Hi. I'm Caleb
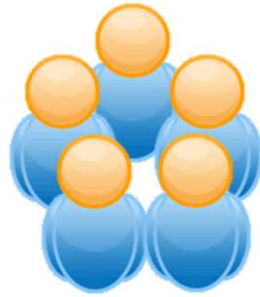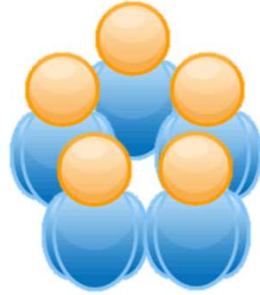
2019

philosophy of work

build teams that do awesome stuff
+ have fun doing it
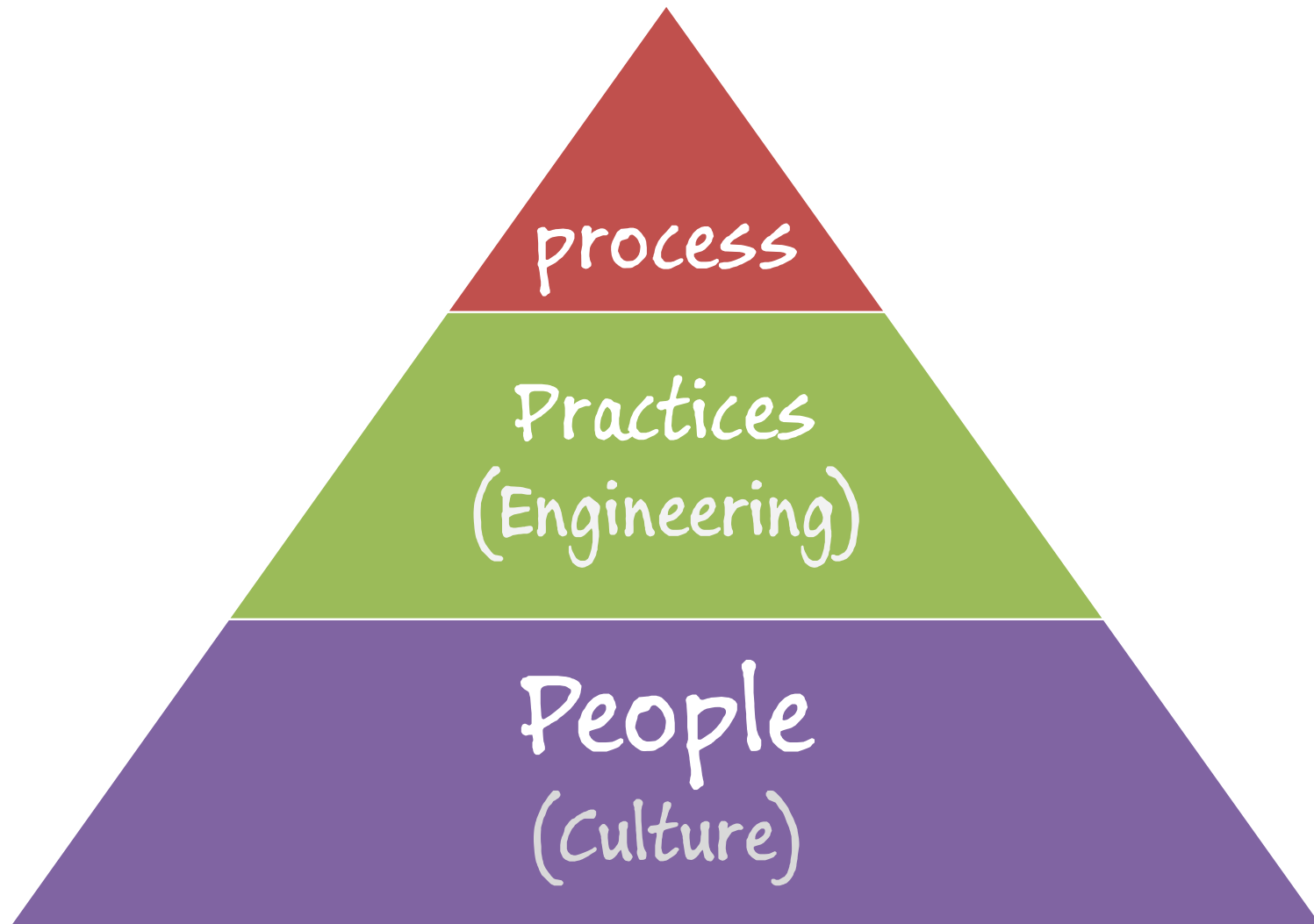
persistent, co-located
teams that own products

news is just news
products over projects

philosophy of work

build teams that do awesome stuff
+ have fun doing it

invest in developer productivity

build teams!
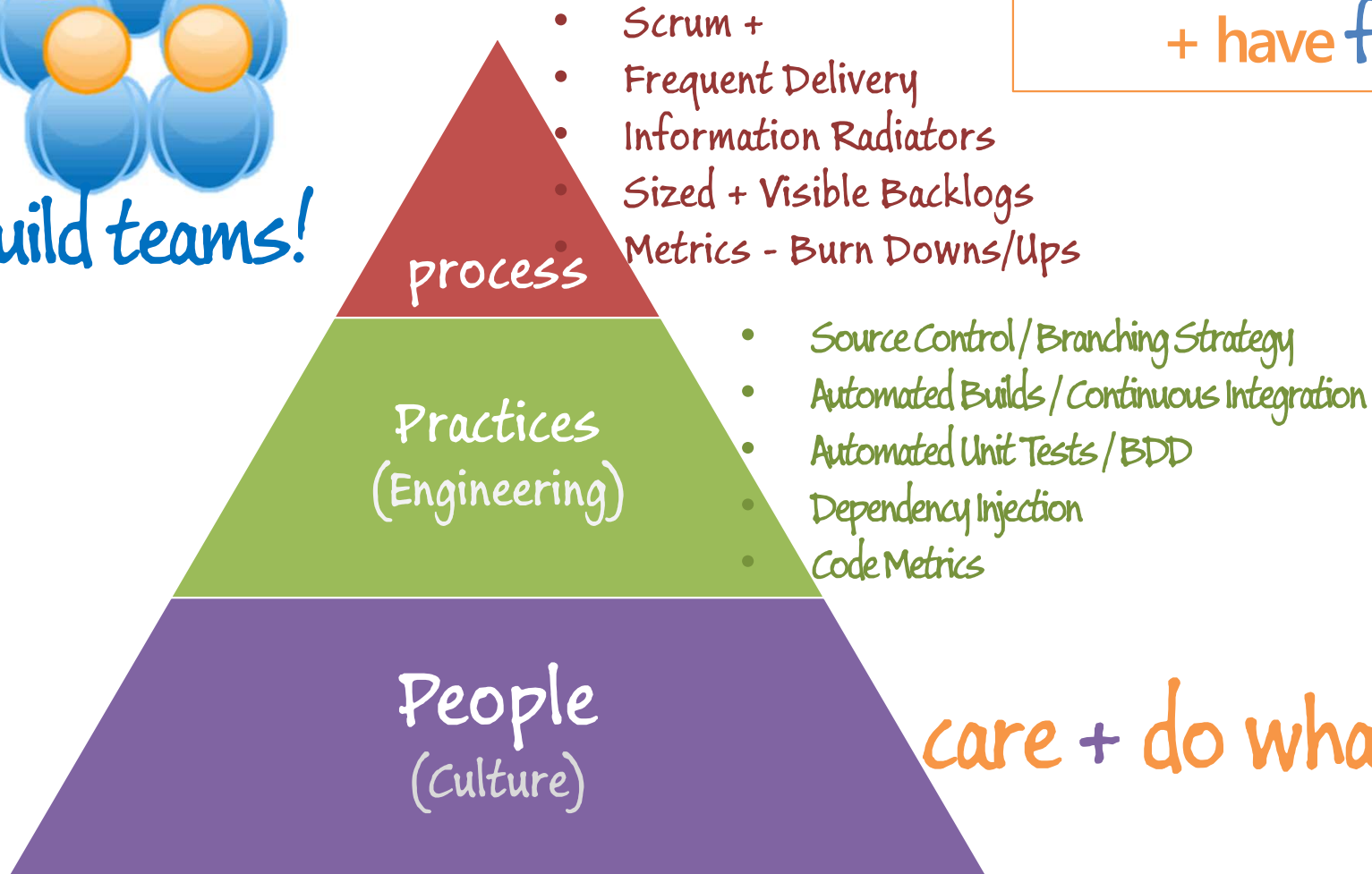
philosophy of work
build awesome stuff
+ have fun doing it

- Scrum +
- Frequent Delivery
- Information Radiators
- Sized + Visible Backlogs
- Metrics - Burn Downs/Ups

process

- Source Control / Branching Strategy
- Automated Builds / Continuous Integration
- Automated Unit Tests / BDD
- Dependency Injection
- Code Metrics

Practices
(Engineering)

People
(Culture)

care + do what's right

collaboration   TODAY   control

"we succeed by working together"   "we succeed by getting and keeping control"

PERSONAL   IMPERSONAL

cultivation   competence

"we succeed by growing people who fulfill our vision"   "we succeed by being the best"

FUTURE

The Reengineering Alternative
A PLAN FOR MAKING YOUR CURRENT CULTURE WORK

Schneider's Model for
UNDERSTANDING Culture

collaboration

AFFILIATION   TEAMS   SYNERGY
INTERACTION EQUALITY DIVERSITY TRUST

TODAY

"we succeed by working together"

PARTNERSHIP

control

SECURITY ORDER POWER
PROCEDURES HIERARCHY STABILITY

"we succeed by getting and keeping control"

STANDARDIZATION PROCESS

PERSONAL

IMPERSONAL

PURPOSE DEDICATION FAITH
SUBJECTIVITY GROWTH EVOLVE

EFFICIENCY PROFESSIONALISM CRAFTSMANSHIP
EXPERTISE ACHIEVEMENT

cultivation

competence

"we succeed by growing people who fulfill our vision"

CREATIVITY

"we succeed by being the best"

MERITOCRACY

FUTURE

The Reengineering Alternative
A PLAN FOR MAKING YOUR CURRENT CULTURE WORK

Schneider's Model for
UNDERSTANDING Culture

★ Building teams that **engineer better software** ★

DEVELOPMENT

1. USER EXPERIENCE
2. OBJECT ORIENTATION
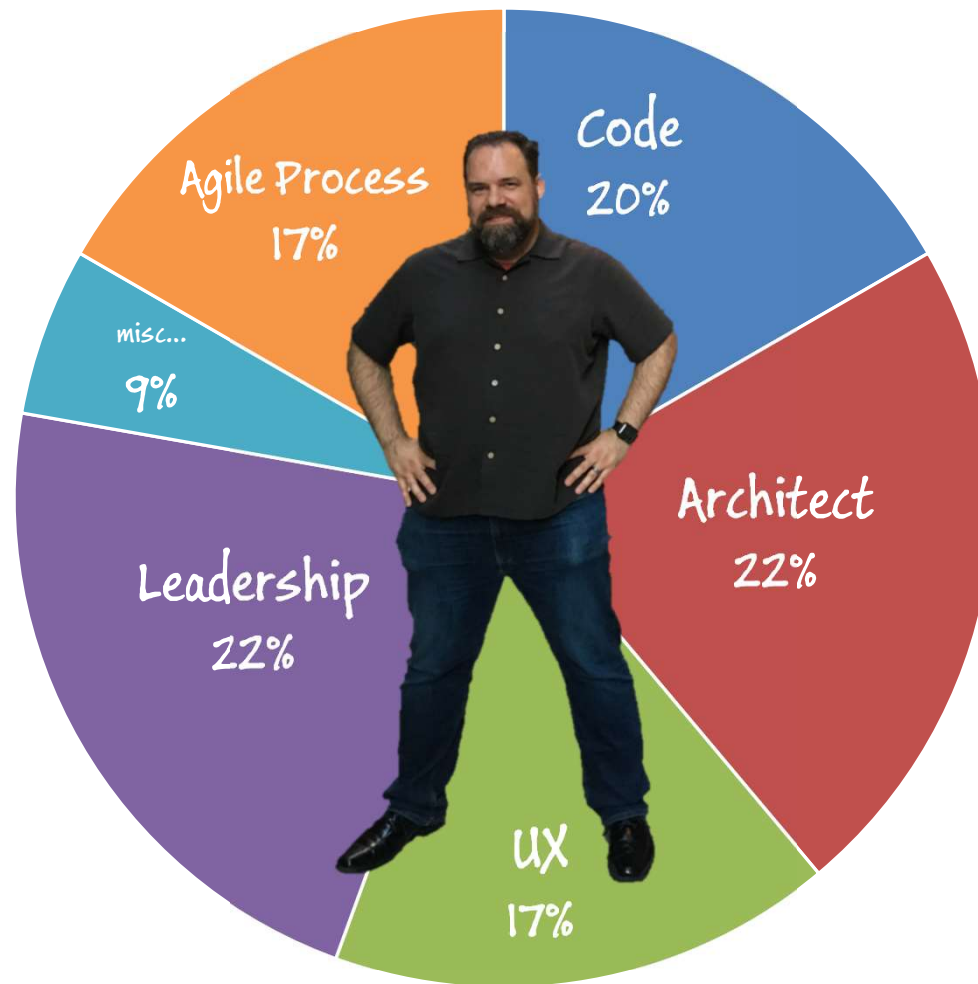3. CRAFTSMANSHIP
4. SECURE CODING

INFRASTRUCTURE

5. AUTOMATED TESTS
6. SOURCE CONTROL
7. AUTOMATED BUILDS

TEAM PROCESS

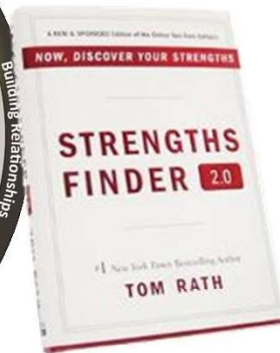8. AGILE, LEAN, XP
9. TEAM DYNAMICS
10. CONTINUOUS LEARNING

HELLO my name is **Caleb**

DISC:
Get Stuff Done
+ Include People

Persuading

Verbalizing, Communicating

High Paced

Interactive

Taking Action

D

I

Designing Solutions

Task Oriented

People Oriented

Building Relationships

C

Conscientious

S

Steady

Analyzing

Low Paced

Maintaining Harmony

Following a process

Extraverted iNtuitive Thinking Perceiving

E N T / F P

http://www.personalitypage.com/ENTP.html
http://www.personalitypage.com/ENFP.html

STRENGTHS FINDER 2.0

NOW, DISCOVER YOUR STRENGTHS

#1 New York Times Bestselling Author

TOM RATH

Included	Communication
Activator	Self-Assurance
Maximizer	Strategic
Woo	
Positivity	

politics religion UX
software design
community

IRS · property
taxes · limited government · 2nd amendment

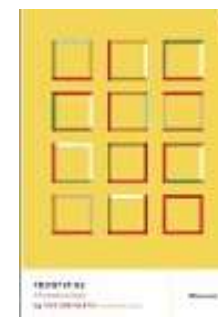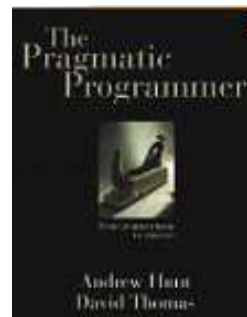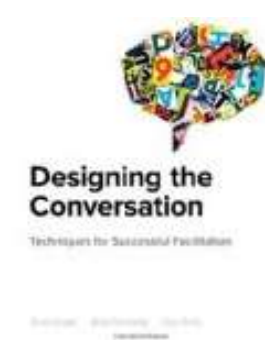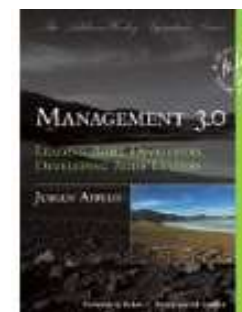respect | right to be wrong | open fun dialogue
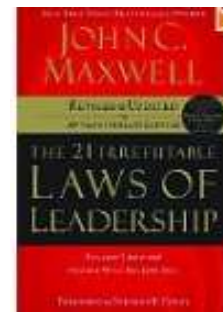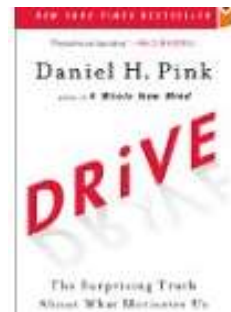
Robert C Martin   Eric Ries

Stephen P Anderson

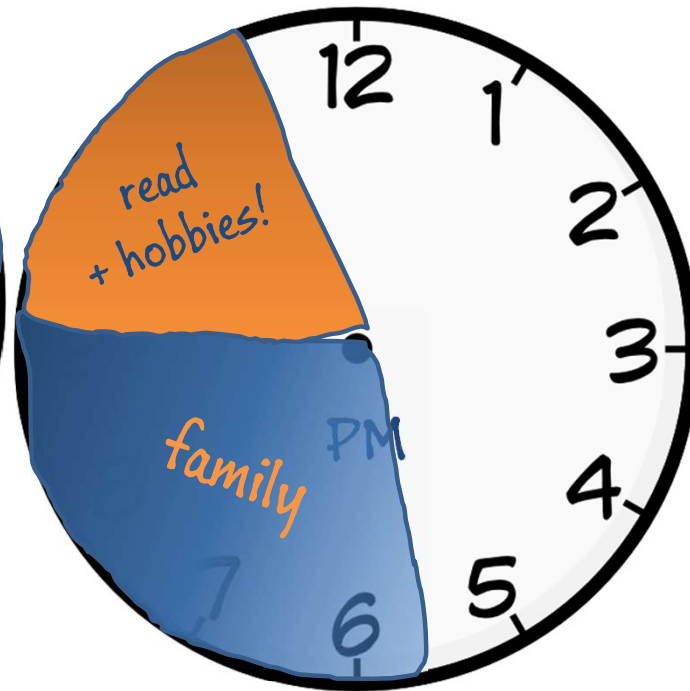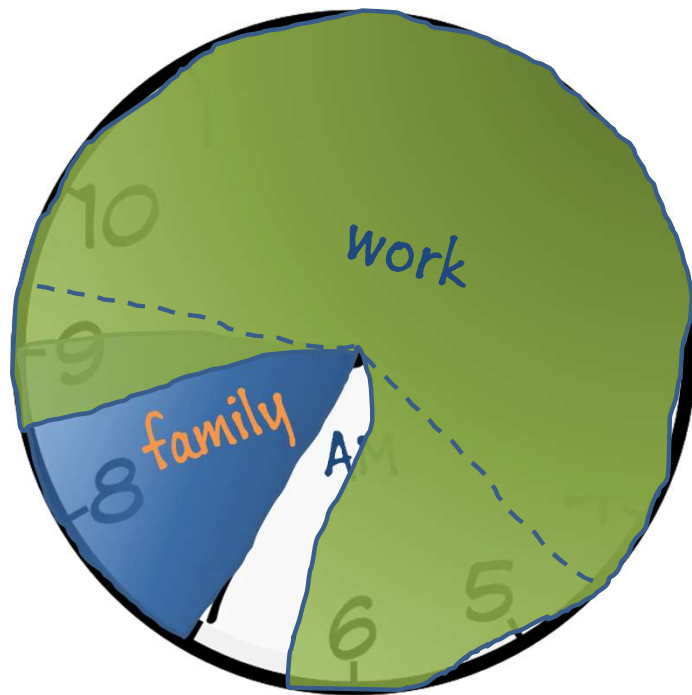Luke Wroblewski Jared Spool

Eric Meyer, Ethan Marcotte, Chris Messina

on my Kindle

SWITCH — How to Change Things When Change Is Hard — Chip Heath & Dan Heath

REWORK

Daniel H. Pink — author of *A Whole New Mind* — **DRiVE** — The Surprising Truth About What Motivates Us

JOHN C. MAXWELL — THE 21 IRREFUTABLE **Laws of LEADERSHIP**

MANAGEMENT 3.0 — Jurgen Appelo

Seth Godin

Designing the Conversation — Techniques for Successful Facilitation

INNOVATION GAMES — Creating Breakthrough Products Through Collaborative Play — LUKE HOHMANN

Gamestorming — A Playbook for Innovators, Rulebreakers, and Changemakers — Dave Gray, Sunni Brown, James Macanufo

ENDER'S SHADOW — ORSON SCOTT CARD — NEW YORK TIMES BESTSELLER

USER STORIES APPLIED — For Agile Software Development — Mike Cohn

Clean Code — A Handbook of Agile Software Craftsmanship — Robert C. Martin

A PROJECT GUIDE TO UX DESIGN — For User Experience Designers in the Field or in the Making — SECOND EDITION

The Clean Coder — A Code of Conduct for Professional Programmers — Robert C. Martin

The Pragmatic Programmer — Andrew Hunt, David Thomas

CODE COMPLETE 2 — Steve McConnell

Seductive INTERACTION DESIGN — Stephen P. Anderson

Comfortable with global teams

Dallas, TX
Central Standard Time
(GMT -6)

work

family

read
+ hobbies!

family

AM

PM

Goal: 8,
happy
+ healthy

Central Standard Time (GMT -6)
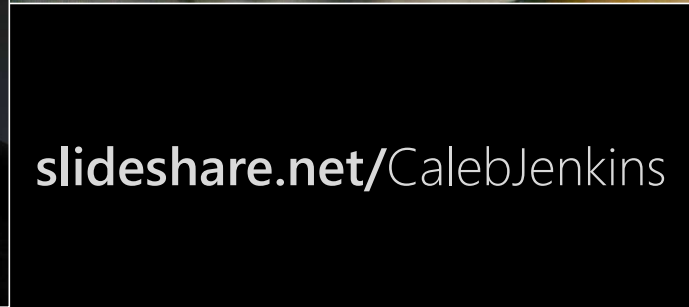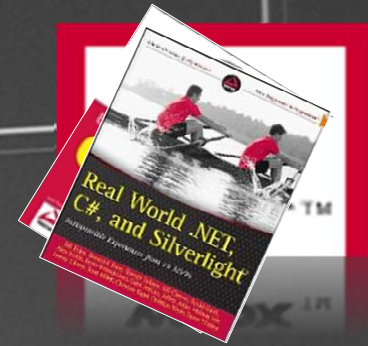
Get Your **HERO** Groove On
Creating a Culture of Awesome

coding naked

Taming
Legacy Code
Monsters

Scaling **Scrum**

10 Scrum
Power Ups

Prototype, Collaborate, Innovate
How we use *sketches*, **PROTOTYPING** tools and
innovation games to collaborate with our customers
and experience innovation breakthroughs!

10 **Reasons** your software **Sucks**
(and the 10 practices you need to fix it)

Code to DI For
Dependency Injection in Modern Applications

slideshare.net/CalebJenkins

ADOBE TV
Adobe

MVP Microsoft
Most Valuable
Professional

Microsoft

Real World .NET,
C#, and Silverlight
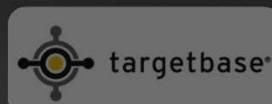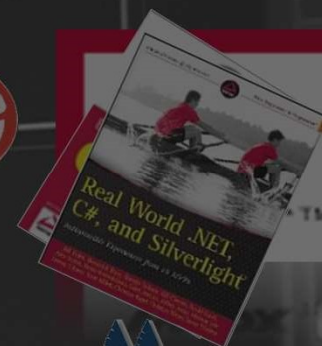
innovation games
trained
facilitator

ineta

/calebjenkins

developingUX.com

/calebjenkins

developingUX.com

1 of 3 people...
to present at the Big (D)esign Confe
e v e r y s i n g l e y e a r

Workshop Agile + UX
BY CALEB JENKINS – NOVEMBER 12, 2011
POSTED IN: AGILE, DESIGN AND UX, PROACTION, SPEAKING

BIG(D)ESIGN WEEK
November 14–18
Crown Plaza Hotel

Delivering the Keynote at the Tulsa Tech Fest
BY CALEB JENKINS – OCTOBER 11, 2012
POSTED IN: 10 DEVELOPEMENT PRACTICES, FEATURED, INETA, SPEAKING

6 x Microsoft MVP
Award Recipient
Microsoft Most Valuable Professional
2008-2014

slideshare
Congratulations, Caleb!
Your content was among the top 5% of
most viewed on SlideShare in 2013!

View Your Year on SlideShare

Speaking in Israel
BY CALEB JENKINS – MAY 5, 2013
POSTED IN: 10 DEVELOPEMENT PRACTICES, AGILE, FEATURED, SPEAKING

This week I'll be giving two talks and leading a workshop at the Sela Developer Practice in Tel-Aviv, Israel.

SELA|DEVELOPER|PRACTICE ⟡SELA
Microsoft DIRECT GROUP DIRECT SOFTWARE

what other people say...

Recommendations

Received (34)

Sean Magennis
Global Citizen, pioneer, co-creator, builder and connector, compassionate leader and lifelong learner.

September 19, 2019, Sean was senior to Caleb but didn't manage directly

Caleb is a pleasure to work with. He brings a seasoned and smart approach to his work and interactions with others. He is refreshingly candid and thoughtful and takes pride in what he and his team accomplishes. Quality is a key driver for Caleb and his human touch, genuine warmth and sense of humor are much appreciated. See less

YPO

Second in COMMAND podcast

with **Sean Magennis,**
President & Chief Operating Officer for YPO

EP 40 COO ALLIANCE

more at.. **in** linkedin.com/in/calebjenkins

Recommendations

Bernie Alen

Founder and CEO - Contextual Intelligence Platform for Smart Home/IoT | Chief Architect | Distinguished Engineer

December 11, 2016, Caleb worked with Bernie in the same group

They say most hiring decisions are made in the first 5 minutes of an interview and that was certainly true when we hired Caleb. To my first question he answered "If I may ..." and got up and used the whiteboard with markers from his own backpack! His clarity of thought, his passion to communicate and hunger to engage came out loud and clear. Despite change in our technology direction from Microsoft to Oracle, we hired him before he could return home. He came in and led a team that was working on neither - that's just the way things go - and you need people who can do that.

Caleb's a wonderful people manager, deep technologist, a great pleasure to work with and a good person all around. Cheers! See

more at.. **in** linkedin.com/in/calebjenkins

Recommendations

Chuck DeVries
Vice President, Application Development at VHA

" Caleb is that rare type of person who can relate to and motivate anyone he meets. He is genuinely likable due to his natural empathy and outgoing nature. Caleb matches this accessible nature with a strong technical and process understanding and capability. Whenever our team had a need for community coordination, action or education Caleb was the natural go to guy. His innovative and inquisitive nature allow Caleb to quickly come up to speed on challenges and create solutions. I would certainly recommend Caleb as a strong addition to any team and hope we have the chance to work together again in the future. **less**

Tim Sporcic
Senior Architect at Research Now

" Calling Caleb a ball of energy would be an understatement. He is a passionate technologist who enjoys sharing his knowledge with his clients. He worked with our enterprise configuration management team to setup our TFS installation and did an excellent job.

more at.. **in** linkedin.com/in/calebjenkins

Recommendations

Heather Menna
Software Engineer with Bachelors Degree in Computer Science and a background in communications

August 27, 2019, Heather reported directly to Caleb

During Caleb's time as my team leader, I could see his passion for technology and teaching. As a software developer under Caleb, I was taught to question the status quo and how to grow in my career. One way of accomplishing this was by encouraging me to step out of my shell and work with a senior engineer on the team to take partial ownership of a series of lunch and learn training sessions for .NET.

He is approachable and can explain things to any and all levels of engineers. I've attended training sessions and conferences where Caleb is the speaker. He's engaging and really knows his stuff (Try to attend his Coding Naked session - testing the hard to reach places, it's FANTASTIC). He's passionate about putting out quality code and developing his team members.

He is not afraid to do what is right and I know he fought for our team's best interests when it comes to deadlines and best engineering practices. **See less**

more at.. **in** linkedin.com/in/calebjenkins

Recommendations

Md Asif Choudhury
Software Quality Engineer
August 27, 2019, Md Asif reported directly to Caleb

I have been fortunate enough to work with Caleb and he has been nothing but amazing. Here are some highlights - 1. He's very articulate when he speaks and inspires you to think differently. 2. He leads the team by example and offers help and guidance when needed. 3. He always advocates for things to be done t... **See more**

Daniel Simovski
Product Owner at Quicken Loans
August 20, 2019, Daniel reported directly to Caleb

Caleb is a strong technical leader that devoted all of his time for his team members, he was always approachable, passionate and enthusiastic. I was able to go to Caleb for just about anything, he was always willing to mentor anyone through technical roadblocks or personal struggles. It takes a strong leader to devote all of his time and make it a priority to help others grow, which is why I'm grateful to have had such a phenomenal mentor. **See less**

Pawan Garg
Team Lead at Quicken Loans
August 16, 2019, Pawan reported directly to Caleb

I worked with Caleb for around a year. When I joined the team as an engineer I wanted to grow, and was in need of a strong leader which Caleb fulfilled. He not only coached me technically (stronger code reviews, patterns, code refactoring) but also taught me how to have more fun as a team (movie outings, team outin... **See more**

more at.. **in** linkedin.com/in/calebjenkins

Recommendations

Heather Doughty
Sr. Software Engineer at Quicken Loans

September 20, 2019, Heather worked with Caleb in different groups

As a team member, speaker or leader Caleb earns my highest recommendation. Caleb is passionate about technology and software quality. He speaks to his knowledge and experience in a clear and engaging way that is effective in guiding and teaching others. He is able to have great impact as a technologist both in an individual contributor and leader role. Caleb is also a fun and charming person who leaves everyone he talks to with with a smile - we miss him! See less

Javier Cortes
Software Engineer at Quicken Loans

May 28, 2019, Javier worked with Caleb in different groups

I worked closely with Caleb working on the Team Member Relationship Network for Remote Experience and also worked with his team on a huge integration project. His logical approach to situations and levelheadedness always impressed me. He was essential in getting our TMRN Remote Experience Management team started and flourish. He would be a great asset to any team looking for a knowledgeable and approachable team member.

Matthew Davis
Senior Software Engineer at Quicken Loans

May 21, 2019, Matthew worked with Caleb in different groups

Working with Caleb in both technical and internal community roles I've been most impressed with his communication skills. He's able to listen to others, in a group or individual setting, understand concerns, and clarify ideas to support a direction forward. Caleb is a strong contributor and an amazing team player who often brings the best out of others to support product work, agile processes, and new initiatives. See less

more at.. in. linkedin.com/in/calebjenkins

Recommendations

Jennifer Willis
Lead Software Engineer

" I thoroughly enjoy working with Caleb at GetThere. His energy and drive for the best possible outcome are inspiring.

I recall one instance when Caleb's leadership helped resolve a particularly complicated issue. He brought everyone to a common level of understanding, clearly articulated pertinent items, and facilitated the discussion until the issue was satisfactorily resolved.

In addition to his considerable professional skills, he is always so positive that I smile just seeing him! **less**

more at.. **in.** **linkedin**.com/in/**calebjenkins**

Recommendations

Colby Dodson
UX DESIGNER - GetThere

" Caleb has a great approach when it comes to managing our UX team. He always knew when to step back and let the team figure things on their own and when it was time to express his ideas and professional opinion. Caleb is a joy to work with and for, always willing to go the extra mile for the sake of the team.

Cason Swindle
Senior User Experience Designer at GetThere

" As a manager and leader, Caleb has a natural talent for inspiring and energizing others. When our team had to face a challenge, such as an unrealistic deadline, Caleb was excellent at getting to the root of the problem and addressing it. Sometimes this would be a change to our process, sometimes a change required of another team, and sometimes it would be some magic higher up the food chain that I never fully figured out, but it let our team get things done without distraction.

Caleb is also a warm and understanding person, the type of person you would want to work hard for. **less**

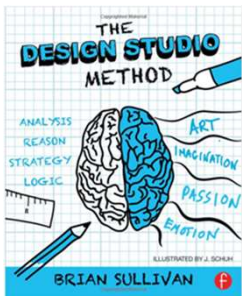*more at..* **in.** **linkedin**.com/in/**calebjenkins**

Recommendations

Brian Sullivan
Usability Principal, Sabre | Founder, Big Design Conference (brian@bigdesignevents.com, Twitter @BrianKSullivan)

" Caleb has presented at the Big Design Conference each year that we have held the event. His passion, energy, and enthusiasm are matched by his knowledge and skills with technology. If you have never heard Caleb speak, you have really missed out.

Caleb and I work for the same company. Caleb's peers and management love his can-do attitude and energy. He mentors other developers and project teams. I have performed usability testing on some projects with Caleb's input. These project are much better for having collaborated with Caleb. **less**

Author of The Design Studio Method,
Big Design Conference Chair and Founder,
Director of Design Strategy at Sabre Corporation

more at.. **in.** linkedin.com/in/calebjenkins

Recommendations

Chris Patterson
Software Architect

" Caleb excels at getting a room excited about technology. His presence encourages participation and he bringds complex topics down to a level that everyone in the room can understand. When listening to Caleb talk about a new technology or product, I've felt that he had a solid understanding of the subject and that he was prepared to present and handle obscure audience questions. His consistent dedication to getting the tools and technologies that developers need to build quality software into our hands has been a great benefit to our project. **less** "

Creator of MassTransit and Top Shelf
The industry leading, free, open-source distributed application framework for .NET messaging

more at.. **in.** **linkedin**.com/in/**calebjenkins**

Recommendations

Watching one of my newly favorite speakers: @CalebJenkins talking about TDD. He has amazing "presence" and much worth hearing. #SDP13

Jesse Liberty
@JesseLiberty

World Renowned Author, Trainer & Speaker

Host of the popular Yet Another Podcast and author of numerous best-selling books, Pluralsight courses on everything from Angular to Xamarin. Former Microsoft Technical Evangelist, Distinguished Software Engineer at AT&T; Software Architect for PBS and Vice President of Information Technology at Citibank. Xamarin and Microsoft MVP

https://twitter.com/JesseLiberty/status/331756804038070273

Recommendations

"HAD ME LAUGHING SO HARD I COULD HARDLY EAT MY NACHOS."

Code to DI For
Dependency Injection for Modern Applications
developingUX.com

speakerpedia.com/speakers/caleb-jenkins

flickr.com/photos/indraw/5968863751/

https://speakerpedia.com/speakers/caleb-jenkins | http://developingux.com/2016/04/04/code-to-di-for-dallas