



# cto / Serve your team. Don't manage them

I don't manage our team, I serve them.

I'm there to remove roadblocks.

I teach them, but they teach me more.

I watch their back and they watch mine.

I'm there to make sure they have everything they need.

I want them to be happy and enjoy what they do. If they don't, I work to make that a possibility even if that means helping them get a new job.

When mistakes are made I take ownership, I don't blame them. Then we learn from the mistake and get better as a team.

When they need help, I jump into the jungle with them, I don't sit up in the watch tower and look from afar.

TLDR: Serve, don't manage your employees.

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