

Joris Martens



As agile teamcoach, scrum master and facilitator I enable teams and organizations to get breakthrough results. My strength is to create the right conditions for value driven learning. I'm looking for teams who need better collaboration and focus.

PROFESSIONAL EXPERIENCE

Independent professional, *Amsterdam* - Agile Coach, Scrum Master and Learning Design

SEPTEMBER 2014 - PRESENT

- Agile coach and scrum master: getting the job done as a team
- Learning design: implement effective learning programs
- Facilitation: innovation, strategy and partnership

See for more information: www.jorismartens.nl

Heineken Company, *Amsterdam* - Agile Coach, Scrum Master and Trainer

NOVEMBER 2017 - OCTOBER 2019

The objective was to change Heineken's IT department from a waterfall approach to agile teams. Phase 1 focused on organizational design and employee engagement:

- Started two new scrum teams to validate a significant increase in time to market and customer satisfaction.
- Designed and delivered workshops to accelerate agile ways of working; scrum bootcamp and product owner bootcamp. Over 90 participants scored the workshops an average of 7,5.

CONTACT

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EDUCATION

Vrije Universiteit / HULT
International Business School
2019 Master Executive Coaching
(in training)

Kaospilots Rotterdam
2007 - 2009, Team 1

Radboud University Nijmegen
2006 Master Neuropsychology

COURSES

2015 - 2019

LesS Practitioner, *Agilix*

Advanced Scrum Master
PSM 2, Liberators

Agile coaching, *ICAgile*
Agile for all, San Francisco

Scrum Master
PSM 1, Proawareness

A consultant's Journey,
Instituut voor Interventiekunde
Theory U, *MIT online*

2010 - 2014

Teach for All Immersion
VAL Educator, *Citowoz*

Phase 2 focused on implementation and governance:

- Mentored 7 scrum masters, 5 product owners and onboarded 3 senior managers with an action learning program.
- Facilitated management team to use Objective and Key Results and make decisions transparent with an Obeya room.
- Designed and facilitated 'big room' planning session to align department goals with team objectives. 80 participants scored this first session an average of 7,2.

Beter Horen, *Netherlands* - Coach and Trainer

MARCH 2017 - JULY 2017

I have helped employees and regional managers by giving sales training and coaching on the job. Result was an increase in sales.

Enexis, *Den Bosch* - Scrum Master for Enpuls

OCTOBER 2016 - DECEMBER 2016

I have enabled a multidisciplinary team that prototypes charging stations for electric cars. Result was that the outcome of the project was realised in half the normal time.

Frismakers, *Baarn* - Trainer and Coach - Scrum and organizational acceptance

SEPTEMBER 2016 - DECEMBER 2016

Directors and project managers from different companies adopted Scrum to implement different strategic programs in their company.

World Startup Factory, *The Hague* - Program Manager – Connectivity Acceleration Program

NOVEMBER 2015 - OCTOBER 2016

As program manager I have designed an acceleration program with workshops, keynotes, large network events and investor pitches. Result was that 2 startups out of 9 received funding.

(COURSES CONTINUED)

Deep democracy, *Myrna Lewis*
Co-Active coaching,
Schouten en Nelissen

ABOUT ME

Joris is attracted to complex challenges and solving them through creativity and diversity.

Clients describe him as an enthusiast that is genuinely involved with people and at the same time, result driven.

His ultimate goal is to travel the world and help organizations towards a future that will be green and bright.

He loves cooking, playing drums, walking in the mountains and cycling long distances.

LANGUAGE

English: *excellent*
Dutch: *excellent*
German: *average*
Spanish: *average*
French: *average*

SHORT PROJECTS

Hyper Island, *Amsterdam* - Scrum Trainer

JUNE 2017 - JULY 2017

Hyper Island is a leading educator in digital transformation and as a coach I help young professionals to use Scrum within advertising agencies.

ING Insurance, *Amsterdam* - Design Innovation program

JANUARY 2017 - FEBRUARY 2017

Together with Outside INC we developed a program for ING Insurance to improve their services. Result is two value propositions that have received funding.

Erasmus University, *The Hague* - Facilitator Wicked Problem Plaza

2016 - PRESENT

For a diverse range of stakeholders, I facilitate 'Wicked Problems Plaza' where different organizations try to tackle a complex challenge.

HULT MBA program, *Shanghai China* - Associate professor 'Authentic Leadership'

MAY 2014 - AUGUST 2014

Hyper Island, *Amsterdam/Stockholm* - Facilitator Digital Strategy

FEBRUARY 2014 - AUGUST 2014