

January, 2014

To Whom It May Concern,

I'm glad to recommend Steve DeBroux — he's an asset to any team, group, or program he joins. Perhaps his greatest skill is with people, as he creates fans everywhere he goes.

I was his manager at Microsoft, where we worked on projects from their initial development to their release to manufacturing. Steve and I were asked to produce documentation for brand-new product areas which meant the changes came even faster than usual. The usual rough-and-tumble environment of Microsoft was made even tougher because we were creating Version One for Windows CE and Microsoft Interactive Television. In spite of the difficulties, our team pulled together and had productive working relationships.

This kind of environment requires flexibility: one minute your project is a green giraffe, the next it's a purple anteater. Forget about all the nights and weekends you put into the giraffe, it's now anteaters all the way! People tend to break one of two ways: some become embittered, while others are able to laugh it off, knowing that the joy of being part of a tight-knit team can make up for hours and days and weeks of work that disappear into the ether.

Steve's co-workers loved working with him, and he maintained his cool while putting out fires. He not only could participate as a team member, but he could lead in an unassuming but rock-solid way when needed.

Our team was made up of varying job functions, thus varying personality types. We dealt with writers, editors, program managers, and developers: everything from introverted followers to introverted loners to gregarious, bossy managers. I was told many times what a pleasure Steve was to work with: easygoing, yet meticulous and competent. When some of the people you're working with verge on the dysfunctional, this is noteworthy.

In Steve's role as Production Manager, he hired and managed freelance designers, desktop producers, and tools developers, and he kept everyone working smoothly together in a hectic situation. Steve's interest in and curiosity about what we were doing ensured that he learned more than just how to do his job; his intelligence is not just in wrangling people, but also in taking in complex tools and systems and making all the parts of his job work together.

Overall, I am delighted to strongly recommend Steve for whatever endeavor he targets. He will be an asset to any organization.

Sincerely,

Karin Carter
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