Jim Lile

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I’m an Agile Coach, RTE, Program Management Consultant and Digital Transformation Delivery Leader with a passion and successful history of IT Digital Product Development; three of the products I have led have won national awards! Though, I do like to think of myself as much more than a set of job titles. I’d like to earn the role as Trusted Advisor for your teams and for your organization's Digital Transformation and Programs. I coach, guide and train your organization's growth into Agile with guaranteed results. I will turn your organization into successful Product Development Teams using the best practices and frameworks in Agile. I help organizations define and deliver the products that help fuel their business and their customer needs. I have 13 years of amazing agile journeys helping teams deliver better outcomes for their customers, in the process, our products have one three national awards!. Prior to my journey in agile I was an independent consultant for IT Project and Program Management. In my tenure I have been responsible for more than 500 million in Product/Project delivery budget.

I believe in creating an environment where teams and the organization will be successful. I truly enjoy taking on the responsibility of helping organizations learn and grow. I have been an integral leader helping organizations plan and deploy their solutions, mobile applications, data projects, MDM, COTS and custom developed software products, with a larger focus on the latter. I challenge teams to produce repeatable quality deliveries to our customers. I have led ART’s as an RTE’s, taught and facilitated value-based roadmap, feature definitions, story mapping and product releases cadence. I have helped teams and architects plan out the technical runway to deliver best in class software while making visible the Technical Debt and how it challenges quality. 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 and change 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 with a wealth of background working directly with Business Stakeholders, Product Leaders (PO’s, PM’s, PD’s), PMO members, Security, Legal, Vendor Management, Finance and the Leadership team(s). I can help your entire organization transform into a lean agile operating product development success story, if you want. 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 and what I like to call “true agility” tailored to your organization.

I have used many tools and techniques to plan our Project, Products, Sprints and Releases; 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 successful modern agile delivery 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, OKR’s, Story Mapping, Feature Definition, defining success metrics, defining and improving your Value Stream (concepts 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 Consultant with a history of successful product and project development I’d like to share this with you. I have learned that having a balanced approach between Product, Architecture and Development in your organization will enable your ability to have a successful Product Delivery. I have a strong background in Cloud Technologies, SAS, CI/CD, MicroServices 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 15 years of Java and 9 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 Consultant, a customer advocate and one-day be known as, one of the enablers to your organization's product success. I would like to be in a key leadership role

**Experiences**

**CircleK corporate via Forsyth and Barnes**

**Agile Coach and Program Consultant for Data Governance and MDM** 6/30/15 to 12/20/25

* Coach of 6 teams within the MDM and Data Governance Program with a focus on Product Delivery
* Trained the Organization on Agility and cross team delivery
* Setup the teams Jira and Confluence framework to limit dependencies and increase transparency
* Leadership role of the PO’s, SM’S, BA’s, Project Managers and IT leadership
* Technologies: Tibco MDM, Automation frameworks, CI/CD, Azure ADF, Jira and Confluence
* Scrum Master Duties for ITEM and SITE teams to deliver new technology solutions

Methodologies: Scrum, Kanban, and ASAP waterfall

**the Agilist LLC** 03/16 to 4/25 (Principal Agile Coach) ( my company)

Below is a brief description of Agile Coaching and Digital Transformation Consulting Clients

* **Ritz Carlton Yacht Collection,** Data team Agile Coach and Sr Scrum Master during transformation to new snowflake, matillion and tableau reporting capabilities. Led program planning activities, organized Scrum teams and coached the organization on Jira backlog planning and prioritization.
* **FM Global** Agile Coach and RTE, Property Insurance Risk mobile products for both Internal employees, Client Portal and Climate Change Solutions; Digital Transformation ($90 million budget). Coached and trained Scrum masters on becoming delivery leaders, train the product organization on value-based roadmaps. Safe, Kanban, ADO, Azure, Ezri
* **Par Technology** Agile Master Coach for Agile Transformation and Restaurant Product Development; salesforce, dynamics 365, BI and Boomi
* **Entegris** Enterprise Agile Coach for Products; artificial intelligence AI, Google Cloud Platform (GCP), Boomi, SAP. Scrum and Kanban as a framework
* **ChenMed** Principal Agile Coach and Product Delivery Lead for Preventative Medicine EMR for Geriatric patients. Agile Transformation and Product Development Success story where this product ended up in the US White house discussing managed care, increasing the health and livelihood of our population.
* **Assurant** Agile Transformation Coach for Corporate Insurance Systems. Senior Scrum coach and consulting trainer.
* **Ryder-** Sr Scrum Master and Agile Coach for creating a $100-million used vehicles sales platform using SiteCore
* **Nike –** Finance Sr Scrum Master and Agile Assessment Consultant
* **Royal Caribbean** Agile Coach, Delivery Leader; AI, Machine Learning Data Science, RTE leadership and agile coaching, Intelligent Recommendations Engine
* **NLP Secure** Agile Coach where I led full new digital modernization of Credit Card processing, both planning, offshoring and leading the delivery of all new solutions.
* **MaxGiving** Agile Coach for Non-Profit software; Donation, Event Planning and Auction Software mobilized Solutions

**Idaho Power Corporation via Xtreme consulting**

**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 Program Consultant** 3/30/15 to 2/1/2016

* Scrum Master 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** 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. The organization struggled with a hybrid model and failed at Agility

* 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
* Accessibility feature focus
* SalesForce Implementation

**Nike Digital Tech and Nike.com**

**Senior Scrum Master, Scrum Coach 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 blueprint 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)

**Idaho Transportation Department via AgileAssets**

**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**

**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 (now ADP)**

**Senior Program Manager** 07/2006 to 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 to 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 for Non-Profit

• 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

**Education**

**SAFe RTE 5.x training:** April 2023

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

**Certified Scrum Master (CSM)**: Scrum.Org Certified 2009

**Professional Project Manager (PMP)**: 2002

**Portland State University** PMP 1 year long prep for the PMP 2001- 2002

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