



**Igor Dvorkin**

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo



You know what feels awesome? Trying my hardest to build a high performance team with a culture of inclusion, feedback, and continuous improvement, and then being appreciated or it. [#pride](#)

116 · 54 Comments

Reactions



Like Comment Share

Top Comments ▼

10,931 views of your post in the feed



Add a comment...



**Jeremy Duke** · 1st

Architect and software engineer - delighting customers with high-value innovative software solutions

1mo...

**Igor** - you are the man. Your coaching and advice after meeting you first at an interview has been nothing but constructive, straight-up positive, and encouraging. You were one of the key reasons that compelled me to join Amazon! If you were representative of the caliber of software managers Amazon can keep, then I wanted in. Keep up the magic, and let's grab some dinner next time you're in Phoenix or I'm in Seattle!

1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

1mo...

Thank you **Jeremy Duke**. The most important thing I do is hiring, which requires judging leadership and tech chops, and you have them in spades! Ecstatic to have you on board!

1 Like



**Matthew Morin** · 1st

Software Development Engineer at Amazon

2mo...

My favorite part about Igor as a manager is his ability to guide his team. He is supportive and cares about individuals. Personally, I felt empowered by him. He gave advice and suggestions on how I could accomplish a task, yet left it up to me to learn and act. I enjoyed the mix of hands-on and hands-off styles in Igor's approach. Plus, he's very easy to talk to and seems like he always have time for his team even when he's busy. Keep it up, and thank you!

1 Like | 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Matthew Morin** the thing I love about you is how much energy, excitement, and desire to grow they bring to the role. You embody these attributes, from every time you brought an organized list to our 1:1s to the way you think about leading your marching band. Looking forward to see you skyrocket in your career! (edited)

2 Likes



**Vasu Devulapalli** · 1st

Software Development Engineer at Amazon

2mo...

Agree with the feedback and comments. Igor is one of the of the best managers I worked with and definitely the only manager who shows you a magic trick everytime you meet him. Super approachable, insightful and inspiring. Brings a lot of energy and often goes the extra mile for the

team.

Here is an anecdote from when he decided to move to a different team within Amazon. He obviously came up with a good transition plan and an important part of it was to reveal his decision to us in the best way possible. I was working from home that day but he literally went the extra mile by biking to my house to tell me in person.

👍 | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

1mo...

**Vasu Devulapalli** I love working with you, your customer insight and deep thought results in top shelf solutions every time.

RE: Biking to your house to tell you I was leaving ...

I care deeply about my teams. This makes telling the team I'm leaving a painful responsibility.

Telling the team is heart breaking (there are often tears), and it's logistically complicated. My boss will want me telling as late as possible, I need to plan out when the org finds out. I need to make sure my team finds out first, I don't want to put down a scary "be sure to be here" meeting too far into future. etc. etc.

For this career switch, I'd threaded the needle with the perfect timing for telling the team, and you indifferently decided to work from home for the second half of the day. GROAN!

Biking over so I could tell you in person is the least I could do to show you how much I appreciate all you bring to the team.

👍 · 1 Like | 💬



**Matthew Tebbs** · 1st

Engineer @ Coda

2mo...

To heap on some Igor love. Igor is someone who cares about the product, the customer and importantly the team. He was always fun to work with. Always was thinking creatively and insightfully. Rock on Igor!

👍 · 3 Likes | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thank you sir! To be fair, you could have lifted "someone who cares about the product, the customer, and most importantly the team" from the review I wrote of you! Looking forward to the next time we cross paths! (edited)

👍 · 1 Like | 💬



**Sanjay Verma** · 1st

Lead Engineer @ Alexa Voice Shopping, Amazon.com | Architect & developer at Ixtutor.com

2mo...

I think it's a deserving praise. That people are humans and not resources, is what makes Igor different. I think being an engineer himself for a long time greatly helps him to work in coherence with smart or even smarter people. Igor challenges conventional management approaches (which no doubt could work with conventional large corporations); with the growth mindset he possess, I'm sure he is the kind of manager a smart engineer would want.

Disclosure: I haven't reported directly to Igor but I have worked with him quite a bit. Igor has also guided me a bunch of times.

👍 · 2 Likes | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thank you sir. Folks that genuinely care about growing their people skills are rare, and those that seek guidance and actively work towards improving them out of intrinsic motivation are rarer still. You're already a fantastic mentor, and I'm looking forward to you becoming a fantastic manager (but become an SDE-III first).

👍 · 2 Likes | 💬

**Slava Romanovsky** · 1st

Founder at Helloka LLC

2mo...

Ohh, I remember working with you man. I didn't consciously realize it then, but now I see that it felt refreshing! It was engaging, reciprocal, open, supportive, professional, goal-oriented, scientific and silly. It's the most fun I've ever had working unalone! Congrats on being awesome! :D

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

10 years ago in fact. You were my first PM when I became an Engineering Manager. Beyond setting a high bar for the PMs that followed you, you also made it easy for me and my team to thrive and deliver. If you ever give up the "startup founder life" I'd love to work together again!!  
(edited)

👍 · 1 Like | 💬



**Guo Shi Li** · 1st

Software Engineer at Facebook

2mo...

Igor was one of the best managers I've encountered thus far. Though I've never directly reported to him, I've worked with his team over several projects. Through which, he showed great leadership, resource planning and was always able to create a fun environment for everyone around him. He knows how to motivate his team to get the best out of them, and able to recognize and rewards his team's hard work in return as well.

👍 | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

1mo...

**Guo Shi Li** You are my goto example of a person who seizes opportunity. When I joined your organization, much of the team had quit and code was a legacy system in shambles. Instead of whining, or being anxious, or waiting for someone to tell you what to do, you were like, who cares. You figured out the major technical investments we needed to make, and then said I'm starting - who's with me. We were all with you, and you are an inspiration!

👍 | 💬



**Priyanka Karandikar Norton** · 1st

Product Management at Providence Digital Innovation Group Health tech | Digital Innovation

2mo...

+1 to all the comments above! You did a great job of not only motivating the team you directly managed but everyone else on the team too, especially when it wasn't all smooth sailing. You were a great engineering partner especially for new PMs. :)

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Priyanka Karandikar Norton** So true about stormy weather - that's a great articulation! You were a great partner - your thinking had such a wide aperture, taking into consideration the big picture, then breaking that down into smaller chunks to be fleshed out. I still remember doing that card trick on an especially stormy day! And of course, you were a great partner aswell  
(edited)

👍 · 2 Likes | 💬



**Vlad Riscutia** · 1st

Principal Software Architect at Microsoft

2mo...

+1. Though I never reported to you, working with you was definitely a blast. The email captures it perfectly: you give great advice, you make people feel good & comfortable, and you genuinely care.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thank you sir. It was a pleasure working with you as well. Looking forward to our next chance to work together and finally learning how monads works thanks to your new book. (edited)

👍 · 1 Like | 💬



**Jay Waltmunson** · 1st

Product & Program Management, Teaching, Music

2mo...

Igor, loved working with you - not only because you can wear any hat - technical, product centered, or customer centric - But what really differentiates you from any group of highly talented and smart technical people is your ability to stay focused while being calm, approaching hard problems in a way that isn't stressed out or aggressive - but still working harder than everyone around you and getting stuff done. I can imagine that any team would be lucky to have you working with them.

👍 · 3 Likes | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Jay Waltmunson** you inspire through your actions. You're part of the rare breed that finds their passion, and the rarer breed that follows it. You were the one who cracked the nut on Smile's product market fit. I'll never forget the gift you gave me. Telling me - "Igor, why are you arguing with me? As a customer, I'm telling you why your product doesn't work, and the tiny part of your product I enjoy. Pay attention". That's a gift I apply frequently and share continuously.

👍 · 1 Like | 💬



**Kiran Lanka** · 1st

Program Manager at Microsoft (Prime Rays) - Microsoft Cloud Infrastructure & Operations

2mo...

Had a similar experience working with you. You never hesitate to compliment others for their good work

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Wow. Thank you so much. (edited)

👍 · 1 Like | 💬



**Gaurav Jalan** · 1st

Software Engineer at Amazon

2mo...

+1 on the comments above. I have experienced his power to grow engineers by tactfully providing precise, insightful feedback. In fact, that's why I joined his team. I also loved how he motivated folks around him to deliver with sincere encouragement and appreciation. Now, don't let all the mushy stuff fool you, at heart Igor is an engineer's engineer. He deeply understands tech, architecture and software engineering, and he applies this knowledge to ensure his team makes the correct technical investments.

👍 · 2 Likes | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Anyone can say "He deeply understands tech, architecture and software engineering" but your intellectual horse power is off the chart, so that means a tonne to me. And of course, I'm always hiring!

👍 · 1 Like | 💬



**Javier Godoy Núñez** · 1st

Software Development Engineer

2mo...

You know what? It has been a blessing to work with you because you're a fantastic teacher about how to deal with things and not dying in the first attempt. Your ability to understand people's feelings makes me comfortable to tell you not only what I think, but also how I feel about things, being confident about how supportive you'll be in every stage of my career but also my life. What makes you different to other managers is the following: Most managers want to make you successful.

You want your people (not only the people under you, but everybody) to be successful and happy. That's why you're so valuable.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Javier Godoy Núñez**- You are a beast. You push yourself, you push the team and you push me. It's awesome. There's so much to say, but I'll tell a story instead. I posted a job, and the next day at 9PM you sent me a direct message saying "Here's a video of my marching band - I'm the one playing trumpet", lets talk about your job. Slightly shocked I was like, sweet - lets meet next week. You replied - nope, lets meet tomorrow. I'm grateful you applied, grateful you pushed, and most important grateful to have you on the team.

👍 · 1 Like | 💬



**Taft Sandbakken** · 1st

Software Engineer at Progressive Leasing

1mo...

When I was new at Microsoft, Igor really helped me to grow with lots of direct, detailed mentoring. He had open ears to anything I wanted to discuss or learn about. I remember one day he did a magic trick where he had me write my name on a playing card and made it disappear. After several seconds I found it... on the 20 foot ceiling above our heads. My last week in that building, I remember a coworker look up and ask me why there was a card with my name on it on the ceiling. It's probably still there. :D

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

1mo...

**Taft Sandbakken** it was an honor to be able to see the start of your career - and looking forward to seeing more of it!

It is funny that people are often intimidated by direct feedback, both giving also receiving.

But when folks get more experience they realize feedback is truly the most valuable gift you can give or receive

And as for that card on the ceiling - I bet it's still there today



👍 | 💬



**Ray Cuthbert** · 1st

Sr. Client Lead Recruiter at Amazon

2mo...

+1 on all the comments. **@Igor Dvorkin** doesn't only take care of his people, but also the people working around him/supporting him. He is one of my favorite manager's to work with on the recruiting side, even though I have to make him change the wording in his Job Postings for being "too creative" so I can avoid PR/HR yelling at us :)

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thanks Ray, we may have had a HR and PR take down, but you know deep down those were awesome posts.

👍 · 1 Like | 💬



**Nicholas Niland** · 1st

Amazon Program Manager ♦ Customer-Obsessed Product Manager ♦ Diversity, Inclusion, & Equity Advocate

2mo...

You are my favorite manager I have never reported to. Even when I wasn't on the team directly, I was included manager / stakeholder feedback. I agree with the sentiments above - you should start hosting brown bag manager events to get other people leaders on the same page!

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Namaste - it's a pleasure working with you aswell!

👍 · 2 Likes | 💬



**Zeb Mehring** · 1st

Software Engineer at Google

2mo...

As others have said, this rings true. Last summer, you did an excellent job of taking care of your people first and foremost (something which I've no doubt is a long-term trend). But funny enough, when your people feel happy and taken care of, they tend to take care of themselves. You certainly seem to have this oft-inverted priority straight, and it makes you great at what you do :)

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Much obliged. Thank you sir!

👍 · 1 Like | 💬



**Joshua Pilkington** · 1st

Software Development Engineer at Amazon

2mo...

I concur! I've learned a lot from him and he is a good influence to the team. He gave great advice and has helped coach me in many different areas. He cares about the team and would be a good manager to many. (edited)

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Joshua Pilkington** - Thank you sir. It's been a pleasure watching you grow, and I'm very much looking forward to seeing you grow as you knock out launch after launch!

👍 · 2 Likes | 💬



**Neha Singla** · 1st

Software Development Engineer at Amazon Web Services (AWS)

2mo...

+1 Igor was my manager and he is both very supportive and truly an inspiration for me. He keeps so much faith in folks that they push to prove him right. His high expectations pushed me to be my best. A typical Igor story: When I considered leaving his team, he helped me clarify my reasoning, connected me with folk that let me test my reasonings, and then made sure I had the confidence to make the best choice for my career. Thank you!

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Neha Singla** with folks like you on the team having faith is trivial. It was an absolute pleasure working with you - your ownership is through the roof, and your self-awareness and thirst for feedback drives continuous improvement in yourself and those around you. It was a sad day when you told me you were leaving the team, but it's my responsibility (and also deeply satisfying) to make sure you find the best opportunities for growth in the next stage of your career. Namaste 🙏

👍 · 1 Like | 💬



**Patrick McCrae** · 1st

Managing Director at LangTec

2mo...

Wow, impressive. You obviously have done a lot of things right. Not least, to create a team culture in which perceptiveness can thrive and personal feedback is volunteered. Really exceptional.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thanks **Patrick McCrae** - In my experience appreciating others makes them deliver their best - not to mention it feels great for the appreciator and appreciatee :)

👍 · 2 Likes | 💬



**Ammon Larson** · 1st

Principal Software Engineer at Zillow

2mo...

I haven't worked with Igor since he was a senior developer, but back in the day he had serious tech chops and we delivered several projects together. Nowadays I reach out to him when I need management and personal scaling advice as well as any time I have security questions, as he's a subject matter expert in security.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thanks Dude! Working together was a blast - I still remember when my daughter was born and you guys painted my office pink and hung party stuff! Was awesome!

👍 · 1 Like | 💬



**Raymond Han** · 1st

Product Management at Amazon

2mo...

Great feedback that represents exactly what you optimize for, in people. Though I never reported to Igor, he always looks after his own, makes the workplace fun, and most importantly (from a PM's POV) wants to ship! He is definitely a walking example that being great, kind, and fun can go together to drive amazing progress.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thank you sir. You were, and continue to be a fantastic mentor. You're always helping me build my PM muscles. Teaching me to be better at business and product - Thank you, and can't wait to work with you again!

👍 · 1 Like | 💬



**Champion Fellin** · 1st

Software Development Engineer at Amazon

2mo...

Igor is awesome! I didn't report directly to him, but I felt he was someone I could go to for advice, and he gave both great personal advice and career advice. He always cares about us as humans first, employees second.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Thank you sir! You know, there's always a spot on my team if you're looking to fix that not working for me directly ;)

👍 · 1 Like | 💬



**Sriram Kosuri** · 1st

Senior Software Development Engineer at Amazon

2mo...

100% agreed on the comments. Very approachable and gives awesome advice. It feels great to have him around.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Sriram, you embody being part of the solution not part of the problem. It radiates from you, and makes you an inspiration and a hugely positive force. That's on top of having more tech, people, and software engineering chops than any team would need.

👍 · 1 Like | 💬



**Carlos Marin Burgos** · 1st

Senior User Experience Designer at Oracle Cloud Infrastructure (OCI)

2mo...

You always appreciate other's work. Always.

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

Aww, thanks Carlos! Your work is especially easy to appreciate!

👍 · 1 Like | 💬



**Ganeshan Jayaraman** · 1st

Staff Software Engineer at Blink Health

2mo...

Great job on inspiring your team!

👍 · 1 Like | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

2mo...

**Ganeshan Jayaraman**, you rock. My acid test for technical solutions as I bootstrapped myself at Amazon was what would Ganesh do. You were critical in ensuring my team of mostly external developers (including myself) got all our tech right.

👍 · 1 Like | 💬



**Knaan Ratosh** · 1st

Software Development Manager, Alexa Shopping at Amazon - We're hiring!

2mo...

Igor, I got the chance to "enjoy" an incident on Black Friday with you, and actually manage to enjoy it. I still remember I got the call while I was on vacation abroad, and had to get some urgent help to connect me to multiple teams in Seattle. I called you at 5 am your time, and you were active and cheerful as if it was the middle of the day. It's this attitude that made us be able to react so fast from 3 different countries, and even manage to kind of enjoy the adrenaline of fixing an important urgent issue together. Keep rocking :)

👍 | 💬 · 1 Reply



**Igor Dvorkin** · You

Software Manager - Alexa Customer Acquisition and Engagement - I'm hiring!

1w...

**Knaan Ratosh** it was my pleasure. Nothing feels better then knowing when you need help you can pick up the phone and get it. That's how I feel when I work with you and your team. I recall an urgent issue which would take my team 6 weeks to fix, and you sent us your senior engineer who made a bridge solution in 3 days. Working with you is a pleasure, and I look forward to getting to do it more in the future!

👍 · 1 Like | 💬