



Miri Curiel
TECH MANAGEMENT EXPERT



Miri Curiel – Talks and Workshops

Miri Curiel served as VP of Engineering in various companies (both startups and large companies) until a while ago when she pivoted to start a mentoring and consulting career. Having a deep tech management background, she helps hi-tech companies scale up their management teams, Product/Engineering processes and work culture.

Miri is a sought-after speaker on the subjects of management, career growth, and diversity. Drawing from her extensive experience working with a variety of startup companies, she is known for providing audiences with practical and actionable tips that can be applied right away.

How to Build a Management Team

Audience
Senior Managers

Time
1.5 hours

As a senior manager, you often need to face big challenges, to drive ambitious agendas or quickly scale up your team. The key to making this happen is to have a strong, dependable management team that can lead your organization together with you.

This talk discusses how to transform junior managers into effective managers who can work well with each other and with you, a team that aligns on vision and values. As a result, you can build a powerful management engine that will drive your organization forward.

As a final point, we will discuss how to cultivate the managerial bench that will become tomorrow's managers through a sustainable growth culture.

Standing Together

7 Principles for Great
Product/Engineering
Relationship

Audience

Engineering and Product
Leaders, Founders, C-level

Time

1.5 hours

Engineers and Product Managers can have fruitful work relationships, yet quite often they don't. If you've never participated in a Product-Engineering blame game, you're probably new to the tech industry. Engineers may accuse product managers of user stories that are not detailed enough, lack of familiarity with the product internals or decision making not based on data. Product managers may complain that engineers slow down delivery with unnecessary demands, that they are not transparent enough and don't understand the business needs. These are just some examples of work relationships which are not based on mutual trust.

It is easy to recognize companies with bad Product-Engineering vibes – these organizations usually suffer from frequent arguments, a finger-pointing culture, slow delivery and quality issues.

In this session, we will review the many ways broken Product/Engineering relations can look like, and the reasons behind them (hint - these are often related to factors outside of the delivery team's control). We will then learn how healthy Product/Engineering relations look like. Finally, we will explore the key factors to reach mutual respect, trust, and fruitful cooperation between the Engineering and Product teams.

Effective Product Development

Planning, Execution,
Collaboration

Audience

Engineering and Product Leaders

Time

Talk: 2 hours

Workshop: 4 hours

Many companies in the growth stage face challenges in increasing product development velocity. Companies are under constant pressure to provide more value to its customers without sacrificing quality and stability.

My experience working with dozens of growing startups has given me a thorough understanding of how the most successful companies accelerate their delivery pace. My talk presents best practices for planning, executing, and collaborating in a way that maximizes value to customers, software quality, team empowerment, and efficiency, and minimizes time to market and team conflicts.

Mentoring: The Organizational Scale Power-Up

Audience

Senior Engineering Managers

Time

1.5 hours

It is a major concern for many engineering organizations to develop good managers, from team leaders to directors and VPs.

Especially when the company is growing rapidly, it becomes difficult to grow from within, as there are not enough candidates or they have not gained enough seniority and management experience.

We will discuss:

- Common challenges of inexperienced engineering managers
- The role of the engineering manager as a mentor
- How does mentoring fit into the routine of a manager?
- What is the best way to create a mentoring culture within an engineering organization?
- How can you build a management reserve that constantly grows ?

During the talk, there will be an interactive discussion, questions from the forum, and participants' personal experiences raising managers.

Rules of Engagement The Secret to Win-win Delegation

Audience

Managers at all levels

Time

Talk: 1.5 hours

Workshop: 3 hours

In order to scale up our teams, we all know that delegation is essential. However, delegation is hard and there is no "one size fits all" method.

Have you ever been frustrated by delegation that didn't work out the way you expected? Do the leaders reporting to you fail to raise a flag on time? Do you feel you gave them too much rope? Do they feel frustrated too?

You will be able to delegate safely and build trust with your team by setting Rules of Engagement. The rules describe the type of visibility you need, the reporting procedures, and the boundaries for making decisions, among other things. With these simple rules, your managers will be empowered and become more independent.

This workshop will teach you what these rules are, how to define them and how they can practically change your life as a manager.

Managing Up

Audience

Managers at all levels

Time

1.5 hours

The relationship with our direct manager is often complicated, and sometimes even frustrating. Many people complain about the manager who doesn't understand them, doesn't promote them, or simply doesn't do the obviously right thing. Managers, including senior ones, have this frustration too. What we don't usually hear is that we can easily improve the relationship with our manager using simple techniques, and achieve so much more. This technique is known as "Managing Up", and believe it or not, your managers are just waiting for you to use it.

As a senior executive and mentor, I have observed numerous communication gaps between employees and their managers, ranging from team leaders to top-level executives. To address this issue, I have created practical strategies to bridge these gaps and facilitate cooperation between employees and managers.

I believe that the most crucial relationship in the workplace is the one between an employee and their direct manager. By effectively managing this relationship, individuals can attain greater success, wield more influence, and derive greater job satisfaction.

What Does Being a Manager Really Mean?

Audience

Current and future team leaders

Time

1.5 hours

Many talented people would like to be promoted to management positions. But often these people, as well as people who are already managers, don't fully understand the many aspects of the manager's role.

Young managers typically perceive their role as smaller than what's expected from them. It takes time, sometimes years, until they develop a wide-range, influential role perception, focused not only on their own team, but also on have productive peer interfaces

In this talk I present the many roles of the manager in a clear, structured, detailed and sometimes surprising way.

The talk is targeted for young managers, but higher-level managers are invited as well, and share a common management vocabulary with the younger managers. People who would like to become managers will benefit from this talk by better understanding what they aim for, and how to get there.

Delegation And Feedback

Audience
Team Leaders

Time
1.5 hours

Why should managers delegate? How do we help our employees grow?

In this presentation I'll explain how to delegate in an effective way, how to give constructive feedback and how to use a combination of delegation and feedback to make sure your team can scale up while your employees develop and feel satisfied and appreciated.

Why Being a Good Girl Isn't That Good

Audience
Women at the workplace

Time
1.5-2 hours

It's common to hear about the "glass ceiling" - how women are often discriminated against in the workplace, and how male-dominated hi-tech cultures make it difficult for them to advance. These are all important issues, and we have to keep fighting for them.

However, in this workshop, we'll talk about how women contribute to the situation, and what we can do to change it.

We will discuss:

- How we might be harming our careers
- What typical behaviors we should change if we wish to have a great career
- Practical tips you can implement, starting right away

It's an interactive workshop, so you're invited to listen, share, consult, and advise from your own experiences.

Good Girls in Tech Overcoming the Confidence Gap

Audience

Everyone at the company OR
Managers at the company

Time

Talk: 1.5 hours
Workshop for Managers: 3 hours

The stats speak for themselves: In the hi-tech industry, women are underrepresented in executive roles and influential positions.

It's clear to all that women are as good as men both professionally and as managers, and we believe that there's no conscious discrimination against women. So why do women advance less than men? And how can we change this?

In this talk we'll look for the answer in young girls' tendency to be "Good Girls", and describe what happens when these good girls arrive at the world of hi-tech, where other values, such as aggressiveness and disruption, are common. We'll see how this conflicting situation affects their confidence and behavior at the workplace, and find out what Taylor Swift has to do with it all .

To sum up with optimistic notes, I'll offer some practical tips that hi-tech companies can adopt to create an atmosphere where women can thrive, influence and get their equal share of promotion.

Note: As opposed to "Why Being a Good Girl Isn't That Good", which is aimed at women, this talk is for both men and women, and is particularly recommended for company managers.