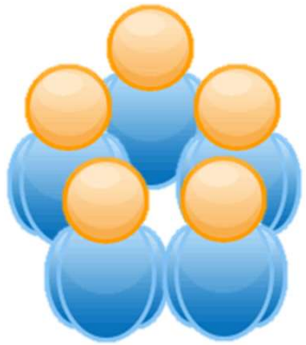
Hi. I'm Caleb




Noah
Emily
Rachel
Abigail
Kaitlyn


~2023~


2024

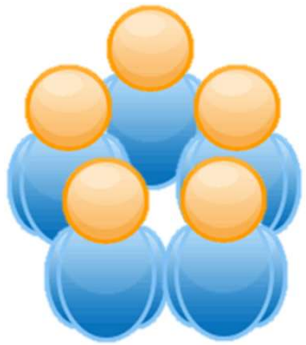


philosophy of work

build *teams* that do *awesome* stuff
+ have *fun* doing it

persistent, co-located

teams that own products



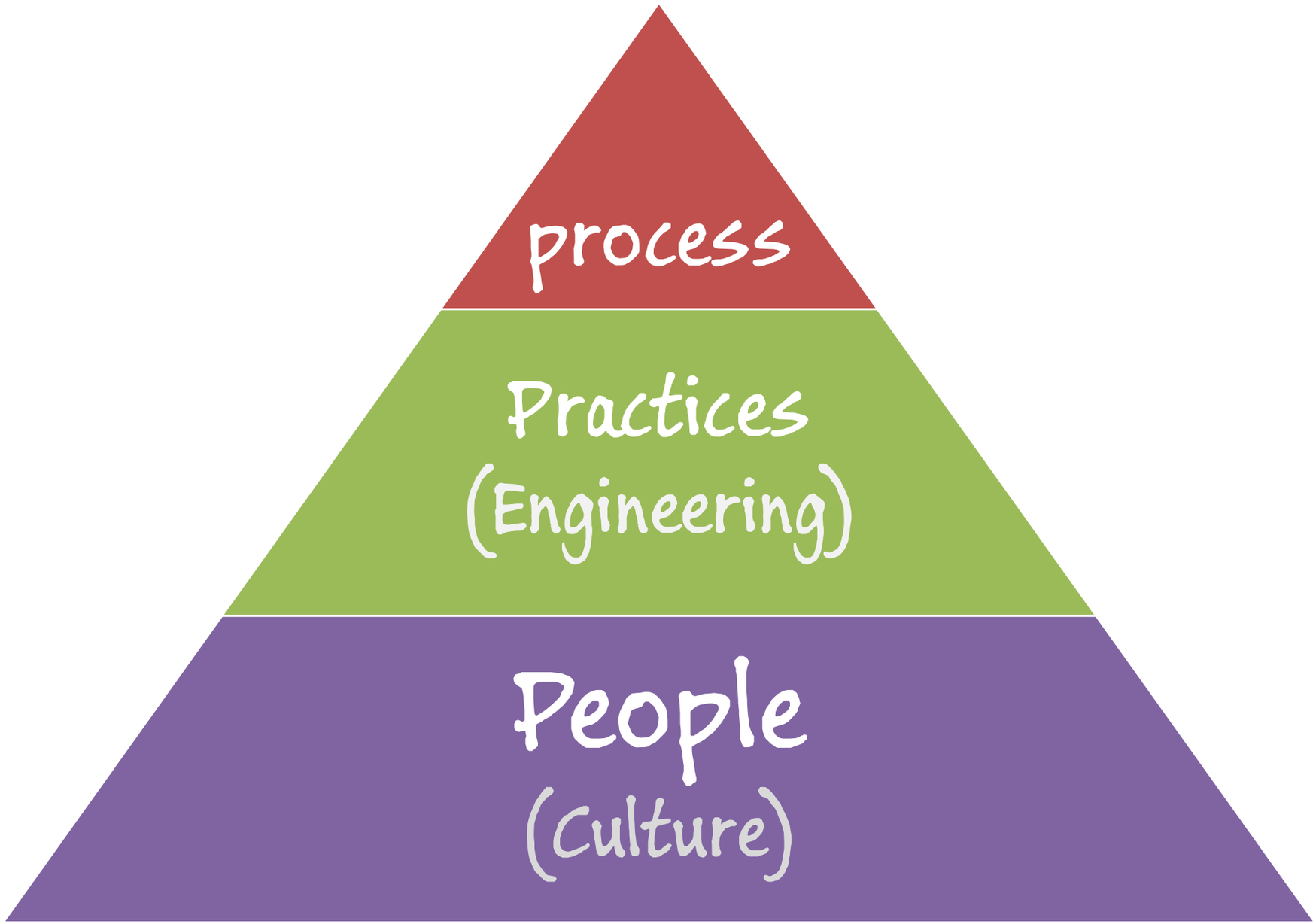
news is just news

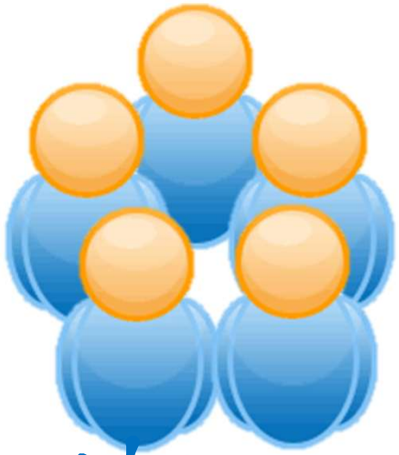
products over projects

philosophy of work

build teams that do awesome stuff + have fun doing it

invest in developer productivity

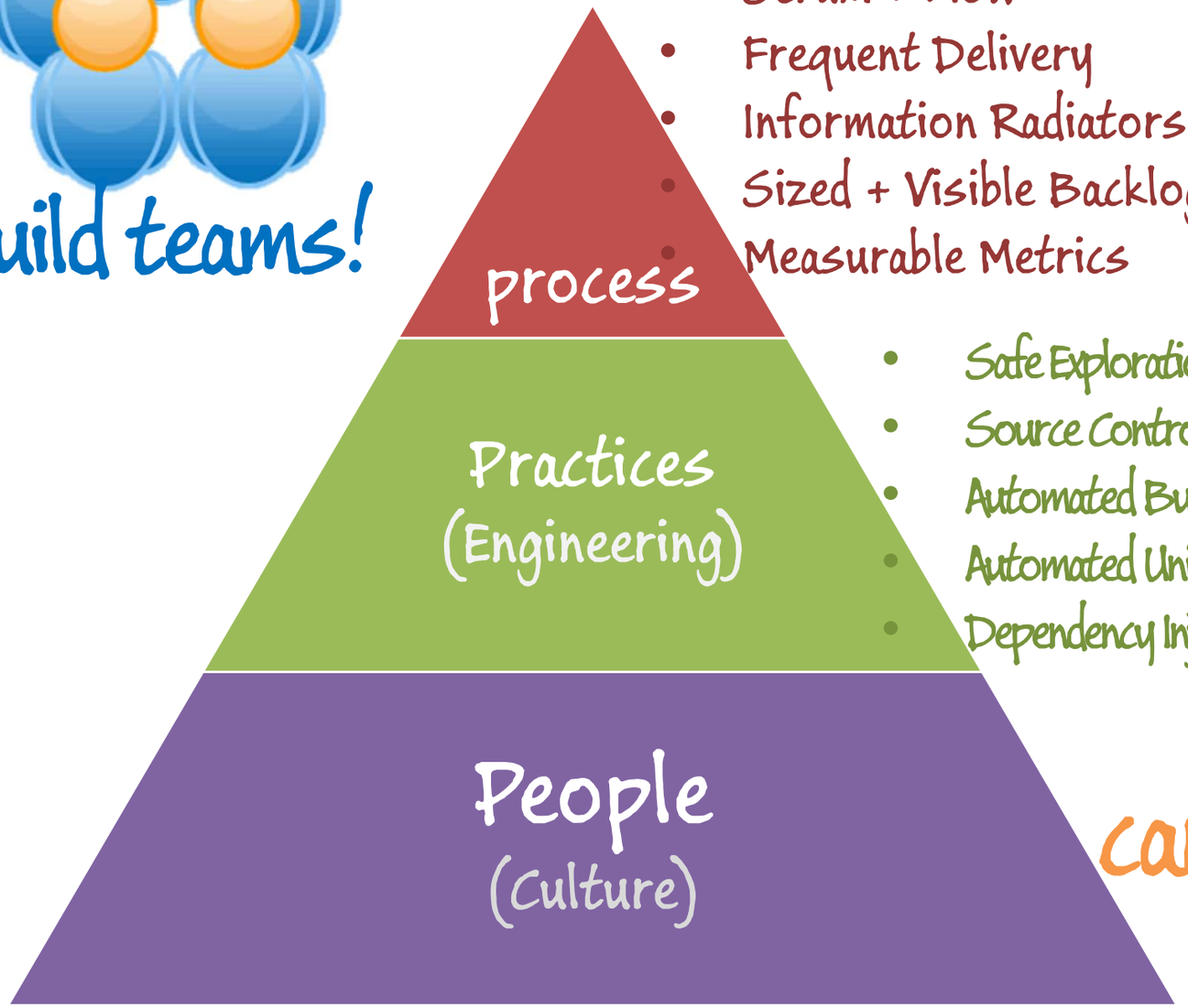

process
Practices
(Engineering)
People
(Culture)



build teams!

philosophy of work

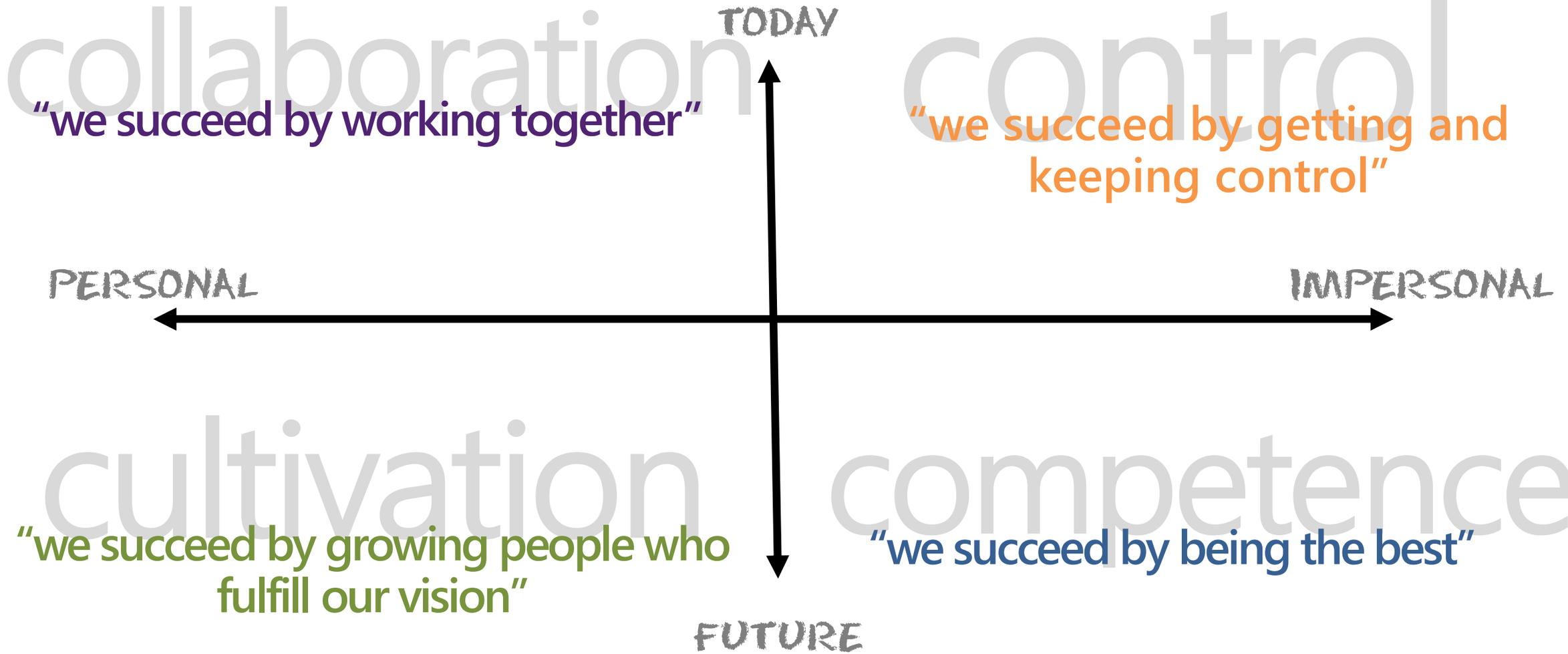
build awesome stuff
+ have fun doing it



- Scrum + Flow
- Frequent Delivery
- Information Radiators
- Sized + Visible Backlogs
- Measurable Metrics

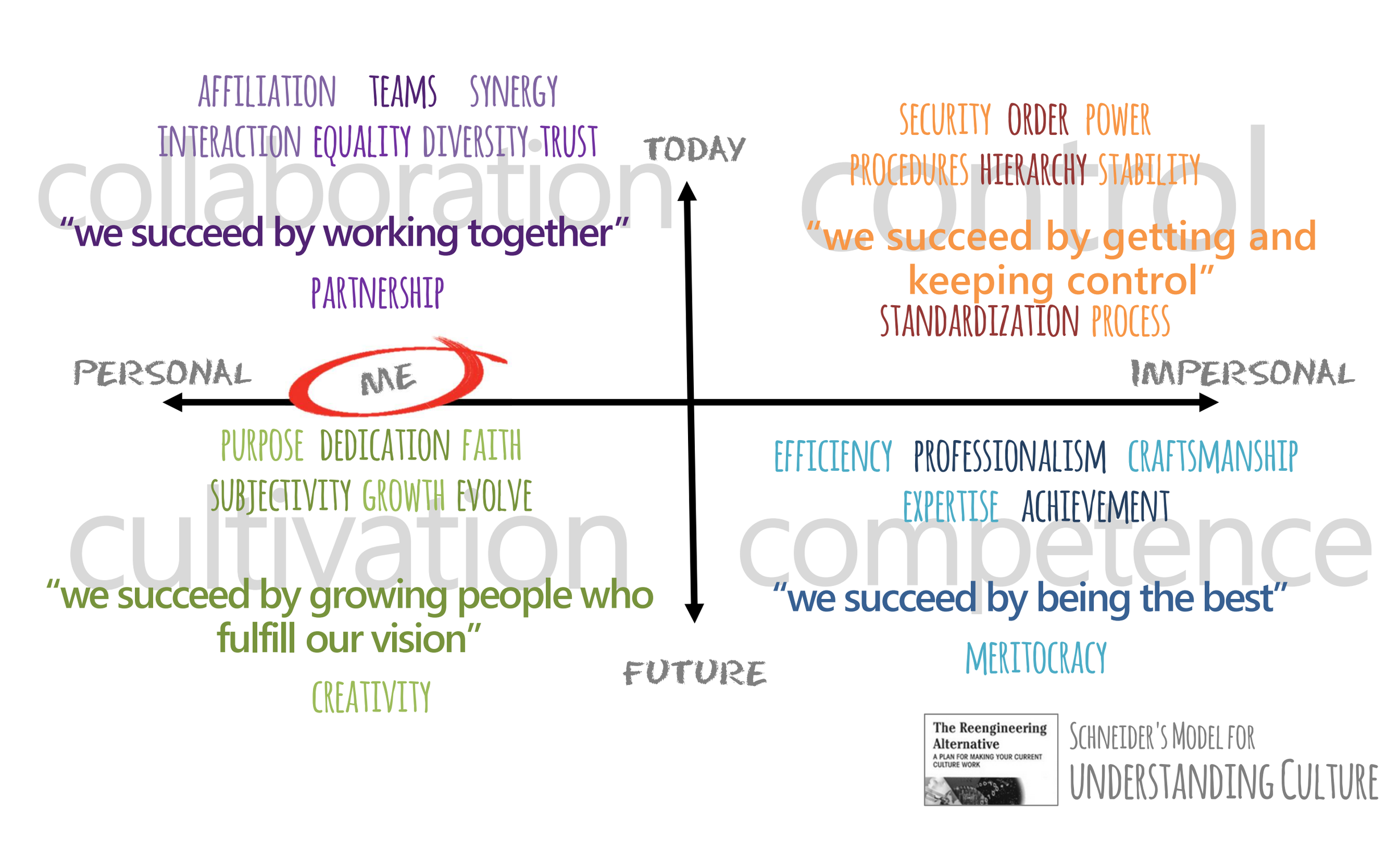
- Safe Exploration & Leverage AI
- Source Control / Branching Strategy
- Automated Builds / Continuous Integration
- Automated Unit Tests / BDD
- Dependency Injection / Code Metrics

care + do what's right





SCHNEIDER'S MODEL FOR
UNDERSTANDING CULTURE



SCHNEIDER'S MODEL FOR
UNDERSTANDING CULTURE

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

DEVELOPMENT

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

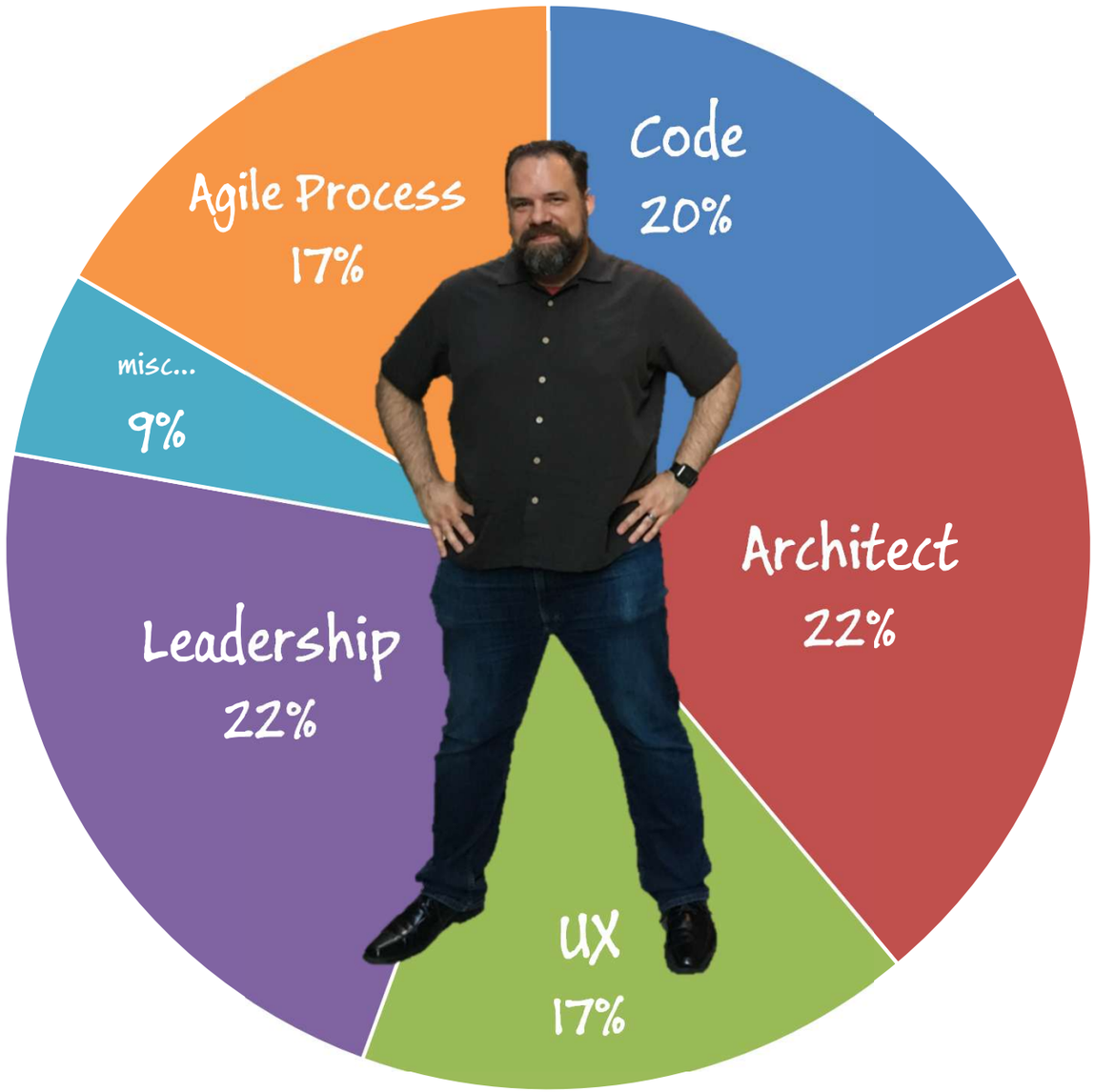
INFRASTRUCTURE

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

TEAM PROCESS

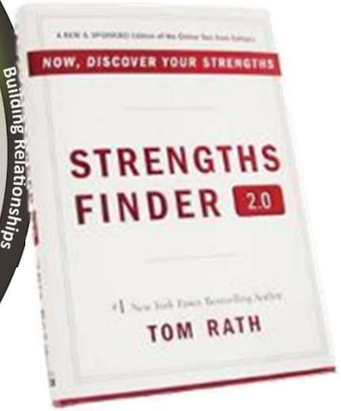
8. AGILE, LEAN, XP
9. TEAM DYNAMICS
10. CONTINUOUS LEARNING




Code
20%
Architect
22%
UX
17%
Leadership
22%
misc...
9%
Agile Process
17%







Extraverted iNtuitive Thinking Perceiving

ENTP

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

Included	Communication
Activator	Self-Assurance
Maximizer	Strategic
Woo	
Positivity	



politics religion UX
software design
community

IRS · property
taxes · limited government · 2nd amendment

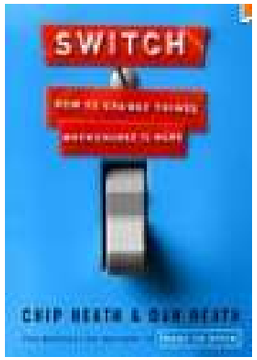
respect | right to be wrong | open fun dialogue



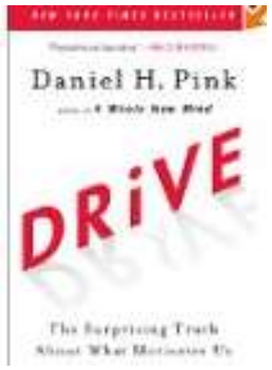
Robert C Martin Eric Ries
Stephen P Anderson
Luke Wroblewski Jared Spool
Eric Meyer, Ethan Marcotte, Chris Messina

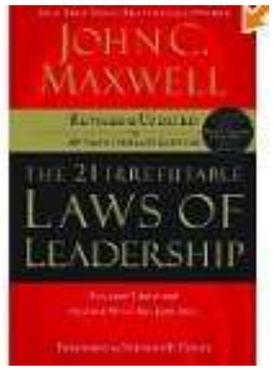


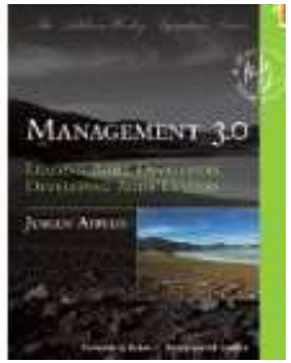
on my Kindle

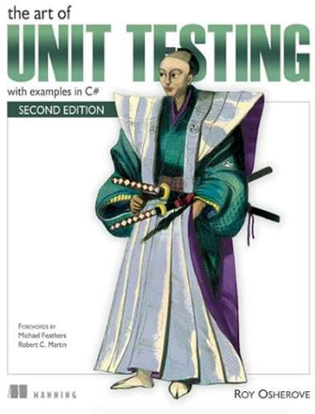

SWITCH
CHIP HEATH & DAN HEATH

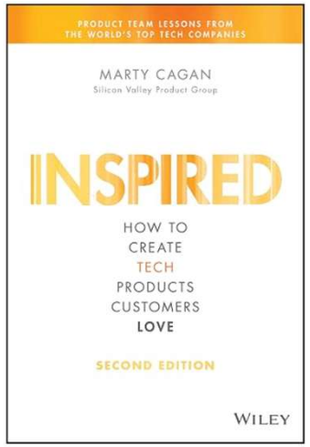

REWORK

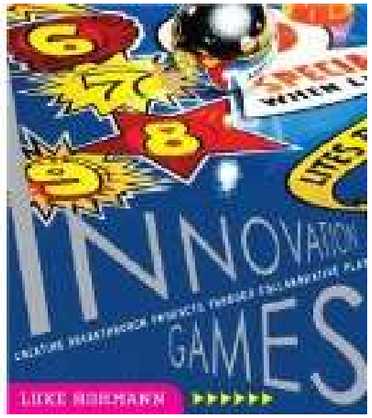

Daniel H. Pink
DRIVE


JOHN C. MAXWELL
THE 21 IRREFUTABLE LAWS OF LEADERSHIP


MANAGEMENT 3.0

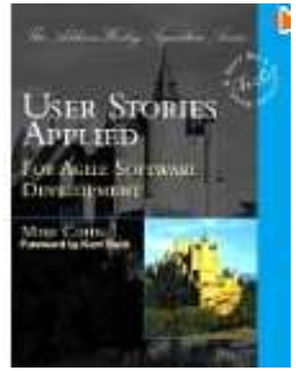

the art of
UNIT TESTING
with examples in C#
SECOND EDITION
ROY OSHEROVE

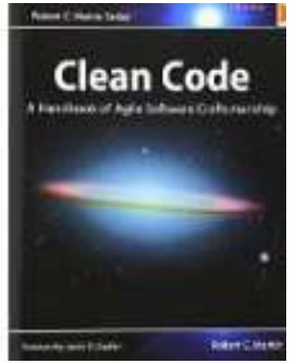

PRODUCT TEAM LESSONS FROM THE WORLD'S TOP TECH COMPANIES
MARTY CAGAN
Silicon Valley Product Group
INSPIRED
HOW TO CREATE TECH PRODUCTS CUSTOMERS LOVE
SECOND EDITION
WILEY


INNOVATION GAMES
LUKE HOHMANN


Game storming
A Playbook for Innovators, Rulebreakers, and Changemakers

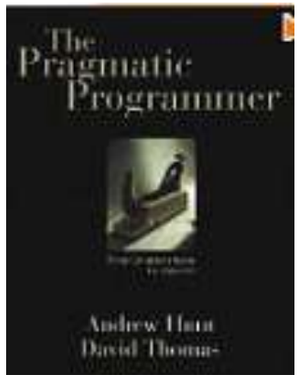

ENDER'S SHADOW
ORSON SCOTT CARD
NEW YORK TIMES BESTSELLER


USER STORIES APPLIED
FOR AGILE SOFTWARE DEVELOPMENT

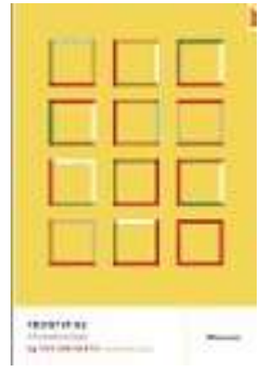

Clean Code


A PROJECT GUIDE TO
UX DESIGN


The Clean Coder

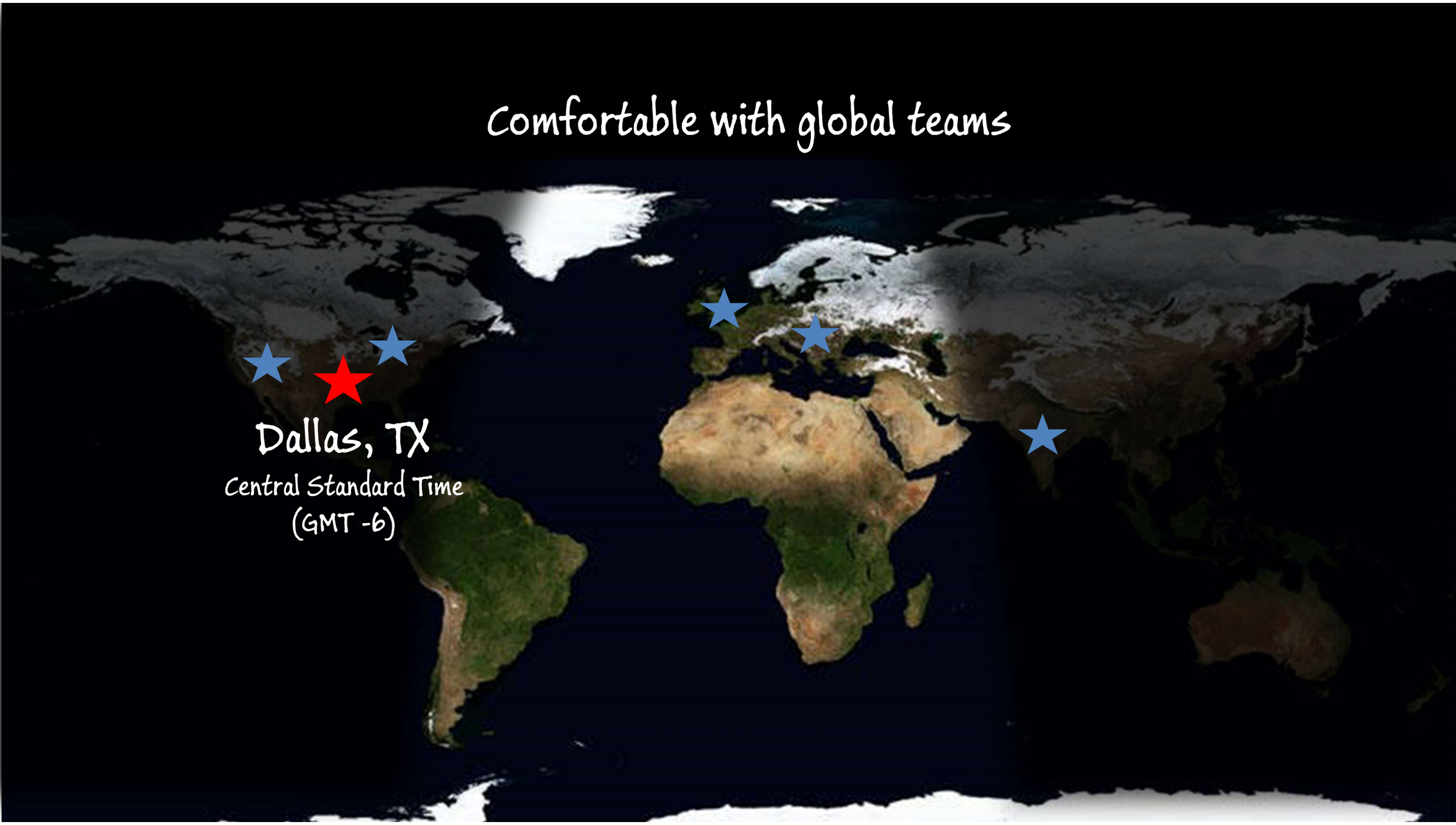

The Pragmatic Programmer
Andrew Hunt
David Thomas

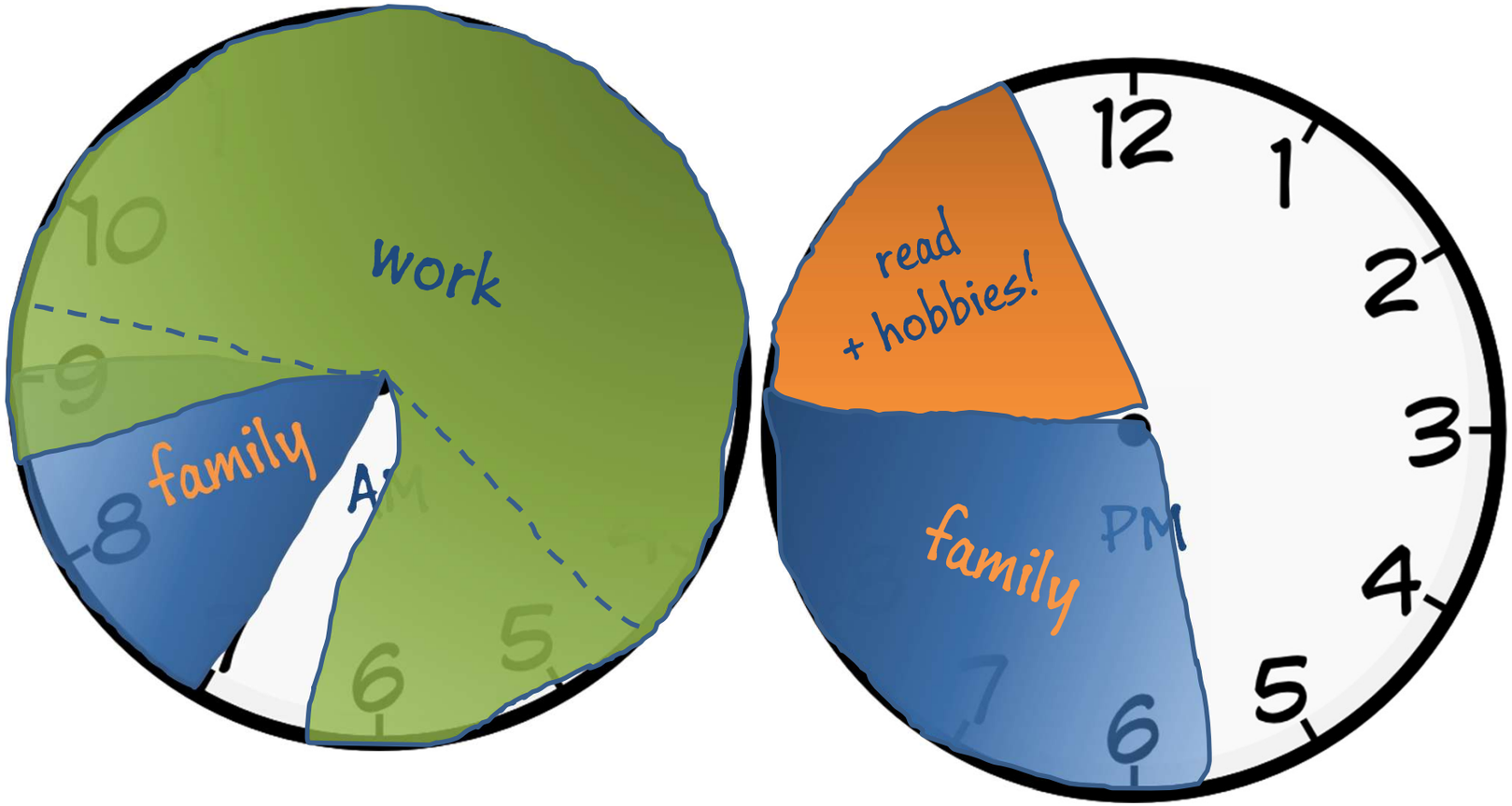

CODE COMPLETE
2




Seductive
INTERACTION DESIGN

Comfortable with global teams





Goal: 8,
happy
+ healthy

Central Standard Time (GMT -6)

















slideshare.net/CalebJenkins



/calebjenkins

developingUX.com


MSJC
ADOBE TV
Adobe
MVP Microsoft Most Valuable Professional
Microsoft
New Horizons Computer Learning Centers
Button
AVAYA
Engage The Power of We™
Sabre Holdings
IgoUgo
Real World .NET, C#, and Silverlight
targetbase
Countrywide
YPO
Solera
SUNOCO
AA
AmericanAirlines
Thrifty Car Rental
DOLLAR RENT A CAR
Quicken Loans
Engineered to Amaze™
Six Flags
innovation games
trained facilitator
SLALOM CONSULTING
improving
It's what we do. ™
ineta
#FinTech
/calebjenkins
developingUX.com

1 of 3 people…

to present at the Big (D)esign Confe

every single year

Workshop Agile + UX

BY CALEB JENKINS – NOVEMBER 12, 2011

POSTED IN: AGILE, DESIGN AND UX, PROACTION, SPEAKING



Delivering the Keynote at the Tulsa Tech Fest

BY CALEB JENKINS – OCTOBER 11, 2012

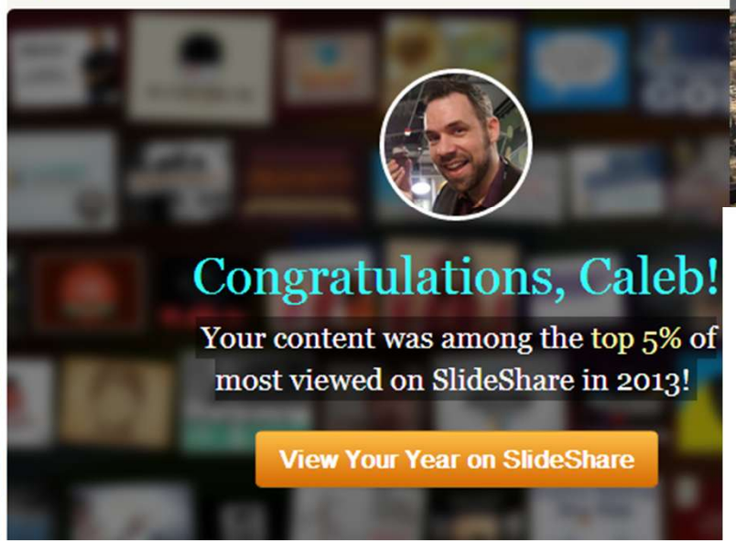
POSTED IN: 10 DEVELOPEMENT PRACTICES, FEATURED, INETA, SPEAKING







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






TEXAS
14

Recommendations

43 received

what other people say...

more at..

linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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





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

Recommendations

Received (55)



Brian Sullivan · 1st

Director, User Research and Design Strategy at Sabre Corporation

I have worked with Caleb Jenkins professionally and personally. At work, Caleb and I worked on some large projects to improve the developer experience at Sabre. This work included a reimagining of the agile coach role and software development handoffs. Caleb is unique because he can talk with developers, designer, managers, clients, and executives. He is well-respected for outputs at work because they led to significant outcomes.

In the larger community (outside of work), I have seen Caleb give presentation to packed rooms at the Big Design Conference. Attendees would always give him positive responses. The audience engagement was very high in his talks and workshops. I would highly recommend Caleb as a speaker, workshop leaders, or keynote at any conference. He's a phenomenal speaker and thought leader.



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

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

Recommendations

Received (55)



Scott Crouch · 1st
Chief Architect at Charles Schwab | Enterprise Architecture, Developer Experience, AI Enablement & Platform Strategy
March 18, 2025, Scott worked with Caleb but on different teams

I had the pleasure of working closely with Caleb as our teams collaborated to improve the developer experience and DevOps at CharlesSchwab. His ability to stay connected with the developer community and surface the right priorities made an impact on our work.

One of Caleb's m strengths is his ability to explain complex topics in a way that resonates with developers. Whether it was introducing new concepts, advocating for improvements, or breaking down technical challenges, he made sure his message was clear and actionable. His insights helped us focus on meaningful improvements, making adoption smoother and driving real change. He's also a fantastic partner—always open to new ideas, thoughtful in discussions, and genuinely invested in making things better for everyone.

If you're thinking about ways to improve developer experience or build better tooling, Caleb is someone worth talking to. He brings a ton of valuable perspective and always has great ideas to share.



Sean Law · 1st
Fortune 500 Tech Innovator, Inventor, & Leader | Principal Data Scientist, R&D | Creator of the STUMPY Python Package
March 17, 2025, Sean worked with Caleb but on different teams

I had the distinct pleasure of working with Caleb when he was tasked with improving overall developer experience at the firm. What stood out to me was his ability to listen and his empathy for those around him. His approach to solving problems was always thoughtful, thorough, and received with a positive attitude. More importantly, his ability to follow through and accomplish the goals that he sets out to complete is what distinguishes him from his peers. I strongly recommend Caleb with no reservations.

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

Recommendations

Received (55)



giovanni gallucci 🎄 🏕️ · 1st

ad age, emmy, shorty, telly, & webby award-winning social media strategist and content creator for outdoor lifestyle and food & beverage brands. us

December 16, 2022, giovanni worked with Caleb but they were at different companies

I've known Caleb for many years now and have always been impressed by his technical expertise and leadership skills. As Director of Developer Experience at Charles Schwab, he has done an outstanding job of leading and coaching his team to build innovative technology solutions. His background in agile coaching and software leadership has been particularly valuable in helping the team to work efficiently and effectively.

Caleb is an engaging and dynamic speaker, and I've had the pleasure of seeing him present numerous times. He has a real talent for explaining complex technical concepts in a way that is easy to understand, and his presentations are always full of practical examples and insights.

In addition to his technical skills, Caleb is also a strong leader and mentor. He has a talent for building and motivating teams, and has a real passion for helping developers to grow and develop their skills.

Overall, I highly recommend Caleb for anyone looking for a talented and experienced software leader. Whether you need someone to lead your team, coach your developers, or speak at your event, Caleb is the perfect choice. 💻 💪🏽

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

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)

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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

Recommendations

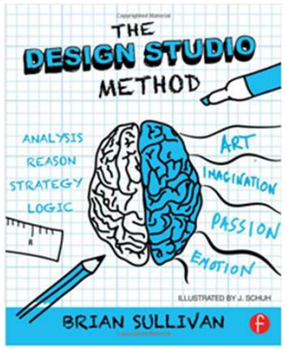
Received (55)



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.. linkedin.com/in/calebjenkins

Recommendations

Received (55)



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.. linkedin.com/in/**calebjenkins/**details/recommendations/

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

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