

SUMMARY

- Enterprise Agile Coach, passionate coach, teacher, and consultant to multiple large transformations.
- Author of *The Practical Agilist Guidebook – The Agile Mindset Behaviors that Define Being Agile and Assembled. Aligned. Adaptive. – The Operating System Every Leader Must Build.*
- Coaching experience with 100s of teams instilling the agile mindset, psychological safety, product management, systems thinking, design thinking, scaling agile, Scrum, Kanban, LeSS, Nexus, and SAFe.
- Mentor to dozens of Scrum Masters, Product Managers, RTEs, Technology Managers, and Directors.
- Passionate technologist and advocate of XP, DevOps, CI/CD, pair programming, mobbing, TDD, BDD.
- Prior CTO experience with hands-on technical skills, hired 100s, capable of managing large teams.
- Hands-on technical experience with AI SDLC, custom software development and systems integration in enterprise, mobile, and web.
- Always practical, never prescriptive. Huge culture advocate.

RECENT AGILE EXPERIENCE**Huntington National Bank – Enterprise Agile Coach, Columbus, OH**

Apr 2025 – Present

Responsible for driving the Product Operating Model based agile transformation as Lead Enterprise Agile Coach in the Transformation Management Office. Mentoring peer coaches to launch an Early Adopter Program for 250+ teams to inspect and adapt the agile coaching model at scale.

Columbus State Community College – Adjunct Professor, Columbus, OH

Dec 2025 – Present

Instructor for the Agile course CSCI-1275, Business Analysis with Agile Development Frameworks

Practical Agilist – Consultant / AI Product Builder / Speaker / Author, Columbus, OH Apr 2016 – Present

Independent [agile consultant](#). Co-founder of North America's 2nd Business Agility Conference and five different agile meetups. Prominent [blogger](#), author of two books, and public speaker. Previously on contract at CareSource, established the Agile CoP, CoE point of view, and coached 16 Scrum Masters.

Author of the self-assessment software product [Measure the Mindset](#), an extension and implementation of the model described in [The Practical Agilist Guidebook](#), a multi-tenant self-assessment platform I designed and built in collaboration with AI (Claude Code) and now piloting with enterprise coaches.

- Led an AI-assisted development lifecycle with human-owned design and release decisions: plan-first cycles, prototypes before data models, an architecture review and red-team findings tracked to fixes, and a 1,500+ automated-tests quality gate on every release.
- One codebase with runtime feature flags serves a public product line and private enterprise deployments, released as versioned, check-summed packages with runbooks and rollbacks.
- Designed for security and resilience: tenant isolation, role-based access, a 49-action audit trail, login throttling, and deploys that fail if a private file is reachable.

Other AI-driven software projects include [heavyrotation.tv](#), [walkablecitytours.com](#), and [trapword.us](#)

Bering Straits Native Corporation / Arcticom – Agile Coach, Dayton, OH + Remote Jul 2024 – Apr 2025

Lead agilist, coaching multiple teams at the US Marine Corps. Established the agile point of view, built an Agile Community of Practice, and drove a transformation of both consultants and Federal employees.

M&T Bank – Enterprise Agile Coach (LeanDog), Buffalo, NY + Remote

Feb 2019 – Jul 2023

Leading member of the Agile CoE team and a dozen LeanDog agile coaches who led the agile transformation of 300+ teams, impacting 24,000 employees. Established the Agile CoE's point of view and

playbook of agile culture which includes the concepts, terminology and a process to educate new teams on the ways of thinking: a culture of experimentation with Design Thinking and Product Management, the regulatory and risk stakeholder engagement strategy, a team of teams scaling strategy, and the Agile Coaching cohort program. Built and led five communities of practice. Built and delivered multiple role based 2-day interactive workshops. Delivered Intro to Agile session to the top 100 executives and 1000's of employees. Started the process for Lean Portfolio Management.

Chemical Abstracts Service – Enterprise Agile Coach / Portfolio Mgr, Columbus, OH Jul 2016 – Aug 2018

Built the lean portfolio management processes for a \$72MM Technology budget for 60+ durable product teams. Established the modern agile process working model. Established TDD/QA, Pairing and DevOps standards for agile teams. Established Customer Development Program enabling customer feedback loops. Established and facilitated the Agile Community of Practice and Agile Center of Excellence.

Chef Software – Engineering Manager / Agile Team Lead, Remote (Seattle) Nov 2015 – Apr 2016

Agile Team Lead for 12 remote senior software engineers. Built the Chef continuous delivery product using story mapping, deep customer integration, #noestimates, TDD, pairing, a modern agile approach.

Dell Software – Director Software Eng. / Agile Transformation Lead, Remote (Austin) Feb 2011 – Jul 2015

Led the agile transformation for the software division of Dell. Established quarterly cadence of roadmapping and the budgetary process with senior management. Managed team of teams, up to 50 people, remotely. Hired the team, coached, managed and delivered ITNinja.com from scratch using Lean Startup and Scrum process, saving Dell \$1MM/yr with peer-to-peer community support channel.

PRIOR STARTUP EXPERIENCE

ShapeUp.com – CTO / Product Manager / Agile Coach, Providence, RI Feb 2010 – Sept 2010

Raised \$5MM venture funding. Landed \$20MM healthcare payer client. Both CTO and Dir of Engineering.

Toobla.com – CTO / Product Manager / Agile Coach, Columbus, Ohio Feb 2009 – Jan 2010

Hired as CTO after half of the venture funding was spent. Pivoted company, designed and built new product. Received glowing accolades from press but failed to gain momentum with remaining funding.

Digg.com – CTO / Product Manager / Agile Coach, San Francisco, CA + Remote Apr 2006 – Oct 2008

Responsible for Engineering, Product, QA and R&D as CTO. Hired 50 people. Established agile approach and evolved the process as the development team grew from 3 to 40 engineers. Drove board meetings with Greylock Partners. Submitted a dozen patents. Grew Digg from 200K to 4MM users and to over 40MM monthly uniques making Digg a top 20 website in the US and top 100 in the world at the time.

PRIOR CONSULTING EXPERIENCE

Avanade – Senior Program Manager, Columbus, OH Nov 2005 – Apr 2006

Managed team of 30 individuals. Tracked actuals for delivery of a complex active directory SSO roll out.

NSB Group – CTO / Technology Advocate, Columbus, OH and Montreal, QC Nov 2004 – Nov 2005

Built world's first working product using Microsoft's retail-specific thin-client operating system.

Cambridge Technology Partners, Inc. – Developer / Architect / Solution Manager Jun 1992 – Aug 2004

Over 12 years in consulting, delivered on time, on budget in over 20 full life-cycle fixed-price, fixed-time custom software development projects with Fortune 1000 companies. Held many hands-on technology roles and was promoted multiple times into leadership roles, helping to establish multiple offices, large accounts and then growing Columbus as a Principal Solution Manager after merging with Novell.

EDUCATION

Boston University, BA, Computer Science. SAFe Practice Consultant 6.0, SAFe Agilist, ICAgile ICP-ATF