

# Engineering Manager

Find the detailed version of this roadmap along with other similar roadmaps  
[roadmap.sh](https://roadmap.sh)

## What is Engineering Management?

People | Product | Process  
Key Focus Areas

## Technical Leadership

### Technical Strategy

- Technical Roadmapping
- Architectural Decision-Making
- Build vs Buy Evaluation
- Technical Risk Assessment
- Scaling Infrastructure
- Legacy System Retirement

### Foundational Knowledge

- Software Engineering Background
- System Design and Architecture
- Technical Debt and Management
- Code Review Best Practices
- Technical Documentation

### Related Roadmaps

- Backend Development
- DevOps Engineering
- System Design
- Software Architect

EM vs Tech Lead vs IC

### Quality and Process

- System Monitoring & Performance
- CI/CD Implementation
- Development / Release Workflow
- Testing Strategies
- Technical Standards Setting
- Security Best Practices
- Incident Management

## People Management

### Team Development

- Hiring and Recruitment
- Team Structure and Design
- Performance Evaluations
- Career Development Planning
- Mentoring and Coaching

### Leadership Skills

- Delegation
- Conflict Resolution
- Feedback Delivery
- Team Motivation
- Trust / Influence Building
- Emotional Intelligence

### Communication

- One-on-One Meetings
- Team Meetings
- Status Reporting
- Stakeholder Management
- Cross-functional Collaboration

### Execution

- Agile methodologies
- Project Tracking
- Milestone Management
- Scope Management
- Timeline Estimation

### Project Planning

- Resource Allocation
- Sprint Planning
- Release Management
- Risk Management
- Dependency management

## Project Management

### Strategic Thinking

- Product strategy alignment
- Business Case Development
- ROI analysis
- Market awareness
- Competitive Analysis
- Competitive Analysis

### Measurement

- KPI Definition
- Velocity Tracking
- Quality Metrics
- Team Health Metrics
- Project Postmortems

### Business Acumen

- Budget Planning
- Resource forecasting
- Cost Optimization
- Vendor Management
- Financial Management

- Company Culture
- Change management
- Organization structure
- Politics navigation
- Cross-department collaboration
- Organizational Awareness

## Culture Building

### Team Culture

- Defining and Enforcing Values
- Inclusive environment creation
- Team Traditions and Rituals
- Recognition programs
- Social connections
- Bias Recognition / Mitigation

### Engineering Culture

- Innovation fostering
- Learning culture development
- Knowledge sharing practices
- Technical excellence mindset
- Blameless Post-mortems

## Crisis Management

### Team Support

- Contingency planning
- Disaster recovery
- Business continuity
- Security incident handling
- Production issues management

### Risk Mitigation

- Contingency planning
- Disaster recovery
- Business continuity
- Security incident handling
- Production issues management

### Incident Response

- Emergency protocols
- War Room Management
- Stakeholder Communication
- Service Recovery
- Post-incident analysis

## Stakeholder Management

### Documentation

- Architecture documentation
- Process documentation
- Decision records
- Best Practices
- Lessons Learned

### Partner Management

- Vendor relationships
- Technology partnerships
- Integration management
- API strategy
- External collaboration

### Customer Relations

- Customer feedback integration
- Technical customer support
- Customer success alignment
- Feature prioritization
- Technical partnerships

## Knowledge Management

### Knowledge Transfer

- Mentoring Programs
- Knowledge bases
- Tech Talks
- Brown Bags

### Change Management

- Technical Change
- Migration planning
- Legacy system retirement
- Technology adoption
- Tool transitions
- Process changes

### Executive Communication

- Board presentations
- Executive summaries
- Strategic proposals
- Budget requests
- Vision alignment

### Team Change

- Reorganizations
- Team mergers
- Role transitions
- Responsibility shifts
- Culture evolution

### Organizational Change

- Change strategy
- Impact assessment
- Stakeholder management
- Communication planning
- Resistance management

Visit the following relevant tracks about system design and architecture

[Software Architect](#)

[System Design](#)

[Software Design & Architecture](#)