

Ten truths for first-time tech leaders.

1. Lead people, not projects. Execution follows clarity.
2. Communicate twice as much as you think you need to.
3. Give trust first; earn it back through consistency.
4. Coach, don't rescue. Empower others to solve.
5. Clarity beats certainty. Be transparent even amid change.
6. Measure what matters. Data guides; it doesn't define.
7. Delegate for development, not just relief.
8. Feedback is a gift — give and receive it often.
9. Protect focus time. Your calm fuels the team's clarity.
10. Stay curious. Growth is a leadership skill.

“Great leaders are engineers of clarity.”

