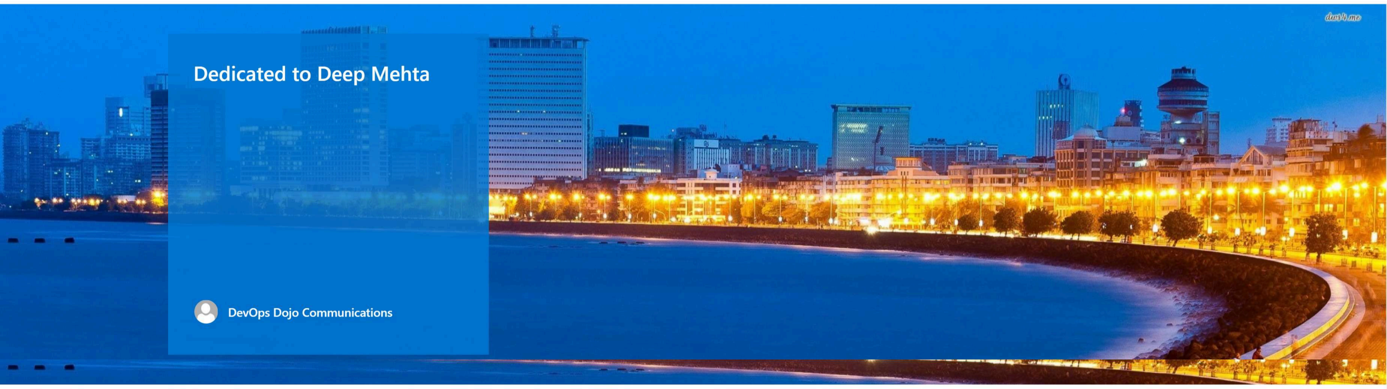


Dedicated to Deep Mehta

DevOps Dojo Communications

Deep Mehta

In Dojo community we are privileged to have enjoyed the company of one great talent Deep Mehta. This newsletter is to celebrate Deep's contributions to our customer and our community.

"Small Disciplines repeated with consistency everyday lead to great achievements gained slowly over time" - John C Maxwell

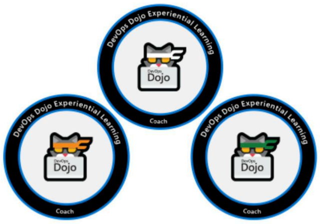
What Deep did in past three years of his association with the DevOps Dojo Community is incredibly consistent, and he has helped us in creating the best of the solutions for our internal and external audiences. He is the mastermind behind all the technical work that you see in the DevOps Dojo Labs on Azure DevOps or GitHub. We are extremely grateful for his dedication and his commitment to the Dojo community. Let us take a look at his journey with our community

Deep Mehta's Contributions and his journey with the DevOps Dojo Community

This newsletter is dedicated to Deep who had enormous contribution to our community. He started as an aspire in 2019 when he first joined the Dojo community.

Deep led the development of White Belt, Orange Belt, Green Belt, InnerSource, Make GitHub Real, GitHub Bootcamp YouTube Live events, ChatOps, Q&A bot, Self-service Portal, Microsoft Accessibility Standard ADO mapping, and almost all Dojo Delivery Tech Support. His footprints were all over the place in our community.

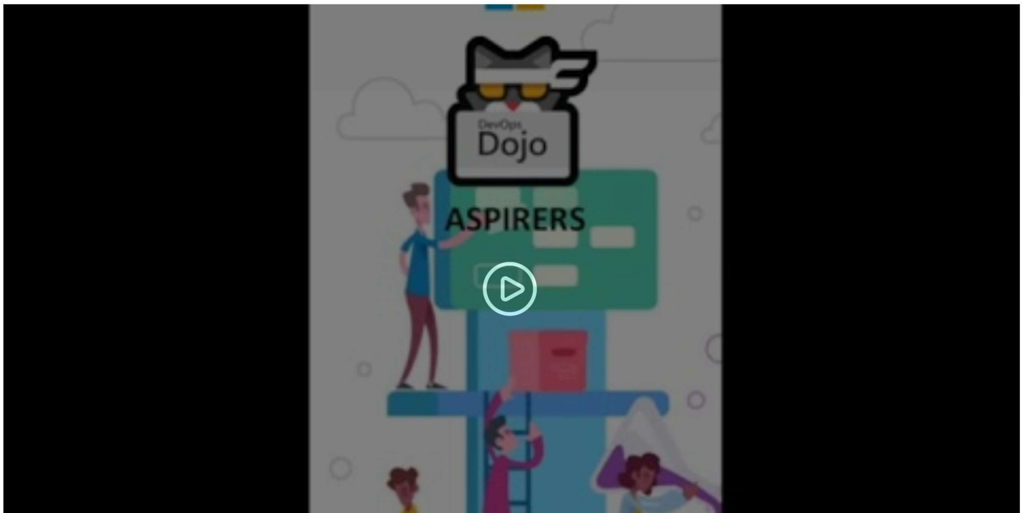
Most people overestimate what they can do in a day, and underestimate what they can do in a month. We overestimate what we can do in a year, and underestimate what we can accomplish in a decade. Here is what Deep achieved in less than three years with his spare time. SIMPLY AMAZING!



DevOps Dojo Coach

Microsoft Aspires

The Aspires are the youngest employees at Microsoft who graduated recently from the university. Joining Microsoft without field experience and dealing with customers from day one is challenging, especially considering that they must often deal with customers with way more experience than themselves. However, the power of the fresh Aspires brings different worldviews to the table, unleashes their creativity and energy, and helps us discover new ways to accomplish the Microsoft mission. Deep is one of the Aspires in the Dojo Community.

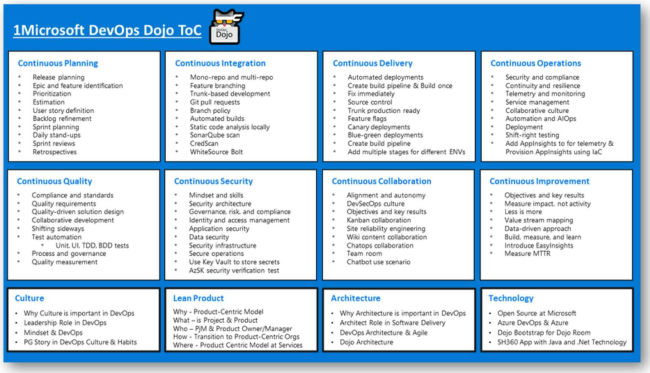


Microsoft Aspires

DevOps Dojo White Belt

Deep contributed to the redesign of the White Belt ADO labs, which included updating the lab instructions to reflect the most recent updates and [redacted]

[DevOps Dojo White Belt]



1Microsoft DevOps Dojo ToC

Continuous Planning
- Release planning
- Epic and feature identification
- Prioritization
- Estimation
- User story definition
- Backlog refinement
- Sprint planning
- Daily stand-ups
- Sprint reviews
- Retrospectives

Continuous Integration
- Mono-repo and multi-repo
- Feature branching
- Trunk-based development
- Git pull requests
- Branch policy
- Automated builds
- Static code analysis locally
- SonarQube scan
- CredScan
- WhiteSource Bolt

Continuous Delivery
- Automated deployments
- Create build pipeline & Build once
- Fix immediately
- Source control
- Trunk production ready
- Feature flags
- Canary deployments
- Blue-green deployments
- Create build pipeline
- Add multiple stages for different ENVs

Continuous Operations
- Security and compliance
- Continuity and resilience
- Telemetry and monitoring
- Service management
- Collaborative culture
- Automation and AIOps
- Deployment
- Shift-right testing
- Add AppInsights to for telemetry & Provision AppInsights using IaC

Continuous Quality
- Compliance and standards
- Quality requirements
- Quality-driven solution design
- Collaborative development
- Shifting sideways
- Test automation
  - Unit, UI, TDD, BDD tests
- Process and governance
- Quality measurement

Continuous Security
- Mindset and skills
- Security architecture
- Governance, risk, and compliance
- Identity and access management
- Application security
- Data security
- Security infrastructure
- Secure operations
- Use Key Vault to store secrets
- AzSK security verification test

Continuous Collaboration
- Alignment and autonomy
- DevSecOps culture
- Objectives and key results
- Kanban collaboration
- Site reliability engineering
- Wiki content collaboration
- Chatops collaboration
- Team room
- Chatbot use scenario

Continuous Improvement
- Objectives and key results
- Measure impact, not activity
- Less is more
- Value stream mapping
- Data-driven approach
- Build, measure, and learn
- Introduce EasyInsights
- Measure MTTR

Culture
- Why Culture is important in DevOps
- Leadership Role in DevOps
- Mindset & DevOps
- PG Story in DevOps Culture & Habits

Lean Product

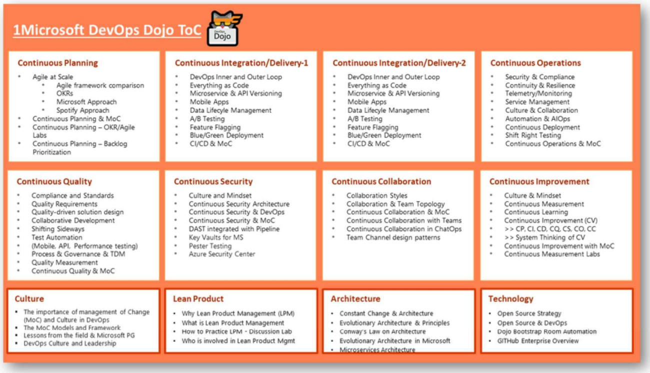
Why - Product-Centric Model
What – is Project & Product
Who – PjM & Product Owner/Manager
How - Transition to Product-Centric Orgs
Where - Product Centric Model at Services

Architecture
- Why Architecture is important in DevOps
- Architect Role in Software Delivery
- DevOps Architecture & Agile
- Dojo Architecture

Technology
- Open Source at Microsoft
- Azure DevOps & Azure
- Dojo Bootstrap for Dojo Room
- SH360 App with Java and .Net Technology

DevOps Dojo White Belt

DevOps Dojo Orange Belt



1Microsoft DevOps Dojo ToC

Continuous Planning
- Agile at Scale
  - Agile framework comparison
  - OKRs
  - Microsoft Approach
  - Spotify Approach
- Continuous Planning & MoC
- Continuous Planning – OKR/Agile Labs
- Continuous Planning – Backlog Prioritization

Continuous Integration/Delivery-1
- DevOps Inner and Outer Loop
- Everything as Code
- Microservice & API Versioning
- Mobile Apps
- Data Lifecyle Management
- A/B Testing
- Feature Flagging
- Blue/Green Deployment
- CI/CD & MoC

Continuous Integration/Delivery-2
- DevOps Inner and Outer Loop
- Everything as Code
- Microservice & API Versioning
- Mobile Apps
- Data Lifecyle Management
- A/B Testing
- Feature Flagging
- Blue/Green Deployment
- CI/CD & MoC

Continuous Operations
- Security & Compliance
- Continuity & Resilience
- Telemetry/Monitoring
- Service Management
- Culture & Collaboration
- Automation & AIOps
- Continuous Deployment
- Shift Right Testing
- Continuous Operations & MoC

Continuous Quality
- Compliance and Standards
- Quality Requirements
- Quality-driven solution design
- Collaborative Development
- Shifting Sideways
- Test Automation
- (Mobile, API, Performance testing)
- Process & Governance & TDM
- Quality Measurement
- Continuous Quality & MoC

Continuous Security
- Culture and Mindset
- Continuous Security Architecture
- Continuous Security & DevOps
- Continuous Security & MoC
- DAST integrated with Pipeline
- Key Vaults for MS
- Pester Testing
- Azure Security Center

Continuous Collaboration
- Collaboration Styles
- Collaboration & Team Topology
- Continuous Collaboration & MoC
- Continuous Collaboration with Teams
- Continuous Collaboration in ChatOps
- Team Channel design patterns

Continuous Improvement
- Culture & Mindset
- Continuous Measurement
- Continuous Learning
- Continuous Improvement (CV)
- >> CP, CI, CD, CQ, CS, CO, CC
- >> System Thinking of CV
- Continuous Improvement with MoC
- Continuous Measurement Labs

Culture
- The importance of management of Change (MoC) and Culture in DevOps
- The MoC Models and Framework
- Lessons from the field & Microsoft PG
- DevOps Culture and Leadership

Lean Product
- Why Lean Product Management (LPM)
- What is Lean Product Management
- How to Practice LPM - Discussion Lab
- Who is involved in Lean Product Mgmt

Architecture
- Constant Change & Architecture
- Evolutionary Architecture & Principles
- Conway's Law on Architecture
- Evolutionary Architecture in Microsoft
- Microservices Architecture

Technology
- Open Source Strategy
- Open Source & DevOps
- Dojo Bootstrap Room Automation
- GITHub Enterprise Overview

DevOps Dojo Orange Belt

Deep was a key player in the design, development, and deployment of the DevOps Dojo Orange Belt labs. These labs are still used in our delivery today. He created:

- Lab Flow diagrams
- Recorded demos of labs
- Lab Instructions in wiki

He has been heavily involved in lab testing from the end user's perspective.

[DevOps Dojo Orange Belt]

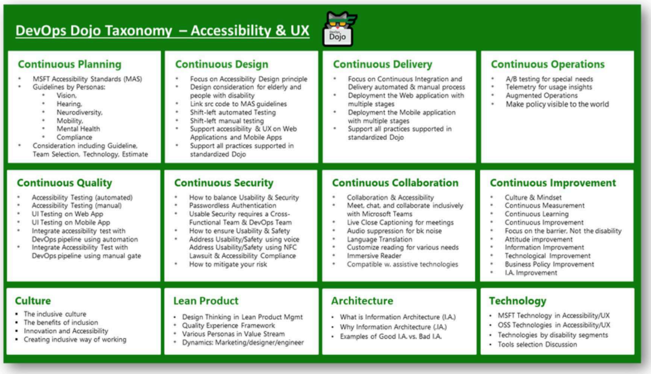
DevOps Dojo Green Belt

Deep designed end-to-end labs focusing on all taxonomy capabilities. All technical implementation, from infrastructure setup to designing lab flows and putting together instructions on how to do the labs. This includes the following:

- Self-Service Portal
- ADO Labs
- GitHub Labs

With his expertise, concerns on cost, and deep thinking he was able to optimize the cost of running the resources in Azure.

[DevOps Dojo Green Belt]



DevOps Dojo Taxonomy – Accessibility & UX

Continuous Planning
- MSFT Accessibility Standards (MAS)
- Guidelines by Personas:
  - Vision,
  - Hearing,
  - Neurodiversity,
  - Mobility,
  - Mental Health
  - Compliance
- Consideration including Guideline, Team Selection, Technology, Estimate

Continuous Design
- Focus on Accessibility Design principle
- Design consideration for elderly and people with disability
- Link src code to MAS guidelines
- Shift-left automated Testing
- Shift-left manual testing
- Support accessibility & UX on Web Applications and Mobile Apps
- Support all practices supported in standardized Dojo

Continuous Delivery
- Focus on Continuous Integration and Delivery automated & manual process
- Deployment the Web application with multiple stages
- Deployment the Mobile application with multiple stages
- Support all practices supported in standardized Dojo

Continuous Operations
- A/B testing for special needs
- Telemetry for usage insights
- Augmented Operations
- Make policy visible to the world

Continuous Quality
- Accessibility Testing (automated)
- Accessibility Testing (manual)
- UI Testing on Web App
- UI Testing on Mobile App
- Integrate accessibility test with DevOps pipeline using automation
- Integrate Accessibility Test with DevOps pipeline using manual gate

Continuous Security
- How to balance Usability & Security
- Passwordless Authentication
- Usable Security requires a Cross-Functional Team & DevOps Team
- How to ensure Usability & Safety
- Address Usability/Safety using voice Address Usability/Safety using NFC Lawsuit & Accessibility Compliance
- How to mitigate your risk

Continuous Collaboration
- Collaboration & Accessibility
- Meet, chat, and collaborate inclusively with Microsoft Teams
- Live Close Captioning for meetings
- Audio suppression for bk noise
- Language Translation
- Customize reading for various needs
- Immersive Reader
- Compatible w. assistive technologies

Continuous Improvement
- Culture & Mindset
- Continuous Measurement
- Continuous Learning
- Continuous Improvement
- Focus on the barrier, Not the disability
- Attitude improvement
- Information Improvement
- Technological Improvement
- Business Policy Improvement
- I.A. Improvement

Culture
- The inclusive culture
- The benefits of inclusion
- Innovation and Accessibility
- Creating inclusive way of working

Lean Product
- Design Thinking in Lean Product Mgmt
- Quality Experience Framework
- Various Personas in Value Stream
- Dynamics: Marketing/designer/engineer

Architecture
- What is Information Architecture (I.A.)
- Why Information Architecture (.I.A.)
- Examples of Good I.A. vs. Bad I.A.

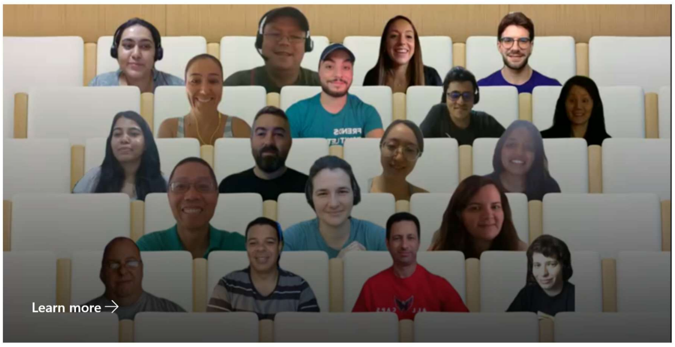
Technology
- MSFT Technology in Accessibility/UX
- OSS Technologies in Accessibility/UX
- Technologies by disability segments
- Tools selection Discussion

DevOps Dojo Green Belt

DevOps Dojo Master Class - Internal Readiness

We had to conduct all our deliveries remotely due to the COVID-19 pandemic in 2020. This added additional challenges, particularly in terms of how individuals will perform the hands-on labs, which are a crucial component of the masterclass.

With Deep's help, we began with the labs for our first remote delivery and have not looked back since.



Eleven Master Classes have been completed, and none would have been possible without Deep's support.

- 1st IGD DevOps Dojo White Belt Masterclass
- 2nd IGD DevOps Dojo White Belt Masterclass
- 3rd IGD DevOps Dojo White Belt Masterclass
- 1st APJ DevOps Dojo White Belt Masterclass
- 2nd APJ DevOps Dojo White Belt Masterclass
- 4th APJ DevOps Dojo White Belt Masterclass
- 1st APJ DevOps Dojo Orange Belt Masterclass
- 1st IGD DevOps Dojo Orange Belt Masterclass
- 1st APJ CSU DevOps Dojo White Belt Masterclass
- 1st ATZ CSU DevOps Dojo White Belt Masterclass
- 1st EMEA CSU DevOps Dojo White Belt Masterclass

DevOps Dojo Master Class - Customer Deliveries

Customer deliveries supported by Deep

When we attempted remote delivery for internal teams, we felt more confident in our ability to give masterclasses remotely to client teams as well. Deep verified that the labs were properly tested before masterclasses were delivered via Azure DevOps or GitHub, ensuring that external users had no problems accessing the labs. The external participants had to access Microsoft Teams tenant to join the deliveries. So Deep, helped to identify all technical challenges they might face while switching tenants and how to resolve them. Check out his contributions to the customer masterclasses!

Make GitHub Real

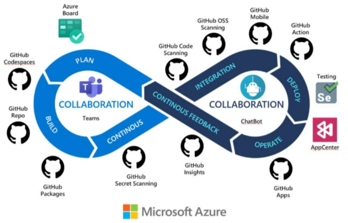
As a community we decided to pivot to open source and move to GitHub to address the needs of the customers in that space. The POV would stay same, but the lab implementations needed to be updated to support GitHub. This is when Deep stepped up and build the labs on GitHub along with other members of the community.

Check out the Make GitHub Real labs:

- Make GitHub Real - Intro
- Make GitHub Real - Demo

Want to try out the White Belt - GitHub lab, get your environment here:

- DevOps Dojo White Belt - GitHub


Dojo Reference Implementation with GitHub + Azure DevOps

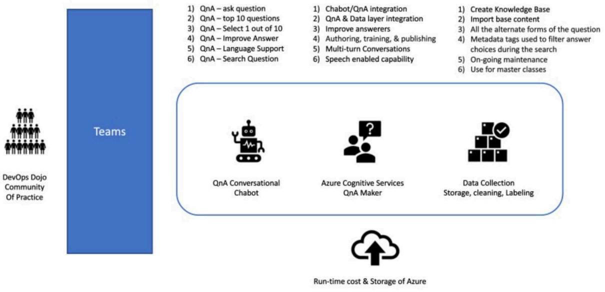
DevOps Dojo reference implementation with GitHub and Azure DevOps

QnA Bot with InnerSource

Deep and Yue Sheng developed the QnA Bot for the Dojo community under the guidance of Kan Tang.

Innersource QnA Bot was created to let users quickly obtain Dojo-related answers during a conversation. It also permitted users to contribute to and improve QnA Bot quality using Innersource. The solution consists of the following:

- Azure Bot Service
- Azure Cognitive Service (QnA Maker and Content Moderator)
- InnerSource as one single source of truth
- Sync Pipeline
- Power BI Dashboard



1) QnA – ask question
2) QnA – top 10 questions
3) QnA – Select 1 out of 10
4) QnA – Improve Answer
5) QnA – Language Support
6) QnA – Search Question

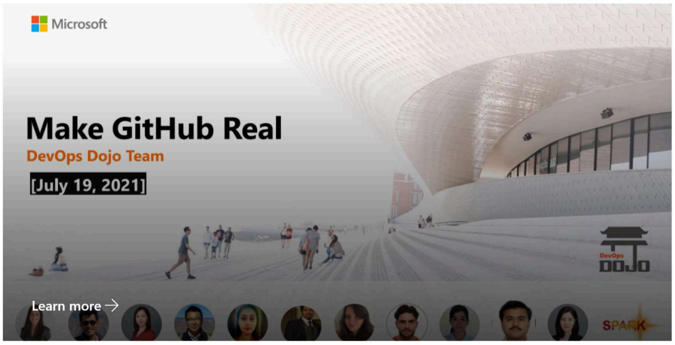
1) Chabot/QnA integration
2) QnA & Data layer integration
3) Improve answerers
4) Authoring, training, & publishing
5) Multi-turn Conversations
6) Speech enabled capability

1) Create Knowledge Base
2) Import base content
3) All the alternate forms of the question
4) Metadata tags used to filter answer choices during the search
5) On-going maintenance
6) Use for master classes

DevOps Dojo Community Of Practice
Teams
QnA Conversational Chabot
Azure Cognitive Services QnA Maker
Data Collection Storage, cleaning, Labeling
Run-time cost & Storage of Azure

QnA Maker

SPARK 2021 - Make GitHub Real



Deep was a member of the core team that presented Make GitHub Real at Spark, and he assisted in creating the demo environment for the event to ensure a successful end-to-end demo.

SPARK is a virtual learning conference open to all Microsoft internal employees. Most of the content was technical, with some customer-facing soft skills stuff thrown in for good measure. SPARK's material ranges from extremely technical deep dives at the 400+ level to high level roadmaps at the 100 level. Our Make-GitHub-Real was a 2-hour end-to-end demonstration of how GitHub works in DevOps Dojo.

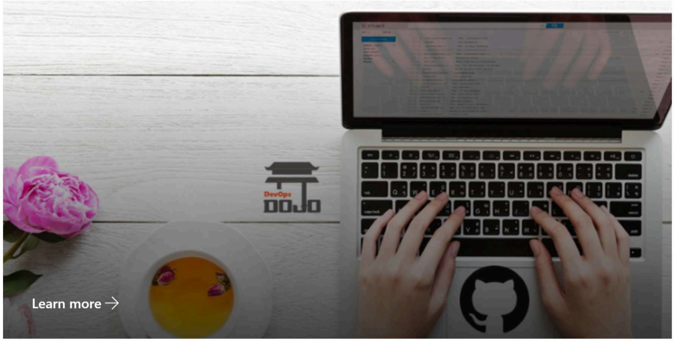
SPARK 2021 - Make GitHub Real

GitHub SHOTs Bootcamp

Deep was a key speaker at the GitHub SHOTs Bootcamp, and he provisioned the demo's end-to-end environment.

The DevOps SHOTs Bootcamp series was taken over by the DevOps Dojo Community and other GitHub subject matter experts from August 5th to September 9th, 2021, to deliver fun, interactive training on DevOps and GitHub. After watching this series, you should have the resources you need to communicate to your clients about why they should care about DevOps and why GitHub is Microsoft's strategic direction for DevOps tooling.

GitHub SHOTS Bootcamp



GitHub Bootcamp - YouTube Live

FY22 GitHub Bootcamp at YouTube Live by Marketing GitHub & Dojo Community
Learn more →

After the successful delivery of GitHub SHOTs Bootcamp by the DevOps Dojo community supported by GitHub from August 5th through September 9th, 2021, product marketing, GitHub, and CSU reached out to the Dojo community to bring this series to the worldwide platform on YouTube Live.

Deep provisioned the demo environment and delivered important demos on CI/CD using GitHub Actions and workflows, and an InnerSource end-to-end use case using GitHub.

GitHub Bootcamp at YouTube Live

Self Service Portal for DevOps Dojo Belts

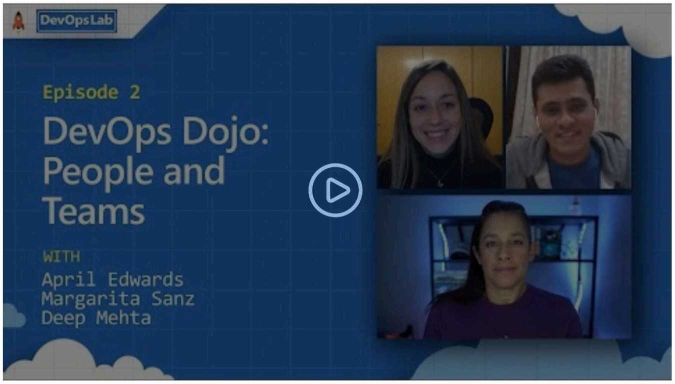
Deep is the chief creator of the self-service application for provisioning the GitHub environment for the DevOps Dojo.

To enable the Make-GitHub-Real adoption, the Dojo engineering team decided to create a self-service Microsoft Power App to make instance provisioning easier. This Power App accepts the required inputs, then uses automation to provision all required components including the GitHub repository, Microsoft Team's configuration, Azure DevOps initial data and reference branches.

DevOps Dojo Self Service app

GitHub Learning
Learn more →

Contribution to Azure Blogs



DevOps Dojo - People and Teams

DevOps Dojo community shares the learning and experience with the world using the Dev Blogs. Deep shared his insights and learnings through the blogs focused on People & Teams and Experiential Learning.

Deep also shared his views on what motivated him to become a part of the community, and how the community continuously provided him with the environment to grow.

Blogs

- DevOps Dojo – People & Teams
- DevOps Dojo – Experiential Learning
- DevOps Dojo - UX/Accessibility

YouTube Video

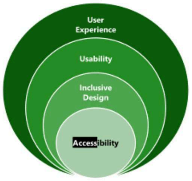
- DevOps Dojo: People and Teams

Green Belt - UX/Accessibility - GitHub

Deep made major contributions to the design of the Green Belt - UX/Accessibility - GitHub version labs and created the self-service Power App to provision the Green Belt environment. He also created all the repositories and workflows required to run the end-to-end labs.

He totally restructured the SH360 sample application used in the labs to remove AKS thereby bringing down immensely the cost of running the labs. Once again, his attitude towards learning and thinking like a good corporate citizen in benefiting the community as well as the customers.

DevOps Dojo - UX/Accessibility- GitHub



Green Belt - UX/Accessibility

Special Dedication

Margarita Sanz Del Rio

"Dear Deep, I wouldn't know where to begin to thank you for all that I have learned from you and grown thanks to you. I think I have told you many times but, you are a great inspiration in every aspect. You have an impressive work ethic, your commitment, and the way you care about others make working with you always a real delight.

We have shared a lot over the past two years, and you have certainly made a difference in my experience at Microsoft. I have seen you grow with every challenge, demonstrate how technically brilliant and also seen you be a team player, work with and for your team and always see the positive side of everything. Nothing can beat you.

It is with a great sadness that I say goodbye to you for the moment although I certainly believe that you have wonderful things ahead of you and I will be happy to see them.

Thank you for everything and I wish you the best of luck! "

Giulia Cupani

"I consider myself lucky because I had the pleasure to work with you. You have been an inspiration for me in many situations, for your spirit and way of working. You have always been efficient and never panicked even in the toughest situations and that taught me a lot. You have always been an innovator, a problem solver, and an excellent technical teacher (I have learnt a lot from you) but at the same time you've always been very humble. There were intense periods of time where we talked and worked every day and even if we have never met in person we bonded like family, we care for each other and we dream of organizing a big holiday to finally meet all together. I still hope this is not just a dream but that sooner or later we will do it. I wish you all the very best, you are a rare talent and a great giver. I really hope our paths will cross again. Until then let's constantly keep in touch."

– Giulia Cupani

Rui Melo

"Deep is both an inspiration as well as a role model as an individual and as a professional. I met Deep for the first time through the DevOps Dojo initiative, and soon it was evident both his level of commitment to everything he did, as well as his sheer passion to overcome challenges.

As time went by, I saw Deep grow, and trust me when I say I have high expectations for his career and personal achievements. I could thank Deep for his technical skills, for being a dedicated core element in this DevOps Dojo Family, for ALWAYS being available to jump into solving an issue, and for many, many more valuable things. Instead, I opt to thank you Deep, for being an inspiration for me and many times being the example that helped move through challenges in my life. Sorry to see you leave, but excited to see you take your next challenge. A huge vHug and my sincere wishes you become all you can be!"

-Rui Melo

– Margarita Sanz

Gautam Patel

"GitHub lab transformation from ADO for White belt would not have been possible with Deep's dedication and commitment."

-Gautam Patel

Kitty Chiu

"Deep is a trusted member of the community that everyone can rely on. He supports everyone in community initiatives as well as customer facing engagements.

Without his contribution and relentless experimentation, none of our Dojo masterclasses can operate as frictionless as it is today.

Deep will be missed and look forward to collaborating with him in the open-source space."

-Kitty

Charlie Gu

"Deep,

It is really a pleasure and honor for myself to have the opportunity to work with you for past a couple of years, your passion, dedication and enthusiasm really impressed me since the very 1st day we meet and work in the DevOps Dojo Community, we have worked on many great things together around the Dojo Community, just to name a few:

- *We've worked together on Microsoft Internal Dojo Master Classes*
- *We've worked together on Dojo Master Class deliveries for customer*
- *We've worked together on Make Github Real to migrate Dojo Implementation for Azure DevOps Services to Github*

It is with mixed feeling when I know that you are leaving the big family for further education, on one

Ashmita Pandey

"Dear Deep,

It has been an amazing experience to know you as a colleague and a great friend. You've always been super helpful to me, and I really appreciate that. Three years ago, we both started our journey with all the other aspires and your simplicity and persistence has been known to us all. This note is just a reminder of the fact that you're a gem and this is definitely not a goodbye. You'll do great things in life and for those I wish you all the best. Rock on!"

- Ashmita

Yue Sheng

"Deep and I joined Microsoft in the same year as Aspire hire. After Hyderabad new hire gathering, we met in Dojo Community. Three years passed. I feel lucky to have the chance working with him. What he has done for technical contributions, accessibility topics and great demonstrations are incredibly amazing and inspiring! I am so happy for Deep to pursuit his dream and I believe there will be a wonderful journey ahead for him because of his talent, passion, and focus. Wish you all the best, Deep!"

– Yue Sheng

Geoff Sexton

"Deep, it has been a true pleasure working with you. Thank you for the incredible creativity, collaboration, and support with all aspects of the DevOps Dojo Belts and community. You have always taken the time to explain new technologies/workflows so everyone on our team was able to understand. And the technical details especially around the Self-Service Power App completely changed the Dojo by making it easier for anyone to be able to create an environment.

Since I joined the Dojo almost three years ago you have always been the technical guru, and your passion for your work is clear to me every day. Some people might think that "Go Beyond" is just a phrase, but you really live it. That means something. We are lucky to have you as part of the Dojo Community. Keep going above and beyond and big things will be coming your way."

- Geoff Sexton

Beste Altinay

"Dear Deep,

It has been a privilege to have the opportunity to work with you. It is not only your incredible brain, your perseverance in the face of obstacles and your creativity in finding solutions but it is also your humility, kindness and humor that make you a very special person and a teammate.

I hope you will always stay in contact because I don't want to miss the chance to celebrate your successes with you which I know will be many!"

- Beste

Swathi G

"Dear Deep,

No matter where you are, I am sure you will be spreading joy and smiles all way! I met you as a new hire and have seen exponential growth since the day you started working.

Working in Dojo as your first project took a lot of courage, but you turned that opportunity around and made a special place in Dojo. I have learnt a lot while working with you. Wishing you best of luck! Keep in touch :) "

- Swathi G

Gary Johnson

"Deep, one of the coolest names I have heard in a while and it belongs to a man that I have never heard anything but the best about. That said I have to admit I am impressed. Thought I have never had the pleasure of working with you directly, the people who have spoken about you in my presence are people whose opinion I highly respect. When there is a technical issue during a Scrum Call... Have Deep take a look at it. When we needed GitHub lab environments for the Dojo... Deep is working on it. The list goes on and on. Your rise from Aspire to Dojo Superstar is the stuff of legends.

Even your leaving has stirred great emotion in the community. I wish you all the best and can only imagine the impact you will have going forward. While your technical skills are well known, I have seen your gentle nature and humble spirit as the true sign of a great man. Take care, be safe and keep being DEEP!"

side I believe the entire Dojo Community and myself will miss you in our heart and do whatever it takes to keep here with the family, on the other side, I am personally very happy for you to have the opportunity to continue the study.

I am really hoping that Dojo would go Open Source Soon that we can work together again in a broader community from both inside and outside of Microsoft.

All the best to you and your family in the future !!! "

-Charlie Gu

Krikor Maroukian

"Deep has fundamentally believed to the culture founded in the Dojo's growth mindset.
His dedication, availability and commitment to support DevOps Dojo activities has been phenomenal. I believe that Deep has built on top of community- and customer-oriented experiences and the passion he has spread in the community will resonate for a long time to come. Deep's ability to help others at Microsoft is extremely valuable and it is something to look up to for our next generation of passionate learners and knowledge sharers."

-Krikor Maroukian

- Gary Johnson

Harleen Kaur

" Dear Deep

I have been working with you since the day i joined Dojo community - right from bouncing ideas about White Belt labs in the thinking pods in Hyderabad office to having multiple calls during the day while working on Orange Belt labs to our endless discussions on flow of Green Belt labs, your demos around make GitHub real and showing me how to do things in GitHub when it was completely new to me, practice sessions for our DevOps Bootcamp, YouTube live videos, Oh man!!! we have worked on so many things together. I have always enjoyed working with you. Your departure from the community will leave a void. However, we will make all efforts to make our solutions open-source so you can contribute. I hope our paths cross again and I wish you all the best in the next chapter of your journey."

-Harleen Kaur

"I was impatient. According to StrengthsFinder, one of my strengths was that I am a high achiever, though this also meant that when I am focused on something, I have a tendency to quickly become irritated. I interrupted people even though I disliked others interrupting me; I wanted to quickly make my points without wasting any time. Everything changed when I met Deep.

Deep was introduced to the Dojo team by Swathi in late 2019 as an aspire. At the beginning of our interactions, I honestly didn't know how to interact with him because of his special needs. In Dojo development, we normally had about two overlapping hours between WW regions each day, so we always rushed the live discussion due to the limited time we had. As a community lead, I knew I had to learn to work with everyone, especially someone like Deep who was a new hire. He had a long life ahead of him and his experience in this community would impact him for the rest of his life. I talked to my son about my struggles, and he suggested I watch The King's Speech. It was excruciating to watch as it was about vaulting emotional barriers and facing down internal foes. It is hard for people without this barrier to understand the pain and struggle.

I decided to talk to Deep about his struggle and seek a better way to work with him. I learned a lot about his past, his fears, and his hopes and dreams. He was so happy that Microsoft hired him while no other employers were willing to give him a chance. Once we had this level of trust and understanding, we decided on a better way to work together. That also meant that I had to be more patient with him, let him finish his thoughts, and let him take his time to present and explain. Deep quickly became the top contributor in the Dojo core team.

After more than three years with the Dojo community, Deep led the development of White Belt, Orange Belt, Green Belt, InnerSource, Make GitHub Real, GitHub Bootcamp YouTube Live events, ChatOps, Q&A bot, Self-service Portal, Microsoft Accessibility Standard ADO mapping, and almost all Dojo Delivery Tech Support. His footprints were all over the place in our community. This newsletter was created by his close teammates, and you can see that this is the best testimonial of his dedication and contributions.

With encouragement from the community and his diligent practices with his speech counselor, Deep's communication has improved so much that there is almost a day and night difference compared to two years ago. It made me so proud to see how a shy, vulnerable, insecure aspire transformed into a confident, strong, and uplifting Dojo coach. You have to see to believe it.

In April of this year, I learned that he wanted to pursue higher education in the US, and he was accepted by North Carolina State University to study computer science for his master's degree and wished to explore startup opportunities. But there is one last bit of unfinished business left in his mind—InnerSourcing the Green Belt – UX/Accessibility. In general, when people are leaving, they lose their energy and drive to do new work, but what Deep has demonstrated in his last three months is absolutely amazing. Due to technology changes and cost optimization, he updated all ADO labs, he recreated the entire GitHub version, and finally, he added self-services to enable self-provisions for everyone.   People with Deep's caliber will go very far. I expect nothing but great things from Deep in his future.

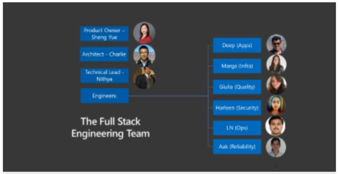
Deep definitely changed me, he made me more empathic, less impatient, and more human-centric.

On behalf of the Dojo community, we want to sincerely thank Deep for his incredible talents, his selfless contributions, and his inspiring dedication. Deep made all of us better, smarter, and kinder." ***- Kan Tang***

Memories for Lifetime

Memories

Microsoft
Aspire Experience



Product Owner – Sheng Yue
Architect – Charlie
Technical Lead – Nithya
Engineers:
Deep (Apps)
Marga (Infra)
Giulia (Quality)
Harleen (Security)
LN (Ops)
Aak (Reliability)

The Full Stack Engineering Team

Meeting with Make GitHub Real Designers & Innovators

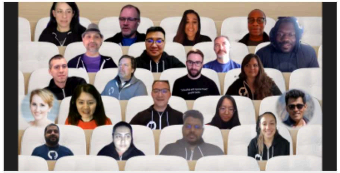
Session #4 Presenters

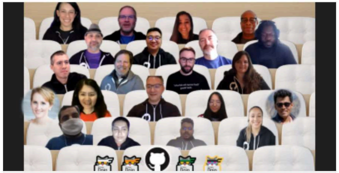
[Nithyanathan R] [Harleen Kaur] [Deep Mehta] [Beste Altinay]

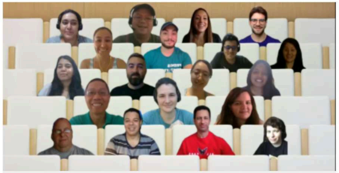
Team 4 YouTube Live →

Nithyanathan R
Harleen Kaur
Deep Mehta
Beste Altinay

The 2nd IGD White Belt Master Class (Remote)







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