



Engineering Leadership Trends in 2025

Lessons from 50+ conversations with
Engineering Leaders navigating the AI era



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The global tech talent platform for the age of AI.

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50+ Deep Conversations with Eng Leaders



3 Things Engineering Leaders are Focused on in 2025

1

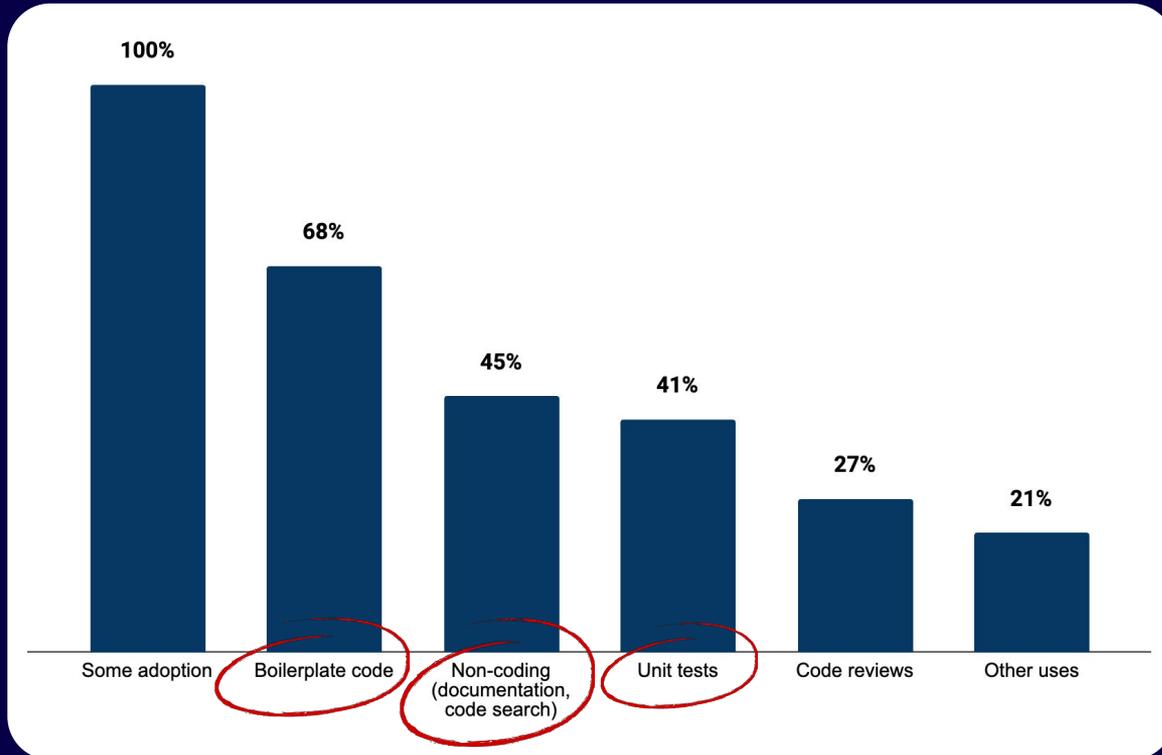
Pacing AI adoption, with an eye on ROI

1 Pacing AI adoption, with an eye on ROI

- Different companies are at different points of the adoption curve. There is no right answer.
- Some use cases are low-hanging fruit, but more complex uses are team-dependant.

1 Pacing AI adoption, with an eye on ROI

Tech Teams Today - AI adoption among engineering teams



1 Pacing AI adoption, with an eye on ROI

- Different companies are at very different points of the adoption curve. There is no right answer.
- Some use cases are low-hanging fruit, but more complex uses are team-dependant.
- ROI is still a big question mark; most teams are still working on adoption as a first step.

1 Pacing AI adoption, with an eye on ROI

"AI is the bricklayer, and every dev is evolving into this new 'architect' role."

— **Lalit Kundu, Co-Founder @ Deltai.ai**

"For the ROI to be interesting, AI will have to do more than just be a better version of StackOverflow."

— **Ryan Cooley, VP Eng @ ProcessMaker**

36%

*say the ROI
of AI tools will be
top of mind in
12 months*

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2

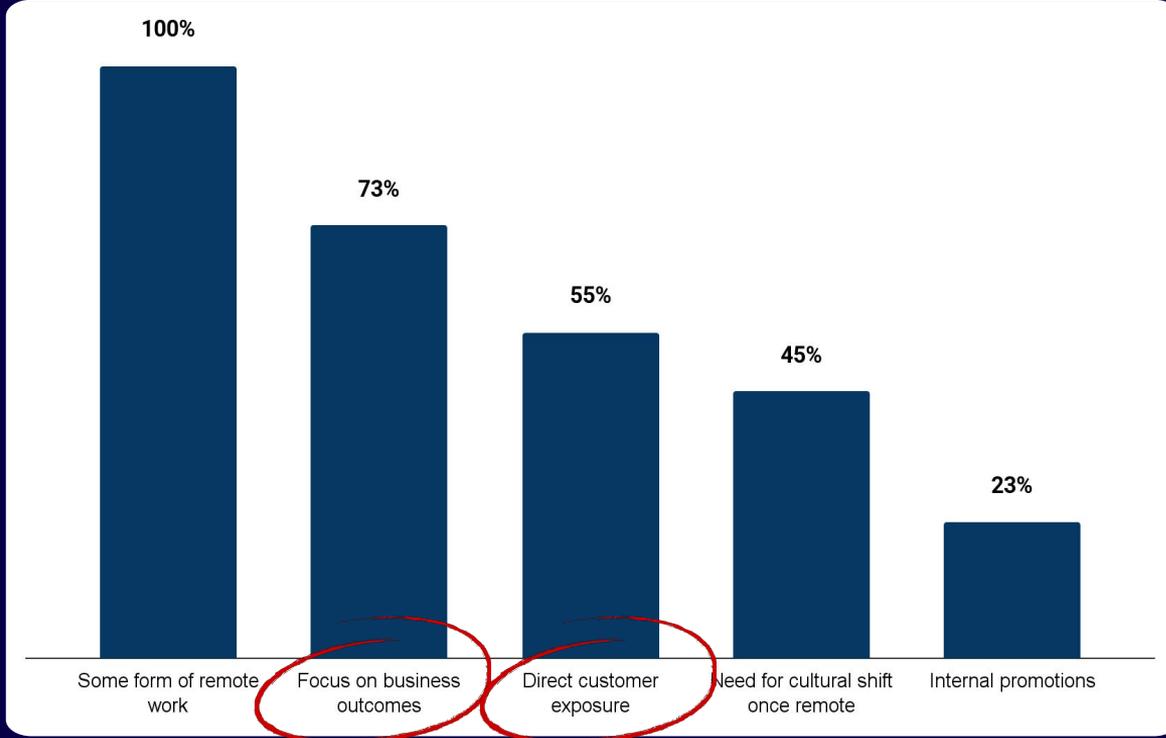
Building distributed teams with a strong culture of ownership

2 Remote, with a strong dose of ownership

- Remote is default, but culture and connection need to be intentional.
- The shift to remote has changed how teams are managed and evaluated.
- "Great distributed teams are not tracked. They are trusted."
- Standout teams are those who treat problems like they own them. For managers, this means that autonomy and clarity matter more than any velocity metric.

2 Remote, with a strong dose of ownership

Tech Teams Today - Changes from remote-work adoption



2 Remote, with a strong dose of ownership

*"You can't tell somebody **what to do and how to do it**. You can give them one of the two, but you can't give them both."*

— **Robert Gonzalez, VP of Engineering at SugarCRM**

*"As a manager, you have to care about every single member of your team in three dimensions: **autonomy, mastery, and purpose.**"*

— **Gene Linetsky, CTO at Embroker**

73%

are shifting from traditional metrics to business outcomes

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Pacing AI adoption, with an eye on ROI

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Building distributed teams with a strong culture of ownership

3

Staying closer to the work—without micromanaging

2 Stay close to the work. No micromanaging.

- "Management is 99% about discerning signal from noise."
- Data is key, but the most effective leaders aren't buried in dashboards.
- They experiment with tools, ship internal prototypes, and stay hands-on with what their teams are navigating.
- It's not about being the smartest in the room—it's about understanding enough to lead with empathy and clarity.

2

Stay close. No micromanaging.

51%

*of leaders (incl. VPs/CTOs)
maintain some level of technical
engagement*

- *Occasional coding*
- *Deep code reviews*
- *Designing systems*
- *Technical workshops*

"Even senior engineering leaders should still write code. It's how you **understand the reality** and cut through the hype."

— **Kevin Roche, CTO @ Wellthy**

"I can get it done myself, but I have to resist that urge and remember that **with the proper direction they can go a lot farther** than me."

— **Arun Shankar, Eng Director @ Tubi**

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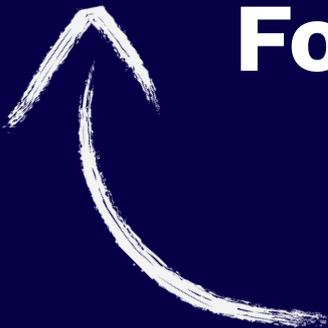
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Building distributed teams with a strong culture of ownership

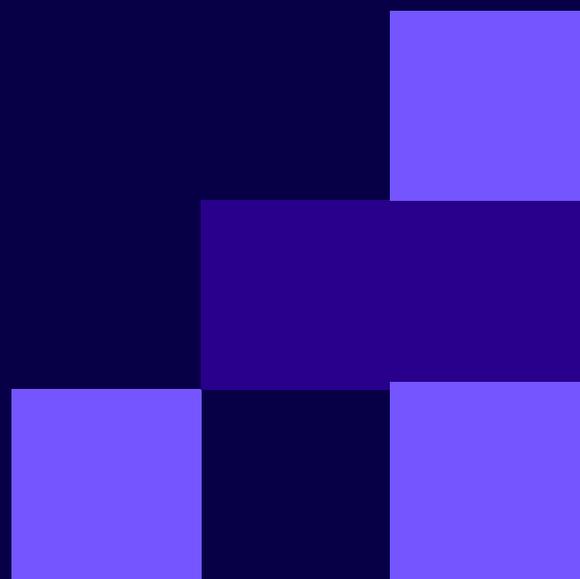
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Staying closer to the work—without micromanaging

3 Things Engineering Leaders are Focused on in 2025



*The original version
of this presentation
had 7 things!*



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Thank you!



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