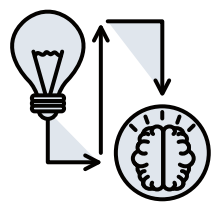


Together we flourish

We help growing technology teams create continuous talent and knowledge pipelines that mobilize skilled workers throughout the enterprise and foster a high-performing, innovative and attractive team culture for talent at all levels.

Our program offerings



Accelerated Engineering Training

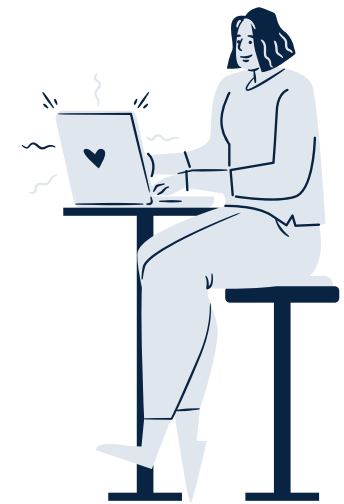


Engineering Leadership Development



Immersive Candidate Interviewing & Recruitment

Some recent clients



Our B.L.U.E. Framework for Engineering Leadership

Business Fluency

Leadership Understanding

Engineering Effectiveness

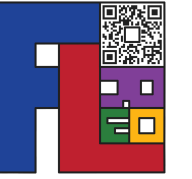
Our Philosophy

Center personal wellness, community development and creativity in all of our engineering, design and educational practices.

Why choose us?

Since 2019 we've been learning and building as a community of over 200 talented technical leaders worldwide. To date, we've helped dozens of universities, bootcamps, and companies foster engineering talent at all levels. We're consistently researching best practices in engineering management and team development and sharing our insights and best practices in the form of workshops, training programs, classes and consulting.

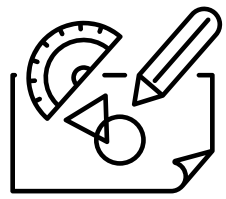
The following programs and services extend our manifesto in ways that allow your organization to cultivate learning environments rich in content and instructional talent designed to foster community.



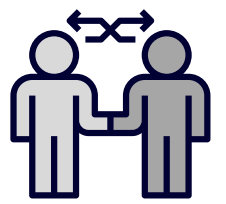
Accelerated Engineering Training

Create pathways for your company to onboard and cultivate high potential talent with role-specific technical expertise through custom training for your staff with our network of senior educators and engineering managers.

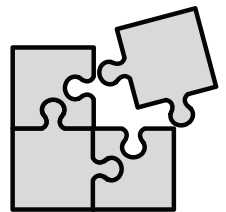
Our programs are



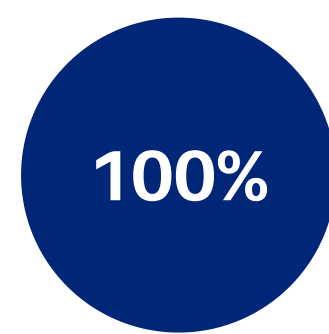
Project based and modeled to simulate professional work environment goals for highly available, production-ready platforms



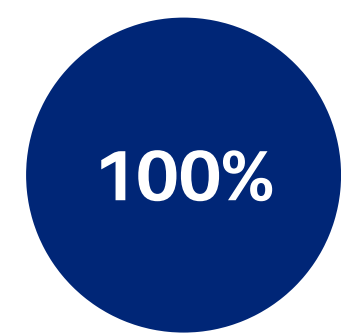
Collaborative and Agile, leveraging industry best-practices to gather real time feedback and teach essential tools like Git, CI/CD and Issues Tracking



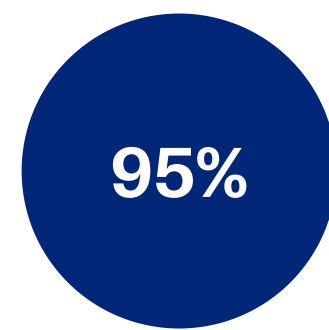
Role-centered and designed around the specific technologies and frameworks your staff need to contribute to their teams



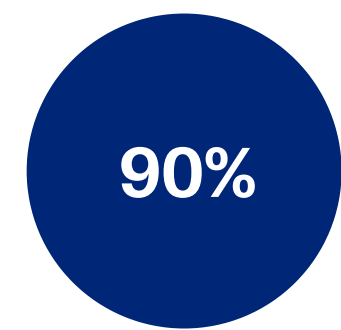
trainee completion rate across programs



of managers believe programs modeled skills necessary for new staff



trainee hiring rate across programs

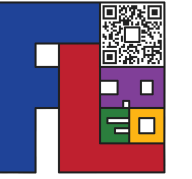


of past trainees have remained at company for at least 2 years

Some Programs We've Built

 <p>Mobile (iOS/Android) For new staff hired at: Spotify, Mailchimp, & PayPal</p>	 <p>Enterprise Java For new staff hired at: Optum and Target</p>
 <p>DevOps/SRE For new staff hired at: Infor, Amazon, & Proclivity</p>	 <p>System Administration For new staff hired at: SiSense and AWS</p>
 <p>Full Stack Web For new staff hired at: Blink Health, IBM, & Citi</p>	 <p>Data Analysis For new staff hired at: Verizon & Evernorth</p>

Programs run part-time (10-15hrs) for 8-weeks and participants receive weekly summaries, assessment and tailored feedback to support their specific skills development and continued personal growth beyond the program.



Engineering Leadership Development

Invest in the professional development of your engineering managers, technical leaders or individual contributors with enriching workshops designed to build engineering culture, team performance and org-wide management effectiveness.

For Managers ☒

<u>ELD-M1: Effective Technical Leadership</u> Technical Coaching & Leadership, Feedback Loops, and Increasing Team Productivity	In this program we work with technical managers to increase their effectiveness in the strategic areas of communication directly affecting team productivity
<u>ELD-M2: Measuring Engineering Culture</u> Defining, Measuring & Improving Engineering Culture	After M1 we help managers research, analyze, and define key metrics around engineering culture and work with their team/leadership to improve upon it
<u>ELD-M3: Creating Organizational Change</u> Growing Team Expertise through Recruiting & People Development	With clarity on their engineering culture, we help managers increase team capacity through people development and intentional team hiring practices

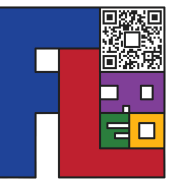
For Individual Contributors ☒

<u>ELD-IC1: Developing Personal Leadership</u> Technical Research & Strategic Planning, Developing Professional Communication, and Handling Feedback	In this program, we work with team members to develop their individual communication, research, time management and strategic planning skills
<u>ELD-IC2: Making Impactful Team Contributions</u> Scoping, Prioritizing & Sharing Technical Tasks and Fostering Engineering Culture	Here we help individuals determine different key areas they can focus on to actively contribute to the growth of a high-performing engineering culture
<u>ELD-IC3: Long-term Career Growth Hacks</u> Developing SMART Professional Goals, Continuous Learning and Development, Personal Improvement Plans	We help individuals prep for long-lasting, successful careers by reverse-engineering role specific goals, learning & development plans

Org-Wide Programs ☒

<u>ELD-O1: Developing an Engineering Mindset</u>	In this program we work with both technical and non-technical members of your org to develop their ability to be successful in AGILE environments
<u>ELD-O2: Creating Systems of Learning & Development</u>	This program focuses on creating org-wide but team specific documentation and frameworks detailing best-practices for work and troubleshooting issues
<u>ELD-O3: Designing Measurable Solutions to Problems</u>	As part of this program, participants learn the principles of Design Thinking and work together to design solutions to team or org-wide problems

** Each program runs for 8 weeks with 2 hour workshops, for up to 15 participants. Participants receive program summaries, templates and takeaways to turn into action.



Immersive Candidate Interviewing & Recruitment

Gather meaningful candidate feedback around important technical and non-technical skill and areas of growth relevant to your organization's engineering needs with our project-based technical assessments and role-immersion programs facilitated by our network of senior managers and engineers.

We facilitate

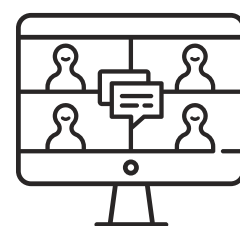
<p>Behavioral Assessments Gathering meaningful insights on candidate's prior background, communication skills & engineering mindset</p>	<p>Candidate Performance Reviews Focused on working dynamics, technical knowledge, learning style and communication under pressure</p>
<p>Role-Immersion Interviews Creative project based assessments of role-specific skills led by engineers or managers from our team or yours</p>	<p>Candidate Onboarding Curriculum Personalized study material for all candidates to takeaway from the interview in order to upskill</p>

Our services are designed to function alongside your organization's larger recruiting cycles and add to the data your teams are able to use to assess candidates at any level.

Benefits of our approach



Reduced bias through skill-specific assessments and project-based interviewing



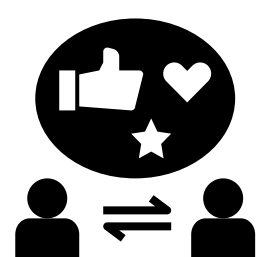
Team-driven live virtual sessions that mirror industry projects to assess candidate working dynamics



Increased candidate touch points allowing for deeper assessment around critical technical and behavioral skills



Qualitative and Quantitative data reporting allowing for teams to make transparent & meaningful hiring decisions



Personalized Feedback help candidates and managers takeaway targeted areas of strength & growth opportunities



Accelerated Onboarding with personalized learning and development plans centered around new hires' role-specific needs