

# Adam Sobotka

MANAGER



## SKILLS

- Organization Design
  - Esp. scaling-up organizations
- Mentoring
- Facilitating
- Process Design
- Problem Solving
- Leading the Leaders
- Establishing Vision
  - Technological & Organizational
- Strategy Execution
- Communication

## CERTIFICATION

[Classical Sociological Theory](#)

May 2017

[New Models of Business in Society](#)

May 2014

[An Introduction to Operations Management](#)

June 2013

[Software as a Service \(CS169.1x\)](#)

November 2012

## ABOUT ME

✉ [adamsobotka@duck.com](mailto:adamsobotka@duck.com)

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👤 [/adamsobotka](#)

I am a seasoned, value oriented leader with a passion for building and improving product development organizations.

Looking to bring my experience and energy to the web3 world.

## EXPERIENCE

Founder

**Zitrone**

March 2022-Present

- Event management tool for DAOs
- Easy to use, single source of truth
- Token gating

OKRs Initiative, Mentoring

**Developer DAO**

June 2022-Present

- Helping initiative to establish OKRs
- Mentoring management practices
- Mentoring fullstack web3 development

Director of Engineering

**Emplifi**

June 2021 - April 2022

- Helped merging Engineering departments of four companies together
- Established core engineering processes
- Personally led key integration initiatives

Director of Engineering

**Socialbakers**

October 2019 - June 2022

- Created a career development plan
- Developed the planning process
- Reorganized the engineering into the value stream model
- Refined the process of developers contribution to the product discovery
- Established horizontal (tech-stack oriented) guild system

Delivery Lead

**2Fresh**

April 2017 - March 2018

Scrum Master/Agile Coach

**Socialbakers**

May 2014 - March 2017