

Managing Tech Teams



@dblockdotorg | 2016



Alexander Calder, Pyramids, 1970, <https://www.artsy.net/artwork/alexander-calder-pyramids-1>

The image shows a large-scale art installation by Richard Serra. It consists of several massive, curved metal plates, likely made of weathered steel, arranged in a series of overlapping, slightly offset positions. The plates are a rich, rusted brown color and have a textured, weathered surface. They are set against a plain, light-colored wall and floor, creating a sense of depth and scale. The lighting is even, highlighting the texture and color of the metal. The overall composition is minimalist and emphasizes the physical properties of the material.

Make art as popular as music



Bring all of the world's art online

GERARD RICHTER, Abstraktes Bild, 1997, High Museum of Art, Atlanta, Georgia
<https://artsy.net/artist/gerhard-richter>

The World's Largest Database of Contemporary Art



4,200+ GALLERIES (x2 over LY)



50,000 ARTISTS



600 MUSEUMS



689,619 ARTWORKS



20 AUCTIONS



60+ ART FAIRS

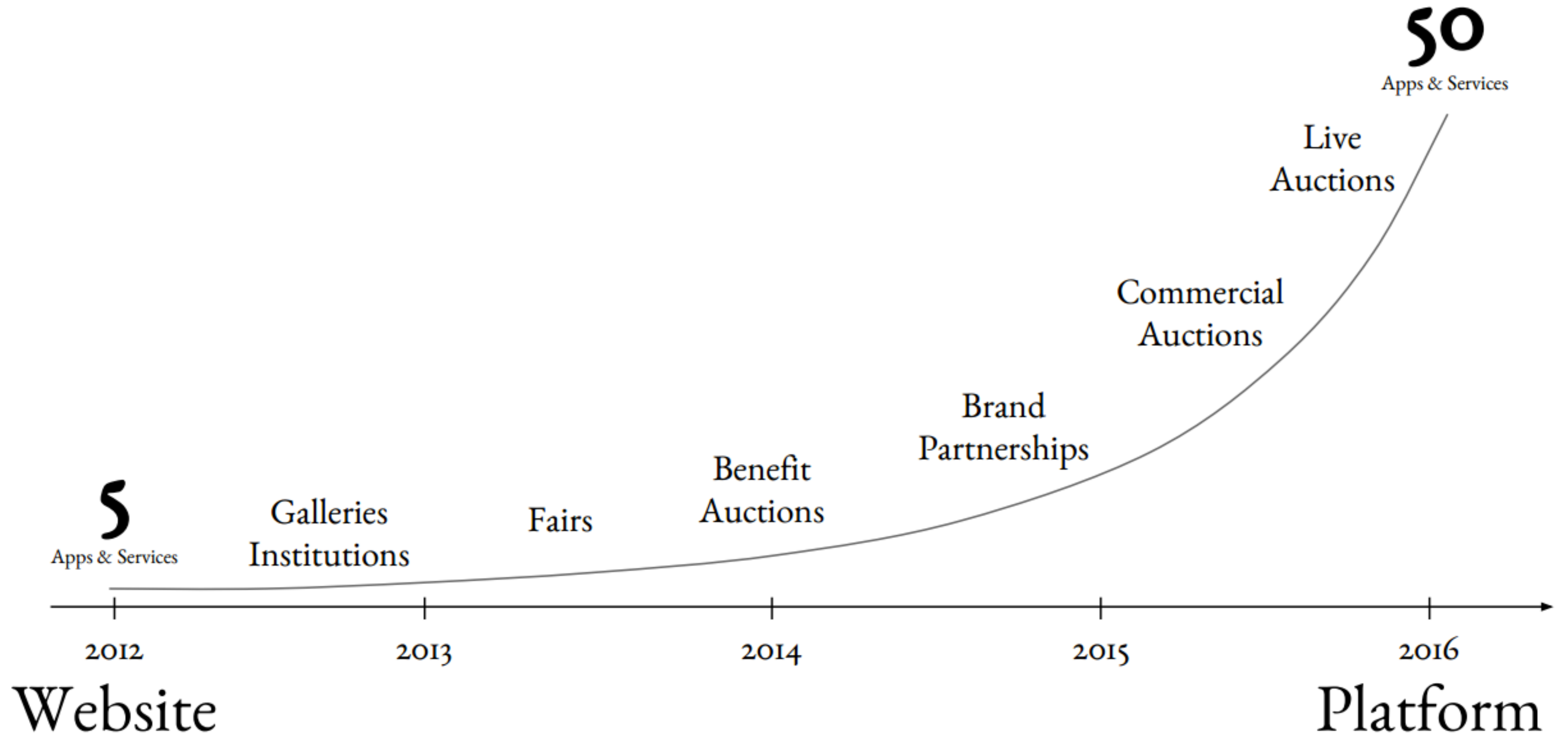


A Big Challenge



Sean Landers, Pretzel Gallery
[instagram.com/kidsandsharks](https://www.instagram.com/kidsandsharks)

Platform



Websites, Apps, Infrastructure

The image displays the ARTSY website and its mobile application. The website interface includes a search bar, a navigation menu with categories like ARTISTS, ARTWORKS, SHOWS, GALLERIES, MUSEUMS, FAIRS, AUCTIONS, MAGAZINE, and MORE, and a main header with the ARTSY logo. The main content area features a large abstract artwork and a sign-up prompt: "Learn about and collect art from leading galleries, fairs, and museums. Sign up to get updates on your favorite artists." Below this are several featured sections: "Follow your favorite artists" (40,000+), "Preview gallery and museum shows", "Browse Galleries" (3,000+), "Browse Museums", "Bid in Auctions", and "Preview Fairs" (60+).

ARTSY

Learn about and collect art from leading galleries, fairs, and museums

Sign up to get updates on your favorite artists

SIGN UP

Follow your favorite artists
40,000+

Preview gallery and museum shows

Browse Galleries
3,000+

Browse Museums

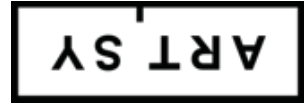
Bid in Auctions

Preview Fairs
60+

OLEG DOU >

MK1 from "Mushrooms Kingdom" series, 2013
C-print face mounted with Acrylic
70 9/10 x 70 9/10 in

Management at Artsy



Management at *Artsy*

1. Enable individual contributors to do their best work
2. Try not to tell people what to do
3. Profit

Teams at Artsy

Businesses



Customer-Facing Teams



Product Teams



Practices



Engineering ♥ Product

1. Partner Success
2. Collector GMV Web & iOS
3. Auctions
4. Publishing
5. Platform Engineering
6. Web Practice
7. Mobile Practice



ALAN JOHNSON

Engineering Lead, Auctions



CHARLES "CAB" BROSKOSKI

*Engineering Lead, Collector
Experience & GMV*



KANA ABE

Software Engineer



ELOY DURÁN

*Engineering Lead, Collector
Experience & GMV iOS*



CHUNG-YI CHI

*Engineering Lead, Partner Success
Engineering*



JOEY AGHION

Director, Platform Engineering



ORTA THEROX

Director, Mobile Engineering



CRAIG SPAETH

Director, Web Engineering

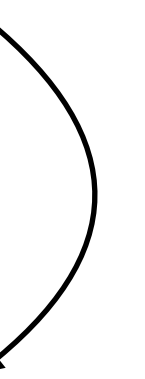
~~Management~~ Leadership at Artsy

1. **What**

How much did you/your team advance Artsy's business goals?

2. **How**

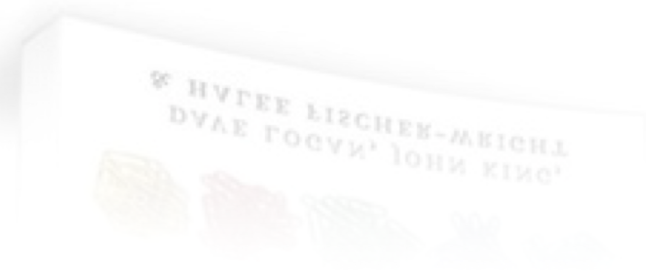
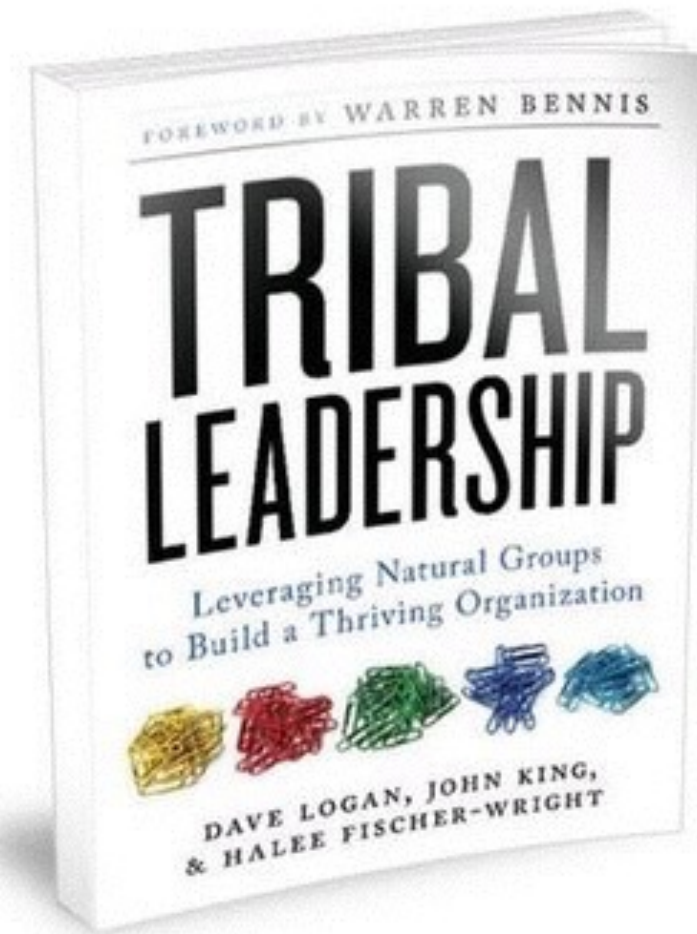
How did your/your team's actions embody Artsy's values and advance Artsy's culture?



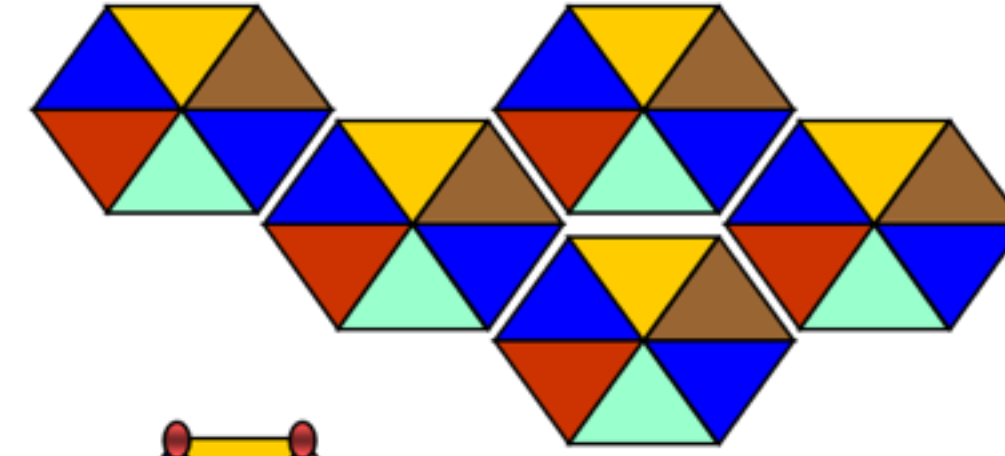
How? *Artsy Values*

1. Art x Science
2. People are Paramount
3. Quality worthy of Art
4. Openness
5. Positive Energy

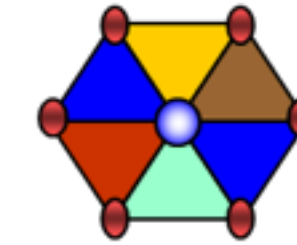
Tribal Leadership



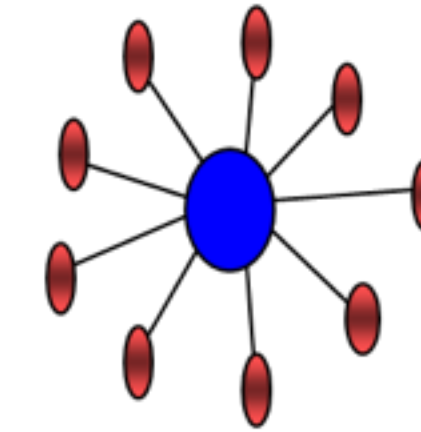
Webbed Network Team



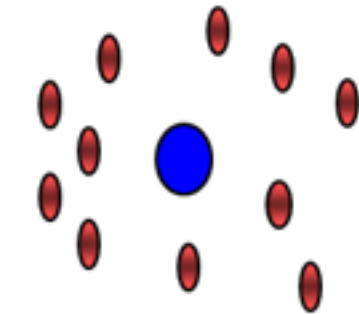
Stable Partnership Triads



Hub & Spoke Dyads



Interior Monad



Exterior Monad



From *Tribal Leadership*, Logan, King & Fischer-Wright, 2008, HarperCollins



AMA, thank you.
db@artsy.net
@dblockdotorg