Steven is a world class manager who goes above and beyond for his team. I think where he specializes is putting the person first and realizing how the psychological effects of working high intensity jobs needs to be balanced, with joy and happiness and fulfillment in life. To be a top performing engineer is exceptionally difficult and Steven provided an environment where I could succeed. Specifically Steven guided me into my first management role and gave me a lot of tips on how to be an effective manager, helping guide the human aspect of it.

Another area of strength for Steven is breaking down barriers of communication across teams. When he joined, communication with another pod at our company was significantly lacking, product was not writing definitions that were needed, there were private dms that weren't being shared out. A great example of this was our only principal backend engineer and I were directly messaging each other about architecture but not disseminating our learnings, justifications and debates to the rest of the engineering team, which hindered growth and learning across the organization. He encouraged me to make those chats visible to other engineers for their growth and we did so and that was extremely well received.

Steven also effectively built out an engineering team hiring 5-10 world class engineers and product managers over the span of a few months. One thing that really grew on me was the way he handled rejection letters to candidates, giving them thoughtful and precise feedback when they were not the right fit, showing good faith on behalf of the company and bringing back the human aspect to a process that can be cold and heartless.

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