## Additional Info Upon Request

# SKILLS

**Methodology Skills:**

· Scaled Agile

· Organizational Change Mngt

· Risk Mngt & Compliance

**Tooling Skills:**

· JIRA

· IBM Rational Team Concert

· Rally

# CERTS

· Top Secret/SCI w/ CI Polygraph & Sub-Gammas

· CompTia – Security+

· SAFe Practice Consultant (SPC)

## PROFESSIONAL SUMMARY

With over 35 years of experience at USAA and the U.S. Air Force, I am an Agile Transformation Coach skilled in leading transformations using the Scaled Agile Framework (SAFe) across various divisions, including the NSA and two Air Force intelligence squadrons. I specialize in advanced Agile coaching, focusing on continuous improvement, servant leadership, and facilitating Scrum ceremonies and Program Increment (PI) planning for over 800 personnel across multiple Agile Release Trains (ARTs).

## RELEVANT EXPERIENCE

**Director of Operations / Lead Agile Coach**

U.S. Air Force Reserve

December 2019 to Present

Led a 123-person team to implement Lean practices at the 35th Combat Communications Squadron, enhancing resource management. Championed SAFe principles at the NSA's Cyber Operations Planning Division, improving Agile practices and team collaboration.

**Lead Agile Coach / Lead Release Train Engineer / Product Manager**

USAA

November 2017 to October 2023

Led a SAFe transformation for 800 personnel in USAA's HR department, boosting productivity by 45% and improving alignment with organizational needs. Provided strategic Agile coaching, training Scrum Masters and Release Train Engineers to enhance continuous improvement and risk management across the HR IT portfolio.

**Scrum Master / Agile Coach / IT Systems Analyst**

USAA

March 2014 to November 2017

Led a SAFe transformation for 400+ personnel at USAA's Investment Management Company, enhancing collaboration and efficiency through comprehensive Agile training. Improved operational processes and risk management strategies across multiple Agile Release Trains.

## SKILLS

**Methodology Skills:**
- Scaled Agile
- Scrum, Kanban, Lean
- DevOps Change Management

**Tooling Skills:**
- JIRA Align
- Azure DevOps
- Rally

## CERTS

- SAFe Practice Consultant (SPC)
- DoD TSC
- TSSCI Clearance



## PROFESSIONAL SUMMARY

Accomplished Enterprise Agile Transformation Leader with over 35 years of experience in managing teams and projects using waterfall, Agile, and hybrid methodologies. Proven track record of successfully leading Lean/Agile transformations at various organizational levels while enhancing effectiveness and efficiency. Recognized for fostering strong business relationships with teams, executives, and stakeholders to drive accelerated performance and effective delivery.

## RELEVANT EXPERIENCE

### Enterprise Lean-Agile Consultant (played hands-on RTE role)
Origence
August 2024 to Present

Mentored three Release Train Engineers and led workshops for five Scrum Masters to boost agile practices. Coached Lean-Agile Center of Excellence leaders on Objectives and Key Results and delivered SAFe for Teams training to enhance Program Increment Planning.

### Enterprise Lean-Agile Transformation Consultant
Sony Music Publishing
January 2024 to July 2024

Guided the Agile transformation within the Transformation Office and developed OKRs to ensure alignment on key activities. Engaged with stakeholders to enhance work definitions for IT teams and served as the RTE for a pilot launch and Program Increment Planning event.

### Enterprise Lean-Agile Transformation Consultant
Millennium Trust Company
May 2023 to December 2023

Led Agile transformation within the LACE by addressing Lean/Agile deficiencies and implementing OKRs. Conducted SAFe training, relaunched an Agile Release Train, and served as Release Train Engineer for multiple Program Increment Planning events.