

Geeks, Dreamers, and Decency: Building Better Relationships in Tech



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Did You Know?



The leading cause of missed deadlines is underestimated complexity of initiatives.



The leading cause of underestimated complexity is lack of transparent communication.



Poor communication is often a side effect of teams not liking each other.

ABOUT ME



I'm Nkem, Msc Student at The University of Innsbruck.

I used to be a product Manager for Saas product like Strapi, FoodCrowdy an agroech company and a local crypto exchange called Flippers. I have help built product from scratch salvaged a failing product and scaled products. Started out in my Career as a UI designer.

The Journey

Lets take a look at different relationship types between tech and non-tech people

01 I don't like you

02 I tolerate you

03 I like you.

Who is a decent Person?

01 **RESPECT**

I respect you right to voice oppinions, I respect your work.

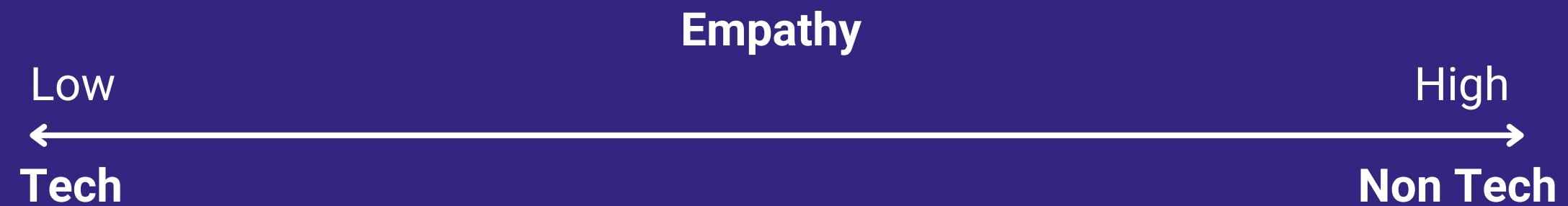
02 **HIGH DO SAY RATIO**

Over 80% of what I say i will do i actually do it

03 **EMPATHY**

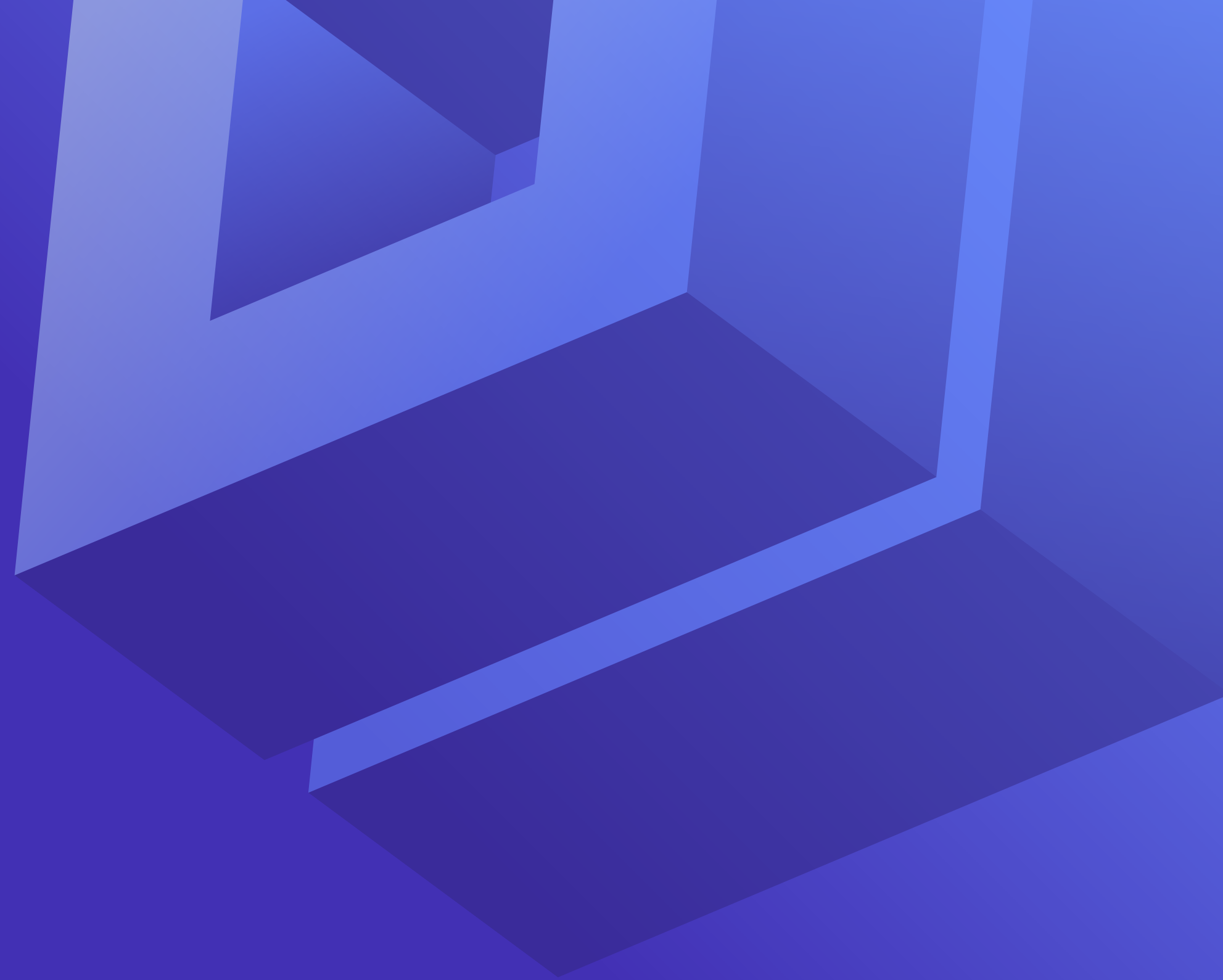
I am able to understand to an extent peoples motivation, constarins and Feelings.

Observing technical and non Technical on a scale



Dislike

I don't like my Collegaues

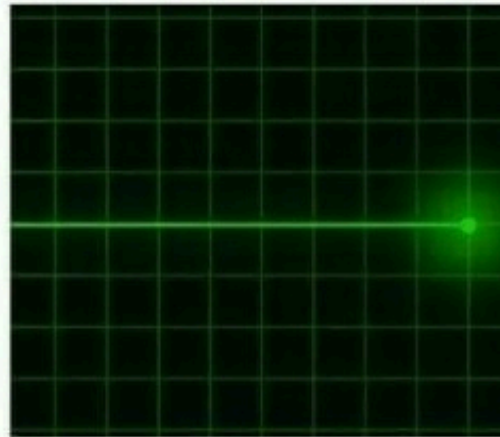


Can you relate?

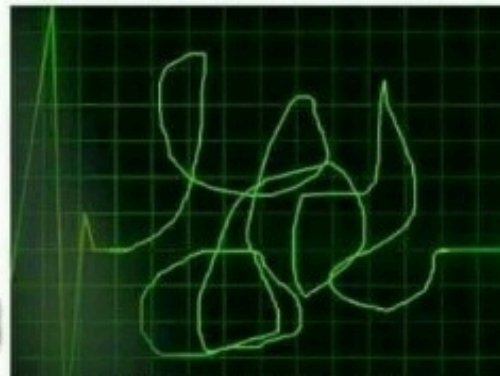
Normal heart
beat



Deceased
heart beat



**WHEN I RECIEVE
A SLACK MESSAGE
FROM THAT COWORKER**



Excited to
begin a new task



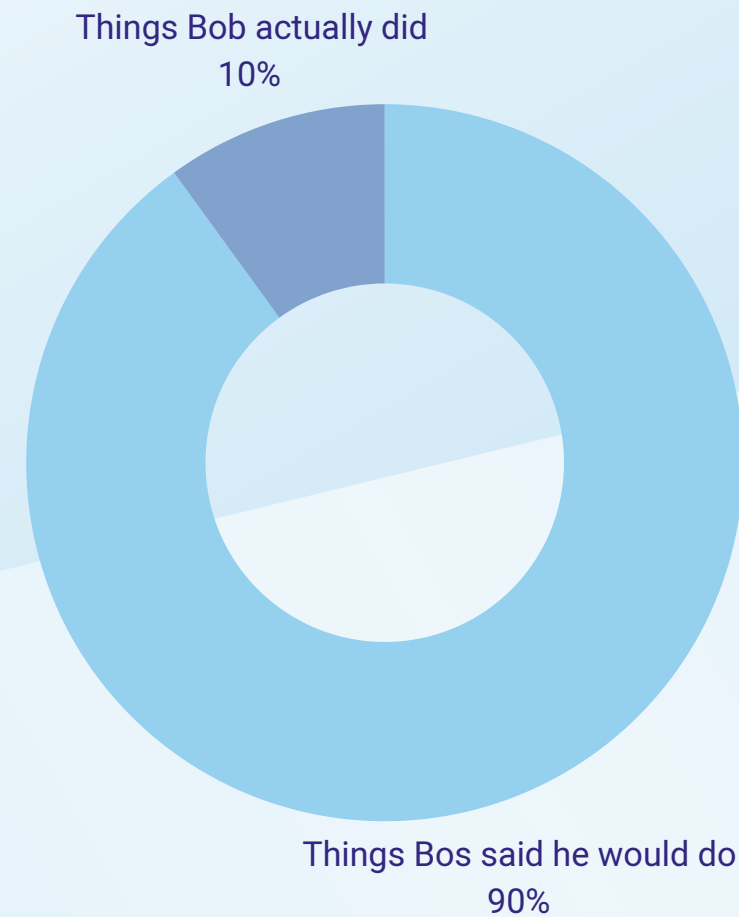
Find out you
are collaborating
with Bob from sales



imgflip.com

Why?

Is bob gonna make my job easier?
Yes: He is Competent
No: He is incompetent



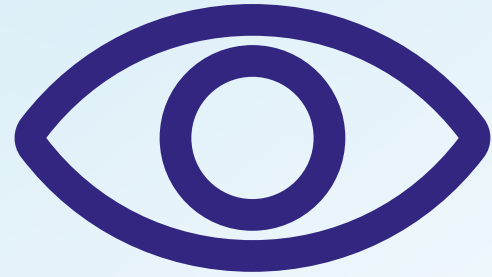
Its the engineers falt we lost he client,
the product did not meet their
expectations!

Perceived Incompetence

Low Do say ratio

Blame Game

Ways to move forward



Transparency



**Foster Experiment
environment**

Tolerate

I tolerate my colleagues

LEADERSHIP DURING A CRISIS



Can you relate?



Why?

Prioritized individual goals over team goals

Lack of Shared wins across teams

Ways to move forward



Acknowledge

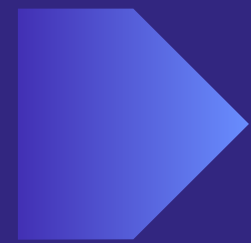


**Collaborate on achieving
Individual goals**

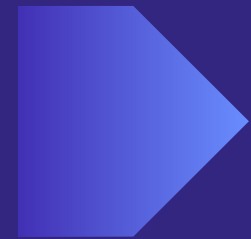
Like

I like my colleagues

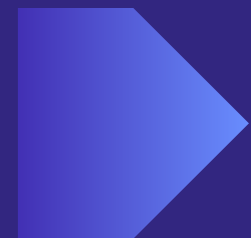
The Sweet Spot



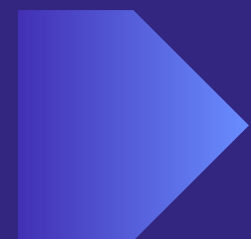
Overtime is not seen as the pain



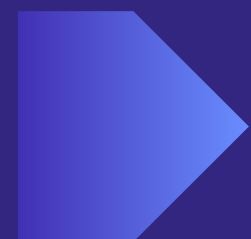
First response to a colleague struggling is how can I Help



Positive intentions is always assumed when there are disagreements



Failures and wins are shared



Your slack messages and emails don't begin with dear sir.



How do you Sustain it?

And no Christmas Parties and Onsite retreats do not help although a good way to connect!

**Be a Decent
Person!**



Thank you!

If you have any question shame on
you!