

One word: **inspirational.**

Here's what he meant by it.



The impact of seeing someone talk about these things and their passion for it in person – it sticks with you in a way that reading doesn't.



Dan Rushton

Engineering Lead · Ultramed, a fully remote healthcare technology company

Dan's team is navigating the same AI-driven shift as every engineering organisation: code arrives faster, review is the new bottleneck, and juniors need a different kind of support. LDX3 sent him home better equipped for all three.

>> THE OUTCOME

A clearer picture of what the job now requires

Dan left with more energy than he arrived with – and three things that came home with him:



A playbook for junior talent – what good junior support looks like in an AI-assisted team.



A sharper instinct for where the human in the loop matters most in healthcare.



Vendor conversations in motion, aimed squarely at the review bottleneck his team is feeling right now.

>> THE CHALLENGE

Speed is the easy part. Direction is hard.

AI tools mean Dan's engineers can build more, faster, than ever – so team alignment is the new superpower. For a fully remote team, two days with other engineering leaders is exactly the recalibration that's hard to get at a desk.

"If your direction isn't aligned as a team, you can produce the wrong thing much quicker."

>> WHY LDX3

His manager recommended it. Enough said.

LDX3 came recommended by Dan's manager – a veteran of LeadDev events who rates them above everything else in the space. Dan took the chance on the spot. It's a pattern we see every year: leaders who've been once send their people next time.

>> THE EXPERIENCE

Talks that stick, conversations that pay off

Dan split his time between the talk tracks and the expo floor, where a green 'happy to talk' sticker on his badge opened the right doors: sharp questions, genuine conversations, and a handful of vendor follow-ups he's since taken forward with his manager.

The talk that stuck was Rick Clegg of Wise on scaling junior engineers in the AI era – living proof that with the right systems in place, juniors can move fast while quality holds. The argument Dan took home: AI doesn't make junior engineers redundant. It makes them more capable.

"A junior with the power of AI can achieve so much. You can grow this person and get them engaging with your culture in a way that's more difficult to do with a senior engineer who comes with a full load of experience."

>> LOOKING AHEAD

Back next year – with the whole team

Dan is already planning his return – this time with his whole engineering team. For a fully remote organisation, LDX3 does double duty: shared learning, and a rare chance to put every engineer in the same room.

"If other people in the team have heard the same things and think 'great' – there's less of a hurdle to get over."

BE THERE NEXT TIME

Leave with more energy than you arrived with. **We'll save you a seat.**

[Explore upcoming events](#)leaddev.com/events