

MICHAEL REGIONE

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PROFESSIONAL SUMMARY

Accomplished Senior Engineering Manager of Software with over 11 years of experience hiring, growing, and leading high performing teams and cultivating a culture where individual contributors feel safe and can thrive. Excels at leading cross-departmental initiatives that require navigating complex matrix-organizations and attaining stakeholder buy-in. Passionate learner and self-starter that acquires new skills to meet the dynamic requirements of the business.

EXPERIENCE

Software Section Manager, National Instruments

May 2022 - Nov 2023

- Led program management activities across over 30 engineers and engineering managers to successfully release the 1.0 version of new software poised to generate multiple millions in annual recurring revenue
- Adopted transparent and honest communication with BU stakeholders about R&D capabilities and delivery timelines, strengthening inter-departmental relationships and accelerating decision-making to reduce time-to-market for the 1.0 release
- Collaborated with technical and managerial leaders to identify skillset gaps in achieving R&D's three year product roadmaps and built development plans to address those gaps
- Managed over 20 engineering managers and ICs in the US and India

Senior Software Group Manager, National Instruments

Aug 2018 - May 2022

- Conducted weekly R&D integration meetings with Directors and VPs to identify and execute M&A milestones to ensure successful integration of acquired company
- Created and led training courses on Agile development activities for five teams, driving adoption of Scrum and CD resulting in predictable customer value delivery
- As inaugural Business Operations Manager, oversaw the successful execution of department's strategic vision including financial execution, resource and capacity planning, preparing updates to the Board of Directors, and create COVID-19 response plan to maintain R&D productivity during transition to remote work
- Managed over 15 engineering managers and ICs in the US and China

Software Group Manager, National Instruments

Apr 2017 - Aug 2018

- Delivered four software projects on-time and on-budget while ensuring adherence to the Software Engineering Process (SEP) and Software Development Lifecycle (SDLC)
- Ran the Scrum ceremonies for four development teams, including daily standup, retrospective, sprint planning, and backlog grooming
- Built career development plans for every direct report to drive a high-performance culture
- Managed over 10 engineering ICs in the US

Staff Software Engineer, National Instruments

Jun 2012 - Apr 2017

- Improved the LabVIEW FPGA compiler performance through additional optimizations using C++
- Feature Lead for cycle-accurate FPGA simulations, reducing customers' reliance on lengthy FPGA compilation process in their validation workflows
- Developed multiple front-end features for LabVIEW NXG using C# and WPF
- Build and Release Manager for LabVIEW FPGA, maintaining overall CI health and ensuring 24/7 up-time of build agents to facilitate development across all geographies

EDUCATION

B.S. Computer Engineering

May 2012

Virginia Polytechnic Institute and State University

SKILLS

Scrum, Agile, People Management, Performance Management, Budget Management, Hiring, Executive Communication, C, C++, C#, .NET, Javascript, React, Amazon Web Services (AWS), Microsoft Azure DevOps, Git, Power BI