Victor Neo / Carousell

The Broken Feedback Loop in Eng Management Communities

wifi: huonesgguest p: tryharder

@victorneo

The Broken Feedback Loop

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carousell

Every company will be engaging in DevRel.

JuniorDevSG
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We're at @thecarousell today doing #Hacktoberfest! May the source be with you all! #JuniorDevSG #JuniorDevLife @CarousellEng @victorneo

10:51 AM - 20 Oct 2018

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25

BLOCK71 Happy Hour: Managing growth (the tech way) with Carousell

by BLOCK71 San Francisco

Free

Sales Ended | DETAILS

Singapore Appium Meetup

Singapore, Singapore · 165 members · Public group

Organized by
Syam S. and **3 others**

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主辦單位 Golang Taiwan | 聯絡主辦單位

這次 GTG #31 由 2 位講者帶來分享：
We'll have 2 speakers for GTG #31

Golang TW Meetup

19:30 ~ 20:10: 用golang 開發金物流微服務架構經驗分享 (What we learnt in using golang to build payment and shipping system)

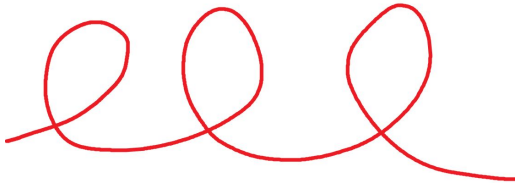
講者 Ronald Hsu (Hothero) - Carousell Senior Software Engineer

議程摘要： 將分享過去半年用 golang 搭配 gRPC 建構微服務過程中，在架構設計、第三方串接、golang 實作上所學到的大小事。

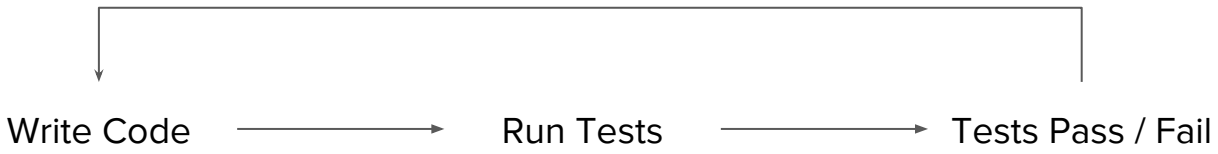
For many companies, you are
trying build or help grow communities.

My experience in building up Eng Management Community in Singapore

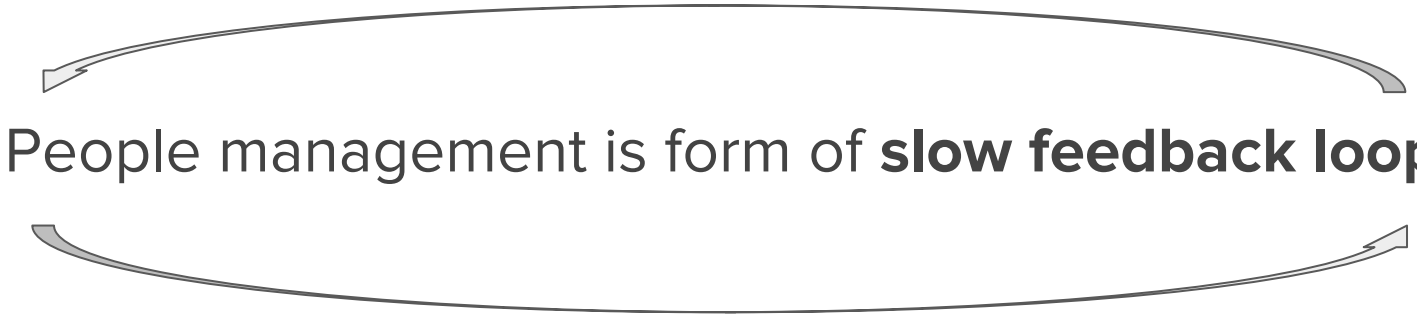
The world operates in the form of a feedback loop.



(Modern) Coding is form of **fast feedback loop**



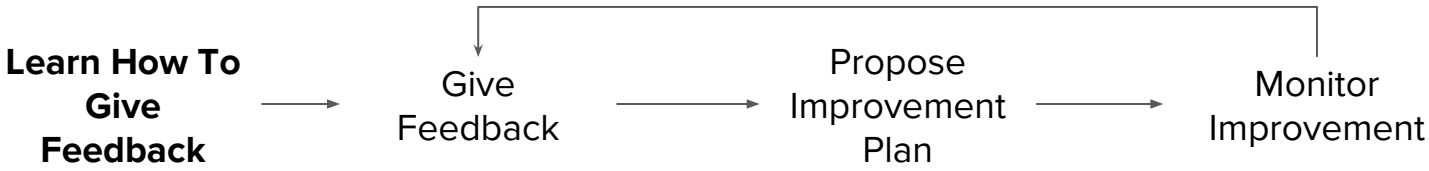
Typical cycle time: Minutes to Hours


People management is form of **slow feedback loop**

Typical cycle time: Months to Years

(Technically, people related matters takes **forever** to see the effect.)

Typical cycle time: Months to Years



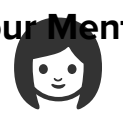
Example: A First Time Manager Dealing with Poor Performers

Imagine not getting feedback on
your plans and actions.

Learn How To Give Feedback → Give Feedback → Propose Improvement Plan → Monitor Improvement → ???

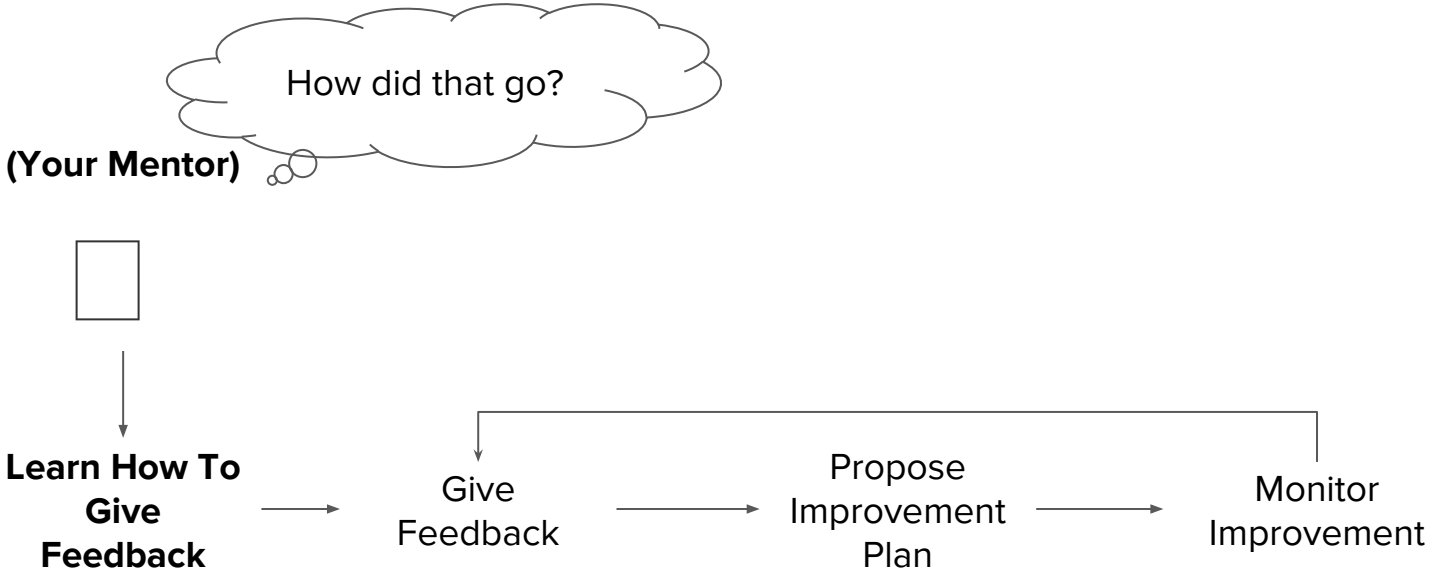
Example: A First Time Manager Dealing with Poor Performers

(Your Mentor)



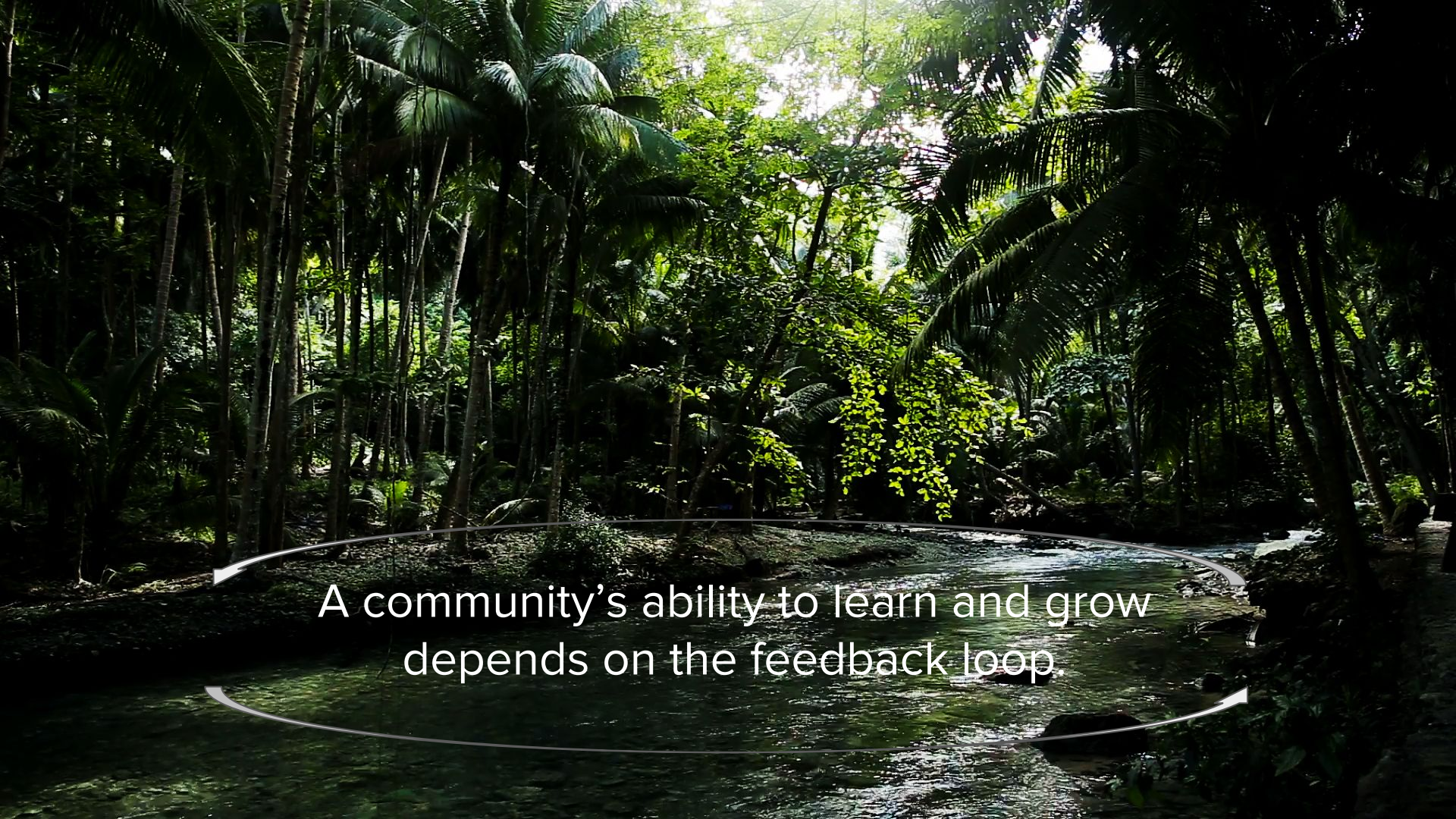
Learn How To Give Feedback → Give Feedback → Propose Improvement Plan → Monitor Improvement

Example: A First Time Manager Dealing with Poor Performers



Example: A First Time Manager Dealing with Poor Performers

It’s tough to build management
communities due to
long feedback loops


A community’s ability to learn and grow
depends on the feedback loop.

It’s way easier to build feedback loops for **technical questions.**

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complexity of a reverse django foreign key lookup

Ask Question

2

1

Assume I have a model like this:

```
class Post(models.Model):
     name = models.CharField(max_length=25, unique=True)

class Picture(models.Model):
     post = models.ForeignKey(to=Post, ondelete=models.CASCADE)
     image = models.ImageField()
```

Now assume I do a query something like this:

```
p = Post.objects.get(name=foo)
images = p.picture_set.all()
```

Now the first query obviously searches through all the posts to get the one that has name `foo`.
But I would like to know about the second one. Does it search through all the `Picture` table in the database to find all the pictures that have `post=p` or is the information available when I get `p` in the first query?
Because if it's the former, then I am worried about scalbility issues.

django django-queryset django-related-manager

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13 • 2
New contributor

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1 How to define Mode with generic ForeignKey in Django

Hot Network Questions

Trim that distracting background off!
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1 Answer

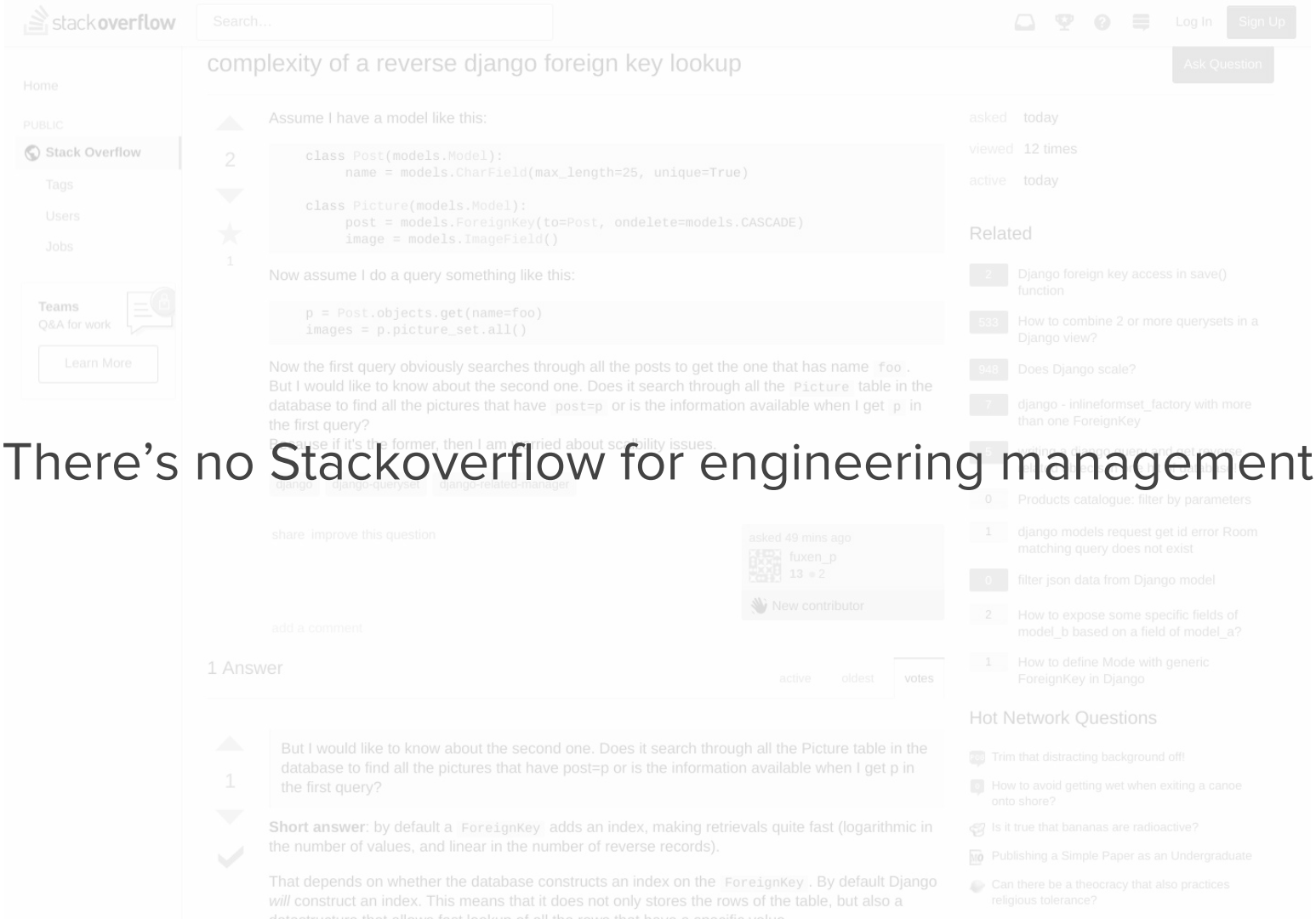
active oldest votes

1

> But I would like to know about the second one. Does it search through all the Picture table in the database to find all the pictures that have post=p or is the information available when I get p in the first query?

Short answer: by default a `ForeignKey` adds an index, making retrievals quite fast (logarithmic in the number of values, and linear in the number of reverse records).

That depends on whether the database constructs an index on the `ForeignKey`. By default Django *will* construct an index. This means that it does not only stores the rows of the table, but also a



There’s no Stackoverflow for engineering management

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Unanswered Questions

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10 votes
0 answers
215 views

Django: Make JS source maps compatible with staticfiles filename hashing

In our Django project we are using Gulp to compile our assets, then UglifyJS to minify them. During this whole process we are generating sourcemaps, which appear to be working correctly. The problem ...

django hash gulp source-maps

asked Jan 22 '16 at 11:05

Joel Cross
985 ● 12 ● 19

9 votes
0 answers
298 views

django rest framework - How to add post parameters to api document(drf_yasg)?

x_param = openapi.Parameter('x', in_=openapi.IN_FORM, description='srring', type=openapi.TYPE_STRING) y_param = openapi.Parameter('y', in_=openapi.IN_FORM, ...

django django-rest-framework swagger drf-yasg

modified Jun 21 at 13:57

SungHo Kim
96 ● 4

8

Run Django-Viewflow Update node?

Unanswered Tags

python × 12619
django-models × 2288
django-forms × 1527
django-rest-framework × 1468
python-3.x × 1057
javascript × 1054
django-views × 1031
django-templates × 993
django-admin × 827
jquery × 748

more related tags

No “real” answers

Lack of context

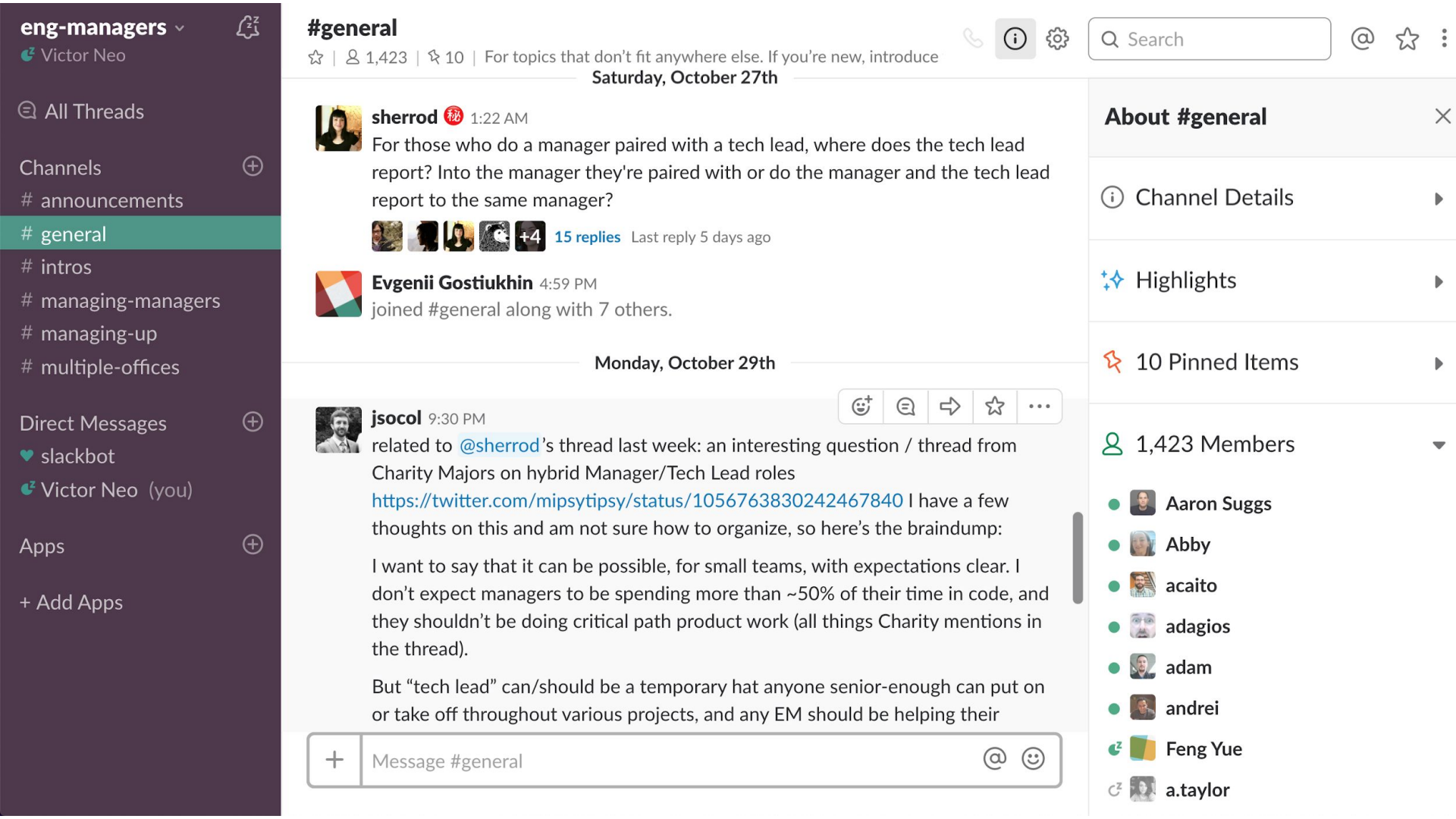
Answer-ers (might) get feedback after a long time

(Management) Communities require **wordy interfaces**.

Engineering Managers

Welcome to the public landing page for the Engineering Managers Slack group. Our group is a **safe, confidential space for engineering managers new to the role** to chat and support each other.

WHO'S INVITED?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+ Add Apps
#general
1,423 | 10 | For topics that don't fit anywhere else. If you're new, introduce
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Saturday, October 27th
sherrod 1:22 AM
For those who do a manager paired with a tech lead, where does the tech lead report? Into the manager they're paired with or do the manager and the tech lead report to the same manager?
+4
15 replies
Last reply 5 days ago
Evgenii Gostiukhin 4:59 PM
joined #general along with 7 others.
Monday, October 29th
jsocol 9:30 PM
related to @sherrod's thread last week: an interesting question / thread from Charity Majors on hybrid Manager/Tech Lead roles https://twitter.com/mipsytipsy/status/1056763830242467840 I have a few thoughts on this and am not sure how to organize, so here's the braindump:
I want to say that it can be possible, for small teams, with expectations clear. I don't expect managers to be spending more than ~50% of their time in code, and they shouldn't be doing critical path product work (all things Charity mentions in the thread).
But "tech lead" can/should be a temporary hat anyone senior-enough can put on or take off throughout various projects, and any EM should be helping their
Message #general
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10 Pinned Items
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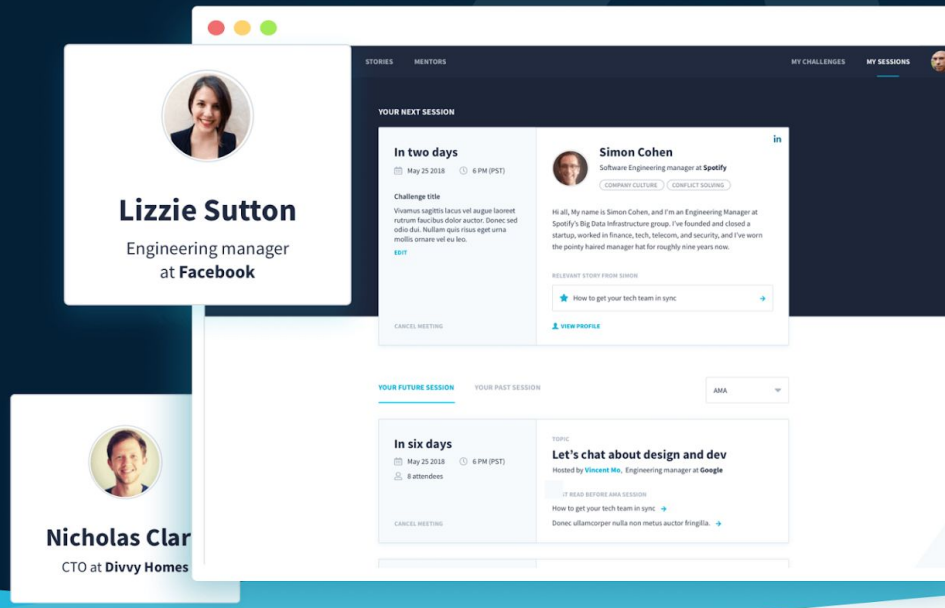


Trusted to develop technical leaders at

software lead weekly

Issue #309, 26th October 2018

ARCHIVE

This Week's Favorite

Lessons From Coinbase's Wild Ascent: Four Rules For Scaling

13 minutes read.

There were so many gems in this post that I truly believe you'll find it extremely valuable. Make sure you read the third rule of Varun Srinivasan "Think in 3D to visualize what's missing" -- Varun's advice on creating "work maps" to detect bottlenecks is something I'm going to utilize in my quarterly planning and ask to apply on the organization level. I believe it will create important debates about priorities, teams structure and hiring going forward.

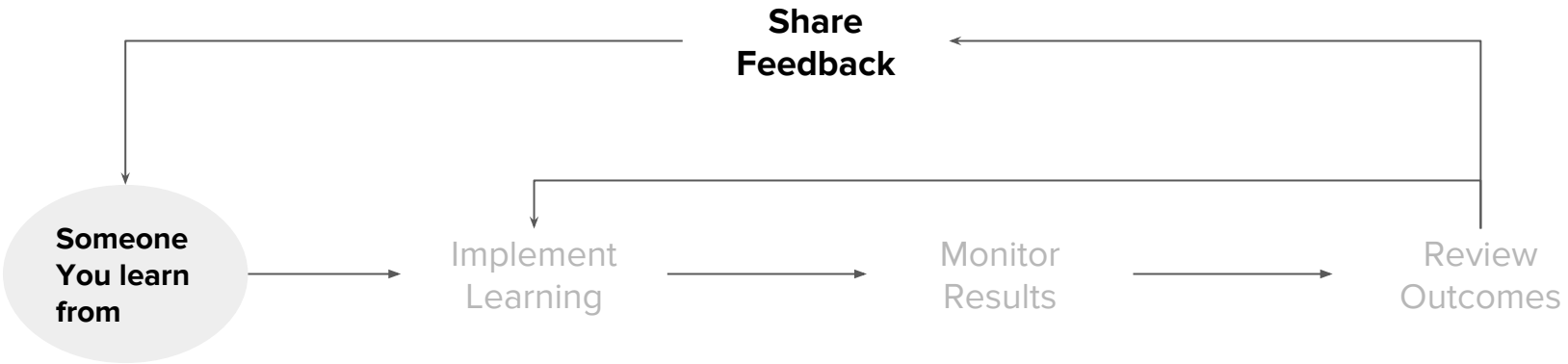
Read it later via Pocket or Instapaper.
Share it via Twitter or email.

Someone You learn from
Implement Learning
Monitor Results
Review Outcomes

The question isn’t:

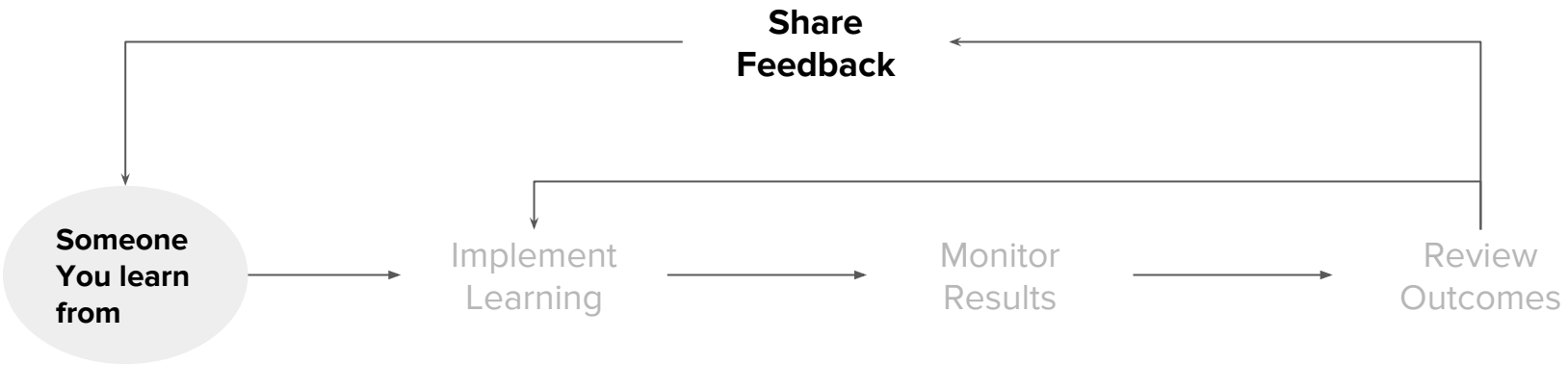
“Are we building communities wrongly?”

“Should we build a new community with new rules?”


Share
Feedback
Someone
You learn
from
Implement
Learning
Monitor
Results
Review
Outcomes

We are the cause of the broken feedback loop

(This needs to be done by us!)



Question: How many of you have given feedback to a person that you've learnt from?

Learn How To Give Feedback

Give Feedback

Propose Improvement Plan

Monitor Improvement

Example: Dealing with Poor Performers

Could be your colleague,
from a book, from online,
or a mentor

Learn How To Give Feedback → Give Feedback → Propose Improvement Plan → Monitor Improvement

Example: Dealing with Poor Performers

Could be your colleague,
from a book, from online,
or a mentor

Learn How To Give Feedback → Give Feedback → Propose Improvement Plan → Monitor Improvement → **Share with Others**

Share Feedback

Example: New Manager Dealing with Poor Performers

Can we give feedback even earlier?

“Great feedback! I’m implementing this, would you like to know how it goes in a few weeks time?”

Could be your colleague,
from a book, from online,
or a mentor

Share Feedback

Learn How To Give Feedback → Give Feedback → Propose Improvement Plan → Monitor Improvement → **Share with Others**

Example: New Manager Dealing with Poor Performers

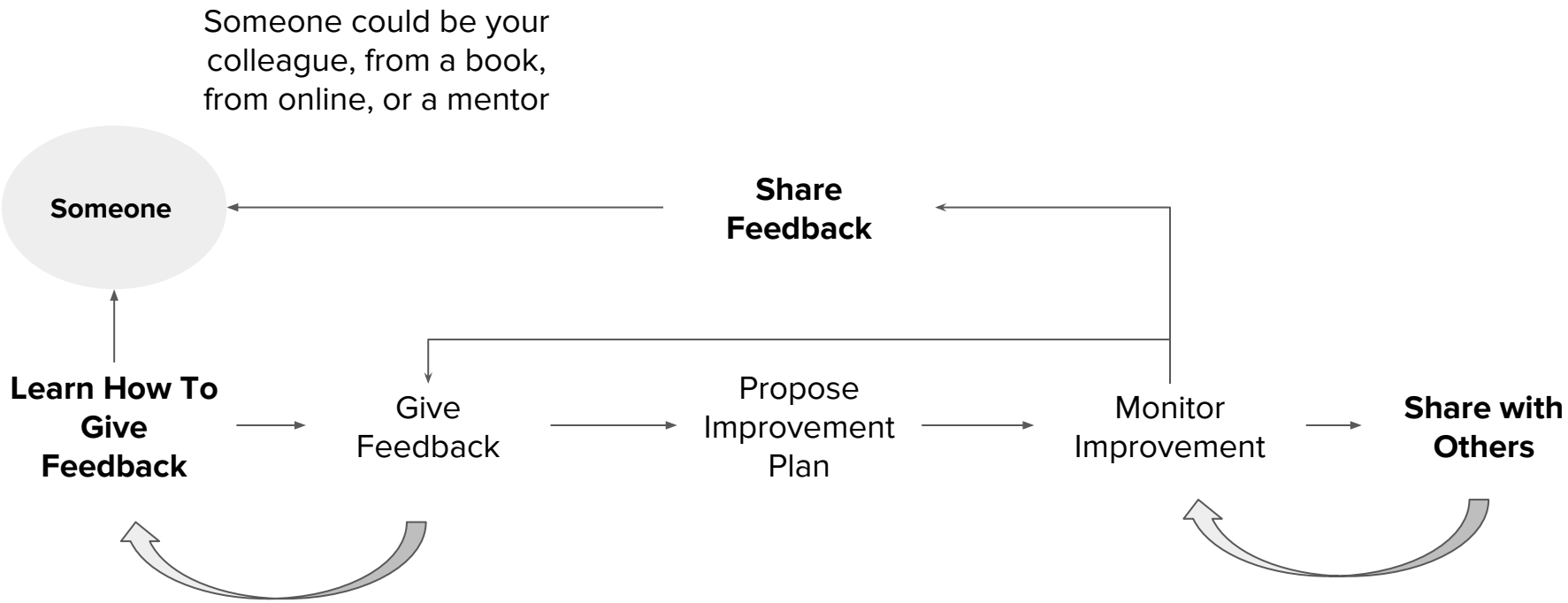
(“I don’t want to give unsolicited feedback…”)

Management

This Is What Impactful Engineering Leadership Looks Like

98 1.6K 3.4K 286 5.4K Shares

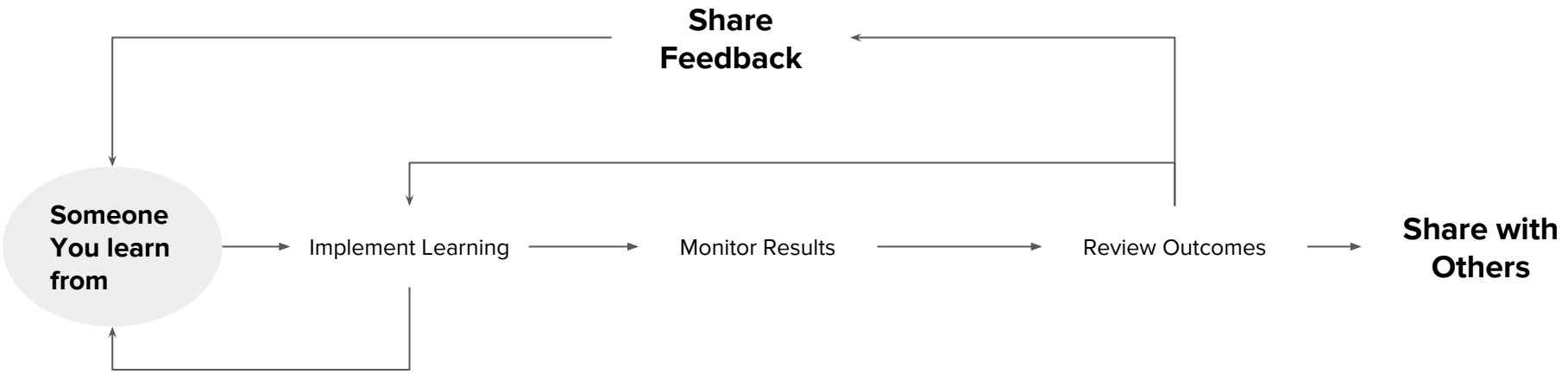
(The one article that made me commit to management track)



Example: New Manager Dealing with Poor Performers

(I’m sure speakers really, really appreciate
people who give feedback.)

Summary

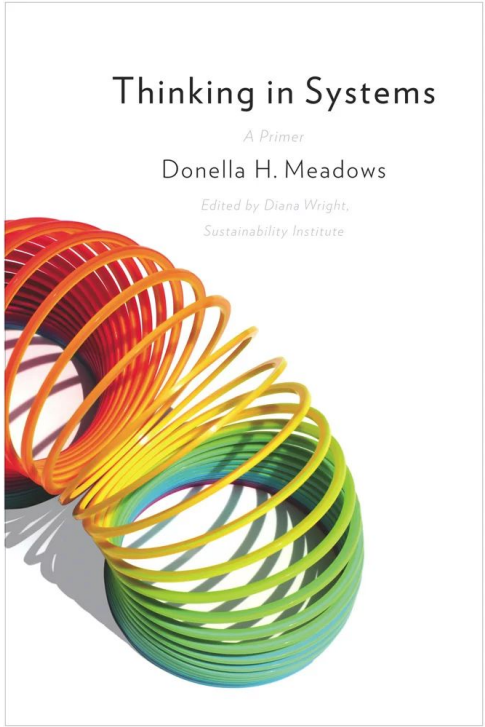


"Great feedback! I'm implementing this, would you like to know how it goes in x weeks time?"

Blog Post: Three months ago, I applied this...

It’s tough to build communities
due to **long feedback loops**

The world operates in the form of a feedback loop.



“Sometimes I challenge my students to try to think of any human decision that occurs without a feedback loop—that is, a decision that is made without regard to any information about the level of the stock it influences.

Try thinking about that yourself.

The more you do, the more you’ll begin to see feedback loops everywhere.”

Every company will be engaging in DevRel.

Thank you!

@victorneo

Thank you!

(Please do give me feedback after this talk too!)

@victorneo

Dev Rel Summit

2018 - Singapore

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