

Grant William Shull

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Professional Summary

40+ Years of Sleeves-Rolled-Up, Hands-on Experience as Agile Product Delivery Management Professional

Seasoned Scrum Master - Trusted C-Level Advisor - Product & Program Manager - Enterprise Agility Coach - Hands-on Innovator

Insightful Author & Certified Agility Leader at ALL Enterprise Levels in ALL forms of Agility-at-Scale including Enterprise SAFe 6.0 - Certified Circular Economy Strategist & Executive Operational Planner - Founder of Fitness Interface LLC - Humanizing Influence on workplaces and work teams of all shapes & sizes who has helped teams become more creative & creative teams become more productive on the whole.

Able to handle the challenges of Total Enterprise Agility Transformations, but not looking for typical career growth, political ladder climbing, or next big executive dream job. Simply looking to be vibrant & vital contributor to building highly productive & uniquely human Scrum Teams as a Scrum Master or Product Owner... one team at a time... nothing more, nothing less.

Key Competencies

Certified, World-Wide SAFe Program Management - Off-Shore/Multi-Site Team Management - Various Forms of Agility Information Radiator Design - Guest Centric Product Design & Management - Strategic Agility Planning & Implementation - International Business Development & Marketing - Agility Process & Continuous Optimization Leadership (including SAFe Program Design) – Lean Six Sigma Processes Improvement - Risk & Dependency Management - Agile E-Commerce Implementation - Business Intelligence - JIT Data Warehousing – Scaled Data Grid Implementation - Healthcare MDM - FHIR-based Integration - FHIR/HL7 Manipulations & Transformation - FHIR & Agile Enterprise Data Modeling - Revenue Producing Knowledge Management - Agile Transformation Management & Technology Modernization - Creative Culture & Community Building - Just-in-Time IT & Business Integration - Big Data Planning & Design - Block Chain Strategy & Leveraging - AI-Readiness Planning – Non-Profit Funding & Promotional Development - Scrum - Kanban - Extreme Programming (XP) - Lean - Lean Startup - Scaled Agile Framework (SAFe) - Backlog Management - Sprint Planning & Tracking - Reporting & Analytics - Agile DevSecOps Integration - Utilizing More IT System Building Technologies than can be efficiently & effectively listed here in brief

Professional Experience

Scrum Master & Agility Transformation Specialist. Fitness Interface LLC. Los Angeles, CA. Mar 2010 to Present. 15+ years

- Served on MANY different clients as Scrum Master & Enterprise Agility Coach with various Agility building partners using several, client-specific Agility transformation pathways & methodologies
- Led product delivery teams as an Agile-at-Scale Scrum Master & Agility Coach
- Led optimization of healthcare claim processing with scaled Agile thinking & FHIR data conversion/processing compliance
- Led development of enterprise-wide AI-ready business agility data environments & data handling practices
- Performed as Agility-at-Scale Program Director & Managing Data Architect when requested & required
- Excelled as Chief Agility Officer & Enterprise Agility Coach & Scrum Master as requested & required
 - Received Kudos for quantity, and quality of independent value stream teams simultaneously managed in flight
 - Received salutes from Generals for doing what seemed impossible with Agility on DoD/VA EHR project

- Led the adoption & integration of Agile management mechanisms into existing PMBOK EVM management hierarchies
- Performed typical Scrum Master & Agility Coaching duties in ALL roles at ALL client enterprises by:
 - Served as a dedicated member of a Scrum team in one of the three defined Scrum roles, namely: The Scrum Master
 - Accepted responsibility for upholding Scrum framework adoption by helping both Scrum Team, and enterprise at large understand Scrum theory, values, and practices
 - Maintained high involvement level as Scrum leader by simultaneously acting as: Teacher - Coach - Facilitator - Change Agent
 - Helped Scrum Team to accurately track, and publish their efficiency information radiators for enterprise consumption in various Agile & traditional EVM formats & served as an impediment remover at large
 - Assisted enterprise in determining which interactions with the Scrum Team were helpful, or not
 - Facilitated Scrum Events as by ensuring events were conducted in appropriate environments — especially when teams were distributed — and producing outputs on time
 - Worked as peer advisor with team members, so that they would learn how to self-manage, make their own decisions, keep open minds to various approaches work together, and support each other in completing daily delivery tasks, and develop a "we're in this together & we can do it" mindset
 - Led, and served both the Scrum Team & the enterprise at large by helping them to, continually create, modify, and socialize Product Goals while aligning to the OKRs of their particular Executive Taxonomy Branch, understand the need for clear Product Backlog Items, use empirical product planning practices, make impediments both visible & resolvable
 - Worked one-on-one with everyone in the organization to help improve the efficiency of Scrum Teams
 - Served as Product Owner
 - Drove collaboration between the Product Owner, and the Developer(s)
 - Identified and implemented effective prioritization techniques
 - Facilitated Stakeholder collaboration as requested, and needed
 - Coached, and helping them with, creation of the Product Goals, understanding of the need for maintaining clear Product Backlog items, use of empirical product planning tools & techniques
 - Served Developer(s), and Scrum Team as a whole by:
 - Coaching delivery effort, maintaining focus on the delivery, ensuring event productivity, identifying risks
 - Created Virtual Co-location Rooms (VCR) for teams by establishing virtual meetings that anyone could join
 - Held Remote Social Time (ReST) Events at the end of each delivery increments/Sprints
- Maximum Scrum Team Size: 10 - Maximum Delivery Taxonomy Branches: 200 - Maximum Enterprise Size: 300,000
- Key Clients: IEHP (FHIR/Healthcare), 5/3 Bank Commercial Division, AT&T/DIRECTV, JPMC
- Key Technologies: JIRA Enterprise, Azure DevOps, Planview, Trello, Slack, Salesforce/nCino, and many more

Scrum Master & Agility Program Coach. TIBCO. Washington, DC.

Dec 2007 – Mar 2010.

2 years 3 months

- Performed as a Scrum Master & Agility Program Coach at DHS-USCIS as noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Co-innovated Agile contracting vehicle at for US Federal Government & received national awards for this & other innovations in data use & process efficiency modifications
- Received national award for using reorganized data structures & introducing innovative Agile management approaches
- Led scaled Agile transformations in the context of PMBOK-driven EVM "Iron Waterfall"
- Grew a root Scrum team of 3 into a program of over 13 Scrum teams producing 17 independent streams of value
- Team Size: 10 - Program Size: 50 - Delivery Taxonomy: 200 - Enterprise: 150,000

Scrum Master & Executive Agility Architect. Cybervangelism. Silver Spring, MD. **Sep 2000 – Dec 2007.**
7+ years

- Led the technical side of multiple scaled Agility transformations using the same transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Led multiple C-level Agility modernization initiatives for several different clients
- Team Size: 12 - Delivery Taxonomy: 300 - Enterprise: 50,000

Scrum Master & Managing Architect. Telismart. Omaha, NE. **Jan 2000- Sep 2000.**
Nine-Month Lean Startup

- Served as a Managing Architect driving a lean-startup initiative for rising telecommunications supply chain disruptor using the same transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Pioneered the expansion of Agile Manifesto practices at scale
- Team Size: 15 - Delivery Taxonomy: 45 - Enterprise: 70

Scrum Master for Enterprise Productivity Management Team. Keane NTT. Independence, OH. **Feb 1999 - Jan 2000.**
One Year

- Led small Internet-driven process transformation team using the same transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Recognized by Enterprise CEO as leading voice of Agile Internet Transformation at GE
- Led Lean Six-Sigma/Agile business transformation as lead C-level consultant
- Team Size: 8 - Delivery Taxonomy: 25 - Enterprise: 4,000

Scrum Master & IT Agility Architect. IBM. Cleveland, OH. **Nov 1996 - Feb 1999.**
2 years 3 months

- Led game-changing Internet modernizations as IT Architect, Scrum Master & Agility Coach using the same transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Team Size: 7 - Delivery Taxonomy: 100 - Enterprise: 10,000

Scrum Master & Managing Architect. Transformation Consulting. Cleveland, OH **Mar 1994 - Nov 1996.**
2 years 7 months

- Utilized the same transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC to make IBM first & largest Agile-at-Scale enterprise in the world with Intellectual Capital Management System
- Pioneered Scrum Master role & Cynefin framework under the auspices of Dave Snowden & his creative environment transformation efforts at IBM
- Collaborated with Bob Hopewell, Father of RAD & Grandfather of Agility
- Maximum Size of Team: 7 - Delivery taxonomy: 10,000 - Enterprise: 300,000

Scrum Master & Technical Product Manager. CBIS. Cologne, Germany. **Aug 1988 - Mar 1994.**
5 years 7 months

- Utilized the analog fax & conference call versions of the transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC

- Pioneered offshoring, near-shoring, and reverse-offshoring practices & techniques
- Built global team using conference calls, faxes, & low-speed/low-fidelity modems
- Led rapid storming, forming, norming, and performing to create SAFe-style teams
- Pioneered wire-framing by introducing theatrical storyboarding techniques
- Maximum Size of Team: 15 - Delivery taxonomy: 50 - Enterprise: 5,000

Scrum Master & General Agility Consultant. The Synergy Group. Chicago, IL.

**Jun 1986 - Aug 1988.
2 years 2 months**

- Led Deming-style Agile transition from mainframe to departmental computing using the rudimentary versions of the transformational tools & techniques noted above in the description of my Scrum Master & Agility Transformation Specialist role at Fitness Interface LLC
- Maximum Size of Team: 5 - Delivery taxonomy: 20 - Enterprise: 10,000

Education

10/2021 - 12/2021. Professional CESS Certificate. University of Cambridge. Cambridge, England.

- Certified Circular Economy Planner and Sustainability Strategist at Judge Business School

08/1989-08/1990. Legal Studies. Chase College of Law. Highland Heights, KY.

- Completed First Year JD Requirements with "A" average

09/1986-04/1987. Professional IT Certificate. DePaul University. Chicago, IL.

- Completed Computer Career Program Certification with Honors

08/1983-05/1986. Bachelor of Philosophy. Miami University, Oxford, OH.

- Graduated Magna cum laude with 3.8 GPA; Nominated Phi Beta Kappa

08/1983-05/1986. College Prep. Willard High School. Willard, OH.

- Graduated Valedictorian: 4.0 GPA; Received Senior Math Competition & OSEA Regents Scholarship Awards

Professional Training

- Certified Agile-at-Scale Leaders Workshop, Agile for All with Peter Green (Primary Agility Innovator at Adobe)
- Collaborated with Bob Hopewell, Grandfather of both Agility & SAFe, to create ICMS: The Global Practitioner KM Solution, IBM
- Developed Comprehensive, Culturally Sensitive Coach-the-Coaches Agility Mindset Transformation Program, JPMC
- Visioning Workshop & JAD Session Facilitation Creation, CBIS
- Strategic Selling & Guerilla Sales Techniques, IBM/Summa
- Project Management in a Changing World, CBIS
- Productivity Management (PMBOK), Keane
- Effective Negotiating®, CBIS/Karrass
- Effective Sales Proposal Writing, CBIS
- SOA Principles and Practice, TIBCO
- Conflict Management and Resolution, CBIS
- Lotus Accelerated Development Method, USConnect/IBM
- Joint Application Design (JAD) Facilitation, IBM
- Rapid Application Development Methodology and Advanced RAD Techniques, IBM
- Data Warehousing Design and Implementation, IBM
- Enterprise Data Analysis and Design, CBIS
- RUP, Java, J2EE, OOA & OOD, E-Business Architecture & Method Blue, CIBER/IBM
- Lombardi TeamWorks/IBM BPM Bootcamp, Cognizant