Collin County
Going the Extra Mile (GEM) Recognition Form

Honoree's Name: __Bryan Yates_____

Honoree's Job Title: __System Programming Supervisor_

Department: _____Information Technology_____

Years of Service with the County: _29.5 yrs_____

Why the Honoree is receiving a GEM Award including dates:

Bryan first full year managing the Dev team has been impressive. He has the respect of the team based on his Dev experience. He has subtly introduced new techniques to improve his team's effectiveness. We have a solid team and Bryan is a solid manager.

Bryan has been very involved in how the AppDev team can be more effective. In some cases he dedicates DEVs to a specific project like Tyler Supervision & EnerGov. In most cases, he has used Agile and Lean techniques to get the most out of the team.

He regularly meets with other managers to determine new priorities. If the project is significant like CAAPS, he will encourage that that project get "swarmed" (Mob Programming). Other projects may require pairing like the Website update and Elections data store.

Bryan built a project dashboard to better show the impact of unplanned work on the AppDev team compared to complete planned work on time.

Approved by elected official or department head on the _13_ day of _Sep_ , 20_23_

Caren R. Skipworth
_____
Signature of Elected Official
or Department Head

Caren R Skipworth
_____
Printed Name