

Damon Cooper

Director of Engineering at Adobe

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Experience

Director of Engineering at Adobe

February 1998 - Present (12 years)

26 recommendations available upon request

Director of Engineering at Adobe Systems Incorporated

1998 - Present (12 years)

4 recommendations available upon request

Director of Quality Assurance at Macromedia

2000 - 2002 (2 years)

2 recommendations available upon request

Sr Consultant / Project Manager / QA Manager at Allaire

February 1997 - 2000 (3 years)

4 recommendations available upon request

Professional Services at Powersoft

1994 - 1998 (4 years)

1 recommendation available upon request

Software Developer / Software Developer Consultant at Aetna Canada, Ltd

November 1993 - February 1995 (1 year 4 months)

Systems Engineer at Electronic Data Syetems (EDS)

June 1990 - November 1993 (3 years 6 months)

Education

DeVry University

BSc, Computer Information Systems, 1900 - 1990

Interests

Racing, software engineering, guitar, new technology.

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37 people have recommended Damon

"I've worked with Damon at 2 companies (Sybase/Powersoft and Adobe/Allaire). He's been a unrelenting, driving force and evangelist in product development at both companies. In addition to his high-level managing skills, Damon is a well thought of people manager - a rare combination. He truly cares about his team and treats them well. They respond by giving him their loyalty and hard work. Damon recognizes the extraordinary efforts of his team members and often rewards them quietly out of the public eye - the way most engineers would appreciate. One personal example of this dedication to his team occurred when our company was downsizing during a particularly tough time and my position was eliminated due to a change in product direction. Damon went out of his way to find me an opening somewhere else in the company, and it turned out to be a very good job fit. He talked to the hiring manager and made it happen - all behind the scenes. That says a lot about the man, and for this one act, I'll always be grateful and loyal to him. In a world where employees are sometimes seen as just badge numbers, managers like Damon still believe in the basics of having fun at work, of inspiring great teams and letting them excel and of treating people exceptionally well."

— **Stephen Dupre**, *Principal QA Engineer, Adobe Systems*, worked with Damon at Adobe

"Damon has the rare combination of both exceptional managerial and leadership abilities. In combination with excellent communication skills, Damon is highly technical in nature which allows him to effectively build strong teams from the ground up. His strong technical background also allows him to delegate responsibilities based on his knowledge of team mates around him in the most efficient way. Although highly meticulous and detail oriented, Damon always keeps his focus on the bigger picture. Damon is the consummate team player and his boundless energy, passion and enthusiasm lift all those around him. In short, if you want an Engineering Director to deliver Enterprise software of the highest quality on time and on budget, from a Dev/QA team that's thriving and happy, then I can give no higher recommendation than Damon. I really enjoyed working with Damon and I would not hesitate to work with Damon again."

— **David O'Leary**, *Senior QA Software Engineer, Adobe*, reported to Damon at Adobe

"I have been working very closely with Damon for about a year on a mission critical project of significant business impact to the company. The project deliverables spanned multiple business units and needed technical/project/program level coordination across teams that were

geographically spread out. The first phase which had a very short deadline had our team consuming the components delivered by Damon's team. His team, under Damon's able leadership, not only delivered to their commitments under a tight deadline but also ensured that these were of highest quality. The exceptional support provided by his team during the early phase was one of the critical success factors in our being able to deliver the first phase. All through, Damon had a clear vision for his team and was passionate about removing any obstacles to his team's success. I find Damon to be highly result oriented, passionate about customer needs and detail oriented technically."

— **Ramanarayanan K**, *Engineering Manager, Adobe Systems (Formerly MACR)*, worked with Damon at Adobe

"Damon was an outstanding manager during my time with the LiveCycle Data Services team. I'll gladly add my voice to the chorus, emphasizing that in addition to his skills with navigating the many technical, organizational and relational challenges of managing the development of a complicated product, he has a deep and genuine care for his team that consistently shines through. The cross-product of all this coalescing in a single person is a rarity. Highest marks!"

— **Seth Hodgson**, *Computer Scientist, Adobe, Inc.*, reported to Damon at Adobe

"Damon is an incredibly hard working individual. He has proven to me over and over again how dedicated he is to high quality results and how committed he is to the team, the company and the products which we build. Damon is also a great manager. He looks out for his team members and is a worth having advocate and representative for our team things like exec staff meetings, with customers and at the helm here in the office. I've had the pleasure to work for and with Damon over the last decade on a number of various projects here at Adobe Systems Inc (formerly Allaire and Macromedia) including award-winning software such as ColdFusion, a web application development software solution. I would gladly and wholeheartedly work with Damon on future endeavors and highly recommend him for his leadership, overall-attitude and knowledge of the high tech industry we work in."

— **Bill Sahlas**, *QE Lead, Adobe Systems Incorporated*, reported to Damon at Adobe

"Damon rose up through the ranks of the engineering team to become a reliable and trusted engineering manager. Damon is very driven and aggressive in managing development projects. He is very loyal to his team and his team trusts and respects him as their leader. He also takes an active interest in the non-engineering aspects of the business and is passionate about winning in the marketplace."

— **Jeff Whatcott**, *VP of Product Management, Macromedia, Inc.*, worked directly with Damon at Adobe

"I had the pleasure of being a dotted-line report to Damon while he was the Director of Engineering

for the LiveCycle Data Services team at Adobe. Damon is a strong leader with a great reputation for shipping high quality software on time. He genuinely cares and supports his team and works very hard to ensure people enjoy their work. Damon has deep technical knowledge and a thorough understanding of the products and the market."

— **Leslie Lewis**, *Senior Program Manager, Adobe Systems, Inc. (formerly Macromedia)*, worked directly with Damon at Adobe

"I've worked with Damon over the years as a member of the ColdFusion community. His dedication to the product and the community who use the product is incredible. On top of that he is a pretty darn cool guy as well."

— **Raymond Camden**, *Independant Consultant, Sole Proprietorship*, was with another company when working with Damon at Adobe

"Damon is a great manager and it has been a pleasure to have him managing me for the past year and a half or so. Damon displays unquestionable loyalty to his team and his engineers, and does everything in his power to make his engineers as productive as possible. He does not miss an opportunity to provide positive feedback and encouragement, has a high-level technical knowledge of what his engineers are working on, and is willing to make adjustments based on feedback and requests made by his team. The above aspects enable individual contributors reporting to Damon to cultivate and utilize their strengths and to enjoy their work. In addition to making work productive and enjoyable for engineers, Damon has great vision for our product. He knows how to balance the desire for a rich feature set with the risk of lower quality. He works well with product and quality manages to make sure that his engineering team is churning at full steam to deliver the features that customers are looking for at an exceptional level of quality."

— **Ed Solovey**, *Senior Computer Scientist, Adobe*, reported to Damon at Adobe

"Damon is a natural leader who can inspire and motivate his team under any kind of circumstances and as a result commands a high degree of loyalty from his team. He is a people oriented manager with relentless focus on delivering high quality products --on schedule-- engineered to address customer needs. I would work for him without any hesitation any day any where!"

— **Kumaran Nallore**, *QE Manager, Adobe Systems*, reported to Damon at Adobe

"I have worked with and for Damon for nine years. He is quite simply the best engineering manager I have ever worked for. Damon is driven to succeed. He treats his team fairly, but expects (and gets) high levels of performance. His drive and determination directly resulted in the technical and revenue success of the ColdFusion 7 and 8 releases. Damon's background in QA means he has a commitment to quality and is relentlessly customer centric in his view of products. He has excellent "big picture" technical skill, and can focus engineers on the important aspects of technical problems. Damon is a great technical leader."

— **Tom Jordahl**, *Senior Computer Scientist/Architect, Adobe Systems Inc (formerly Macromedia)*, reported to Damon at Adobe

"Damon is a tremendous leader, his coach-player style and high energy level drove up the performance level of our entire team. Much of the success of ColdFusion was a direct result of the critical thinking and attention to detail that Damon drove into every project and initiative. However, Damon's shining moments were most frequently the ways in which he would engage customers and ensure that their success was first and foremost."

— **Kevin O'Connor**, *Product Manager - Server Products, Allaire*, worked directly with Damon at Allaire

"Damon is one of the best managers that I have worked with. He sets clear goal and direction for the team and help the team to achieve the same. He set an exemplary example of excellent communication between US & India team. He is an excellent leader who generates enthusiasm and interest in the team."

— **Hemant Khandelwal**, *Engineering Manager, Adobe*, reported to Damon at Adobe

"Damon possesses a unique talent for motivating a large team against all odds. He has a innate sense of what it takes to gel his team and excite them about their work and take great pride in its eventual delivery. His sense of urgency and indefatigable commitment to a high quality product will guarantee his success throughout his career."

— **Collin Tobin**, *QE Manager, Adobe Systems*, reported to Damon at Macromedia

"Known & worked w/Damon pretty much since I started working with ColdFusion, more than 10 years. He's an excellent engineer & problem solver as well as being a very good communicator. The applications we've built on top of ColdFusion wouldn't be the same without his work. I highly recommend Damon."

— **Paul Hastings**, *member, team allaire*, was with another company when working with Damon at Adobe

"I worked under Damon during few rounds of ColdFusion releases. My impression of Damon is that he is very detail oriented and quality focused manager with extremely upbeat personality to lead the team. I enjoyed working with him and especially appreciate his attitude of looking out for his people. Together we developed a few patents and put them in our releases. It was memorable experience."

— **Dean (Xu) Chen**, *Computer Scientist, Adobe Systems*, reported to Damon at Adobe

"Damon is an unusually energetic, insightful, and competent manager. His dedication to delivering high-quality software, and his warm respect for the people who work with him to produce it, has earned him a loyal following. As Director of Engineering, Damon brought the ColdFusion product

through difficult development efforts to a level of success and quality that eludes other software development teams. I would work with Damon again without hesitation. I suspect anyone who has ever worked with him would say the same."

— **Tom Donovan**, *Escalation Engineer, Allaire Corp.*, reported to Damon at Adobe

"Damon did an incredible job of managing the LiveCycle Data Services team during my time at Adobe. He showed great judgement in how he managed all aspects of the project from detailed schedules, feature selection and prioritization, managing the risk versus reward tradeoffs for each feature and keeping development, QE, documentation all aligned towards the common goal. He helped design and build solutions to some very difficult problems and showed great technical depth. LCDS technology is used in several products across different business units and Damon helped ensure our contribution to those products was delivered on time and with the right feature set. At the same time, he ensured we built all of the necessary features for LCDS. Most importantly, he kept us on target and schedule to ensure we satisfied the diverse constituency of our product. I hope I get a chance to work for Damon again in the future."

— **Jeff Vroom**, *Principal Scientist, Adobe*, reported to Damon at Adobe

"Damon is a consummate professional with a get-it-done attitude and a ready smile. I had the pleasure of working closely with Damon as a Sr Consultant on numerous engagements he performed at my clients. On each engagement I could rest assured that our clients applications would run more efficiently and our clients would be happy. I received many personal compliments regarding Damon from many of those clients and Damon was my go-to guy when Allaire's most strategic clients called. Damon had an amazing ability to work in some of the most tense environments and establish long-lasting relationships with our customers. These relationships often created new revenue opportunities for my sales team as well. Damon has since excelled at new challenges in the Product Development area. I'd recommend Damon for any challenge, he's a gem."

— **Teri DeMarco**, *Senior Account Executive, Allaire/Macromedia*, worked with Damon at Allaire

"Damon was a customer-focused quality assurance / testing manager who held a clear vision of what software we should be building and how we should be testing it to make it real-world ready. His standards of quality are high, and he went on to be a strong development manager, realizing many of his feature goals with panache. On a personal level, he is consistently dedicated and hard-working."

— **Brian Surkan**, *Product Manager, ColdFusion Server, Allaire Corporation*, worked directly with Damon at Allaire

"I worked with Damon on 4-5 different releases over the past 10 years and have found him to be an effective leader. He does a good job communicating with both upper management and the people

working under him; he does a great job looking after and rewarding his people; and he is terrific at staying on schedule."

— **Randy Nielsen**, *Learning Resources Manager, Adobe Systems*, worked indirectly for Damon at Adobe

"Damon was my manager when we worked on ColdFusion product line. Damon has all the qualities of a great manager. Damon has kept sharp focus on the feature set and quality of the product that users will buy; He encouraged engineers to come up with new innovations, and give them opportunities to turn new ideas into solid product features; He also managed to keep tight product schedules required by the business. Last but not the least, he was a great people manager, and he kept the team's morale high, and he showed his appreciation for the hard work by the engineers, even when the economy was bad. That's very cool! -Sherman"

— **Sherman Gong**, *Computer Scientist, Adobe*, reported to Damon at Adobe

"Damon is one of the most thorough and thoughtful technical managers I have ever worked with. His strong work ethic, broad technical expertise, and tremendous attention to detail allow him to excel at anything he takes on."

— **Jack Lull**, *VP Engineering, Aveksa*, managed Damon indirectly at Adobe

"I both managed Damon and then worked as a Peer at Powersoft, which was later acquired by Sybase. Damon is a smart, driven achiever with great technical and communication skills. I saw him in action both in front of internal company teams as well as customers, and his dedication and commitment to excellence were impressive and always hit the mark. I would not hesitate to recommend Damon or work with him again in the future."

— **Kip Bowes**, *Director, Sybase*, managed Damon at Powersoft

"Damon was the highest energy level person I ever worked for or with. His energy level was contagious throughout the team. He was laser focused on delivering the highest quality software releases on schedule and within budget. He had a passion for customer satisfaction. He insured that our customers were heard and that their requests were incorporated in each release of Cold Fusion. He has maintained a very visible presence on-line in the Cold Fusion developers community as well as the web developers community."

— **Bob Powell**, *QA Manager, Macromedia (bought by Adobe)*, reported to Damon at Adobe

"Damon is fully invested in any project he takes on and completes it with better than expected results. He is a strong leader that knows the balance between the direction of the product and the customers' needs. He fosters loyalty and motivates his direct reports to want to do their best. He is also very effective in working with the Adobe India team and elicits their commitment, initiative and sense of responsibility for the product we all share. Damon's team is used as an example

throughout Adobe to show how successful cooperation between the US and India offices can be."

— **Farah Gron**, *QE Engineer, Adobe Systems*, reported to Damon at Adobe Systems Incorporated

"As Director of QA (and eventually Director of Engineering) for the ColdFusion product line, Damon was instrumental in planning our release milestones, controlling quality, and guiding his teams through many concurrent and (often complex) release cycles. Damon's laser focus on quality, automation and customer advocacy still sets the bar for hires I make today."

— **Spike Washburn**, *Software Lead/Director of Engineering, Macromedia*, managed Damon at Macromedia

"I worked as a peer to Damon for the last 15 years, first at Sybase and then as a peer to him throughout the Allaire/Macromedia/Adobe mergers. Damon is a well respected technologist in any company in which he works. I had cause to work with Damon and his team and found him to be very responsive, accountable and just plain nice to do business with."

— **Sue Hove**, *Senior Mgr of Instructor Readiness, Adobe Systems Incorporated*, worked with Damon at Adobe

"Damon has vision and experience in applying technology to create innovations well ahead of the competition. Working with Damon was simple and straight forward. His expectations were clear and reasonable. It was a pleasure doing business with him and his team."

— **David Ferrero**, *CTO, Zion Software, LLC*, was a consultant or contractor to Damon at Adobe Systems Incorporated

"Damon was a great director to work for. He has an intimate knowledge of our customer base, providing clarity on future movements in our market. At the same time, he gave us enough leeway as engineers to be creative, while keeping us on track for overall delivery schedules. He's great to hang out with; indeed, these personal skills were key to holding together a team spanning the US and India."

— **Ashwin Mathew**, *Computer Scientist, Adobe*, reported to Damon at Adobe

"Damon is an incredibly skilled and detail oriented Engineering executive. In my years working with him, he created and managed an exceptionally talented team and handled complex processes with graceful ease. Damon's style of leadership by example has repeatedly produced software and employees of unparalleled quality."

— **Jason Delmore**, *Senior Product Manager, Adobe Systems*, worked directly with Damon at Adobe

"Damon was an outstanding Manager I had an opportunity to work with. He has the knack of extracting peak performance from his reports. He is gifted with the rare quality of being people and

result oriented at the same time."

— **Praveen Gupta**, *QE Manager, Adobe Systems*, reported to Damon at Adobe Systems Incorporated

"Damon and I worked together in the very early days of Allaire Consulting. Damon was an extremely detail and process-oriented consultant, and a solid believer in following a solid/repeatable methodology in troubleshooting customer issues. He always had the highest possible success rate. Never satisfied, he was constantly looking for ways to improve our services and methodology. He was an excellent mentor, and an all-around nice guy!"

— **Michael Punsky**, *Principal Consultant / Manager, Allaire*, worked indirectly for Damon at Allaire

"Damon is an excellent manager with great grasp of both business and technologies. I am really impressed with his dedication to products he is working on and the way he instills pride about the product in the team working with him. He takes quick and appropriate decisions and stand by them. It is always a pleasure to work with him."

— **Ramchandra Kulkarni**, *Sr. Computer Scientist, Adobe*, reported to Damon at Adobe

"Damon is a strong team leader with a passion for doing what's right for the customers. On numerous occasions, I was impressed with his ability to muster the troops and drive toward a release goal."

— **Phil Costa**, *Sr. Director of Product Management, Bullhorn*, worked directly with Damon at Adobe

"Damon has always made himself available to me to discuss various aspects of ColdFusion engineering. Although he and his team are always heads-down working on the next version of the Coldfusion engine, he has always had time to listen to me complain about features (or missing features) in ColdFusion and has always had the forethought to start off our conversations by asking me what I was looking for in the product. A lot of people who hold a position like Damon's are loathe to talk about their product's shortcomings or fish for update recommendations as Damon is. I have known Damon for 7 years and he has always greeted me openly in every situation."

— **Matthew Stevanus**, *Sr. Consultant, Macromedia*, worked with Damon at Adobe Systems Incorporated

"Damon has always had a clear vision of what was important and focusing resources where they are most needed. At the lowest times in our product cycles, Damon used our limited resources to their maximum benefit by listening to our customers and focusing on fundamentals like QA. With his solid foundation in working with customers directly, I can think of few others in whom I would as confidently confide software development team leadership."

— **Brian Surkan**, *Product Manager, ColdFusion Server, Allaire Corporation*, worked with Damon at Adobe

Contact Damon on LinkedIn