|  |  |
| --- | --- |
| **James Kies**  **Accomplished in Business, Transforming IT to Deliver Business Results**  **Accomplished in Software, Helping build it faster, better, and with more joy** | ✉ [james@jameskies.com](mailto:james@jameskies.com)  **✆** +1 785 248 6187  **✎** <https://www.jameskies.com>  **✎** <https://www.linkedin.com/in/jameskies/> |

**Business** **Consultant | IT Management | Leader-Player-Coach**

Results-driven, dynamic and versatile executive with 20+ years of experience in software developing and agile business. Visionary leader, constantly looking to learn from the best, and add value to others by coaching and training groups through workshops. Energetic, engaging and perceptive, taking on the challenge of helping modernize numerous IT companies’ operations and business processes, while improving their ability to deliver high-quality software that is faster and more predictable. Transformational leader with experience as Organization Modernization Consultant, helping them get to a modern IT business that responds to their needs and improving the IT delivery organization through the Agile Dojo. Highly analytical and organized, with flexibility to adapt to ever-changing environments. Skilled at maintaining productive relationships with peers and organizational leaders, in order to achieve optimal results.

**IT Executive Competencies**

Software Engineering

Project Management

Business Consulting

Process Reengineer

Go-To-Market

Scrum Master

Strategic Planning

Solutions Support

Customer Service

.NET Framework

Business Development

Organizational Leadership

Research & Development

Influencing & Negotiating

Custom Software

CI CD Pipelines

Change Agent

Team Builder

.NET C# Java

**Notable Highlights and Key Expertise**

* **Knowledgeable Business Consultant,** withproven and highly efficient project management capabilities, including prioritizing, developing and executing plans, tracking progress, solving problems, mitigating risks and achieving goals.
* **Customer-Focused**; with success exceeding expectations in retaining and growing the customer base within fast-paced and constantly evolving environments. Team leader, effective at managing culturally diverse teams to deliver successful outcomes.
* **Critical Thinker,** with the ability to translate technical requirements into business-focused outcomes across a wide range of industry sectors. Well-versed in the product development life cycle, with experience building business cases and go to market strategies owning the customer offering from enablement to execution.
* **Strong Business Acumen,** with 8 years-experience digital transformation including Fortune 500 companies.

**Professional Experience**

**James Kies | Senior Software Developer + BizSecFinDevOps + Leadership | 2012 - Current**

I have helped numerous companies get from where they were to where they wanted to with modernizing their IT Business. Be it launching or growing technical upskilling efforts by introducing Agile Dojos and Product Model Thinking or Business Modernization Efforts such as Communities as a Service in your organization. By leveraging the best of Lean, Agile, XP, Kanban methodologies, we can be sure to make the best use of our investment dollars and ensure that teams are engaged and motivated to make it happen.

* Business Modernization: Organizational Agility, OKRs meet KPI, New Product Innovation Gates, Product Models, Leadership in ever Flattening Organizations, Decentralized Improvement, Vendor Selection, Accounts Management.
* Software Delivery Modernization: Hospital, Insurance, Reinsurance, Medical Claims, Pharmacy and Diagnostics, Pharmacy fulfillment, OSHA compliance.
* People-focused product and operational models Performance Management, Forecasts, Strategic Marketing Support, Facilitator, HR and Management Reporting.

Clients:

* **Verizon**: Senior .NET Enterprise Developer, BizSecDevFinOps, Technical Consultant, Agile Dojo Coach, and AWS Cloud Trainer. Helped to stand up an internal Agile Dojo for Verizon Tampa. Hosted teams in unique 6-week in-the-dojo modernization and technical upskilling events. Helped turn Dojo focus to serving the management layer, helped Dojo learn how to server distributed teams. Helped launch online professional Chapters and Guilds to improve craft-skill.
* **Pulse8 Inc**.: Agile Business Consultant and Senior .NET Developer. Served as a core member of a highly visible team working with medical claims, pharmacy, patient and diagnosis information. Additional helped the company to adjust the way they were approaching the work, by hosting workshops on product thinking, right-sizing, agile methodologies, lean methodologies, scrum methodology, servant leadership, and other.
* **OPIE Software**: Scrum Coach and Agile Business Consultant to help invigorate and modernize the software product company as well as pull customer support into Agile workflow.
* **3M**: Agile Coach, Leadership Coach, and Business Process Consultant. 16 weeks on-site helping pivot ~120 people from traditional structure onto 14 cross-functional teams. Big room planning, product model, user-centered design.
* **Nielsen**: Hosted Training workshops and observed teams, interviewed the product community, joined various teams and team-of-team ceremonies for the purposes of creating and delivering a coach’s playbook and next steps strategy for them.
* **Three Five Two**: Director of Programming, Full org modernization and technical upskilling.
* **Northwrite Inc**: Built and Led high-end custom software delivery team re: both Silverlight and Javascript versions of new big-box retailer energy analytics product raving success.
* **Stage Tally**

**Education & Technical Skills**

* Associate of Applies Science in Computer Information | Topeka Technical College | 1998
* Certified Scrum Master (CSM) | 2008
* Certified Scrum Practitioner | 2012
* Certified Coach/Trainer/Speaker | John C Maxwell | 2015
* Certified Classroom Instructor | Learning Tree International | 2016
* Tech Skills: Enterprise Microsoft Stack + BDD and Testing Automation, CI/CD, AWS Cloud, .NET Core, Typescript/Angular Core, MaterialJs, .NET Standard, WebAPI, SignalR, C#, T4 (or Codesmith), Ef, WPF/MVVM + All other .NET stacks (WPF/MVC/Silverlight/WinForms/WebForms/ClassicASP), Enterprise Code Automation, Rapid Prototyping. Some Java, JBehave, Selenium.
* References available upon request.