

# TECHFELLOWS MANIFESTO

Empowering Tech Managers, VPs, Directors, and CTOs to grow in a safe community of techies and leaders.

## Our Vision

We aspire to be one of the biggest communities of top-class tech builders & leaders.

You can count on us for advocating for geeks/nerds, and for eye-opening discourse on topics such as leadership, recruiting, technical challenges, technology selection, and joint investments.

## Who are Techfellows

### TECH ENTHUSIASTS

We firmly believe that techies are the driving force in our digitized economy and as such we should celebrate being enthusiastic about all things technical.

### BUILDERS

We love to construct things, start ventures, explore new frontiers and drive innovation, sometimes by unconventional means.

As such, we admire tech entrepreneurs who in their current or previous job are actively involved in steering the company's tech strategy. A special bonus goes to those who founded their own startup.

### LEADERS

We have an impact on our company and on other individuals as well. We take on responsibility. We love to share our knowledge and help others grow.

In particular, our colleagues trust in our ability to steer a team, ensure the success of a product on the market and execute the company's tech strategy.

## **LIFELONG LEARNERS**

"The more I know, the more I realize I know nothing." This quote from Sokrates will always be relevant. We are always hungry to learn more and be a better version of ourselves.

## **DIVERSITY ADVOCATES**

We strive for teams with different characters, styles, preferences, genders, and races. And yes, gender-wise this group is unfortunately not of ideal composition yet. Please help us change it!

## **Techfellow community is about**

### **HELPING EACH OTHER**

The inspiration for Techfellows was to create a more formalized platform for knowledge sharing and therefore, helping each other. We get energy from helping our peers. We define our value for the group by how much we helped others to grow.

### **HAVING A SAFE PLACE**

The purpose of the Techfellows community is to foster an environment where Tech leaders feel comfortable sharing their perspectives frankly and openly. For this reason, we discourage active selling amongst members (unless it's being done in a #promotion channel) and discourage vendors, agencies, and external consultants from joining.

### **KEEPING THINGS CONFIDENTIAL**

What happens in the group stays in the group. We encourage members to share their biggest challenges, so confidentiality is key. We abide by the Chatham House Rules.

### **MAINTAINING HIGH STANDARDS**

We'll constantly remove members who do not treat others with respect and kindness, are not supportive, or are simply not active. The membership of existing members will be paused or removed in the following cases: CTO leaves her company and doesn't get a new CTO role that meets the Techfellows selection criteria within 12 months. Member has not posted any

question, answer, or comment in one of the Techfellows channels for more than six months.

## **AND WE COMMUNICATE IN ENGLISH.**

Our goal from day one was to build an international community and connect with a diverse group of people. Therefore, we communicate in English on our slack channel and also at community events.

## **Selection criteria and process**

We're focused on top-notch senior tech leaders. We'll never grow our member base if it harms the quality and depth of discussions and knowledge exchange. Thus, we need to put some serious rigor into our selection criteria and process. To be considered as a new Techfellows member you need to add value and provide knowledge for our community and fulfill the following criteria:

### **ROLE**

You are CTO/VP of Engineering/Director of Engineering or Head of Engineering/Development or have a similar role. Of course, team leaders from Techfellows companies are always welcome to join our meetups and other Techfellow activities.

### **TEAM**

You are leading a big tech team/department or have led a large and successful tech team in the past and are currently building a new tech startup.

### **PRINCIPLES**

You share our principles.

If this resonates with you please express interest or get in touch with us directly. Please note that membership is not automatic, and applications are reviewed against our principles and selection criteria.

Getting a referral from an existing Techfellows member is by far the best way to convince our committee - if you meet the criteria above. No Techfellows founder is able to vote for an exception for friends.