



About Me – Jelena Laketić



March 2022 - Present
Joined Thomson Reuters as
the **first Distinguished Engineer**



2006 - 2022

- Held a variety of roles at UBS (chronological order): Senior Software Engineer, Product Manager, Team Lead, Head of Asset Mgmt SWAT, Distinguished Engineer, Service & Product Manager, Service Lead, Strategic Architect
- Volunteering roles:
Founder/Core team member and External Stream Lead for regional Women In Tech (CH&EMEA), Founder / Co-Lead of UBS Global Hackathon, UBS Key talent program coach



2003

2003 - 2006

- Worked as Software Engineer at:
- BTA Digital works and
 - Siemens Building Technologies

2000

- 2000
- Acquired Master's degree in Electrical Engineering
 - Started the first job as a Software Engineer at Gretag Imaging AG

Together, with the professionals and institutions we serve, we help

Inform The Way Forward

To a more understanding, trusting world for all

Thomson Reuters - Our Business

We are committed to serving professionals, advancing critical institutions and building trust through our products and our actions.



Legal Professionals

Serves law firms and governments with research and workflow products, focusing on intuitive legal research powered by emerging technologies and integrated legal workflow solutions that combine content, tools and analytics.



Corporates

Serves corporate customers from small businesses to multinational organizations, including the seven largest global accounting firms, with our full suite of content-enabled technology solutions for in-house legal, tax, regulatory, compliance and IT professionals.



Tax & Accounting Professionals

Serves tax, accounting and audit professionals in accounting firms (other than the seven largest, which are served by our Corporates segment) with research and workflow products, focusing on intuitive tax offerings and automating tax workflows.



Reuters News

Supplies business, financial and global news to the world's media organizations, professionals and news consumers through Reuters News Agency, Reuters.com, Reuters Events, Thomson Reuters products and the Refinitiv business of LSEG



Global Print

Provides legal and tax information primarily in print format to customers around the world.

Thomson Reuters - Facts and Figures



Operations in **75+ countries**

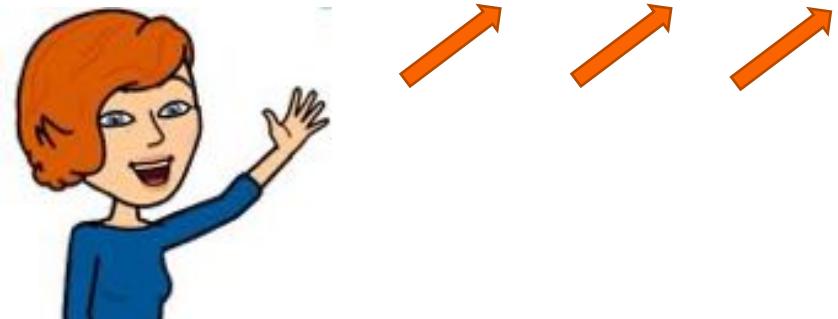
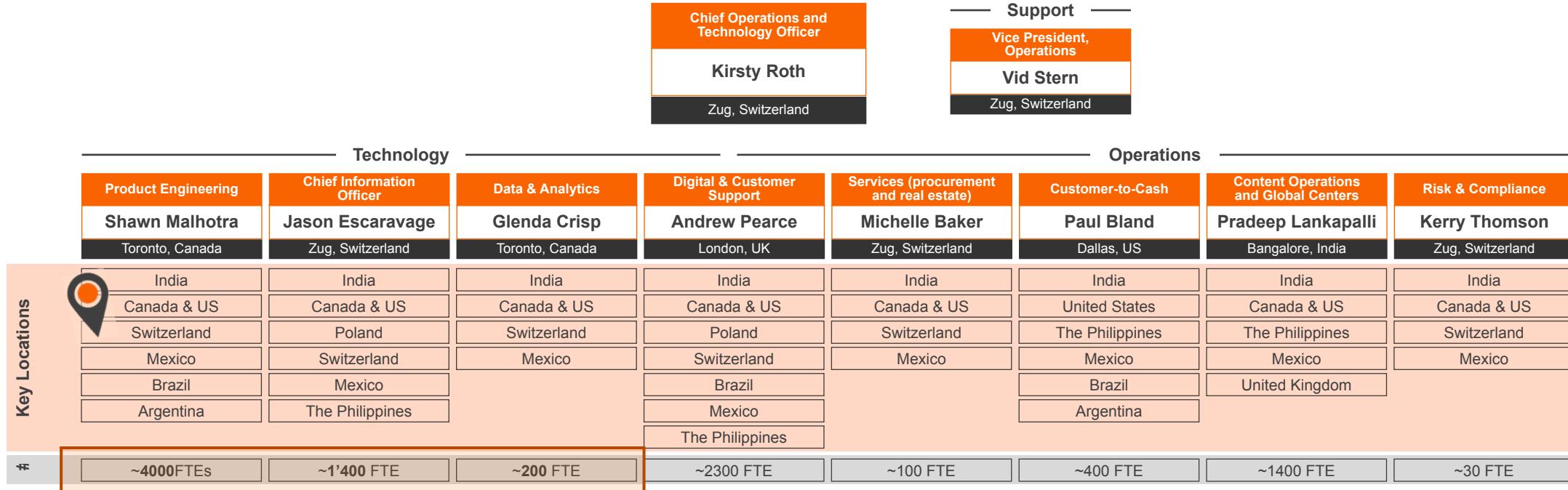


25,000+ Employees



67'000 Volunteer Hours

Thomson Reuters – Operations and Technology



What is a Distinguished Engineer?

at Thomson Reuters?

4 Key Competencies

Technical Skills, Expertise and Excellence
Technical Leadership
Internal and External Tech Ambassador
Minimum 5 years at Thomson Reuters

At **Thomson Reuters**, we are committed to having our **Distinguished Engineers** at the table as we make the **most important decisions** for our customers and our company.

As the Distinguished Engineer

I am involved in....

- Innovation
- Cross-Functional Activities
- Tech Relevant Topics
- People and Culture Initiatives

**I am
measured by
the value
I bring**

- The success criteria of the initiatives I am involved in
- The Distinguished Engineer Program OKRs
- Thomson Reuters OKRs

The Distinguished Engineer Program

The Mission

- To recognize the **outstanding** technical achievements of our **technologists**
- To establish a rewarding, **technical career path** for our top technologists that complements the management and architecture career paths
- To **strengthen our engineering culture** to provide purpose for our technologists while helping us retain, grow and attract talent



Others Are Saying

"The Distinguished Engineer program that Jelena has pioneered is so incredibly important, it has shown our technologists that their career path and ability to influence the organization does not require them to be a people manager; just to be a great customer-focused technologist"

Shawn Malhotra, Head of Engineering

"The Distinguished Engineers will be working side-by-side with stakeholders to improve the quality and sophistication of our digital products and services. This will not only help us to better serve our customers, but it will give Thomson Reuters a competitive edge in the marketplace."

Kirsty Roth, Chief Operations and Technology Officer

"I am really grateful for the work Jelena is doing at Thomson Reuters. She has been instrumental in the building and implementation of our Distinguished Engineer program which elevates and advances our top technical talent. Being part of the first cohort will empower me and enable me to impact more strategic decisions within the company."

Ryan Cosgrove, Distinguished Engineer

What Is a Strong Engineering Culture?

A **strong engineering culture** provides **purpose** for the technologists and ultimately helps **retain, grow**, and **attract talent**.

A **strong engineering culture** is established in an **inclusive** workplace where:

- Technologists **are empowered** to achieve and maintain **excellence**
- Senior technologists provide **technical mentoring**
- Organic, applied **innovation** from all roles **is encouraged**
- There are **learning paths** and **communities of practice** for every role and **growth opportunities** are available

Food For Thoughts – Closing Notes

A few questions to leave you with:

Did you recently **pulse-check** your engineering organisation?

Did you recently talk with **your engineers** about their work, aspirations, things they love, and pain points?

Are you **aware** of the buzz about your organisation outside of your usual, official channels?

What do you **hear** about your organisation when you go to the conferences like this?

Or **engineering** communities you are part of?

If your answer is **I don't know**, take some time and **find out!**

You will get **valuable insights** into your organisation and **great ideas for improvement**

Please reach out to me to share your **own journey**, and **suggestions**
you may have and ... let's **continue the conversation.**

