# CURRICULUM VITAE

## Personal

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I am an enthusiastic and passionately driven Scrum Master and Agile coach; 'no-nonsense' when it comes to results, however with care when facilitating the team, the people and its processes. Personal growth of the team members and their competencies is high on my list. Agility succeeds on attitude, team spirit, empowerment. I combine my technical- and coaching skills and knowledge in a natural way. I am able to empower groups and individuals so that they learn to be self-organizing, to be discussing issues openly, to be creative and problem-solving, to be communicative about achieving a common goal.

## Education

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| 2017 – 2017 | SAFe 4.0 Practitioner |
| 2015 – 2016 | System Coach |
| 2015 – 2015 | Togaf Level 1 & 2 |
| 2013 – 2013 | Professional Scrum Master |
| 2012 – 2012 | Archimate 2.0 |
| 2011 – 2011 | Equine Assisted Coaching |
| 2006 – 2009 | Master of science IT Architecture |
| 2005 – 2005 | Prince2 Foundation |
| 1992 – 2006 | Several Development tools: RPG (AS400) , ASSET , eDeveloper, iBOLT |
| 1992 – 2006 | SQL Administrator, AMBI HE0, HE1,HE2,HB1,HB2,HSB1,HSB2 |

## Work history self-employed employer 2013-Today

### BASF (Nunhemsseeds) Agile coach/Scrum master

**7-2019 – 12-2019**
- As an Agile coach I supported a team to start-up with working on an agile way. Main goal is to coach the team so they will become completely self-supporting. The team consists of 8 team members. A big challenge was also to proof BASF that Agile way of working is can be a success and should be adopted broader.

### Johnson & Johnson Agile coach

**1-2019 – 6-2019**
- As an Agile coach I support a team to start-up with working on an agile way. Main goal is coaching to create an Agile mindset. The challenge here is to make the team members more mature and help them to define user stories for the product backlog.

### Nationale Nederlanden Agile coach /Domain Scrum master

**4-2018 – Today**
- As Domain Scrum master/coach I support seven scrum teams. Two teams consist of onsite and offshore team members. Main goal is to coach the teams so they will become completely self-supporting. The challenge here is the alignment between the teams in the domain and even bigger challenge is the cross domain alignment. Another challenge is the prioritizing of user stories is because of the big number of features from different stakeholders with their own interests and concerns.

### AIV
**9-2017 – 3-2018**
**Project manager/Scrum master/Coach**
- Acting as scrum master in an environment where agile projects are combined with traditional waterfall projects to implement a new portal for vlaanderen.be. Part of the role was to coach the product owner for who this role was new.

### KBC (TCS)
**6-2017 – 7-2017**
**Project manager**
- Project management for TCS onsite and offshore to finalize an architecture assessment project. I joined the project in a late stage to assist the existing team to finalize the project. Main challenge was the communication between TCS and KBC.

### BNPPF (TCS)
**3-2016 – 4-2017**
**Scrum Master/Delivery Manager/Coach**
- Coaching TCS Onsite team and prepare them for agile way of working.
- Project- and improvement management for TCS onsite- and offshore team.

### Vebego
**3-2015 – 9-2015**
**Enterprise Architect**
- Ist and soll analyse Process and Application landscape modelling with Archimate in need of an application rationalization project for a SAP implementation.

### USG People
**2-2014 – 2-2016**
**Project manager/Coach/Scrum Master**
- Scrum master/Coach integration team for the implementation of an ESB.
- Project management for a requirement analysis project.

### Sligro Food
**6-2014 – 10-2014**
**Coach/Architect**
- Technical and personal coaching RPG Software architect.

### Post NL
**2-2013 – 4-2013**
**Architect**
- Project architect several projects.(Salesforce) Projects. business portal.
**9-2013 – 2-2014**
- Design project start up architectures for several projects..

## Work history self-employed employer 2009-2012

**Manpower**
1-2009 – 12-2012

**Project manager/Coach/Enterprise Architect**
- Project management implementation ESB, replace Back-Office system.
- Research and consultancy in (chain) integration issues.
- Photographing ICT landscapes.
- Advising on business and IT alignment.
- Process analyses in the context of a POC in order to replace ICT systems.
- Coaching internal and external resources.

**Europ Assistance**
4-2009 – 11-2009

**Integration architect**
- Design enterprise service bus architecture.

**ABS Car Damage**
6-2009 – 7-2009

**Auditor**
- Software audit conducted on behalf of a custom software SLA.

## Work history payroll employer 1992 - 2009

**2006 – 2009**

**Unit leader Development/Coach/Architect/Project manager at Manpower**
- Responsible for operations and strategy development and Software architecture
- Resource Planning/management/Coaching regarding line and project management.

**2003 – 2006**

**Project manager/Coach/Integration specialist at Manpower**
- "Staffing Industry Data Exchange Standards" developing for Netherlands.
- Technical project Management / architect / System development.
- Resource management/Coaching development team.

**1999 – 2002**

**Technical project leader at Manpower**
- Supervise implementation of a new back office system
- Project management, Systems development, Information Analysis

**2000 – 2001**

**Project lead/Coach at Aquero**
- Develop and implement project work
- Relationship management, acquisition
- Coaching development team.

**2000 – 2000**

**Freelance developer at several clients**
- Perform various development projects.

**1995 – 2000**

**Team lead Development team at Manpower**
- Directing the development team.
- Project manager of various projects.
- Information analysis, systems development, product research.

**1994 – 1995**

**Analyst programmer at Inter Access**
- Maintenance international distribution system with Yamaha.

**1992 – 1994**

**Analyst programmer at Manpower**
- System development front-office system.

## Skills

**Personal skills**
- Both conceptual and detailed consideration capacities
- Results-oriented social drive
- Decisive
- Innovative
- Assertive
- Communicative
- Coaching and motivating force
- Analytical
- Curious
- Empathic

**Professional skills**
- Team/Individual coaching
- Project and line management skills
- Coaching
- Professional Scrum master /SAFe / Prince2
- Archimate / XML (Sparx)
- AS400 and Windows management / Engineers
- iBOLT / SQL Server
- Integration / Enterprise architecture (Togaf)
- PSA (Project Startup architectures)
- ESB / SOA (Enterprise service bus)
- Application landscape management and design and application rationalization.
- Jira/Confluence