

Re: An engagement to improve the abilities of your Information Technology team

In my current role as a Fortune 500 Chief Engineer and Director, I have been key in leading 250+ software and infrastructure engineers into a strategic advantage for my current assignment. In the near future, I will be considering a new engagement to help a client reach a challenging IT vision and future.

The roles most closely linked to my skills will be in the leadership areas of engineering or architecture. The many deliveries of ground-up construction in my past in nearly all IT roles allow me to understand and lead individual contributors to leverage great technologies.

I know a secret to excellence in Information Technology. The pace of change has been constantly accelerating in the last 30 years. On a daily basis, a new technology, a different innovation, a clever start-up or a new version of a solution shows up in tech publications. Each week, a paradigm shift implores that professionals drop traditional mindsets to adopt some academic brilliance. Success can be guaranteed if we were to buy, train and hire to match the latest expert recommendations. An IT leader sees a proposal for a Silver Bullet solution so often, that there should be no werewolves remaining on the planet.

The secret is often discredited by leaders, engineers and IT sponsors alike. Yet, I will continue to employ the secret for the remainder of my career. Here it is: ***the right team will overcome any project or technology challenge***. Why team first? Most technologies work. Paradigms will continually shift. Deadlines are a constant. The great team will find the combination of solutions and tasks that will deliver excellence.

Why am I confident in the people first approach? I type this note to you on a keyboard that would likely be in the \$2 pile during next year's neighborhood garage sale. My internet connection has functional if pedestrian speed. I have learned, leveraged and retired so many technologies that my resume would rival *War and Peace*. I believe the specific tech purchases pale compared to good people. Would the novice artist with the best paints, brushes and canvas outdo Michelangelo, who got his supplies from Ollie's Bargain Outlet?

I start with an expectation of excellence from a team. It is the characteristics of excellence that we can agree on and measure to show progress on this journey. The first pillar is quality in all phases through to production. Contributors who will not take this first step will hold a team back. The second step is to place each contributor and leader in a role that best fits their talents and interests. If we give contributors the ability to admit that they are not in the correct role, but provide an alternate opportunity, the strength added to the team is immense. The third step is leadership setting performance expectation for ***the team before the individual***. If any team member has been positioned to fail, and all others succeed, all are responsible for that miss. Selecting the right technologies are secondary to having the right team.

Throughout all steps, communication is absolutely vital. To save time in this proposal, I have written the work ***Leading Software Engineers: Geniuses, All Stars, Introverts and Uncommon Sense*** that demonstrates the importance of great communication to teams. If I am asked if I can lead software engineers, I will now answer that "I wrote the book."

Here is what I offer. If your Information Technology group is facing a significant challenge, and the team is struggling with the decisions and steps to take, I would like to speak with you. At this phase of my career, I propose that the interview process works both ways. We must agree that we would form the right leadership team to be a success. Honestly, if I feel that my approach is not right for you, I will gratefully share observations and wish you the best of success.

Thank you for your professional courtesy, and I look forward to speaking with you.

Regards,



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Goal: To lead a struggling Information Technology team to exceed expectations

Reputation: One of the best delivery leaders for software creation, implementation & support

What do I offer? I am looking for a challenge that matches my unusual skills with an IT organization that desires to take a journey to excellence. Success for IT is only achieved through terrific teams. I am selective in choosing to partner with a team. If you are committed to significant improvements, I would like to discuss your needs.

Roles and Positions in IT: 1978-Current

Individual Contributor

Application Programmer
Senior Programmer/Analyst
Systems Analyst
Senior Software Engineer
Solutions Engineer

Technical Lead

Divisional Systems Lead
Lead Software Engineer
Enterprise Engineer
Chief Engineer
Innovation Leader

Management

Supervisor
Self-Directed Innovation Team
Print & Integration Team Lead
Engineering Practice Lead
IT Director

Major Deliveries in Roles

CSC Policy System Rating, Print, Integration
First Independent Agent Commercial App
3 Tier Client Server – Alpha w/ IBM
Personal Lines Desktop Policy Admin (DS)
New Technology Selection Team

Full Agency Management Application
Enterprise Print Documaker
Enterprise Print Exstream Dialogue
OSPAS OneShield Commercial Application
Mendix Low-Code Delivery



Industry Engineering Practice Expert

Author: Leading Software Engineers: All Stars, Geniuses, Introverts and Uncommon Sense

Independent Contractor – 1999-2008 – Software creation for small businesses

Major Deliveries: Clinic Medical Office Management, ICD9Scope Diagnosis, ScriptWave Dictation

Other Leadership:

St. George Parish, Erie
Pastoral Council Officer – 8 years
Religious Education – 6 years

Campaign Manager, Les Fetterman for MJD
Welcome Leadership, parish retreats
Parish Picnic Lead – 14 years

Recognition:

2010, 2011 and 2012 **DareToShare Platinum Award** (top), Erie Insurance **Innovation** event
2013 **John Bender Leadership Award** – IT Employee Modeling Erie Ideal Leadership

Writing

Articles

MicroBasketball – 80-Microcomputing 1981
Executive Expense Report – Instant Software
Termites – 80-Microcomputing 1982
ServiceGroup - IMS News and Views, 1991
Engineering Update, 150 Issues 2013-2017

Novels

Reign of the Gray-Eyed Kings
Prophecy of a Memory
Perfection's Design
Progression
Comets of Omen (in progress)

Interests: Chess, Astronomy, Volunteerism, Writing, Inventing, Strategy, Game creation & more