

Résumé of David Nicolette

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Objective

Leadership role in agile/lean organizational transformation, coaching and mentoring of agile software development teams, and direct application of agile software development methods in product development. Travel up to 75% is acceptable.

Professional interests

The application of Agile methods to enterprise-scale information technology projects; organizational cultural transformation of technical and business units to enable Agile best practices; collaboration with capable and motivated professionals in a multicultural work environment; fostering the professional development of younger colleagues through mentoring and direct collaboration; working in partnership with customers to deliver quantifiable value to their business; international travel in connection with professional assignments; ongoing professional growth through continued exposure to and use of emerging technologies and best practices.

Relevant background

- IT professional since 1977, dedicated to agile/lean methods since 2002.
- Agile coach, mentor, trainer for Valtech Technologies.
- Agile change agent and internal team coach at National City Corporation.
- Active participant in the agile community, frequently appearing as a speaker/facilitator at industry events and technical conferences.
- Active in the online agile community as a blogger, writer, and participant in mailing lists.
- Reviewer of agile-related manuscripts for Manning Publications.
- International consulting experience including sales support and executive-level interaction.
- Experience in managing a for-profit training organization for a consulting firm offering open enrollment courses and custom training for clients.
- Certified ScrumMaster.

Work history (agile)

Valtech Technologies, Dallas, Texas (September 2006 – Present)

Agile team coach, agile practices mentor, instructor of Valtech's agile course curriculum and developer of training materials. Represent Valtech as a presenter at various local user groups and at industry events and conferences.

Helped recruit, train, and mentor the staff of the Oklahoma City Proximity Center (software development center). Provide team coaching, mentoring and lunch-and-learn sessions for technical staff at the Oklahoma City and Dallas Proximity Centers, and for Sales and Marketing staff at the head office.

Work with development teams and clients on new engagements to ensure all parties understand their roles, to set client expectations, and to guide new teams in applying agile methods successfully.

Work with the Sales group to explain the agile value proposition. Developed measures and data aggregation processes to build a repository of hard data to describe the business value add to be expected from Valtech's services.

Support sales calls as an agile/lean process expert. Comfortable with explaining the business value proposition and handling the usual objections and myths.

Helped define Valtech's agile delivery model, branded OnDemand. Helped define the boilerplate Master Services Agreement to be consistent with agile and lean values and principles.

Helped define Valtech's Agile Assessment product - an analysis of an organization's current state of effectiveness in value delivery through software development and a tailored roadmap of next steps to achieve process improvement.

Helped define metrics consistent with agile/lean principles and methods, and a standard scorecard for tracking and reporting progress on Valtech's agile software development projects.

Helped define Valtech's "coaching discipline" - a set of guidelines and good practices for coaching agile teams.

Helped define Valtech's "architecture discipline" - a set of guidelines for applying agile/lean thinking to enterprise architecture and application architecture.

Support recruitment by serving as a technical interviewer for senior-level technical candidates and as the main interviewer for candidates for agile coach/mentor positions.

Participate directly in development work as a means of mentoring teams in specific agile development practices such as test-driven development, pair programming, continuous integration, executable requirements, etc.

National City Corporation, Cleveland, Ohio (October 2001 – September 2006)

One of the instigators and drivers of a significant agile transformation initiative for a corporation of 33,000 (1,300 in the IT area).

Participated in about a dozen successful agile projects in that organization ranging from \$75,000 to \$2,000,000 budget, including multi-team enterprise-scale projects, delivering on average 9x the return of comparable-sized projects that used the company's traditional SDLC methodology.

Served in various roles on agile projects, including developer, business analyst, tester, technical lead, and Scrum Master.

Helped build the internal agile practice from the core group of 5 to a size of about 70 people.

Ultimately served as an agile team coach/mentor for multiple teams.

Interacted frequently with executive management to explain the business value-add of the agile initiative and to report results.

Helped define credible methods of measuring and comparing return between agile and traditional projects.

Developed and facilitated training workshops for internal personnel.

Co-developed recruitment, interviewing, and employee performance assessment standards and processes consistent with agile principles.

Helped integrate agile methods with the company's other IT processes and developed a workable framework for collaboration between agile and non-agile groups in the IT area.

Was initially hired as an Enterprise Architect with a focus on SOA and EAI. Began the agile initiative in early 2002.

Recent and scheduled speaking engagements

- 11-12 December 2008. XP Days London (London, UK)
- 8-10 December 2008. JaVoxx (Antwerp, Belgium)
- 27-28 November 2008. XP Days Germany (Hamburg, Germany)
- 20-21 November 2008. XP Days Benelux (Eindhoven, Netherlands)
- 10-14 November 2008. Agile Development Practices (Orlando, FL)
- 20-24 October 2008. Agiles 2008 (Buenos Aires, Argentina)
- 9-10 October 2008. Tulsa TechFest (Tulsa, OK)
- 23-24 September 2008. Agile Business Conference (London, UK)
- 19 August 2008. The Agile Edge (Austin, TX)
- 4-8 August 2008. Agile 2008 (Toronto, Canada)
- 22 July 2008. The Agile Edge (New York, NY)
- 10-14 June 2008. XP 2008 (Limerick, Ireland)
- 22 May 2008. The Agile Edge (McLean, VA)
- 12 December 2007. Java MUG (Dallas, TX)
- 27 November 2007. Oklahoma APLN (Oklahoma City, OK)
- 22-23 November 2007. XP Days Germany (Karlsruhe, Germany)
- 15-16 November 2007. XP Days Benelux (Mechelen, Belgium)
- 30 October 2007. Oklahoma APLN (Oklahoma City, OK)
- 18-21 September 2007. SD Best Practices (Boston, MA)
- 13-17 August 2007. Agile 2007 (Washington, DC)
- 10 July 2007. Oklahoma City Java Users Group (Oklahoma City, OK)
- 10 April 2007. Oklahoma City Java Users Group (Oklahoma City, OK)
- 13 February 2007. Oklahoma City Java Users Group (Oklahoma City, OK)
- 27-28 November 2006. XP Days London (London, UK)
- 24 November 2006. XP Day Germany (Hamburg, Germany)

Work history (pre-agile)

Longstanding interest in effective software delivery processes and methodologies. Experience in a wide range of environments, technologies, industry sectors, and domains. Details available on request.

Independent consultant (September 1994 - October 2001)

- Bank of America, Dallas, Texas (February 2001 – October 2001)
- International Interactive Commerce, Armonk, New York (April 2000 – January 2001)
- PerotSystems, Tampa, Florida (January 1998 – April 2000)
- AirTouch Paging, Dallas, Texas (April 1998 – March 2000)
- Alliance Data Systems, Dallas, Texas (November 1996 - November 1998)
- Amtech, Dallas, Texas (February 1996 - February 1997)

- Army and Air Force Exchange Services, Dallas, Texas (February 1995 - February 1996)
- Centex Homes, Dallas, Texas (October 1994 - February 1995)

B.R. Blackmarr and Associates (January 1991 - September 1994)

- Manager of the Client-Server Lab at the Infomart, Dallas, and Director of Training
- Project Manager and Solution Architect for engagement with Banco de Venezuela, Caracas, Venezuela
- Senior Consultant for engagement with Banco Central de Venezuela, Caracas, Venezuela
- Senior Consultant for engagement with PDVSA (petroleum industry holding company), Caracas, Venezuela
- Senior Consultant for engagement with SIDOR (aluminum producer), Puerto Ordaz, Venezuela

Independent consultant & contractor (April 1984 – January 1991)

- IBM High Availability Lab, Manassas, Virginia
- United Group, Hurst, Texas
- Verhoef International, Hoboken, New Jersey
- Brookhaven Community College, Farmer's Branch, Texas
- Petrol Corporation, Dallas, Texas
- B.R. Blackmarr and Associates, Dallas Texas
- EDS, Irving, Texas
- Mtech, Irving, Texas
- SSBA, Dallas, Texas
- Business Systems International, Dallas, Texas
- Construction Planning and Management, Benbrook, Texas
- Jerrell, Inc., Dallas, Texas
- Toronto Stock Exchange, Toronto, Canada
- Application Development Corporation, Dallas, Texas
- Lomas Information Systems, Dallas, Texas
- JC Penney Corp., Dallas, Texas
- UCCEL Corporation, Dallas, Texas

Programmer/Analyst and similar positions (November 1977 – April, 1984)

- Moore Business Systems, Denton, Texas
- Texas Instruments, Inc., Richardson, Texas
- Overhead Door Corp., Dallas, Texas
- Redman Industries, Inc., Dallas, Texas
- State of Florida Dept. of Education, Tallahassee, Florida

Education and certification

- Certified ScrumMaster, 2006
- Sun Certified Programmer for the Java 2 Platform, 2001
- Florida State University, Bachelor of Arts, 1976
- Certificate in Data Processing, Lively Vocational-Technical School, 1977

Additional

- LinkedIn: www.linkedin.com/profile?viewProfile=&key=5643529
- Blog: Effective Software Development - www.davenicolette.net/agile
- Blog: Tao and Software Development - www.davenicolette.net/taosoft
- Workshops: davenicolette.wikispaces.com
- Articles: www.davenicolette.net/articles
- Calendar: www.davenicolette.net/calendar