



FABIAN BAARDOLF

AGILE COACH

PROFESSIONAL PROFILE

I'm an independent and proactive professional known for my customer-oriented approach, creativity, and problem-solving skills. With a knack for taking initiative and cultivating responsibility, I excel in facilitating communication between clients and teams. I'm enterprising, motivating, and adaptable, with a keen focus on continuous improvement. Proficient in Scrum methodologies, I navigate organizational dynamics with ease, always seeking optimal solutions.

CONTACT

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Staatsspoor 13, 6846GA, Arnhem
Netherlands



EDUCATION

MDS Retail

Alfa College Groningen, Netherlands | 2000

Laboratory Education

Stratingh College, Groningen,
Netherlands | 1997

TECHNICAL SKILLS

<div><div></div></div>	Jira (premium)
<div><div></div></div>	Confluence
<div><div></div></div>	Miro
<div><div></div></div>	Microsoft Office
<div><div></div></div>	ServiceNow

PROFESSIONAL EXPERIENCE

Agile Coach

05/'23 - Now

IKEA

Delft, Netherlands

Contractor

In my role as an Agile Coach, I lead the coaching efforts for the Service Management & Operations (SM&O) department, overseeing 14 Scrum teams, 2 Scrum Masters, and the Management team. My primary responsibility involves establishing and implementing an Agile Way-of-Working (WoW) aligned with existing frameworks within Inter IKEA Group.

Within the SM&O Teams, I drive the alignment of proposals and changes with the Management team while fostering a culture of collaboration and continuous improvement. I have developed a meeting structure aimed at enhancing workflow efficiency and ensuring a focus on delivering working software.

Furthermore, I have crafted a tailored WoW framework designed to support the organization's transition to Agile methodologies. This framework includes consultation structures, utilization of tools such as Jira, Confluence, and Miro, and facilitation of the Quarterly Brief Review (PI Planning) sessions.

- Establish and manage meeting structures, spanning from Quarterly Planning to retrospectives, ensuring smooth facilitation throughout.
- Lead workshops and facilitate knowledge-sharing sessions to promote collaboration and continuous learning among teams.
- Provide coaching, motivation, and team-building support at both individual and team levels.
- Coach the management team and facilitate their meetings and workshops to align strategies with Agile principles.
- Proactively identify and resolve team impediments, transcending barriers to progress.
- Develop and implement an efficient consultation structure to streamline communication and decision-making processes.
- Configure and optimize essential tools such as Jira, Confluence, and Miro to enhance workflow efficiency and collaboration.

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AGILE COACH

FOLLOW ME

LINKEDIN
linkedin.com/in/fabianbaardolf



LANGUAGE SKILLS



Native | Dutch

Fluent | English

ACHIEVEMENTS

OBEYA Builder
Obeya Association | 2023

Professional Scrum Master II
Scrum.org | 2019

Professional Scrum Master I
Scrum.org | 2015

PRINCE2 Foundation
APMG International | 2010

EXPERTISE / SKILLS

- Agile, SAFe
- Scrum & Kanban
- Way-of-working
- Facilitation
- Coaching
- Problem Solving
- Team Development
- Software Development
- DevOps
- OBEYA
- Stakeholder management
- Change management
- Backlog management

PROFESSIONAL EXPERIENCE (CONTINUED)

**Senior Scrum
Master/Agile Coach**
11/'21 – 05/'23

**Mileway
(A Blackstone Company)**
Amsterdam, Netherlands

Contractor

In my role as a Senior Scrum Master within the IT department, I provide coaching to two DevOps teams. Additionally, I played a key role in the development and implementation of a new operating model to support our transition to Agile methodologies.

Collaborating closely with a colleague, we crafted a tailored way-of-working that aligns with the organization's needs and fosters Agile practices. My focus areas included designing an effective consultation structure, implementing essential tools such as Jira, Confluence, and Miro, and facilitating Quarterly Brief Reviews (PI Planning) to ensure alignment and productivity.

- *Lead workshops and promote knowledge sharing among team members.*
- *Provide coaching, motivation, and team-building support at both individual and team levels.*
- *Identify and resolve team impediments to ensure smooth progress.*
- *Establish an efficient consultation structure to enhance communication and decision-making processes.*
- *Configure and optimize tools such as Jira, Confluence, and Miro to improve workflow efficiency and collaboration.*

**Senior Scrum
Master/Agile Coach**
05/'21 – 11/'21

**Stater
(An Infosys Company)**
Amersfoort, Netherlands

Contractor

As a Senior Scrum Master at Stater's IT department within the "E-servicing" division, I provide coaching to two DevOps teams. One team is dedicated to advancing the E-advisor application, while the other focuses on developing E-request applications tailored for mortgage brokers.

In addition to coaching these two teams, I also mentor three other Scrum Masters. Furthermore, I serve as the facilitator for workshops and Guilds within the E-servicing domain. These sessions are aimed at enhancing collaboration among teams, Product Owners, Business Consultants, and Scrum Masters, ultimately driving improvements in our processes and outcomes.

- *Facilitate workshops and promote knowledge sharing among team members.*
- *Provide coaching, motivation, and team-building support at both individual and team levels.*
- *Identify and address team impediments to ensure smooth progress and facilitate growth.*

**Senior Scrum
Master/Agile Coach**
07/'18 – 05/'21

Univé
Zwolle, Netherlands

Contractor

As a Senior Scrum Master at the ICT department "Digital" of Univé, I provided coaching to two DevOps teams. One team focused on implementing a new version of the CMS system and design system, while the other concentrated on integration work across various domains.

In addition to coaching these teams, I mentored three other Scrum Masters. I also served as the facilitator for workshops and consultations, playing a key role in the Quarterly Business Review (QBR) of Univé. Within the QBR core group, I contributed to developing the growth of Agile practices within Univé.

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LANGUAGE SKILLS



Native | Dutch



Advanced | English

PROFESSIONAL EXPERIENCE (CONTINUED)

Scrum Master
09/'17 – 07/'18

Working with three other Scrum Masters, I collaborated on optimizing the seven DevOps teams within Digital. We continuously facilitated workshops and knowledge-sharing sessions to improve team performance. Additionally, we were involved in setting up the new IT organization and focused on enhancing self-organizing and multidisciplinary work through ongoing improvement initiatives, which I facilitated.

- Facilitate workshops and promote knowledge sharing among team members.
- Provide coaching, motivation, and team-building support at both individual and team levels.
- Identify and address team impediments to ensure smooth progress and facilitate growth.

VIEMR, a VR Company, Groningen, Netherlands

Scrum Master
01/'16 – 08/'17

Contractor

University Medical Centre Groningen, an academic hospital, Groningen, Netherlands

VR Producer & Scrum Master
04/'15 – 12/'15

yellowBird 360 video, a VR Company, Groningen, Netherlands

Scrum Master
01/'12 – 04/'15

theFactor.e, a Web development Company, Groningen, Netherlands

Scrum Master
01/'09 – 12/'11

Clockwork, a Web development Company, Groningen, Netherlands

Product Manager
01/'06 – 12/'08

NDC Mediagroep, a Newspaper Company, Groningen, Netherlands

HOBBIES / INTEREST



Cycling



Photograph



Gaming



Lego



DIY



Movies/Series

REFERENCES

References available upon request.