

(Re)vitalizing Your Engineering Culture

How to influence the beat

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Base

Establish an encouraging and supportive foundation

- Provide easy access to proper tooling
- Foster golden paths and establish guardrails
- Invest in platform engineering



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Exchange

Enable informal exchange within the whole organization

- Engineering communities based on interests
- Make it easy for people to rotate
- Establish cross team/department initiatives



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Ambition

Create an inspiring environment for growth

- Define ambitious goals
- Foster engineering excellence
- Hire people with the right mindset



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Trust

Facilitate a culture of passionate ownership

- Encourage innovation
- Provide a safety net
- Have blameless postmortems

Base
Exchange
Ambition
Trust

**You are the one who can influence
the beat of your engineering culture!**

Thank you!



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Sources

In order of appearance

<https://unsplash.com/photos/music-band-playing-on-stage-sqJ4tLBiurw>

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