



Shane Smith <ssmith@nerdery.com>

Feedback Excerpts

Ben Koren <Ben.Koren@nerdery.com>
To: Shane Smith <Shane.Smith@nerdery.com>

Fri, Aug 28, 2015 at 2:47 PM

Feel free to quote me on any of this:

=== 07/31/2015 ===

I sat in on a call between RTI (19235T) and the Nerdery, which included Shane, the RTI CIO, Loukia, and others. The purpose of this call was to address a large discrepancy in hours between the proposal and the scope. The CIO drilled the Nerdery on each of the line items, calling our estimates into question. Shane handled this calmly and confidently, explaining the reasoning in very clear non-technical terms, while putting everything into the context of their specific business situation.

By all accounts we deserved to lose the sale because of this discrepancy, but thanks, in large part, to Shane's explanations the client walked away content with the situation and willing to work together on a mutually beneficial resolution.

=== 06/12/2015 ===

Shane had a very strong semi-annual this year. He exhibits every quality I expect of a Senior developer, and is beginning to branch into things I'd only expect of a PSE.

He has grown to be very strong on the technical side of the matrix, especially now that he has some Symfony under his belt. He has had a huge impact on the FI:MAC (Symfony) project through his continuous recommendations for the codebase. My only criticisms of his code were very minor and ended up just being circumstantial to their respective projects.

I am fully confident in Shane's ability to lead any PHP project we have. He is now well-versed in Symfony and is also able to take on any of our CMS projects. He is currently showing this with RTI, which is a Drupal project (Shane doesn't know Drupal). He is properly leveraging other developers everywhere necessary, while at the same time not wasting anyone's time.

The breadth of Shane's impact is growing as well. He has asked me on a number of occasions how he can spread his influence in the company. He now has a good understanding of how he can effectively help other developers without getting on a soapbox. Also, he is now the committee representative for Bacon, which is getting exposure to the rest of the company. It is clear that working from home does not hold Shane back in his ability to positively impact his projects and the company at large.

=== 12/03/2014 ===

Shane has shown that he can make the projects he runs highly successful, even when they are not sold with the best of circumstances (ex: only 1.5 weeks to develop an entire site). He also has shown that he can take fellow developers under his wing and help them grow their skills - this was clearly shown with his time with Mike

Sawicki.

My challenge for Shane going forward is to make more engagements like his one with Mike Sawicki. He's shown that he can make projects successful, but the next step is to continue to have a positive impact on every developer that spends time with him. I'd also like him to take more action with regards to his interest in DevOps and testing. He has a good understanding of some cutting edge tools in this area, but it takes a lot of work to actually get something adopted at the Nerdery - and Shane has the chops to do it.

One of the biggest steps Shane has taken in recent months is to be humble. To lean on other developers, get their input, and incorporate it into his way of thinking. This was clearly shown when he worked with Thomas McMahon on improving OO-Wordpress, but Shane needs to continue with this. Most importantly, stay humble. No matter who you are, there are a ton of Nerds here that probably know way more - keep up this pattern of reaching out, learning from them, and hopefully teaching them something as well.

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