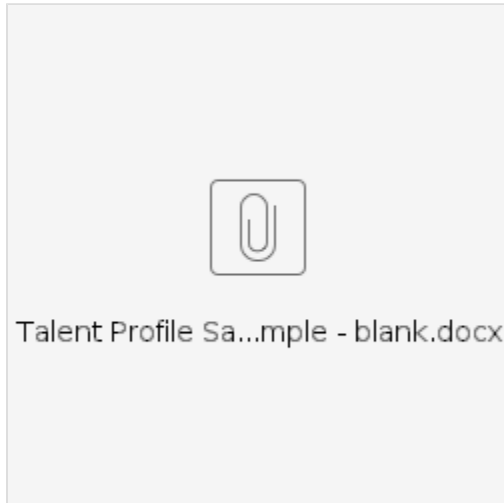


# Talent Profile

This is my Confluence-based take on the following template:



- [Tina Fletcher's Talent Profile](#)
  - [My Unique Value](#)
    - [D2L Competencies and Values - Top 3 and Why](#)
    - [Key Strengths/Skills](#)
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    - [Key Accomplishments in past 12 months:](#)
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## Tina Fletcher's Talent Profile



**Leader Name:** Mike Ruthven

**D2L Start Date:** January 2015

**Total Years of Experience:** 6 at D2L, 8 at BlackBerry, 1.5 co-op

### My Unique Value

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#### D2L Competencies and Values - Top 3 and Why

- **Lead by Example** I model examples of taking time to invest in my own learning and career growth (e.g. speaking engagements and conferences, involvement in KWSQA, role/team movement within D2L)
- **Focus on Better, Smarter, Faster** I spend significant time on initiatives aimed at improving how we do things (e.g. Alignment Days, ownership, code stewardship... see more examples at [My D2L Initiatives](#) )

- Be Boundary-less A common theme among initiatives I take on is finding ways for myself and others to build better connections and working relationships across teams and departments

## Key Strengths/Skills

- Helping to improve and maintain cohesion within teams, groups, and broader networks of people
- Keeping myself and others organized; keeping track of details
- Planning, developing strategies, and figuring out how to get started on a new project or problem that has a lot of uncertainty

(taken from <https://www.tinafletcher.ca/My-new-resume/>)

## Accomplishments

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### Key Accomplishments in past 12 months:

- Gained a lot of empathy for the Product Manager role by acting as both a PdM and Dev Manager for ~4 months
- Working on an initiative to improve how we define and execute ownership for dev teams
- Decided to seek new challenges by making a transition to a different dev team at D2L

### Summary of past roles and work at D2L:

#### September 2020-present: Software Development Manager (Nova)

- Working towards Nova initial launch
- Continuing to build the remainder of the dev team

#### 2017-2020: Software Development Manager (Nimbus)

- Consistent Eval Experience organized a research and prototyping phase for the project, and helped the team to make decisions about technical approach to various aspects of the project
- Quick Eval lead initial project planning and goal setting, prior to going on maternity leave
- Observational Assessments helped team re-establish good practices for working in core LMS, and on client-facing features; took ownership of the entire Assignments tool
- All-in-AWS created, obtained support for, and executed a safe and effective exit strategy for the team from this project
- LEAD program participant key participant in an initiative to implement a "Try Now" experience for the corporate market

#### 2015-2017: Software Test Strategist and Senior Software Test Strategist (Nimbus)

- All-in-AWS developed test strategies and risk management plans related to refactoring single-tenant services and systems to be able to function in a multi-tenant environment
- Insights FRAs developed a mock API that allowed for much more flexible front end testing (this mock API was also used extensively by Sales Eng team)
- Student Success System built up a library of historical test data that could be used for testing predictive analytics (data was used both within the team and beyond for several years)

Also see: [My D2L Initiatives](#) , [InFusion Talks](#) , [External Talks](#)

### Highlights of pre-D2L roles:

#### 2008-2014: Software Testing Team Lead (BlackBerry)

- Managed a team of software testers; responsible for high level test strategy

#### 2005-2008: Software Tester (BlackBerry)

- Designed and executed test plans for various core BlackBerry applications

## Goals

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### Areas of focus over next 12 months:

- Find an external speaking opportunity (have taken a long break from this, and was getting great value from it previously)
- Make improvements to how I facilitate definition and estimation of dev work (want to see fewer cases of issues that were “working as intended”, and increased overall predictability of feature delivery)
- Make some kind of meaningful change related to how TED manages dev team ownership (perhaps a clearer definition of what ownership even means, and/or a common framework for ownership transitions)

#### **Career Aspirations:**

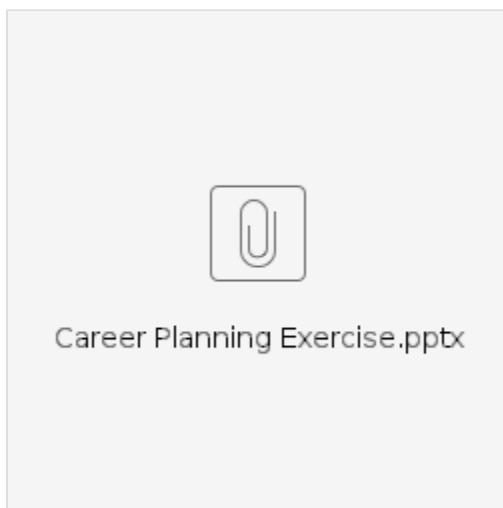
I want to help people understand each other better, and formulate plans to tackle challenging projects, so that we can solve difficult problems together.

I work hard, but I'm not perfect and I don't know everything. I want to be around people who appreciate my hard work, and work hard themselves. I also want to spend time with people who have opinions and perspectives that differ from my own, and who help me to learn, grow, and improve.

(taken from <https://www.tinafletcher.ca/My-new-resume/>)

#### **Potential Next Move:**

I defined some possible career paths for myself a while back in this document:



Most likely out of this list, though:

- Become an excellent Software Development Manager and work towards filling gaps that lead towards a Senior title