# ARLO BELSHEE

People Manager

**Legacy Code Mender**

Technical Mentor

## CONTACT

☎ 503-875-1234

💬 @arlobelshee

✉ arlo@belshee.com

🌐 arlobelshee.com/

GitHub

**Hello,**

I am interested in becoming a people manager for your API team. I am passionate about improving the lives of developers. That is why I've focused my last 8 years on 2 things: eliminating developer frustration and creating psychological safety. I have a long experience leading people, both from positions of authority and positions of influence. This role is particularly intriguing for me because it is a remote position, and I live a location-independent life.

I have worked all over software companies: dev, test, pm, coach, individual contributor, team manager, director, and CTO. In that time, I've always focused on how I can strengthen my entire team. As a result, teams I've influenced have had much higher productivity than peer teams, arising from much higher quality and collaboration. As an example, the couple dozen implementation teams I taught Safeguarding to at Tableau reduced their new bugs created per day by about half over a quarter. Additionally, several different teams I've led have become comfortable regularly sharing their feelings, and valuing anger, sadness, fear, and shame to usefully inform the team and guide direction long before the rational mind could analyze the situation. This psychological safety became, unsurprisingly, the cornerstone of our collaboration.

Thank you for taking the time to read my resume. I look forward to working together to improve the lives of developers – both inside and served by GitHub.

Sincerely,

Arlo Belshee