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Aha!

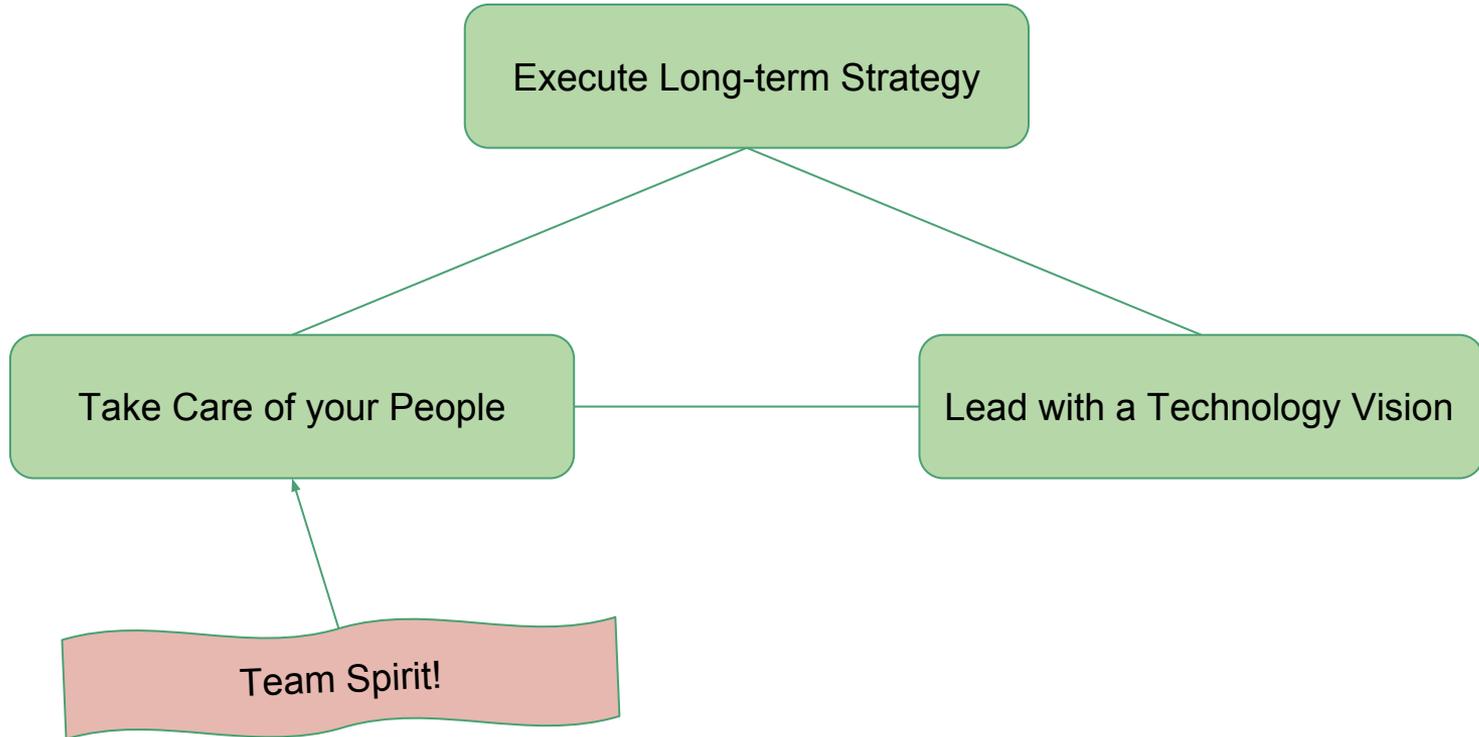
Because I really want to work with Aha!

Here is to help you learn a little bit about my personal attitude and philosophy

My Technical Chops - DevOps Architect

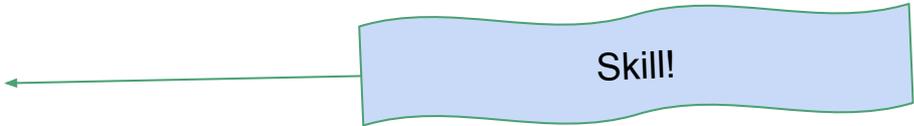
- Started as Ruby on Rails developer after college in 2005
- Last 6 years as Director of DevOps at Chargify.com on a fully remote team
- #1 Job: Security, Reliability, Performance (choose all three)
- Oversaw 100+ AWS EC2 instances & 3TB MySQL DB with 5 years 99.99% uptime
- Lead PCI Level 1 and SOC compliance audits every year
- 6 direct engineering reports as player-coach
- All the usual suspects: Terraform, Chef, Ansible, Docker, etc.
- Lots of AWS certs & Kubernetes Certified Administrator

What Does an Effective Engineering Leader Do?



Lead with a Technology Vision

- Know when to use tools
- Know when to automate
- Test your hypothesis and data-based decision making
- Reproducibility is key
- Prototype and be ready to throw away
- Build what you need, but don't jump to conclusions
- Blame-free post-mortems are a critical feedback loop of everything



Skill!

Consistency of Execution

As you grow, Consistency and Procedure become more critical than things like "choosing the best technology" or "choosing the most performant"

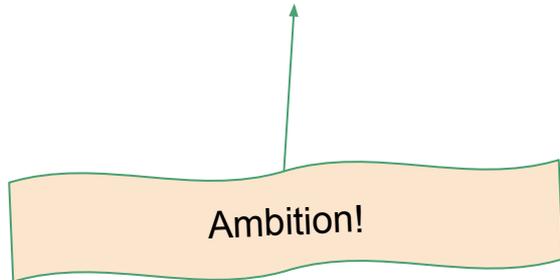
How to be Consistent:

1. Documentation
2. Communication
3. Collaboration
4. "Knowledge dispersal"
5. Discipline & Hard Choices: Standards, Patterns, Writing for the next reader, etc

Execute a Long Term Strategy

I believe developing a long term strategy is centered around answering three key questions:

- What can we accomplish?
- What has the most value and impact?
- How do the departments work together to accomplish our goals?

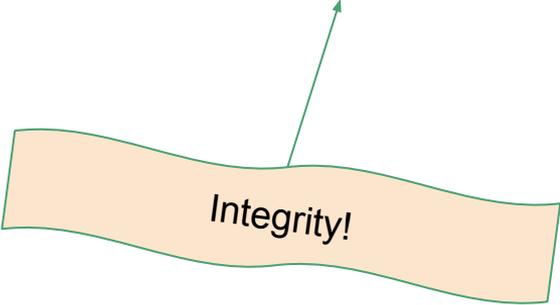


Take Care of Your Peers

- Growing junior members
- Encourage learning
- No silos
- Know when to buckle down and figure it out, and when to ask for help
 - 20 minute rule
 - HelpMe HelpYou Writeups
- No jerk/hero culture



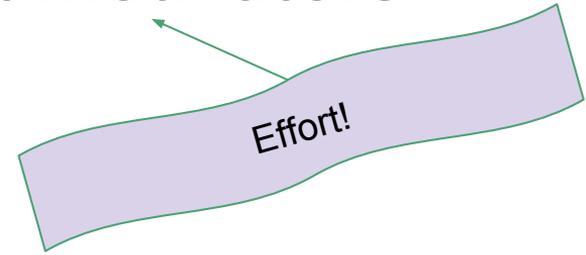
Learning!



Integrity!

How to Motivate and Get the Best from Everyone

- Success and Impact are the best motivators
- Matching strengths for success
- Trust, Integrity, & Honesty
- Transparency & pro-active communication



So what do I do (when not writing code)?

- NOT: "Here's what to do"
- NOT: "Here's how I want it done"
- NOT: a disciplinarian
- NOT: an approver
- YES: On the front lines deep in the tech
- YES: Remove roadblocks
- YES: Empower your people
- YES: Guardian of Culture & Values
- YES: Motivator
- YES: Setting an example
- YES: Connection Maker

Call Me Maybe?

It's true, I'm addicted to Aphyr's Jepsen Linearizability Analyses ;)



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My Favorite Books:

- It's Your Ship - Michael Abrashoff
- The Phoenix Project - Gene Kim
- The Principles of Product Development Flow - Donald Reinertsen

Favorite languages today: Elixir, Go, Elm, Pony

Favorite new software: Vault, Cloud Spanner, Metabase