Jim Lile

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I’m an Agile Coach and Senior Agile Transformation Leader with a passion and history of success for Digital Product Development. Though, I would like to think of myself so much more than a title. I’d like to be a trusted advisor for all things agile and for your organization's product development and delivery needs. I can help guide and ensure your success. I help organizations define and deliver the products that help fuel their business and their customer needs. I have 15 years of amazing agile journeys helping organizations both transform into agile organizations but I have led the product development of multiple award winning product initiatives. Prior to my journey in agile I was a consultant for Project and Program Management activities. I have both modernized and disbanded PMO’s as part of our agile growth. In my tenure I have been responsible for more than 500 million in Product/Project delivery budgets. I will help you define your goals and reach them.

I am an expert at Agile and truly enjoy taking on responsibility. I have been an integral leader helping organizations plan and deploy their solutions; mobile applications, COTS and custom software products. I challenge teams and architects to produce repeatable quality deliveries to our customers. I have led product releases and I have helped teams and architects plan out the technical runway to deliver best in class software. I want to work with clients who want to be successful, agile is not just a process, to achieve success it takes a shift into an agile mindset which requires growth from everyone. Often our goals are to build better consumer products, reduce delivery time and lower operational costs. To succeed at this requires a balanced approach and a shift into a learning and innovative way of thinking. I enjoy leading and challenging teams and organizations to become more effective and efficient at the art of delivering technology solutions for their customers, while continually improving business and operational outcomes for their organization. I have spent my career balancing between facilitating the conversations we have about product vision and how we translate that vision for the Technology teams to ensure we deliver quality products and solutions. I am highly skilled as a coach, trainer and consultant for the IT teams, Business Stakeholders, Product Leaders (PO’s, PM’s, PD’s), PMO members and the Leadership team. I can help your entire organization transform into a lean agile operating product development success story. I will guide your organization on how to sharpen their skills at delivery of product/projects using agile techniques such as; Scrum, KanBan, XP, SAFE, LeSS, Lean Engineering, Disciplined Agile, Dad and what I like to call “true agility” tailored to your organization. If you are leaning toward adopting a particular agile discipline or tools for your agility, I’d like to be your trusted advisor in that conversation. I have worked with PMO’s, repurposed their staff and in some instances closed them down.

Portfolio and Delivery Leadership is an often overlooked area in Agile Transformations. How we plan, execute, and report on the work can vary but transparency, priority and quality are vital. I have used many tools and techniques to plan our Products, Sprints and Release Management; Jira/Confluence, Version1, Rally, TFS, ADO (agile dev ops) and many Physical boards. As leaders we need to understand the role we play in our culture. As management learns to remove themselves from the daily work, for the most part, this will help teams grow and mature faster since they will be owning their processes, sprints and releases. This often means a change to your leadership team's daily focus and I can help provide some guidance to management and leadership growth in an Agile environment. Learning to go from being a leader who is involved in the daily work to a leader who enables teams can seem like a scary place but I’ve helped many clients grow into full Agile organizations. Being a leader who helps remove organizational impediments and who is a people grower is an amazing set of skills that will benefit any organization. I have learned many techniques that have helped organizations plan out their product future using agile techniques; Feature Definitions, Lean Canvas, Story Mapping, Feature Mapping, defining success metrics, defining and improving your Value Stream (concept to cash) and many more . I believe that when everyone in the organization is paying attention to the functionality and the value, it all truly gets easier. I am highly skilled and have a great history of leading Agile Ceremonies; Sprint planning, backlog refinement, retrospectives, Sprint Review, Demo’s, Sprint Closure, dependency planning, SOS and many other delivery focused ceremonies.

As a seasoned Agile Coach with a history of successful product and project development I’d like to share this with you. I have learned that having a thought out collaborative engineering practices (SDLC) along with enabling architectural runway and tools maturity is key to reaping successful long-term benefit. I have a strong background in AWS, Azure, CI/CD, MicroServices, Frameworks and Automation testing tools. These are excellent enablers and I have a great history partnering with technical leaders to ensure we deliver quality. I have extensive experiences leading the planning, development and delivery of custom software solutions primarily in object-oriented programming languages; over 12 years of Java and 5 years of .NET. I also have COTS applications implementation experience; AI, Machine Learning, Chat Bots, SAP, SalesForce, ServiceNow, MDM (Tibco & SSIS), Coupa, Concur, EDI, Kettle, Dell’s Boomi. I have worked effectively in organizations that use cross-team matrix resource management and offshore resources as well as having direct reports. I have created and implemented cutting edge software products that have helped companies be more competitive in their marketplace.

**Objective**

To be an agile leader, a customer advocate and known as an enabler to your success

**Experiences**

**the Agilist LLC** 03/16 to 09/20 (Principal Agile Coach, Product Delivery Consultant and Owner)

* **ChenMed** Principal Agile Coach for Preventative Medicine EMR for Geriatric patients
* **Assurant** Agile Transformation Coach for Corporate Systems
* **Ryder-** Sr Scrum Master and SiteCore Product Development Coach
* **Nike –** Finance Sr Scrum Master and Agile Assessment Consultant
* **Royal Caribbean** Agile Coach/ Delivery Leader; AI, Machine Learning Data Science, Intelligent Recommendations Engine
* **MaxGiving** Agile Consultant led full new digital development of Credit Card processing, both planning, offshoring and leading the delivery of all new solutions.
* **NLP Secure** Agile Coach for Non Profit software; Donation, Event Planning and Auction Software mobilized Solutions

**Idaho Power Corporation via Xtreme consulting**

**Scrum master /Agile Coach** 05/16 to 09/16

* Lead and coach all agile software development practices for the web development team
* Focus on mobile and tablet development
* Deliver a product that was built with accessibility standards for hearing and visually impaired
* Product definition of services across multiple platforms, technologies and systems
* Lead daily stand up meetings, status reporting, retrospectives and demonstrations

Technologies: SAP, Java, coldfusion, bootstrap, browserstack, Selenium

**Wacom Technology Corporation**

**Agile Coach and Integrations Consultant** 3/30/15 to 2/1/2016

* Agile Coach, Practices Lead for agile and pmo delivery
* Integrations consultant and current acting director for the delivery of all interfaces for an all new cloud based enterprise landscape. SAP, MDM, Coupa, Concur, JDA, Ecom, CRM and EDI transactions with retailers, suppliers and 3PL shipping logistics solutions
* Vendor management, All IT teams and partner systems are outsourced to vendors & Cloud based
* Contract and SOW negotiation
* Product definition of services across multiple platforms, technologies and systems
* Lead daily stand up meetings, status reporting, retrospectives and demonstrations

Technologies: SAP (i-docs, BAPI, connectors), Dell Boomi, XML, SDK, API, EDI

Methodologies: Scrum, Kanban, and ASAP waterfall

**Blue Cross of Idaho**

**Scrum Master and Agile Coach Consultant** 7/22/14 to 10/11/14

I came into Blue Cross to help assess, train and coach their teams on agile methodologies and to lead multiple initiatives for them.

* Trained Agile, Scrum, Lean, Kanban methodologies
* Implemented new scrum team to lead MDM (Master Data Management) delivery
* Acted as scrum master for two web based teams to enhance current online portals for consumers
* Created an agile adoption roadmap

**Nike (Digital Tech and Nike.com\_**

**Senior Scrum Master and Agile Practices Lead** 10/22/12 to 5/23/14

I came to Nike Digital Sports as a Scrum Master to lead the adoption of Agile, because of my talents in agile and communication I was quickly promoted to creating the Integrations Platform Services team. My teams worked on all interfaces and key features for [NikePlus](http://www.nikeplus.com) [Nike.com](http://www.nike.com)  [FuelBand](http://www.nike.com/us/en_us/c/nikeplus-fuel) and [Nike Running](http://www.nike.com/us/en_us/c/running/)

I also helped lead the effort to expose Nike fuel via API’s and Partner API products and SDK’s. As the Agile Practices Lead- I coached scrum masters and project managers on Agile best practices and how to responsibility build products while developing team member’s skills, tools and processes to become high performing reliable Scrum and Kanban teams. For my last 6 months I was transferred to the Product Development Team at Nike.com where I turned around a struggling team and improved product quality.

* Lead and Trained teams to a successful Agile/Scrum adoption
* Responsible for release and rollout planning of digital products to end users
* Mobile, web and integrations services lead for cross platform teams
* Dev-Ops focus to implement Continuous Integrations and Automations testing implementation
* Created operations tools for Nike.com to all support and business leads to adjust products being carried on line; stock, availability and pictures.
* Trained and standardized Product Owner responsibilities and Story writing standards
* Contracted ThoughtWorks to lead TDD training and lead initiative to cover code base
* Ran RFI/RFP to bring on new ALM tools
* Agile Framework ALM continued implementation for converting from SVN to GIT/Stash
* Scrum Coach for Nike Plus web, Nike.com ecommerce, Running and FuelBand products
* Contracted Thought Works for Test Drive Development training
* Worked with Partner design agencies to deliver UX designs
* Partnered with Technology teams to deliver Continuous Integration
* Recommended reorg strategies and staffing adjustments

Technologies: J2EE, SVN, Jenkins, GIT/Stash, Oracle, SAP, IOS, SDK, API, Eclipse, Selenium, FishEye

Methodologies: Agile; Scrum, KanBan, ScrumBan and waterfall (at Program and Leadership levels)

**HCL Axon via Idaho Power Corporation**

**Managing Consultant Mature / SAP Project Manager** 7/15/11 to 8/23/12

I took over as project manager of a failing SAP implementation. I helped get the project back on

track and lead all Project Management related activities.

* Lead the customization of SAP based on user requirements and SOW deliverables.
* Partnered with client to implement SAP based on blue print requirements
* Create MS Project schedule and lead daily task execution activities
* Managed all status reporting, defined and lead weekly team task expectations and milestone

activities

* Continuously reviewed opportunities to improve team communication and streamline

processes

* Track scope changes and their impact on the cost and timeframe of the project delivery and cost
* Managed contractual project deliverables resulting in payment milestones
* Facilitated issues and risk process

Technologies: SAP: ABAP/PI, Informatica, SharePoint

Methodology: ASAP (SAP’s waterfall)

**AgileAssets via Idaho Transportation Department**

**Senior Consultant Project Manager** 2/2010 to 4/2011

My role was to lead a team of business and technology employees to customize and implement

Commercial off the shelf (COTS) software modules basic on user requirements and SOW

deliverables.

* Lead the blueprint planning of user defined requirements and planned the development and customization of the AgileAssets Planning and Maintenance modules.
* Planned tasks and activities for team members via MS Project
* Created Status Reports and presented to steering committee members and project team
* members
* Developed Issues Logs, Risk and Mitigation plans and defined a communication plan for my
* projects
* Created change orders and additional SOW's for ongoing work
* Changed PMO process to blend Agile/Scrum type principles which created time efficiencies
* and faster turnaround times.
* Ensure clients are more than satisfied with their relationship with the vendor

Technologies: J2EE, Oracle, SharePoint, AgileAssets, PeopleSoft. Methodologies: ASAP/Scrum

**Tek Systems via the State of Idaho Department of Health and Welfare**

**Project Manager, Product Owner, Scrum Master** 03/2008 02/2009

I was brought on board to lead the creation and rollout of a new Medicaid and Food Stamps

benefit systems

for the state of Idaho. While I was at the state I held 3 roles (above) in chronological order.

• Coached Scrum principles and practices and ensured they were followed

• Lead multiple development teams and coordinated with 6 other scrum teams

• Ensured Sprints were meticulously planned

• Removed any impediments or roadblocks for the team

• Contributed to discovery, design and testing

• Facilitated retrospectives for continuous process improvement

• Reviewed to ensure deliverables were ready for production

• Wrote backlog stories with Product Owners

• Created Risk and Mitigation plan and contributed to Project wide Issues log resolution

Technologies: J2EE, Oracle, Sharepoint, iLog, ScrumWorks Pro

Methodologies: Scrum/Agile

**Workscape**

**Senior Project Manager 3** 07/2006 – 03/2008

I managed teams that implemented B2B and B2C Human Resource enrollment software solutions. My customers were mid-market clients with an employee populations of 10,000 to 50,000. These benefits consisted of the following services; Healthcare, Dental, Vision, LTD, STD, HSA, FSA, Employee

Stock options, 401k and Cobra.

• Managed project team of 32 consisting of Business Analysts, Tech leads Functional

Designers, Developers both Web and DB, Marketing and Communications leads, Support Managers and

Call Center Employees

• Created and maintained project schedules, issues and risk logs and created status reports for

Both internal and external audiences

• Financial responsibilities for multiple projects with a budget of 3.5 million dollar per year.

• I supervised the data integration with the benefit carriers into EHR systems with carriers such

as Blue Cross and Fidelity. There were upwards of 30 carriers nationally that I worked with.

• Created internal business case for operational improvements focusing on resource planning

And quality.

Technologies: Java, ASP, JSP, Oracle, Documentum, MS Project 2003 and 2007

Methodologies: Waterfall and Agile

**Healthwise**

**Professional Services Consultant** 02/2006 07/2006

As a Professional Services Consultant I helped to create a new department that offered selling

custom healthcare solutions to large B2B clients. I took them from being a product based sales

company that sold a out of the box style applications to one that provided custom healthcare

solutions for populations in the millions.

• Wrote the Professional Services team business plan/charter

• Created customer facing PMO templates

• Defined the project team roles and documents

• Originated SOW and contracting process for custom client development projects

• Lead Program Manager for two custom web development projects that interfaced PHR and

EMR systems. The British Columbia Ministry of Health and the Department of Defense. Project budget of 4.4 million dollars

• Managed project schedule and defined work for team members

• Created the client external facing PMO which includes all templates and processes

• Wrote Proposals including Statement of Work (SOW) for the first two accounts

Technologies: .Net, XSLT, ASP, Oracle, SharePoint MS Office and MS Project Server 2003

Methodologies: Waterfall & Scrum

**Regence Blue Cross Blue Shield**

**eBusiness Program Manager** 09/2005 02/2006

I was contracted to lead the eBusiness Portal initiatives. I lead the development of 4 new B2B

and B2C portals; Agent sales, Provider, Employer and Consumer eCommerce related solutions

• Managed team of 50+ with a project budget of 7.0 million dollars

• Brought together all company and customer requirements and created the portal experience

• Project Integration Office Lead for eBusiness with a focus on Process, Infrastructure,

Architecture, Resource Planning and Deployment

• Revised and streamlined the Web SDLC model

• Managed off shore testing resources.

• Vendor Management for implementing Commercial Off the Shelf COTS products

Technologies: J2EE, SOA, IBM Mainframe, Oracle, MS Office and Project

Methodologies:Waterfall and Scrum

**Albertsons**

**B2B Portal Program Manager** 11/2004 08/2005

I was contracted to the lead the B2B Portal team which created a series of portal solutions for

suppliers.

• Managed 4 project teams consisting of 45 employees/contractors and off shore resources with

a budget of 3. 5 million dollars

• Lead the team through the APEX project management process and ensured project

compliance

• Developed schedules, task plans, milestone documents, issues logs and risk/mitigation

planning

• Managed project team resources onshore, remote and offshore

Technologies; J2EE, SOA, BEA Portal, Oracle, Legacy integration, MS Project, PeopleSoft

Methodologies; Waterfall

**Education**

**John C Maxwell**: Executive Leadership Training 2019

**Certified Scrum Master (CSM)**: Scrum Alliance Certified 2009

**Professional Project Manager (PMP)**: Portland State University PMI 2002 certified

**Bachelor of Arts:** University of Oregon Bachelor’s Degree Eugene OR 1996 (all-american track athlete)