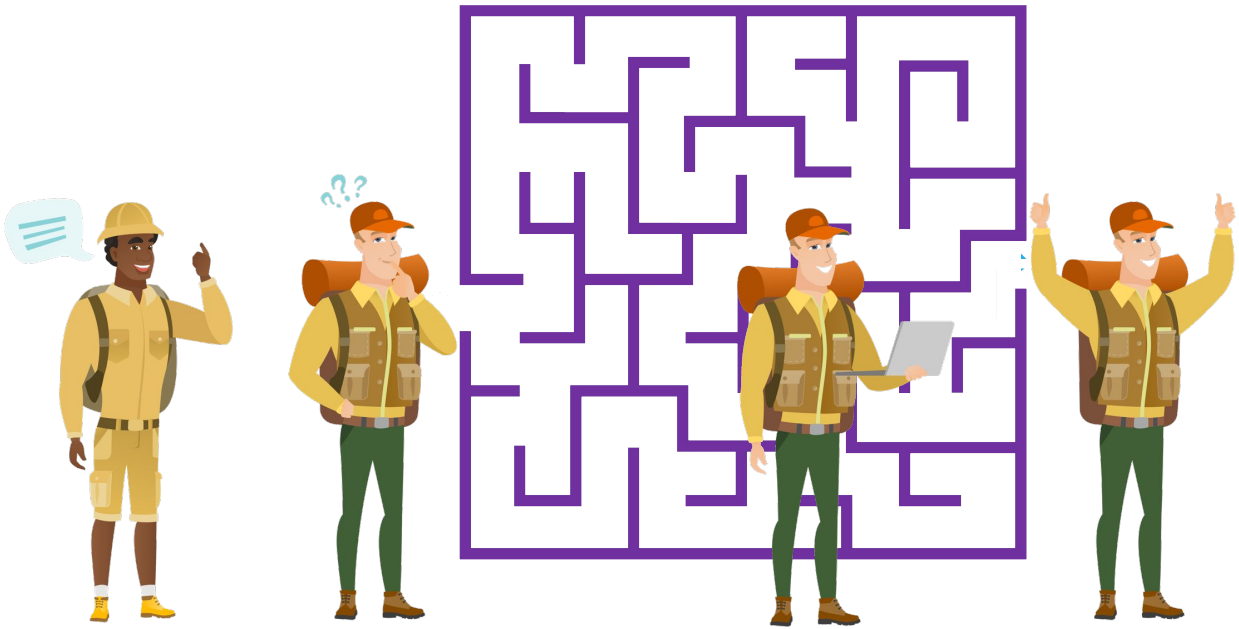
Level 1
No experience

Level 100
Gymnastics athlete

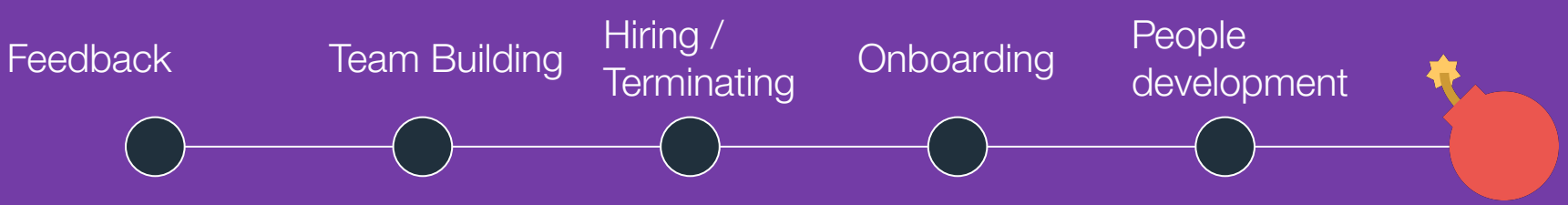


The ‘holding hands’ type of mentoring

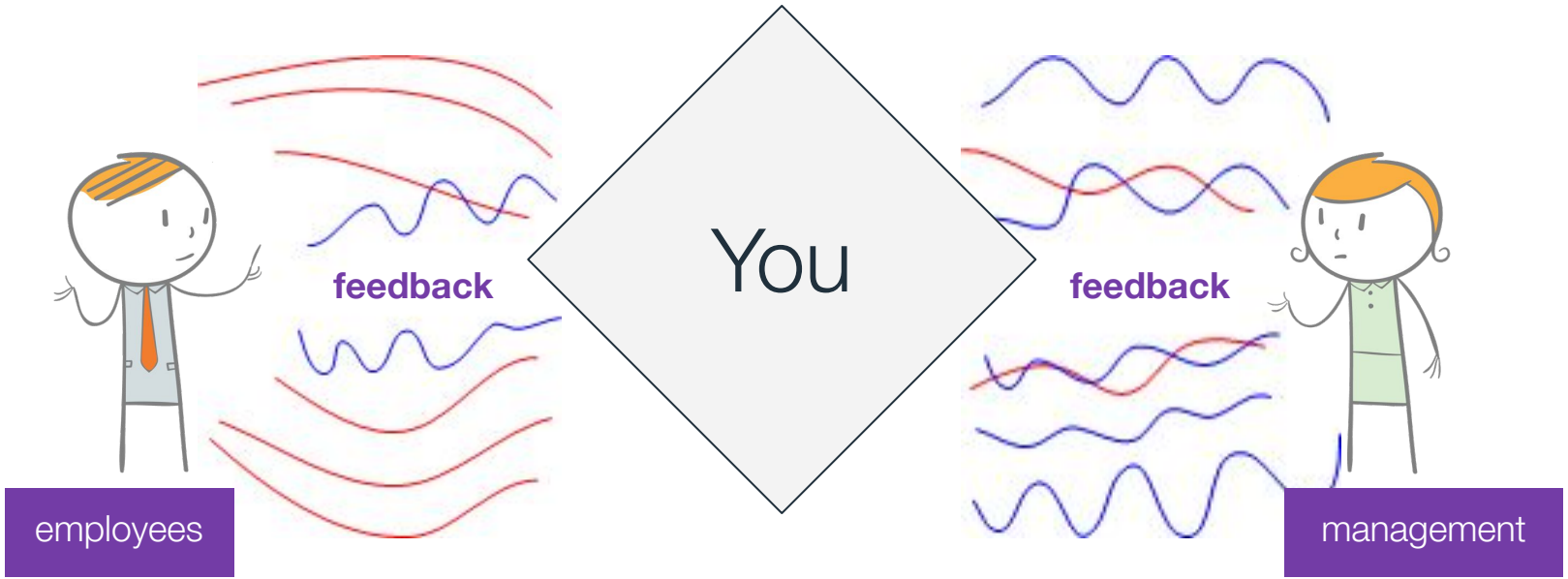
The ‘guidelines’ type of mentoring

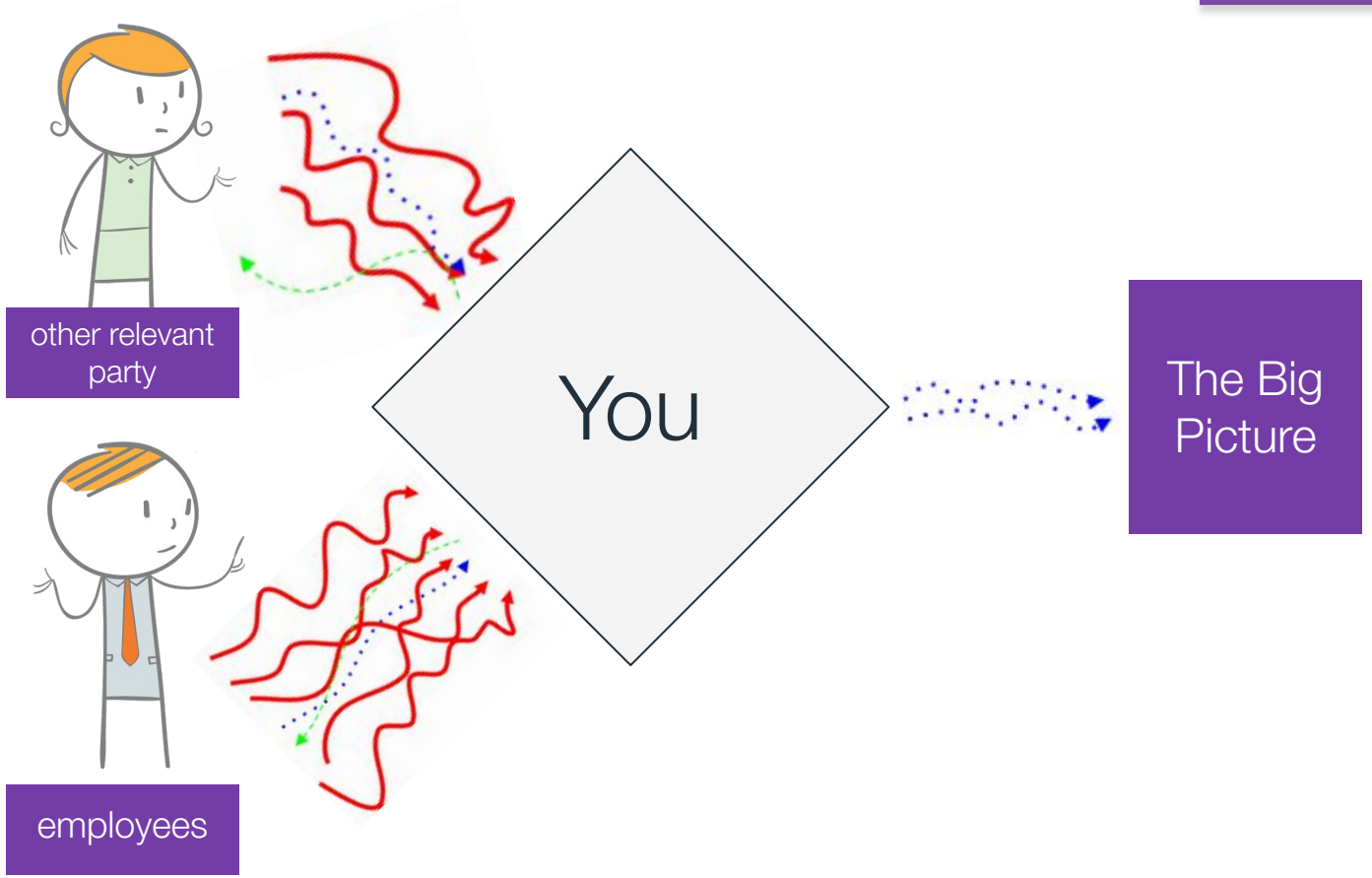


CHALLENGES
OF A YOUNG TL



TROUBLESHOOTING


feedback
You
feedback
employees
management


other relevant party
employees
You
The Big Picture

Being a
Team Leader
is probably
NOT a
promotion

It’s an entirely different job.

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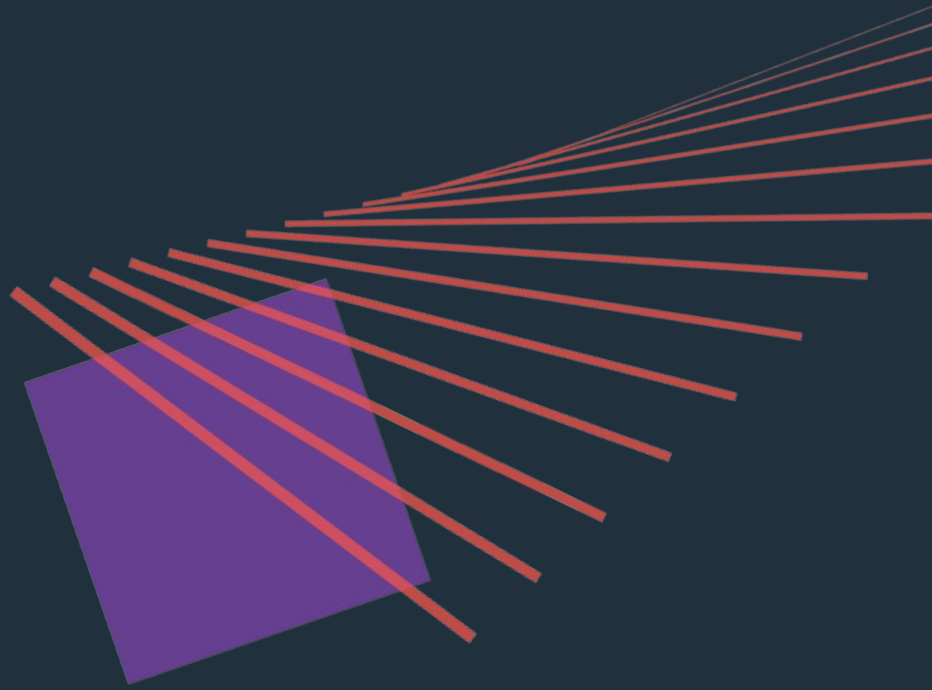
Thank You



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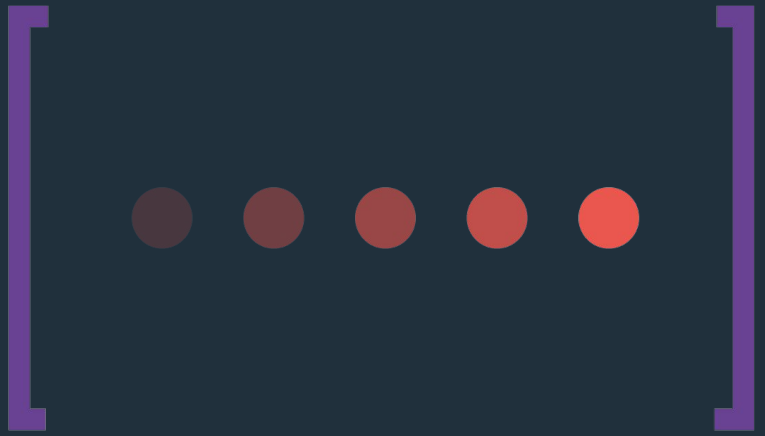
Q&A



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