
My name is Bob Galen and I'm an agile methods coach and practitioner in the Raleigh, NC area. I've been operating as RGalen Consulting since 2001. Over the years, my focus has changed from broad SDLC consulting—towards mostly agile methods transformations. I recently spent 18 months (Spring 2007 – Fall 2008) at ChannelAdvisor (www.channeladvisor.com), a local eCommerce company, serving as the Director, Product Development and their Agile Architect (essentially a dedicated agile coach and trainer). Most recently, for the past six months, I've been coaching the Teradata (www.teradata.com) CRM applications group in their transformation from largely Waterfall & CMMi methods towards Scrum & XP practices.

Prior to that, I spent two years working as an Agile Training & Coach providing training and coaching to individuals and teams nationwide. Much of that was performed in my partnership with ASPE Technology (www.aspetech.com).

In total, I've been using Scrum and Extreme Programming practices since 2000—so for the past 9 years. While agility is very much about direct project experience, I am also a:

- Certified Scrum Master (2004 w/Ken Schaber)
- Certified Scrum Master Practicing (since 2007)
- Certified Scrum Product Owner (w/Ken Schaber & Mike Cohn – since 2007)
- Working towards Certified Scrum Coach (target – late 2009)

What's unique about me is the breadth of my experience. I've worked in small, large (Enterprise-level), and widely distributed teams. I've successfully delivered software in Waterfall, RUP, and Agile methods. I've led software development as well as testing teams and also have a strong project management background. It's this breadth and depth of experience that makes me unique in approaching agile adoption in varied contexts and successfully connecting to your teams and your organization. Essentially I serve as your agile transformation guide.

I'm also active in the local and national Agile communities. I've been fortunate to present at the International – Agile 2007 and 2008 Conferences sharing lessons learned on a broader stage. And for the 2009 Agile Conference, I'm honored to be the assistant stage producer for the Testing Stage.

I've recently moved on from ChannelAdvisor & Teradata and am looking for some local & national coaching opportunities. I have a burning passion for agile development and am looking for teams to collaborate with in their agile adoption efforts.

I have the capability of *training* your organization on the following:

- Introduction to Agile Practices with a focus on Scrum, Extreme Programming (XP), and Lean Software Development
 - ½ day Overview for your overall teams; and a ½ day Executive / Management Overview)
- Managing Agile Requirements with User Stories (½ and full day class)
- Estimating, Planning & Tracking Agile Projects (½ and full day class)

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- Transitioning *Traditional* Test Teams towards Agile Testing (½ , 1, and 2 day classes)
 - Transitioning *Traditional* Project Management towards Agile Project Management (½, 1 and 2 day classes)
 - Scrum Master / Agile Leadership Jump-start (½ day class)
 - Becoming a “Great” Scrum Product Owner (½ and full day classes)
 - Based on my new book *Scrum Product Ownership – Balancing Value from the Inside Out*, available here - <http://tinyurl.com/cv8bsy>
 - Finally, we provide an in-depth Agile Methods Bootcamp (4-5 day class that can be bundled with a jump-start)

All training is essentially targeted towards starting your agile pilot project or your next project initiative. These aren't academic exercises. We'll explore leading agile skills, techniques and approaches, but then we'll map them to your organizational and project context for real world use!

I also provide *coaching* in the following areas:

- Performing Agile Adoption Assessments & helping you plan your adoption strategy
- Selecting & tailoring the right methods for you – focusing on Scrum + XP practices + Lean principles
- Introducing agility into your organization—globally or within small, ‘pilot’ teams
- Jump-starting your first agile iterations
- Establishing an effective Product Release Plan & Backlog to drive your team's development work
- Helping develop solid agile coaches – Scrum Masters by working with them individually and in groups, coaching ‘good’ agile leadership behavior
- Running effective Iteration Retrospectives – leading towards accelerated team improvement

Ultimately, I'm looking to establish win-win partnerships with clients to accelerate your agile adoption. You'll find a final differentiator in our capabilities—it's our pragmatic passion for agility and in seeing our *clients stand and deliver on its promises*.

For more information please call (919) 272-0719 or email me at bob@rgalen.com so that our expertise can become a part of your Agile Transformation!

Coaching Engagement Approaches

There are two primary models we use to engage agile teams in guiding them forward towards generating Agile Business Value—

1. Agile Project Jump-Start

First is the Agile Project Jump-Start. The jump-start begins with some training—typically no more than a full day. The reason for that is we want to get started on real project work as soon as possible—so your teams experience working as an Agile team as soon as possible.

Once we get you going, we'll do follow-up training within the first iteration or two to fine-tune and advance your agile evolution. The point here is to give you actionable 'chunks' of agile skills while you're actually doing it. Usually this training is performed in conjunction with our agile coaching.

If you're not going to engage us as an on-going Coach, instead opting to go it alone, then you'll need a bit more training 1-2-3 days or so including kicking-off your first Sprint or Iteration before we feel good about leaving you alone. We don't want to partially train you and then leave you to fate since we take the success of every agile team start-up so seriously.

2. Coaching at the Iteration “Endpoints”

“Iteration Endpoints” coaching endeavors to engage the RGCG consultant with ongoing iterative client project teams on a part-time, pull based, and cost effective manner. Consultants will engage/coach teams on—

1. Assisting client Product Owner and team with Sprint Planning Preparation – Product Backlog review and guidance to Backlog detailed construction
2. Assisting with Sprint Planning Meeting facilitation with client Scrum Master (or Project Manager)
3. Periodic, 1-2x per week connection to ongoing Sprint Stand-up meetings for “connection” to team dynamics and progress
4. Periodic, 1x per week chat with Scrum Master for progress reporting and performance coaching
5. Attend the Sprint Review and help facilitate / attend the Sprint Retrospective
6. Then repeat...

The need for this coaching varies as the organizational adoption and each specific team matures. It's standard practice for us to lessen the engagement over time—weaning ourselves from the team and then returning for periodic / quarterly checkpoints. We endeavor to do this as quickly as possible, as our primary goal is to create independent agile organizations that are healthy, self-directing and adaptive.
