

Dwarves 2023 Wrapup



Agenda

01	Win of 2023
02	Team Growth
03	Community Impact
04	Introducing Lab Team & Notes
05	Dwarves Awards 2023
06	Onto 2024



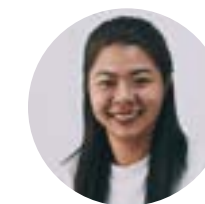
\$2M

Project contract renewal worth \$2M

Reward

500 ICY

Contributors



Nikki Ngoc Truong
COO



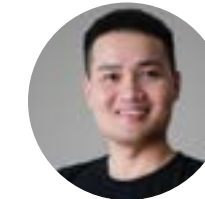
Thanh Pham
Engineering Manager



Quang Le
DevOps Principal



Hieu Phan
Backend Engineer



Hieu Vu
Full-stack Engineer



An Tran
Frontend Engineer



Nam Nguyen
Backend Engineer



Dat Doan
Backend Engineer



Tom Nguyen
Data Lead



Tay Nguyen
Backend Engineer



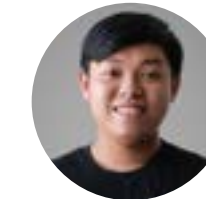
Chinh Le
Frontend Engineer



Minh Tran
Frontend Lead



Huy Tieu
Project Manager



Nhut Huynh
Team Lead



Tai Pham
Frontend Engineer



Khoi Nguyen
Backend Engineer

180

Participants of FE training course

Reward

450 ICY

Contributors



Vy Tran
Frontend Engineer



An Tran
Frontend Engineer



Chinh Le
Frontend Engineer



Lap Nguyen
Frontend Engineer



Thanh Pham
Engineering Manager

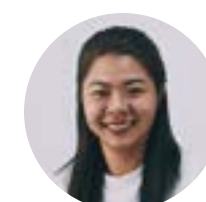
40k

Members of Dwarves & Techie on social media

Reward

280 ICY

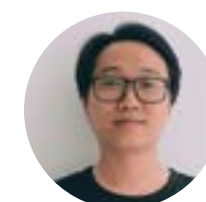
Contributors



Nikki Ngoc Truong
COO



Vi Tran
Communication & Community



Lap Nguyen
Frontend Engineer



Tom Nguyen
Data Lead

82

Participants of Golang training course

Reward

240 ICY

Contributors



Hieu Phan
Backend Engineer



Nam Nguyen
Backend Engineer



Minh Luu
Backend Engineer



Dung Ho
Backend Engineer



Tom Nguyen
Data Lead

2k ICY

Monthly rewards for top project performers

Reward

200 ICY

Contributors



Nhut Huynh
Team Lead



Huy Tieu
Project Manager

12

Monthly product demo & showcase

Reward

200 ICY

Team Lead



Thanh Pham
Engineering Manager

\$30k

Bounty Program: Total of \$30k granted

Reward

200 ICY

Team Lead



Huy Nguyen
Backend Lead

Team Growth

In 2023, we welcomed 4 new team members. Some graduated our internship program and are now already working full-time in client-projects.



Anh Bui

Frontend Engineer



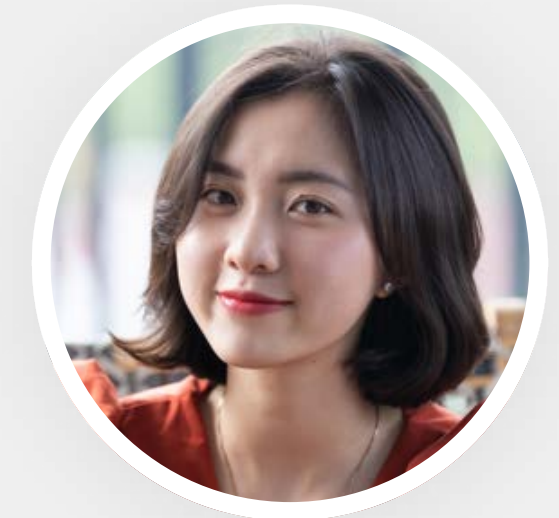
James Phuong Doan

IOS Engineer



Thang Nguyen

Backend Engineer



Vi Tran

Community/Marketing

Community Impact

40k

Members of Dwarves & Techie community

\$4k3

Donated to tree planning in Vietnam

102

Stories of human in tech published

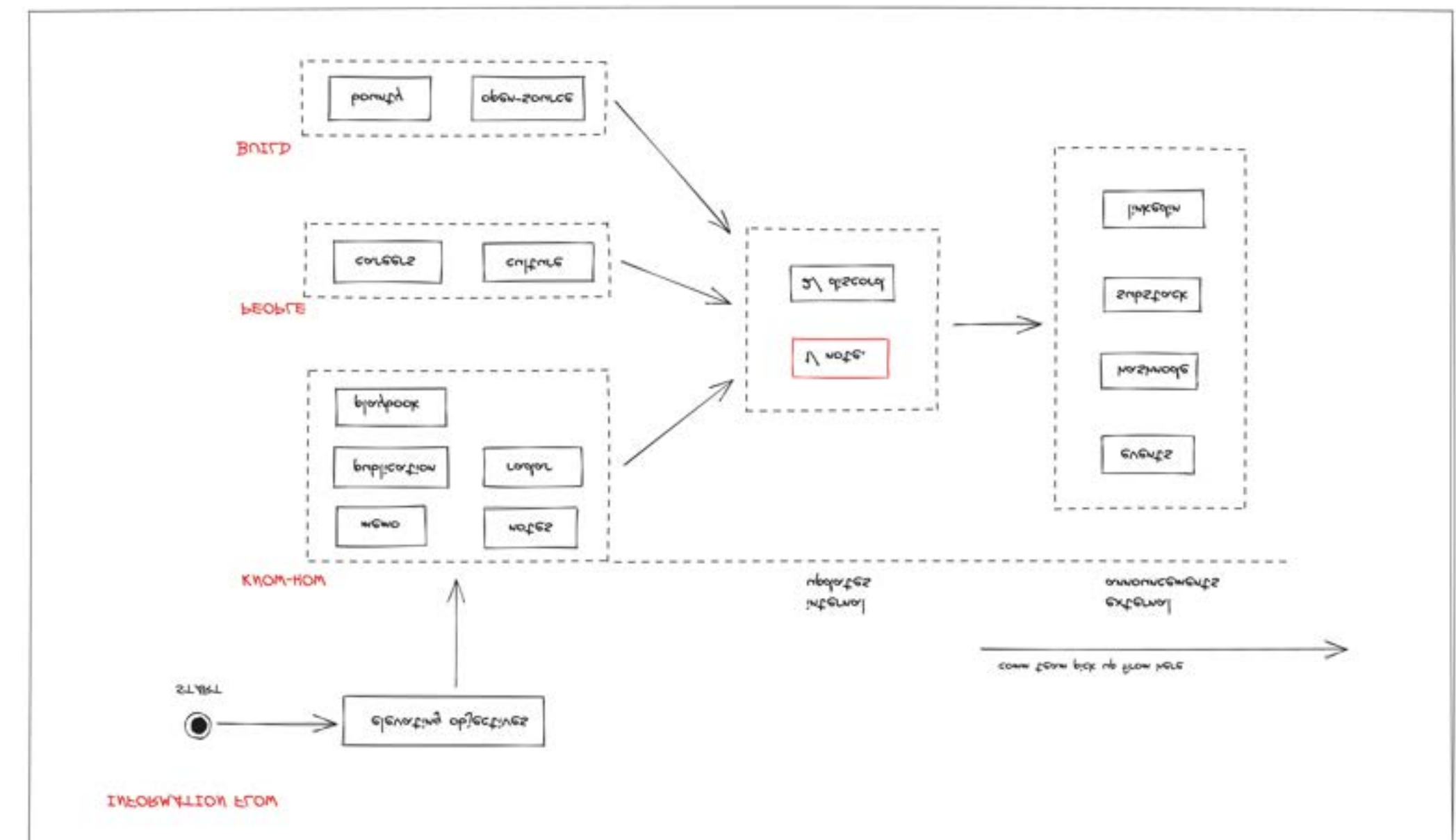
77

Public vents including 2 courses, 11 tech events, 64 radio talks

note.d.foundation

- The A to Z of Dwarves. Note is where we centralize all tech matters, from how to run a tech team to what we research & learn.
- Hopefully the time we spend in the tech industry will become valuable insights for everyone who cares about tech and innovation as we do.

[Link to note.d.foundation](#)



Lab Team

Lab team is a diverse group of individuals, each with unique backgrounds and personalities, but the common ground lies in the dedication to exploring and understanding emerging technologies.



Our goal is to investigate and learn about advancements that have the potential to enhance our lives and contribute to a better future.

Who we are

Reward & Nomination

Latest market report

Latest forward engineering

INTRO	OPERATION
<div><p>We all love new technologies, and we are dedicated to exploring and understanding these new technologies together.</p></div> <div><p>1/ Output</p><ul style="list-style-type: none">• Output consists of new techniques and ways to use them to develop software more quickly, safely, and stably.• One printable page of report/narrative for distribution to the team and community.</div> <div><p>2/ Purpose</p><ul style="list-style-type: none">• The output will be utilized by the consulting team for sales and advisory purposes.</div> <div><p>3/ Where do we compile knowledge from?</p><ul style="list-style-type: none">• OG: Top consulting companies such as Thoughtworks.• Trends on GitHub.• Ongoing research projects that have the potential to change the way software is developed in the future, such as Rust five years ago.</div> <div></div>	<div><p>7/ Operation Method</p><ul style="list-style-type: none">• Monthly calls:<ul style="list-style-type: none">• One for planning.• One for content approval before publication.• Monthly dinner to recap and summarize.</div> <div><p>8/ Who are the labs members?</p><ul style="list-style-type: none">• Those who love new tech because it's cool.• Individuals who take notes, as failing to do so renders the effort meaningless.</div> <div><p>9/ How do we onboard new members?</p><ul style="list-style-type: none">• Extend a warm welcome to everyone.• Offer a trial on a selected topic.</div>
CONTENT	BENEFIT
<div><p>4/ Who will guide the team?</p><ul style="list-style-type: none">• Someone with a visionary mindset.• Enthusiasts who love exploring and applying new technologies.• Individuals who enjoy shopping for new tech.</div> <div><p>5/ Who will approve the content?</p><p>As mentioned above.</p></div> <div><p>6/ Who will disseminate information to the consulting team/everyone?</p><p>The information will be shared on a round-robin basis.</p></div>	<div><ul style="list-style-type: none">• Keep yourself fresh.• Role of @labs on the df server.• Monthly \$icy, \$dfg bonus.• Icy bonus based on the topic.</div>

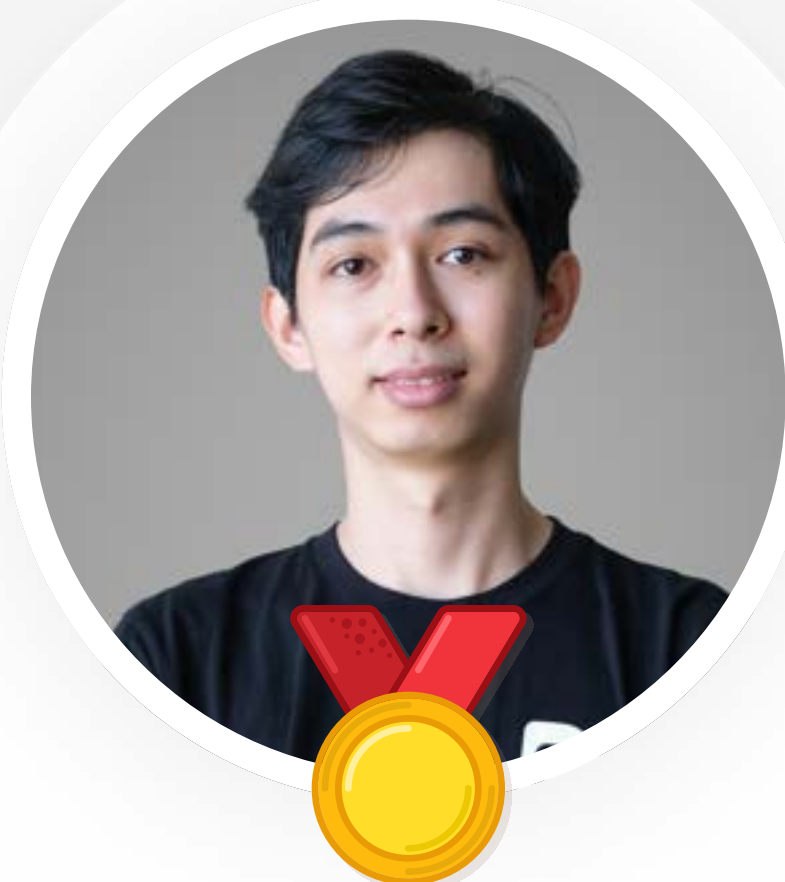
Dwarves of the year

It's our tradition since year one. At the end of each year, all team members vote for people who create the most impact for our team, and who achieve the greatest growth.



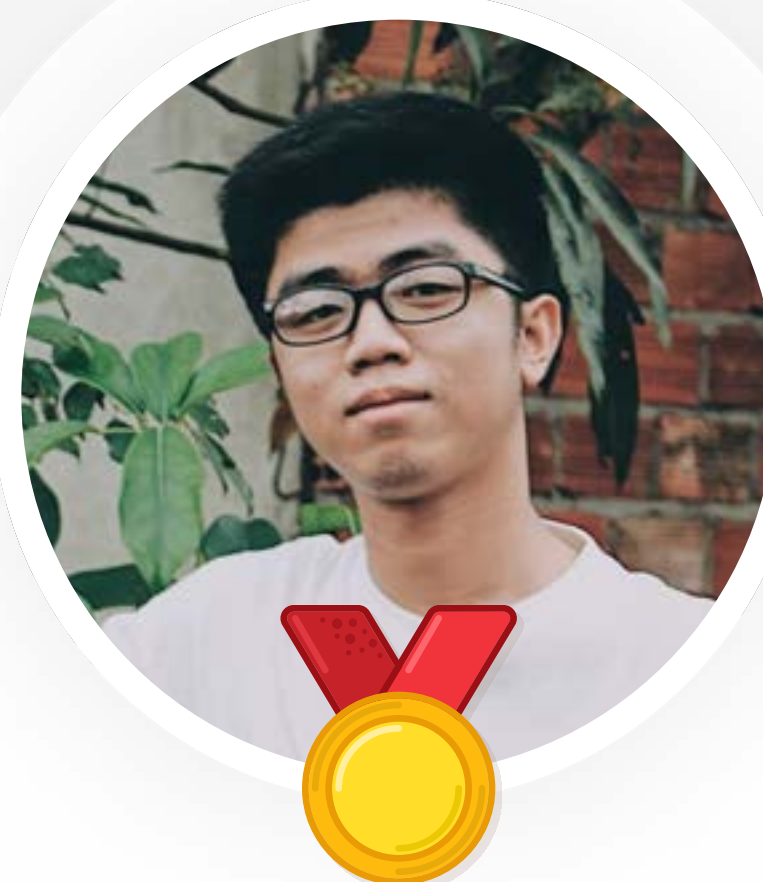
Learners

Top 2 members who have the greatest growth



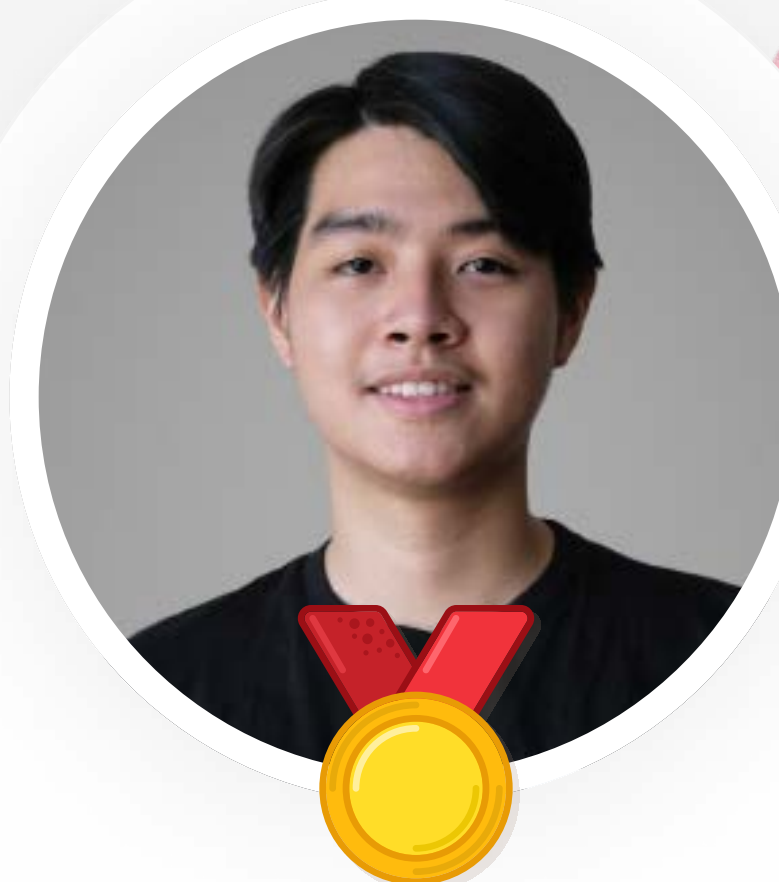
Toan Ho

Frontend Engineer



Khac Vy

Frontend Engineer



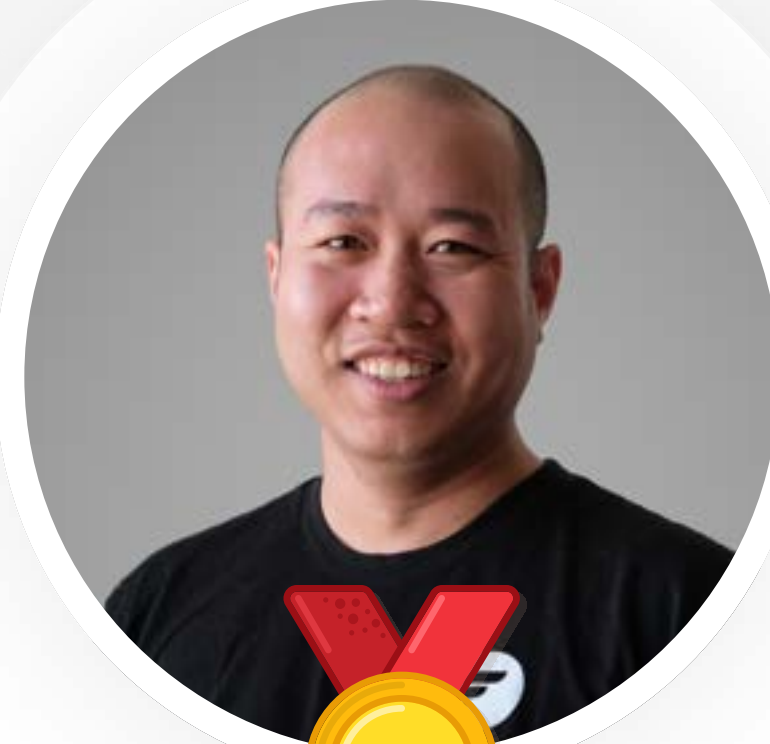
Nam Nguyen

Frontend Engineer



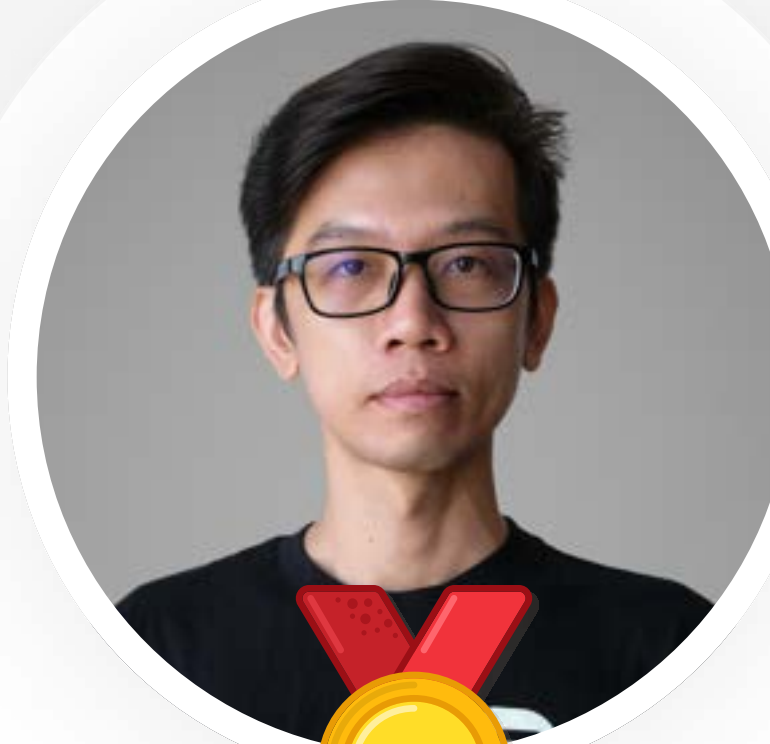
Trainers

Top 2 members who teach and share more than anyone else



Hieu Phan

Backend Engineer



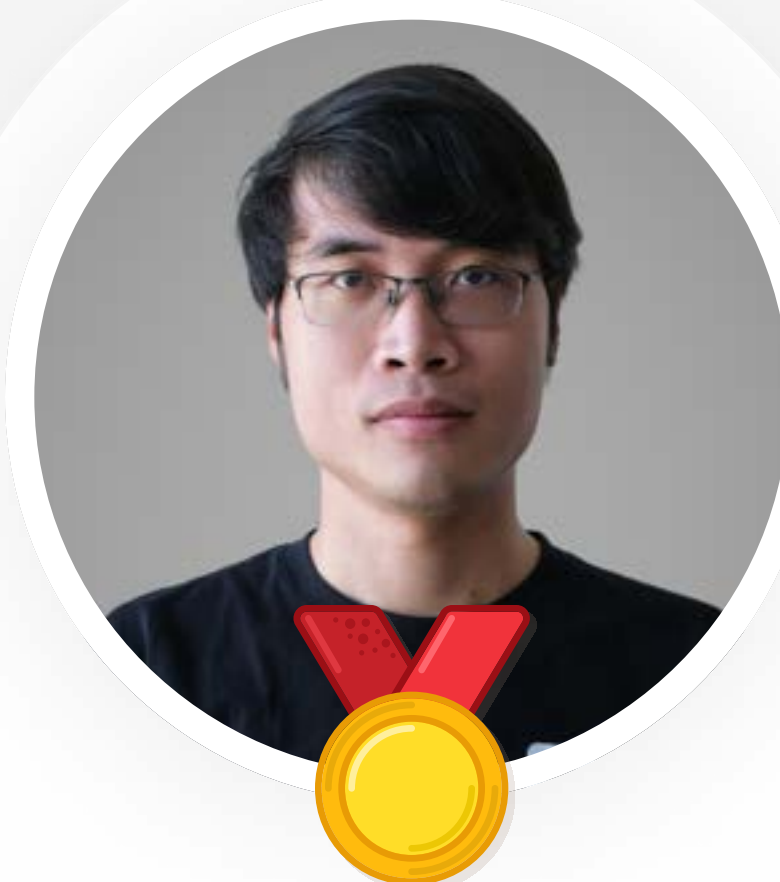
An Tran

Frontend Engineer



Managers

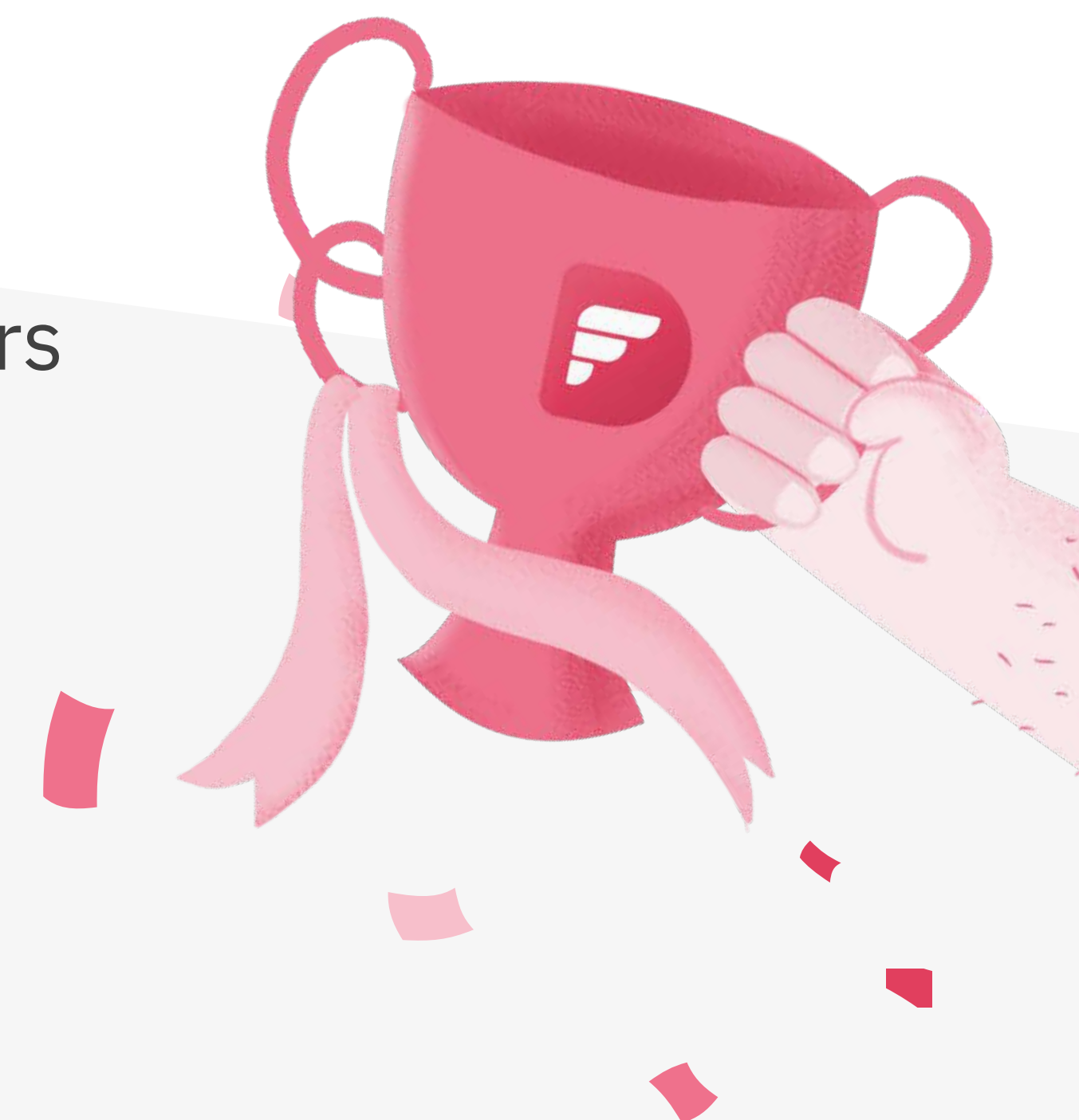
Top 2 members who are great managers and enablers



Thanh Pham
Engineering Manager

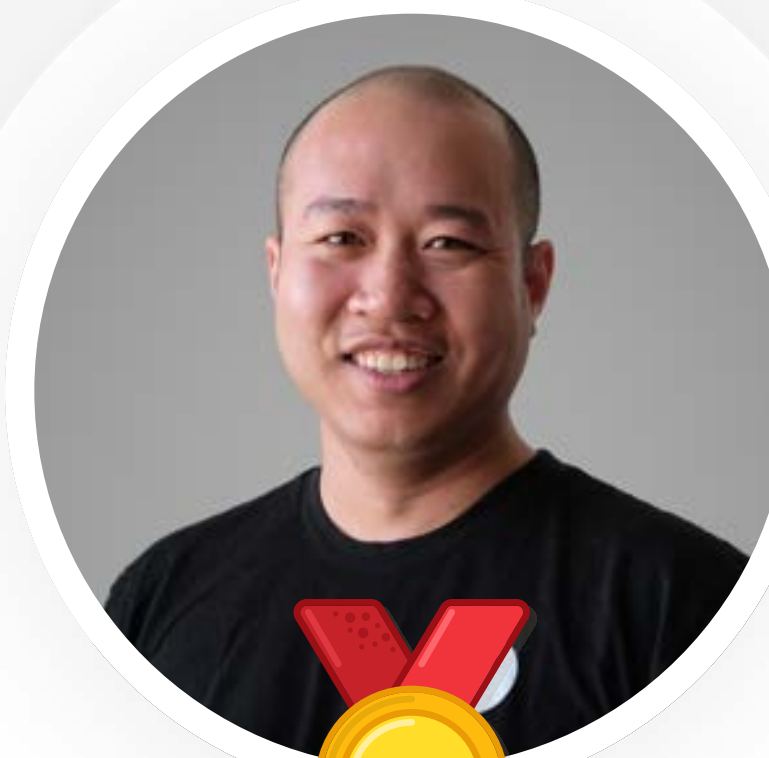


Huy Nguyen
Backend Engineer



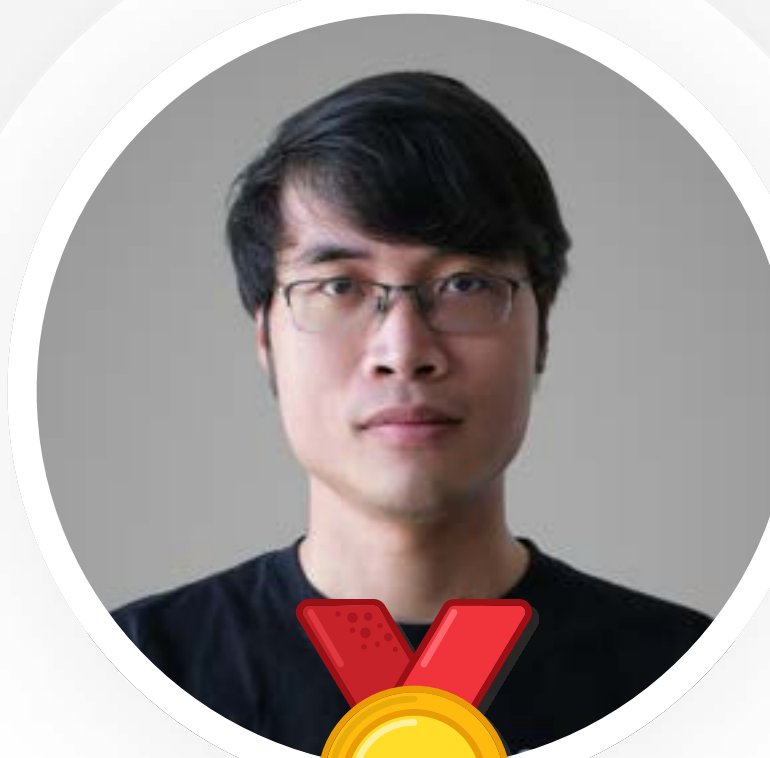
OGs.

Top 2 OGs/senior members



Hieu Phan

Backend Engineer



Thanh Pham

Engineering Manager



Rockstars

Top 2 members who contribute beyond their title



Nhut Huynh
Team Lead



Lap Nguyen
Frontend Manager



Rising Stars

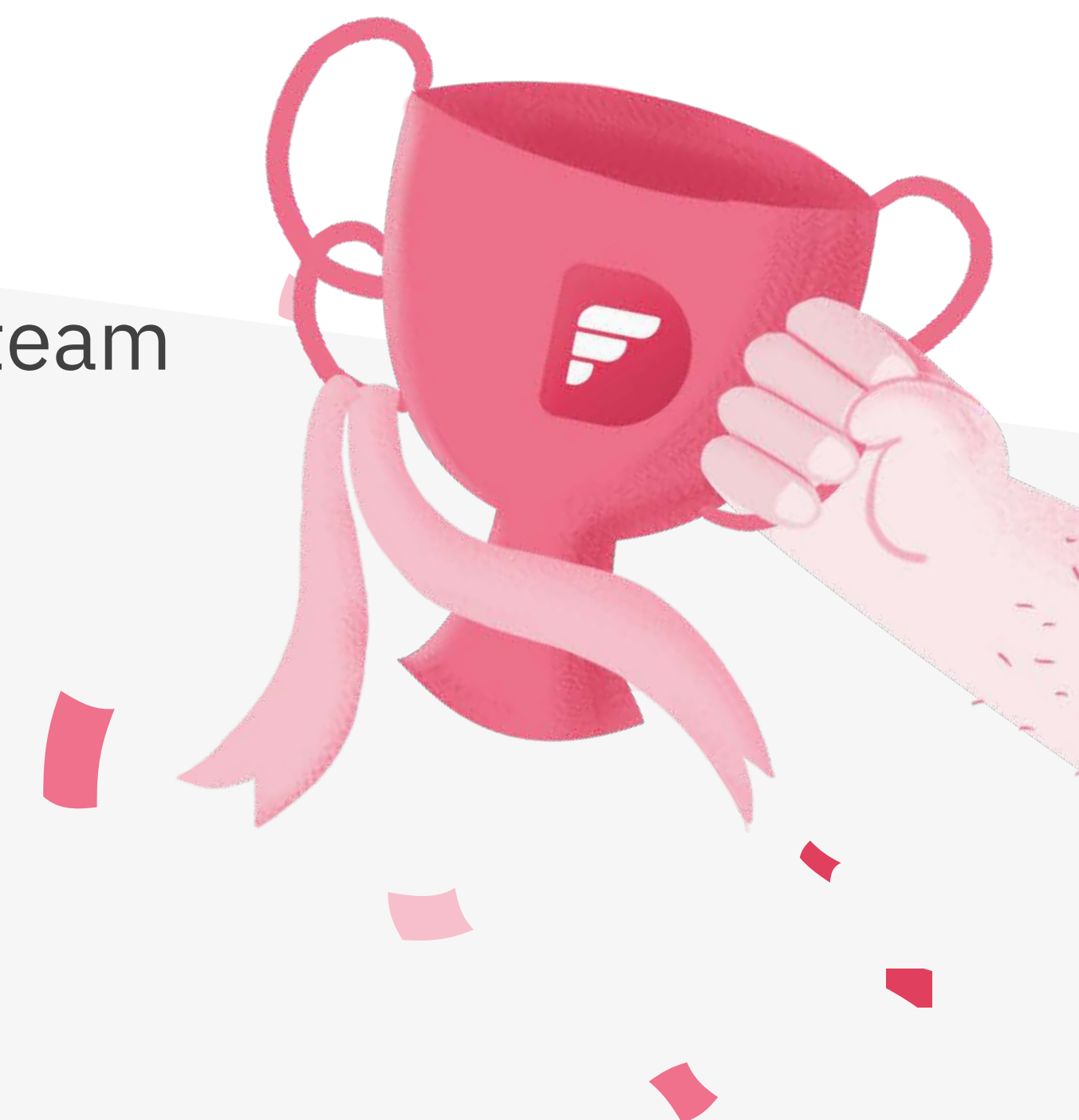
Top 2 members under 23 who will be important to the team



Vi Tran
Communication &
Community

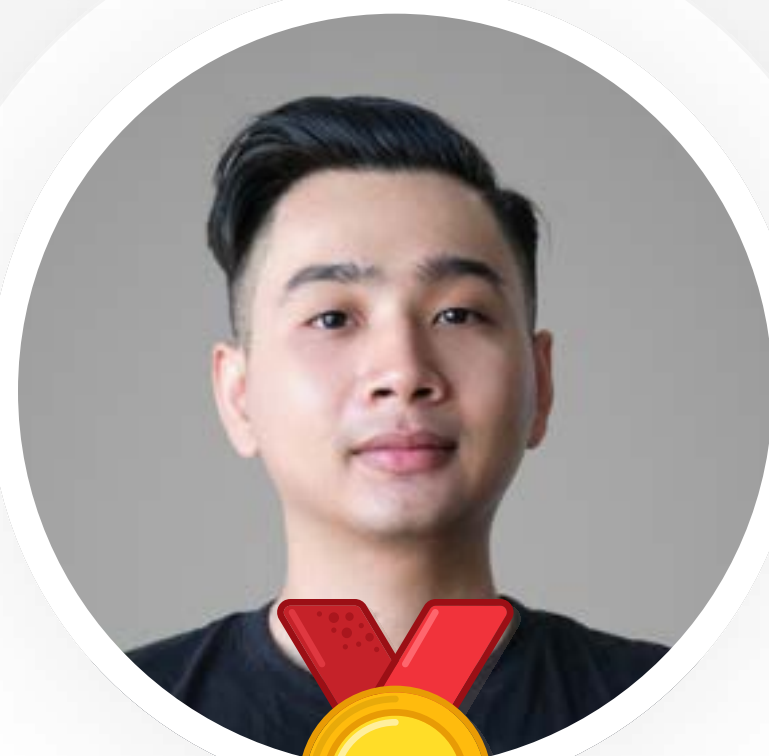


Minh Cloud
Product Executive



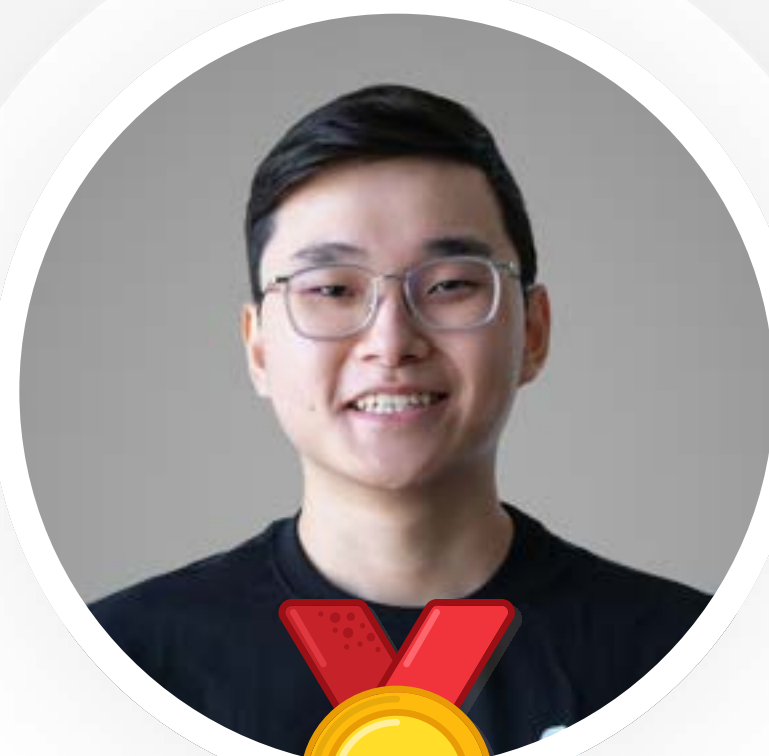
Grinders

Top 4 members who grind super hard



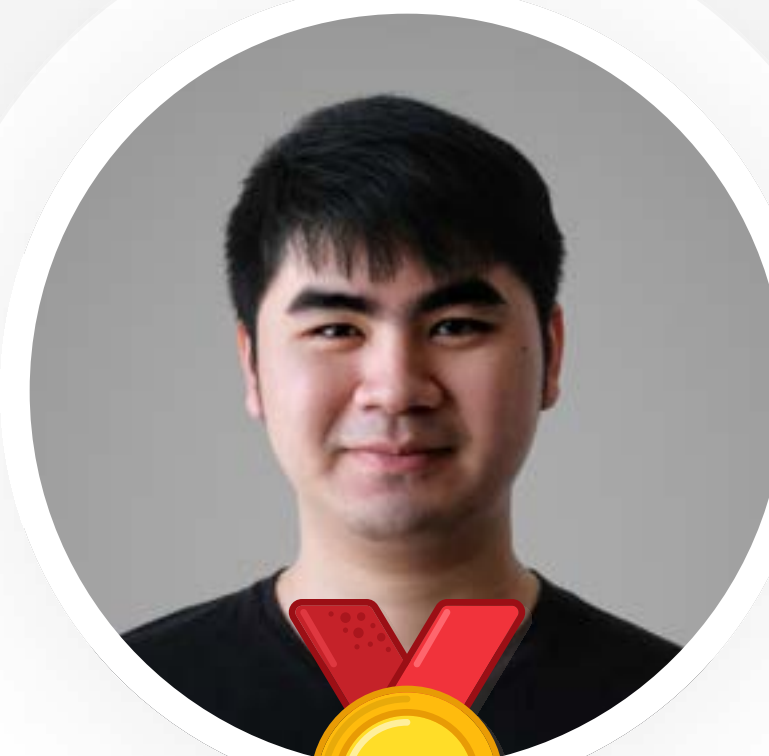
Cuong Mai

Backend Engineer



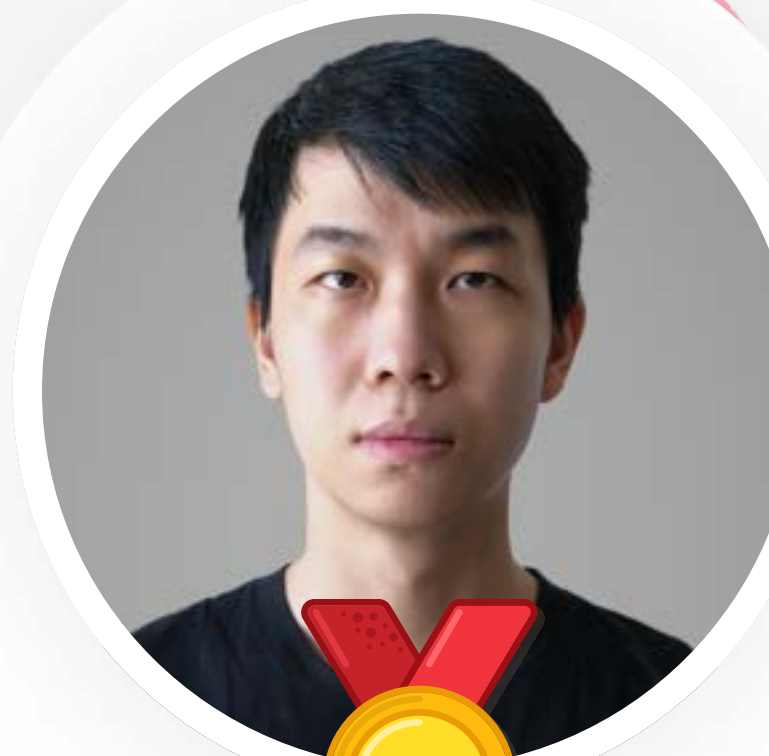
Tuan Dao

Frontend Engineer



Bien Vo

Backend Engineer



Anh Nguyen

Backend Engineer

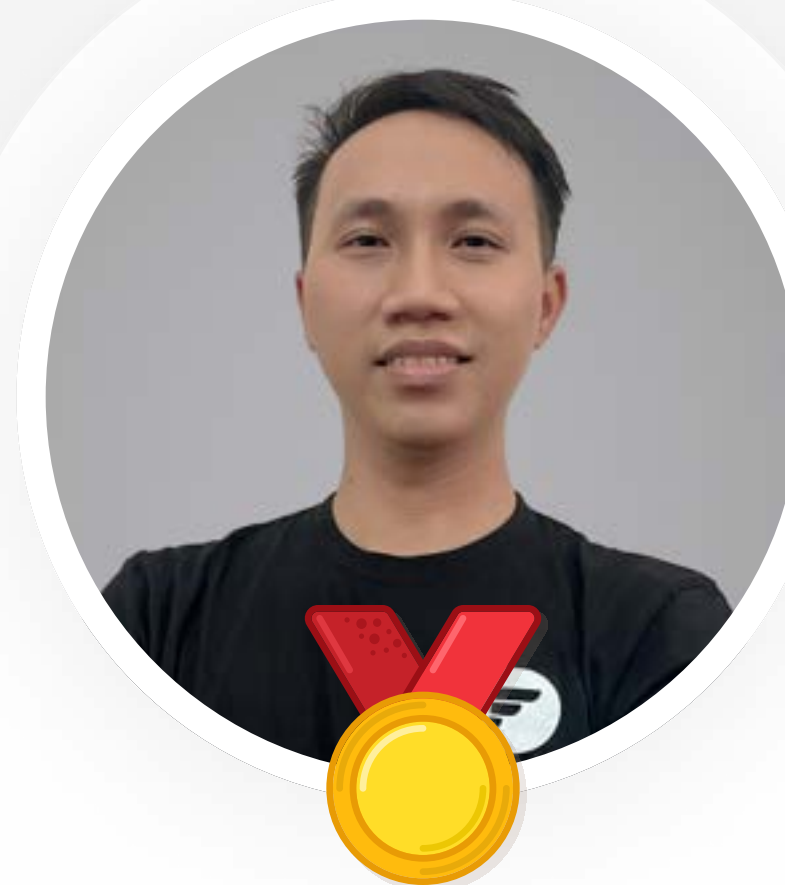
Craftsmen

Top 2 members who ship / help ship the most



Lap Nguyen

Role



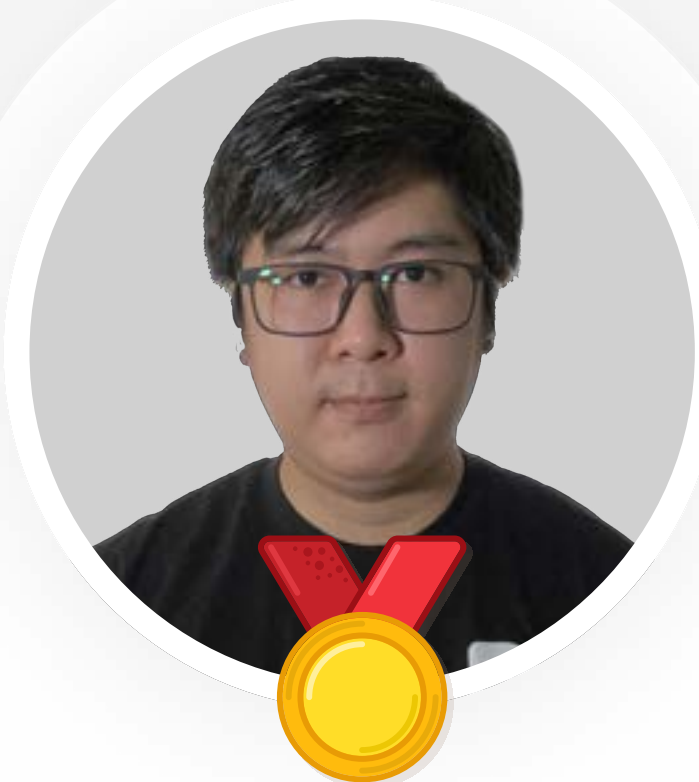
Chinh Le

Role



Popular | Shillers | Top Fans

Top 5 members who contribute the most to our community



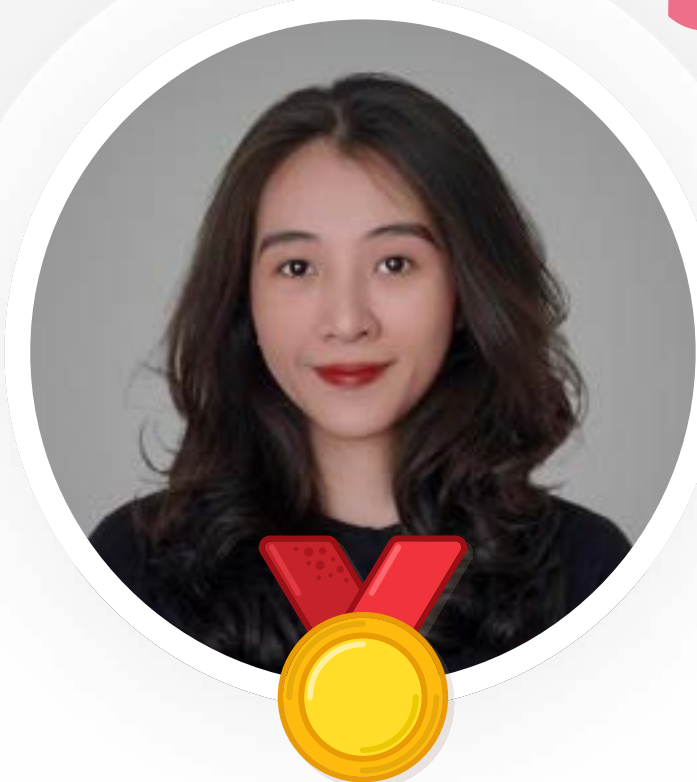
Tom Nguyen
Backend Lead



Huy Tieu
Project Manager



Nhu Huynh
Team Lead

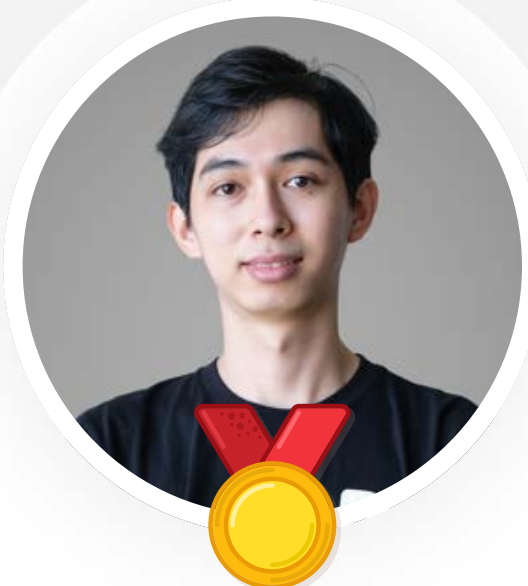


My Truong
Alumni

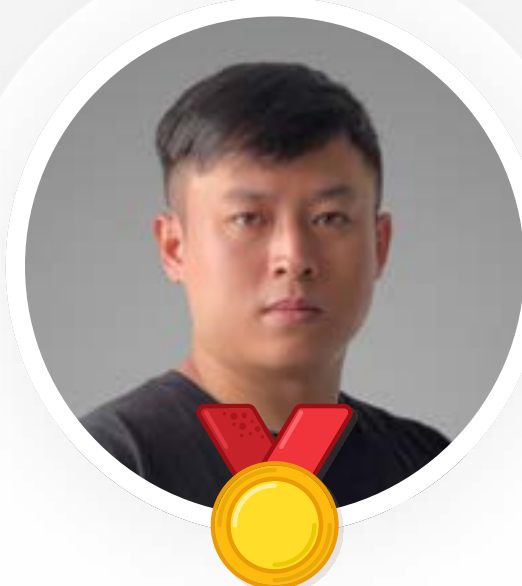


Tuan Truong
Contributor

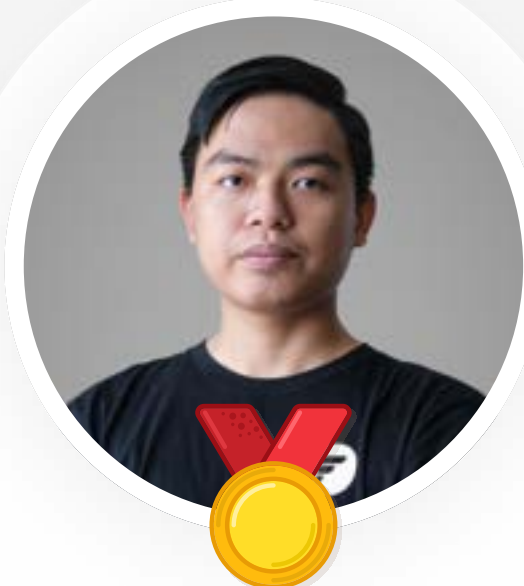
Honorable Mentions



Toan Ho
Frontend Engineer



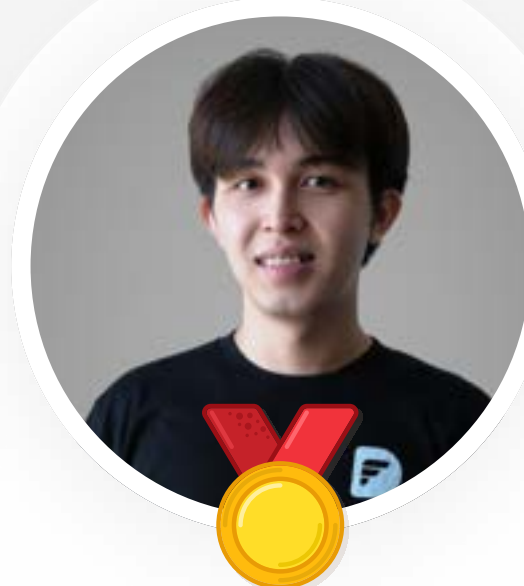
Nam Nguyen
Backend Engineer



Hai Huynh
Frontend Engineer



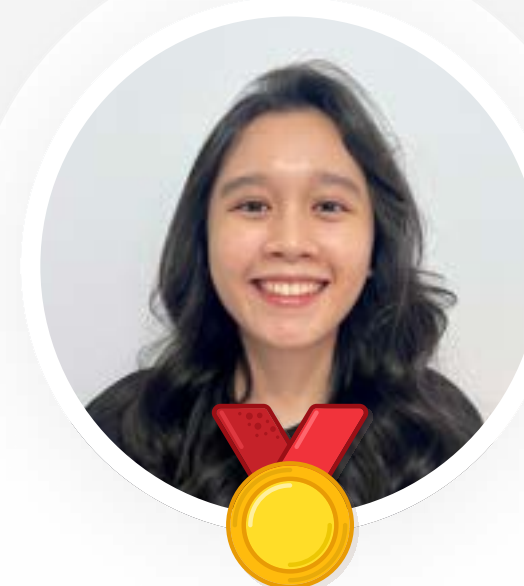
Cat Nguyen
Backend Engineer



Khoi Nguyen
Backend Engineer



Nghia Nguyen
Backend Engineer

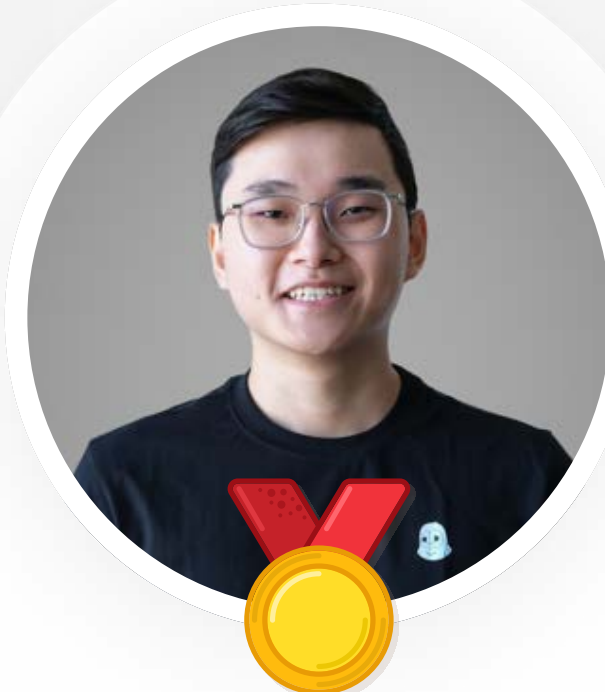


Ngan Le
QC

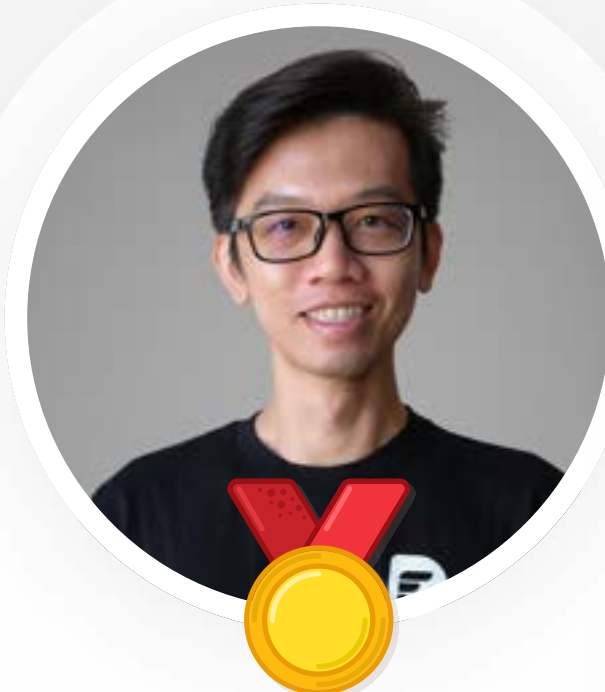
Dual



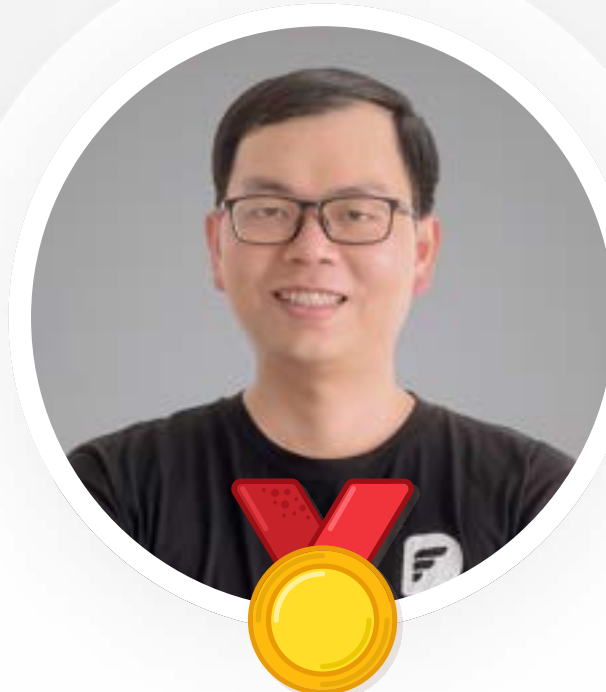
Huy Nguyen
Backend Lead



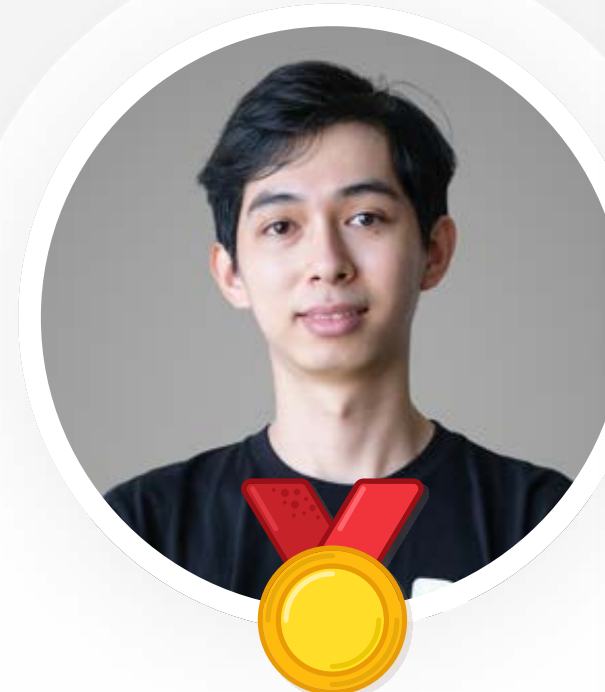
Tuan Dao
Frontend Engineer



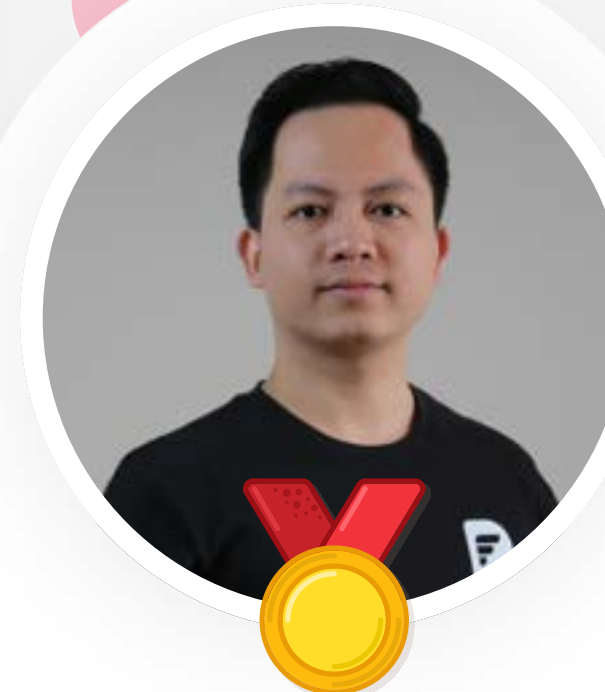
An Tran
Frontend Engineer



Minh Tran
Frontend Engineer



Toan Ho
Frontend Engineer



Ngoc Thanh
Backend Engineer

Project Teams



Setel

SETEL



SPgroup

SP



**Thank you to all our members, and
we look forward to a greater 2024 ahead.**

Contact Info

Stay updated with dwarves

[Discord](#)

[Github](#)

[Website](#)

[Dwarves Notes](#)