



Manuel MEHRING

Agile Coach & Trainer SAFe Program Consultant

- › 10 years of experience in project management and agile methods
- › 12+ years experience in software development processes
- › 7+ years of consulting experience in various industries
- › Agile Trainer for SAFe & Scrum
- › Practice Head Agile Delivery
- › SPC, PSM, PSPo, IPMA

CONTACT



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SUMMARY

In my role as a consultant, coach, agile project manager or trainer, I have been supporting my clients for around 10 years in their work with agile methods and the associated change processes - successfully delivering team level implementations (Scrum/Kanban) and their scaling (SAFe) as well as embedding the new methods effectively within the larger organization. As a certified Scrum Master, Product Owner, Kanban Coach, SAFe Program Consultant and certified Project Manager, I can draw from a wide range of methods to help my clients achieve their goals.

WORK EXPERIENCE (excerpt)

01/23 - today

○ SAFe Consultant - Lean Agile Center of Excellence, public sector

Coaching of a scaled agile transformation based on SAFe with approx. 200 people/~19 teams as part of the Lean Agile Center of Excellence (LACE).

The LACE acts as a primary point of contact and driver for the topics of the agile transformation, the use of agile frameworks, and organizational development for all teams in the program.

01/22 - 12/22

○ Agile Coach, life sciences

Introducing and improving agile ways of working and methodologies across the entire IT Applications division. Supervision and agile training of a total of 4 teams at the customer at different maturity levels, value creation processes and team strengths, including CSV / ISO13485. Embedding agile ways of working into the wider organization through IT-wide role definitions, cross-team coordination, and by improving agile governance and agile portfolio management. Supported teams achieved up to 260% growth in throughput and 100% growth in predictability within 6 months as a result.

CERTIFICATIONS



since 01/22

01/23 - today

○ Freelancer

○ SAFe Consultant - Lean Agile Center of Excellence, public sector

Coaching of a scaled agile transformation based on SAFe with approx. 200 people/~19 teams as part of the Lean Agile Center of Excellence (LACE).

The LACE acts as a primary point of contact and driver for the topics of the agile transformation, the use of agile frameworks, and organizational development for all teams in the program. Specific tasks included:

- » Consulting and support for the lean-agile transformation based on SAFe.
- » Design and execution of SAFe-specific formats, such as PI-plannings, inspect and adapt workshops, system demos, etc. (RTE tasks)
- » Coaching and support for the establishment and evolution of agile practices, events and ways of working in the value stream
- » Coaching and training for efficient program-wide use of tools such as JIRA, Agile Hive and Confluence
- » Providing guidance to LACE as well as executives on organizational development and change management.

01/22 - 12/22

○ Agile Coach, life-sciences

Introducing and improving agile ways of working and methodologies across the entire IT Applications division. Responsibilities include:

- » Supervision and agile training of a total of 5 teams at different maturity levels, value creation processes and team strengths, including processes with CSV / ISO13485.
- » Consulting and coaching of executives and middle management
- » Embedding agile ways of working into the wider organization through IT-wide role definitions, cross-team coordination, and by improving agile governance and agile portfolio management.
- » Introduction and coaching on various agile frameworks, like Kanban, Scrum and OKRs

Supported teams achieved up to 260% gain in throughput 100% growth in predictability and defect reduction of 90% within 6 months as a result.

09/17 - 12/21

01/20 - 12/21

○ Executive Consultant at CGI, IT-consulting, ~80.000 employees worldwide

○ Agile trainer (Scrum & SAFe)

As internal trainer, I hold trainings on Scrum and SAFe with the participants being certified as Scrum Masters or SAFe Agilists (Leading SAFe). The trainings are held in German or English, on-site or remote, with the participants spanning from local attendees up to directors in pan-European trainings in SAFe. Additionally I help clients with individual training sessions, tailored to their needs around specific areas of Scrum, Product Management, or other agile methods, like Kanban.



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WORK EXPERIENCE

01/20 - 01/21

Practice head agile delivery at CGI

Agile practice head „agile delivery“ for the business unit central&south in Germany. In this role, I organized various communities around agile topics, worked on business development topics and served as central contact person around agility within the business unit.

08/19 - 07/21

Agile Coach, public sector

Successful introduction of agile methods within a strategic program with 30+ members, replacing the central ITSM tool with a new one. Tasks included: training of the entire program organization in the Scrum framework, leading the development team as Scrum Master, personal coaching, effective conflict-management, creation and propagation of an agile requirements-process within the program as well as a governance model for the interaction of agile teams with external clients.

03/19 - 08/19

Agile Coach, leading aviation company

Agile coaching for a strategic customer experience program with the SAFe framework. The main task was to assess the current state of agile processes and methods within the short amount of time that was left in the program, getting the program back on track. In the role of scrum master for three teams, this was successfully done, by first assessing the current level of agile maturity, and then executing the necessary changes. This included restructuring the teams, coaching of project- and program management, as well as aligning the teams with other teams within the SAFe framework. All this was successfully done within a short amount of time, allowing the program to launch within the planned timeframe.

09/17 - 03/19

Scrum Master and project manager, world-leading retail company

Managing multiple projects as Scrum Master or project manager for digital marketing systems for inhouse brands, ensuring project goals were met and legal compliance was successfully implemented. This includes guiding and coaching teams for continuous delivery as Scrum Master or leading projects/teams from briefing/kickoff phase until project closure as project manager, including managing external agencies and business partners, while complying with internal company standards and regulations. This includes setting up effective communication with legal-, compliance-, purchasing department and business stakeholders.

08/15 - 07/17

Project manager at Netcentric (Cognizant), IT-Consulting

Agile project manager, aviation

Agile project manager responsible for successfully transforming the project approach from waterfall to agile methods, implementing enterprise-digital-marketing systems based on the Adobe Marketing Cloud, where the agile approach became the role-model for further projects.

Leading two teams of 8 people each, located in UK, DE & ES, coordinating project inception to implementation and managing dependencies between various projects and across various involved suppliers to ensure harmonized releases in the existing software and hardware landscape and with the chosen agile approach.

WORK EXPERIENCE

09/13-05/15

○ Co-founder and director of Uniworlds UG

Founding of a start-up company with support of the renowned EXIST Business start-up grant by the Federal Ministry of Economics and Technology of Germany. Focus of startup was the agile development and release of a cross-platform app as well as development of a game title "TRISTOY" for PC (Steam).

Core responsibilities included: Company founding, agile project management, team building and leadership, planning and shaping product visions, acquisition, contract negotiations, trade fair exhibits and company representation.

Awards won:

- » German developer award (category newcomer) for the game TRISTOY on Steam
- » Awarded one of Europe's "top 100 most promising startups" by „Develop-Magazine“

2012 - 2013

○ Freelancer in illustration for image films and sales promotion

2010 - 2011

○ Lecturer at the Offenbach Academy of Art and Design

Lecturer at the Offenbach Academy of Art and Design (hfg) on developing 3D realtime applications with the open source software Blender for three consecutive semesters.

08/06 - 08/07

○ Internship, game development, Snapdragon Games

11/05 - 04/06

○ Research assistant at the Fraunhofer Institute for Computer Graphics Research

EDUCATION

02/14 - 08/16

○ Business Administration graduate at the FernUniversität Hagen (IWW) - (grade 1.3)

10/11 - 09/13

○ Master of Arts (MA) graduate in Timebased Media at the Fachhochschule Mainz, University of Applied Sciences. Completed "with distinction" (grade 1.1)

10/07 - 09/11

○ Bachelor of Arts (BA) in communication design at the Hochschule RheinMain (HSRM), University of Applied Sciences (grade 1.3)

04/2006

○ Graduation from "Lichtenberggymnasium" Darmstadt with "Abitur" majors: English and computer science (grade 1.6)



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CERTIFICATIONS

- SAFe 5.1 Program Consultant (SPC)
- SAFe 5.1 Devops Practitioner (SDP)
- SAFe 5.1 Remote Trainer
- Professional Scrum Master (PSM 1 - Scrum.org)
- Professional Scrum Product Owner (PSPO 1 - Scrum.org)
- Certified Kanban Coach (IBQMI)
- IPMA Level-D certified project management associate

PUBLICATIONS AND TALKS

- 2021  ○ **Speaker, Agile Business conference (www.agilebusiness.org)**
"Beyond fortune cookies: Creating meaningful agile plans"
- 2021  ○ **Speaker, Manage Agile (<https://www.manage-agile.de/>)**
"Leading agile product development effectively" (translated)
- 2021  ○ **Speaker, Modern RE (<https://www.modern-re.de/>)**
"Why agile development requires an agile Product Management" (translated)
- 2014  ○ **Speaker, Respawn Conference, Cologne**
"Big Projects, small teams: Create more with less"
- 2011  ○ **Author of the book "ZBrush 4 Sculpting for Games: Beginners Guide"**
Packt Publishing, ISBN: 1849690805, language: English, distribution: International
- 2011  ○ **Speaker, Third Dimension Conference, Wiesbaden**
"From concept to finish in the gaming industry"



PERSONAL PROJECTS

09/21

- **Agile Product Management Framework (www.AgileProductManagement.org)**
Creator of the agile product management framework. The goal of the framework is to enable product managers to run their agile product development process with standardized processes and tools, improving value-generation and strategy alignment.

09/20

- **TimeCaptain (www.timecaptain.rocks)**
Creation and development of TimeCaptain, a task- and time management web application based on ReactJS, Meteor and MongoDB.

2009-2013

- **Development Conference Organization "Devmania"**
Organization of the „Devmania“ annual game developers conference with around 100 attendees as one of two main organizers for four consecutive years.

SOFTWARE KNOWLEDGE

- Excellent knowledge of Microsoft Office (Excel, Word, Power Point, Visio)
- Excellent knowledge of Atlassian JIRA & Confluence, Slack, MS Teams
- Excellent knowledge of Collaboration Tools like Mural or Miro
- Excellent knowledge of Microsoft Project
- Good knowledge of web technology and Content Management Systems
- Excellent knowledge of 2D and 3D applications as well as game engines
- Programming knowledge (C#, Javascript, ReactJS, HTML, CSS, SQL)

LANGUAGES

- German - native speaker
- English - fluent (worked in international project setups, authored an english book and worked as a freelance technical translator)
- French - Basic



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