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Scott Hutchison

Technology Leader

Proven technology leader with 20 years in the business. Driven by the transformative nature of the Internet in our lives, our economy and the opportunities to enhance and enrich our lives through technology. The most satisfying part of my work is leading and guiding teams and building frameworks to organize and optimize work. Then we can all be happy. ;)

Skills

Delivery

Delivery is about commitment and negotiation. Smart development teams under commit and over deliver. This sets the team up for success and sets realistic expectations. Good product managers will have a backlog available for devs to pick up if work is finished early. "Bonus" work can be incentivized and is positive. Continuously over committing and under delivering ruins the morale of the team. Hard to keep a team positive if they are coming up short, quarter after quarter due to over committing.

Teams shouldn't defer bugs and should avoid deferring requirements of an agreed upon feature. Code is never perfect and bugs happen, but bugs and missing requirements create technical debt, a debt no one wants to pay. Better to get it right or else expect more time, money and capacity spent later.

Path to successful delivery of commitments

- Managers should let the team contribute when making commitments
- Fully understand and document the scope of the work being asked for. Spike unknowns and create a design doc for integrations
- Understand the capacity needed to accomplish the work and worst-case scenarios
- Frequently check-in with development managers and product management team
- Look for ways teams can optimize and document processes to eliminate churn and unknowns

Managing/Mentoring

As a leader, listening to the dreams and aspirations, concerns and disappointments of those who report to me is crucial to earning their respect and confidence. As a manager, establishing trust can provide motivation and makes it easy to ask others to complete tasks and hold them accountable. As a mentor, learning someone's strengths and weaknesses means I can push them out of their comfort zone when they need a challenge or guide them to opportunities that leverage their strengths.

It's important to have a vision for why we are doing what we're doing. It's the managers role to clearly and frequently state the vision, assign goals, and explain why the work matters. When others are onboard and understand what needs to be done they can execute on that work.

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Project Planning

Understanding the desired outcomes of the project, detailing why we're doing it and showing how it can be done via building a roadmap is how I've generally approached kicking off a project. These meetings typically involve stakeholders from product and engineering. The product team provides the detailed requirements for all of the known scenarios and engineering provides high level consultation and sometimes a flowchart showing how systems can be used to generate the required data.

Once a plan is defined, a high level LOE is given. The product team will work with engineering managers to write and groom all of the work tickets for the engineers to pick up and the work is prioritized and scheduled against any other work planned or in flight by the product manager. Once the work begins, the project is tracked with a status report published weekly.

Vision & Innovation

"You're either growing or you're dying." This quote most often attributed to Lou Holtz is a universal stoic maxim. Innovation creates growth, lack thereof creates stagnation and dying. Innovation can come from anyone or from anywhere. It's important to listen and challenge others to think wildly out of the box. Not all ideas are great, but great ideas can come from unsuspecting places. Good leaders encourage innovation while balancing the need to get things done.

Leaders communicate vision. It's the answer to, "why are we doing this?" Vision involves setting long term goals and strategy and then instilling the "why" of those goals into the team as a motivating factor. Not every job is exciting or flashy but that doesn't mean it has less purpose and meaning to the goals of the company.

Experience

The Home Depot // 6/2013 to 7/2021

Software Engineering Manager, [homedepot.com](https://www.homedepot.com), HD Home, Platform

- Managed 9-12 engineers across several squads each with it's own purpose.
- Organized feature work with product owners and project managers in preparation for the next quarter's work.
- Guided and trained product managers how to break features into stories for engineers that thoroughly detail requirements, and acceptance criteria.
- Aligned work commitments and timelines with dependent engineering teams to get on their roadmaps and avoid issues during development and at deployment.
- Kept the team motivated with frequent team meetings, clear communication of expectations, and celebrations.
- Agile process: daily morning scrum, daily code review and publishing, weekly grooming, weekly show and tell, quarterly or ad-hoc retro.

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Southern Company & Georgia Power // 1/2008 – 6/2013

Lead UI Developer, Southern Company intranet

- Lead a group of five in-house junior developers/designers.
- Trained end users at other operating companies throughout Southern Company.
- Wrote the CSS and HTML for the basic theme and default properties of the components that make up the content management system.

Cleveland.com // 4/2006 – 12/2007

Web producer, cleveland.com (The Plain Dealer).

Cleaned up code, redesigned pages with CSS, designed a hundred or so animated GIFs and flash advertisements for our local advertisers, and performed any maintenance or troubleshooting on the website as necessary.

Sun News // 2005 – 2006

Community newspaper, Cleveland, OH.

Freelance illustrator creating maps and other graphic elements to accompany news stories.

Cincinnati Citysearch // 2001

Assistant Editor at CincinnatiCitysearch.com.

Duties included, writing stories, coding the stories, contributing photography, organizing campaigns, hiring and directing freelancers, editing story submissions, and working with local, regional and national editors.

Education

Visual Communication & Design, Cuyahoga Community College, 2006

BA English Literature & Journalism, University of Cincinnati, 2001