

# GEORGE SUDARKOFF

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## EXECUTIVE LEADER OF AGILE TECHNICAL TEAMS

EXECUTIVE COACHING | SERVANT LEADERSHIP | AGILE AND SCRUM PROJECT MANAGEMENT | SOFTWARE DEVELOPMENT LIFECYCLE | SCALED OPERATIONS

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### PROFESSIONAL PROFILE

Uniquely qualified engineering executive whose natural business acumen and affinity for coaching and mentorship are well-complemented by a technical foundation formed by hands-on experience in software and product development. Influential leader with a reputation for facilitating radical change across people and organizations to remove roadblocks, identify strategic growth initiatives, and successfully scale technical operations to support the rapid growth of an enterprise. Culture-driven manager with a passion for fostering individual talent to build motivated, engaged teams.

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### NOTABLES

Played a pivotal role in establishing the technical framework, business process, and overall team culture that enabled SurveyMonkey to scale and grow into a publicly traded company that has continued to succeed post-IPO.

Spearheaded SurveyMonkey's cultural transformation by championing change management across the enterprise, shifting antiquated systems to create a forward-thinking environment that shaped the company's continued growth.

Cultivated relationships with colleagues and investors to conceptualize and launch a start-up technology company, gaining early commitments from stakeholders and venture capitalists to begin engineering a minimum viable product.

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### CAREER HISTORY

#### GEORGE SUDARKOFF, LLC | SEATTLE, WA

EXECUTIVE LEADERSHIP COACH

2019 – PRESENT

- Coach and consult high-level technical leaders, founders, and CTOs in emotional and mental support, team building, and change management to help them instill a positive culture and servant leadership within their organizations.
  - Encourage an outcomes-driven coaching process that exhibits scalability, quality, and visible impact throughout teams and rapidly scaling enterprises working to drive drastic change, build technical skills, and achieve results.

#### BOATZILLA, INC | SEATTLE, WA

Co-FOUNDER, CTO

2019 – 2020

- Co-founded and led the start-up through all stages by building the executive team, ideating the technology, identifying market availability, and validating product positioning to obtain seed-round funding for a minimum viable product.

#### SURVEYMONKEY | SAN MATEO, CA

ENGINEERING MANAGER (ACTED AS DIRECTOR OF ENGINEERING)

2014 – 2019

*Progressed rapidly from an individual contributor to a leadership role that paralleled the rapid growth of the start-up, making key contributions to team culture and platform technology to support the scaling and subsequent company IPO.*

- Developed enterprise frameworks, structure, and processes across mission-critical operations, including infrastructure engineering, site reliability, incident response, as one of the first 300 employees at this now publicly-traded company,
  - Instilled Agile fundamentals to drastically shift a siloed and centralized engineering structure from infrequent and manual processes to a culture driven by continual deployment, automated testing, and self-service DevOps.
  - Overhauled the incident management team in a cross-enterprise initiative that established the company's staff hierarchy, standard operating procedures, and policies for incident response, observability, and technical support.
- Led cross-functional teams without authority, taking above-role responsibility for change-management across the organization to build a reputation as an influential leader capable of gaining buy-in to a rapidly changing environment.

#### VMWARE | PALO ALTO, CA

SENIOR STAFF ENGINEER (ACTING AS AN ENGINEERING MANAGER)

2012 – 2014

- Led technical teams through the software development lifecycle by managing workflow, prioritization, and overall development strategies while providing subject matter expertise to expand core technologies.
  - Proposed, implemented, and optimized algorithms for calculating the optimal placement of data objects on the virtual SAN using the roulette-wheel selection via stochastic acceptance.

**JUNIPER NETWORKS | SUNNYVALE, CA**

**TEAM LEAD/STAFF ENGINEER**

**2009 – 2012**

- Led technical teams designing and developing internal tools to support Agile business and software processes.

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**EDUCATION AND CERTIFICATIONS**

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**ALTAI STATE TECHNICAL UNIVERSITY | Master of Engineering, Systems Engineering**

**CERTIFICATIONS | Scrum Alliance, Certified Scrum Master; Tiny Habits Academy, Certified Tiny Habits Coach**