

Influencing Stakeholders and Inspiring Team Members

A Test Managers Perspective

Craig McKirdy | @*craigmckirdy*

WeTest Conference 2016



TestManager

What is a Test Managers role?

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**A manager's role is to create the environment
that allows their team to succeed**

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Test Team

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Test Team



Stakeholders

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Inspire



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Inspire



Influence



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Inspire



Influence



Relationships
Trust
Communication



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Am I Qualified?



- 20 years in testing roles
- 25 years in IT project roles
- 25+ years in leadership roles

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provides opportunities for growth

Am I Qualified?



protects our best interests

advocates for his team

encourages us to do what works best for us

always got our back

puts his team before himself

quick to acknowledge team achievements

cares about the team and makes sure we have a good work/life balance

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Inspiring the Team



- People choose how they work
- Align their role to goals
- Ensure work / life balance

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Choosing how to work

- Find out how they like to work
- Suggest alternatives
- Support them
- Trust them



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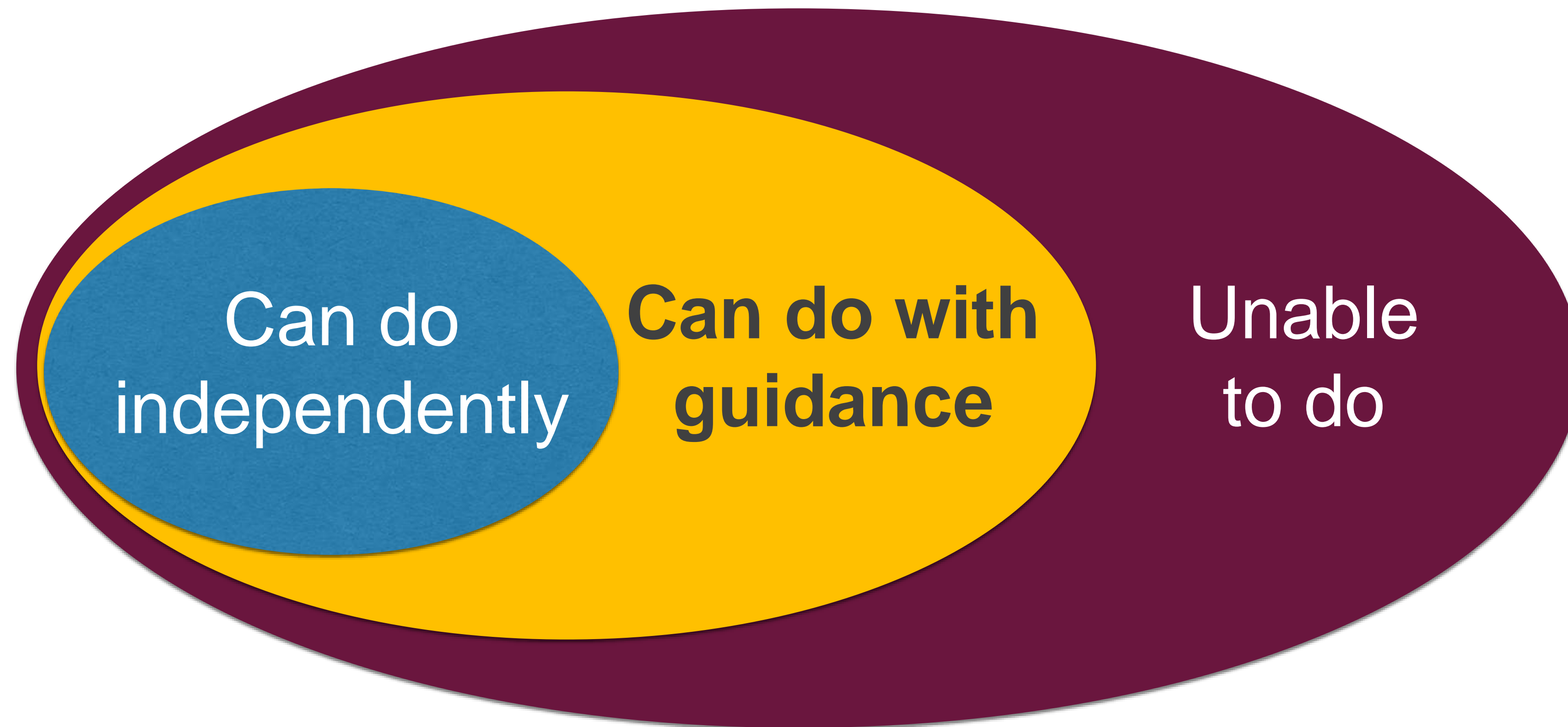
Aligning roles to goals

- Break it down
- Look for opportunities to show capability
- Move into Zone of Proximal Development



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Zone of Proximal Development – Lev Vygotsky



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Aligning roles to goals

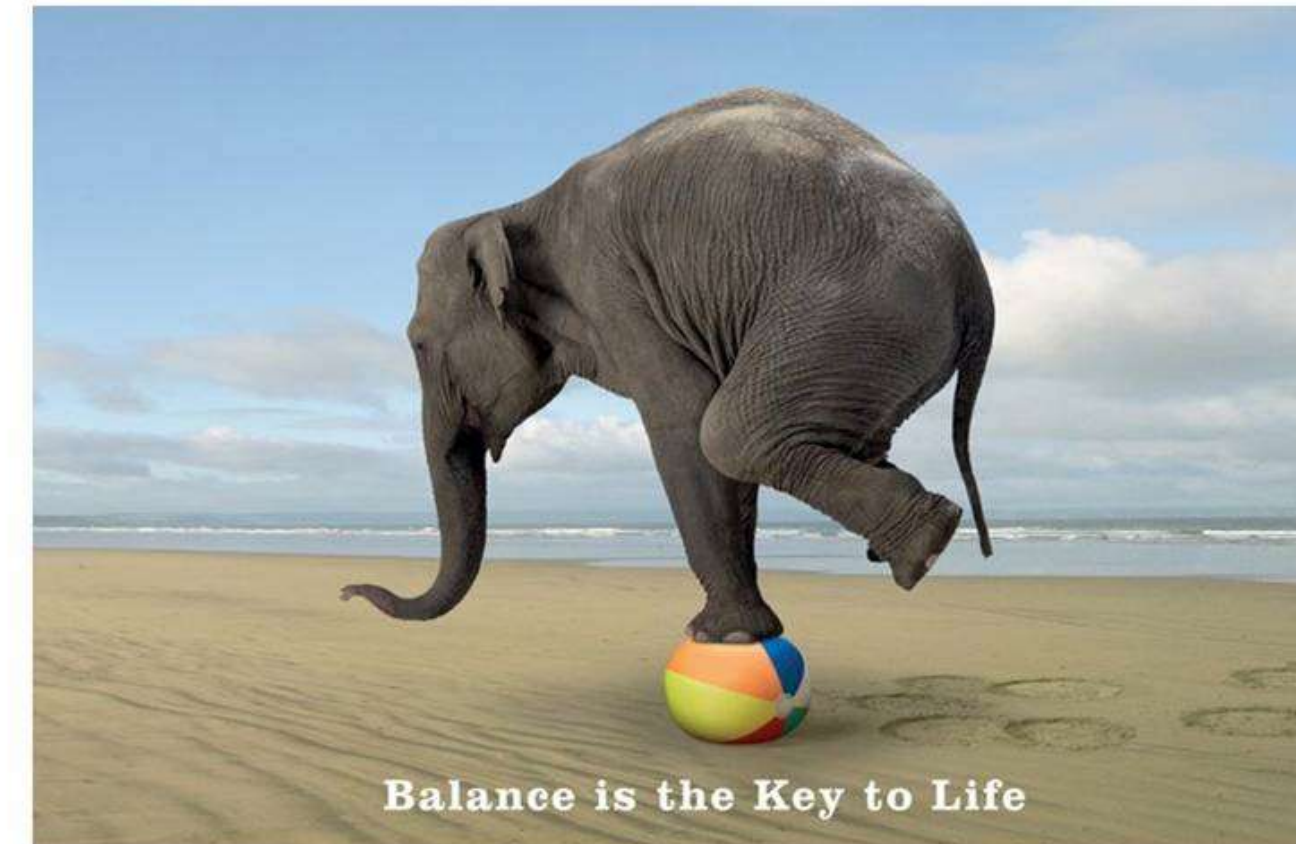
- Break it down
- Look for opportunities to show capability
- Move into Zone of Proximal Development
- Review, Record, Plan



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Work / life balance - caring for the team

- Plan for it as a team
- Set fair boundaries
- Get stakeholders on board
- Sort the admin stuff



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Result = Happy Team !!



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Influencing Stakeholders

- Business Team
- Project Management
- Developers



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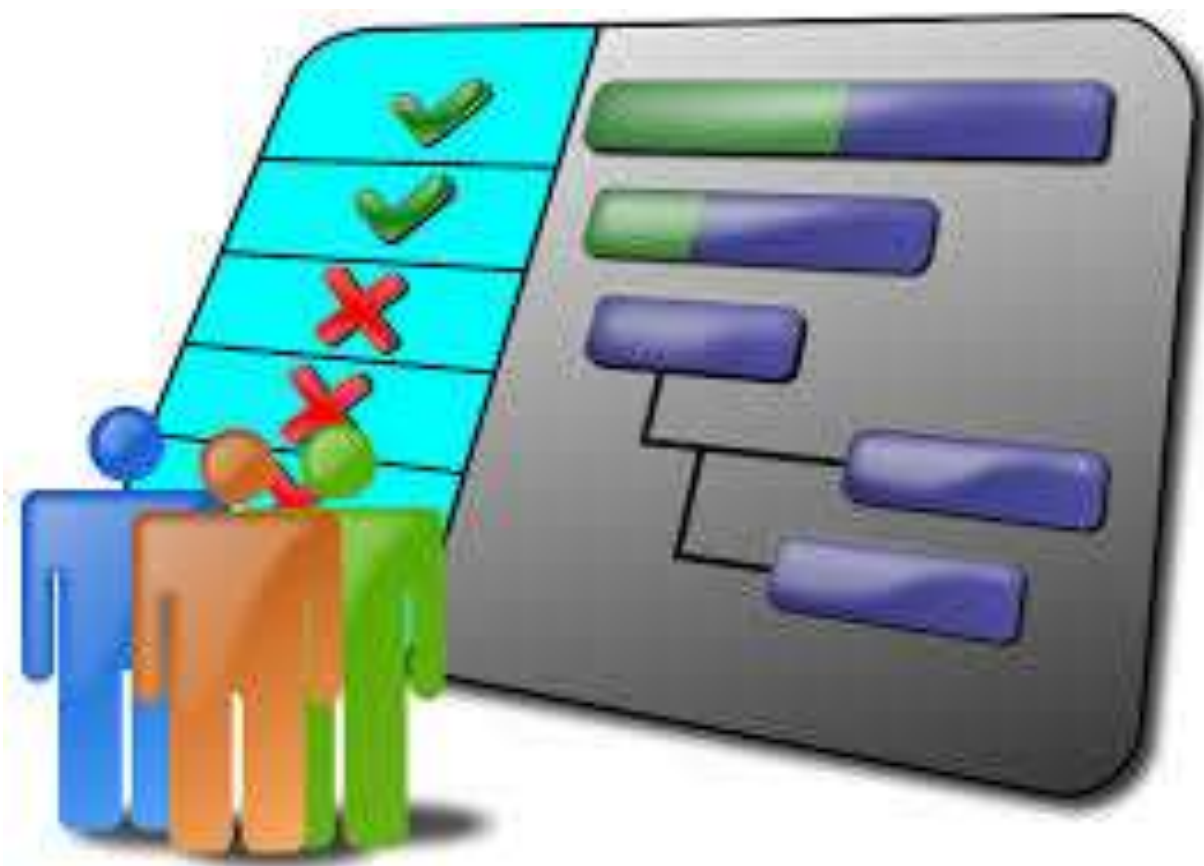
Supporting the Business Team



- Help them understand Projects
- Help them understand Testing
- Present information visually
- Short feedback cycles

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Supporting Project Management



- Understand what they need
- Agree what you can / can't do
- Short feedback cycles

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Supporting Developers



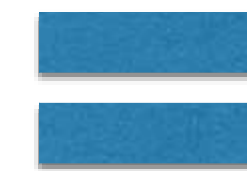
- What will make their life easier?
- It would be cool if we could...
- Short feedback cycles – in person

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Result = Happy Stakeholders



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**My role is to create the environment
that allows my team to succeed**

**My success comes from
my teams success**

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