

JOHN FLEETWOOD

John Fleetwood

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SKILLS

Leadership

Servant Leader, Self-organization, Empowerment, Diversity, Agile (Scrum/Kanban)

Vision

Roadmapping, Strategy, Planning, Architecture, Greenfield/Legacy

Coaching

Technical, Career Development, Radical Candor, Psychological Safety, Motivational Drivers

Javascript

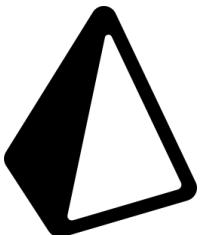
Node, React, NextJS, NestJS, NextAuth, Clerk, Stripe, Typescript, Tailwind, Shadcn, Material UI

Data

PostGres, GraphQL, MySQL, Prisma, Drizzle

Tooling

Confluence, Jira, Git, Gitlab

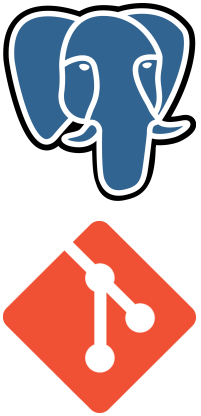


EXPERIENCE

LGE, US (Zenith) – Senior Engineering Manager

Dec 2022 – Present

- 2 Engineering Teams
 - Platform Engineering (Embedded and Infra)
 - Product Engineering (Web, Mobile, Integration)
 - 1 Principal Engineer
 - 3 Staff Engineers
 - 2 Senior Engineers
 - 1 Mid-Level Engineer
 - 1 Intern
- Revitalized team processes:
 - Implemented Jira workflows
 - Automated CI/CD pipelines
- Modernized Tech Stack:



- Led a major technical migration from CentOS (eol) to Ubuntu
 - Navigated significant challenges in design, integration, testing and planning
 - Cross-coordination with multiple engineering teams in Korea
- Optimized team workflows:
 - Expanded the team from 4 to 6 engineers
 - Established a support rotation
 - Formalized release cadence
 - Reduced interruptions
 - Improved response times
- Technical liaison
 - Provided weekly status updates, reports, insights and strategies to Directors, VPs, and other stakeholders
 - Close collaboration with engineering teams and leadership in Korea
- Developed team members
 - Mentored and coached 2 staff engineers and mid-level engineer
 - Grew technical and leadership skills
 - Built confidence and trust

Peloton – Engineering Manager

Jul 2019 – Aug 2022

- Led 5 cross-functional, full-stack engineering teams
 - 1 Engineering Manager
 - 3-11 engineers
 - Logistics, Member Support
 - Greenfield: Overflow, Personalization, Product Marketing
- Fostered a culture of learning, respect, transparency, and trust
 - Motivated, coached, and mentored software engineers
 - Peer-coaching fellow engineering managers
 - Recruiting, onboarding, performance reviews, career advancement, training
 - Facilitated team meetings, 1:1's and other forums to support group and individual development objectives
- Drove technical initiatives
 - Clean, robust, maintainable, and performant systems
 - Improve processes and collaboration within- and cross-team
 - Identified cross-functional dependencies and blockers across engineering, design, and product management
- Short and long-term technical strategies
 - Epic/Sprint, Quarterly and Annual roadmapping
 - Collaboration with Product, Design, Program Management and UX
 - KPIs to measure team effectiveness through key metrics (e.g. DORA)
- Worked closely with technical program managers to ensure the successful delivery of projects
 - Respectfully challenge ideas, call out potential trade-offs
- Led various working and program groups
 - Microsite (SPA), Onboarding, Incident Management
 - Defining program goals and milestones
 - Socializing, evangelizing and implementing org standards, processes and best practices

ActiveCampaign – Engineering Manager

Jul 2018 – May 2019

- 2 Engineering Teams
 - 8 Engineers
 - Personalization

- Chat
- Maintained a smooth-running Kanban workflow
- Improved team efficiency and collaboration
- Provided mentorship and guidance
- Offered timely feedback and coaching
- Supported career growth and development
- Conducted regular 1:1s, check-ins and performance reviews
- Collaborated with team to identify and address improvement opportunities through monthly retrospectives
- Participated in Hiring committee
- Worked with Product Managers to align on team focus and priority
- Collaborated with other engineering teams to identify and anticipate changing requirements and innovation opportunities
- Represented the technology perspective to senior leadership, product managers, designers, and other stakeholders
- Assisting sales and support teams with Red Account (high priority) customer calls and problem resolution

Conversant – *Sr Software Engineer*

May 2015 – Mar 2018

- Node JS, Automation, Unit Testing, Data Structuring, Profiling, Performance Tuning
- Collaborated across multiple teams in architecting new solutions
- Participated in and promoted Agile processes (Jira, Kanban, Stash)
- Worked with product owners and development teams to:
- Gather and refine requirements
- Develop, deploy and maintain codebase
- Participated in ongoing research and evaluation of new technologies
- Led performance initiatives surrounding:
- Scalability
- User Experience
- Drove efforts to improve efficiency in:
- Development
- QA
- Deployment processes
- Coaching and mentoring junior and mid-level software engineers

AlphaZeta – *Freelance* 2014 – 2015 *.NET Architect*

elevenZero – *Freelance* 2011 – 2015 *Developer, Business Manager, Technical Strategist*

Abelson Taylor – *Manager of Interactive Development*

Feb 2008 – Feb 2012, Freelance Jul 2014 – Apr 2015

I was with AbelsonTaylor on two separate occasions, as a full-time employee 2008-2012, later as a consultant 2014-2015

- Staff Management (4-12 Engineers, Associate-Senior Developers)
- >\$2Mil new business won on client pitches

- Requirements Documentation (Functional, Business, Security, QA/Testing, Standards)
- Client and Agency liaison (Analysis, Documentation, Remediation, RFP and Pitches)
- Introduced new technologies and process improvements; Source Control, Virtualization, Documentation
- Large-scale system design and implementation
- Management in a fast-paced, waterfall environment, between 4 and 10+ developers, 20-100 concurrent projects
- Responsible for staffing direction and decisions, new direction and future planning, resource allocation

bMedia – *Senior Developer*

IBM – *Developer*

EDUCATION

Joliet West High School – *Early Grad*

1986-1989

Honors student, 3.82 GPA. Early graduate, top 2% of class.

Rasmussen College – *Advisory Board*

2010-2012

Consulting and advising on curriculum; Guest speaker, Intro to Microsoft MVC3 and Entity Framework, 2012 Rasmussen IT Pro Camp