



Tactical Leadership

- How do you approach resource allocation for engineering teams to maximize productivity and align with business goals?
- What steps do you take to ensure clear communication and collaboration between technical teams and non-technical stakeholders?
- How do you balance the need for quick technical fixes with the importance of maintaining long-term system scalability and stability?
- How do you ensure your engineering teams deliver projects on time and within scope, especially when unexpected challenges arise?
- How do you manage the performance and growth of your engineering teams, especially when scaling or dealing with new technologies?

People Leadership:

- How have you built and maintained high performing technology teams?
- What is your approach to attracting, retaining and developing talent with your technology team?
- How do you foster diversity, inclusion and collaboration in your teams?
- How do you handle conflicts or disagreements within your team, especially when they involve senior stakeholders or competing priorities?
- What is your process for identifying and addressing performance issues within your team(s)?
- How do you manage the performance and growth of your engineering teams, especially when scaling or dealing with new technologies?

Strategic Leadership

- What strategies do you use to ensure consistent alignment between the technical roadmap and business goals during execution??
- How do you ensure your technology roadmap remains flexible to adapt to changing market conditions or business priorities?
- What is your approach to identifying and capitalizing on emerging technologies to create a competitive advantage?
- How do you measure the success of your strategic initiatives, and how do you communicate progress to stakeholders?
- How do you foster a culture of innovation within your technical teams while maintaining operational efficiency and stability?

Behavioural traits

- What motivates you as a leader, and how do you inspire and motivate your teams, especially during challenging periods?
- How do you balance being decisive with being collaborative when making key decisions?
- Can you provide an example of a time when you changed your initial decision based on team or stakeholder input?
- How do you typically approach decision-making when faced with incomplete information or ambiguity?
- Can you describe a time when you received constructive feedback and how you applied it to improve your performance?