

- The people factor
  - An **engineer** is primarily concerned with **tasks** while an **engineering manager** is concerned with **people**, whether they are within one's direct control or not
  - **Engineers** find this wasteful of time and would rather do things **themselves**, something which the engineering manager must never do
  - **Managers** must **delegate** technical tasks.
  - Reviews and discussions with staff should not be limited to tasks, but should cover personnel issues as well, such as development
  - A manager cannot poach staff from another department
  - Engineering managers must plan for product failure and be able to reorganize their team when it occurs

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