Maxime **Bonnin**

AGILE & PRODUCT COACH · TRANSFORMATION LEADER

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"Your task is not to foresee the future, but to enable it." - Antoine de Saint-Exupéry

Summary

Enterprise Agile Coach, Product Coach, and Transformation Leader with 8 years of experience specializing in Product Lifecycle Management, Agile coaching, strategic transformation consulting, training facilitation, Product/Portfolio Management, and toolchain optimization.

My international experience across Germany, France, and Spain has enabled me to lead key change initiatives for major organizations in the aerospace, energy, public finance, luxury, and banking sectors. I have supported individuals, teams, departments, and executives in understanding, adopting, and improving their Agile mindset, methods, and product practices through large-scale change management initiatives. These have involved value stream (re)definition, metrics and feedback analysis, application and toolset migration, and cultural evolution from a project-based approach to a customer-centric product vision.

Key achievements:
• Trained 785 individuals and executives in German, French, and English on Agile key roles and mindset: Spotify model, SAFe, Scrum, Design Thinking, DevOps, and Kanban;
• Supported 4 Agile Release Trains, 4 tribes, and over 420 employees and clients in their Agile transformation journeys;
• In-depth expertise in aerospace, energy, luxury, and public finance industries;
• Delivered €2.9M in annual recurring cost savings through chargeback reduction and reinvestment opportunities.

Work Experience

Crédit Agricole Technologies & Services | Reacteev
Paris, France

AGILE COACH — *Apr. 2024 - Now*

• **Apr. 2024 - Now:** Agile Coach within the Agile Center of Competencies (23 agile coaches).
• **Apr. 2024 - Now:** Agile Coach for the Data Factory & Digital Marketing tribe (75 members) composed of 8 product teams.
• **Oct. 2024 - Now:** Agile Coach for the Client Communication tribe (50 members) composed of 6 product teams.
• Tribe coaching: Event facilitation, Monitoring & Agility Maturity Assessment.
• Product coaching: Product Vision, Design Thinking, Value Stream Mapping, Lean Portfolio Management, Customer Journey, Backlog management, Roadmap & Prioritization.
• Support for the large-scaled agile transformation with SAFe and tooling administration with Jira, JiraAlign, Analytics, EazyBI.

Reacteev
Paris, France

AGILE COACH — *Jul. 2023 - Now*

• **Agile & Product Coach, Agile Trainer, Jira & Jira Align expert.**
• Responsible of the Scaled Agile Framework (bronze partner) & Atlassian partnerships.
• Pre-sales activities & Recruitment.
• **CSR Manager**: CSR Program management, Employee Volunteering Program, Silver Ecovadis (ESG) Certification, CSR Awareness sessions (Climate fresk, Biodiversity fresk, Burn-out, Harassment awareness campaign), Sustainability & Carbon footprint assessment.

Richemont International SA | Capgemini Technology Services, Reacteev
Geneva, Switzerland

AGILE COACH — *Apr. 2022 - Apr. 2024*

• **Apr. 2022 - Oct. 2022:** Agile Coach & Method Master for an IT department (30 members) composed of 4 DevOps teams.
• **Oct. 2022 - June 2023:** Agile Coach for an IT department (70 members) composed of 9 System teams.
• **Oct. 2022 - June 2023:** Agile Coach for a PLM department (30 members) composed of 3 Product teams.
• Product coaching: Vision, Backlog management, Value monitoring, Roadmap & Priority calculation.
• KANBAN Implementation, JIRA Administration (acting as a Product Owner & Expert), Dedicated coaching for leaders and engineers, Agility Maturity Assessment & Organizational Consulting.
• Facilitation of the managers' community of practice & Training sessions conducted for 15 Product Owners.

French Ministry of Finances | Capgemini Technology Services
Paris, France

RELEASE TRAIN ENGINEER — *Oct. 2021 - Apr. 2022*

• Release Train Engineer for 1 Agile Release Train (50 members): Agile Program Coaching, SCRUM/SAFe implementation, Dedicated coaching for key actors, Agility Maturity Assessment & Organizational Consulting.
• Dedicated coaching for Scrum Masters and Product Owners.
• Event facilitation within the Agile Release Train and with key stakeholders.

Capgemini Technology Services
AGILE COACH

Paris, France

Oct. 2021 - June 2023

- Training for 172 people from aerospace, luxury, retail and energy sectors.
- Local & Department Community Management, University courses & Pre-sales activities.

Airbus Commercial Helicopters | CIMPA PLM Services
AGILE COACH & CHANGE MANAGER

Marseille, France

Jan. 2020 - Oct. 2021

- Agile Coach for 1 Agile Release Train (70 members): SCRUM/SAFe implementation, Specific RTE-Coaching, Dedicated coaching for key actors, Agility Maturity Assessment & Organizational Consulting.
- SCRUM Master for 1 specific team (Windchill) within the ART for technical maintenance documentation
- SCRUM Master for 1 specific team (Windchill, 3DX, Access) for Electrical concerns

Premium Aerotec GmbH | CIMPA PLM Services
IT PORTFOLIO MANAGER & AGILE COACH

Augsburg, Germany

Jun. 2019 - Feb. 2020

- Portfolio Management for PAG IT Department: Operations, Innovation (3DX, DevSecOps), Obsolescence, Support, Infrastructure
- Implementation of a large-scaled agile (SAFe) for 10 departments & 90 individuals.
- Scrum Master for 2 newly created german teams

Airbus Commercial Helicopters | CIMPA PLM Services
PROJET MANAGEMENT OFFICER & AGILE CONSULTANT

Munich, Germany

Apr. 2018 - Dec. 2019

- Product Owner/Manager for digital innovation within Engineering & Manufacturing departments for Airbus Helicopters - 1,3M yearly savings for around 300 employees in France, Germany & India.
- Business Analysis, Business Framing, Change Management, Proof of Value & Concept Establishment.
- Agile Implementation, Scrum Master role introduction, Agile Management.
- **Internship | MSc Thesis (Apr. 2018 - Oct. 2018):** Overall improvement of product development processes by analyzing the currently used project management processses, improving selected processes and implementing 3 agile delivery models (based on SAFe, KANBAN, DevOps, SCRUM) centered around the product vision.

Portalliance
INTERN AS MECHANICAL ENGINEERING ASSISTANT

Toulouse, France

Jul. 2016 - Sept. 2016

- Development of a computer tool written in C++ for reading and processing finite element models to analyse structure elements for the aerospace field.
- Usage and analysis of the software: HyperMesh, HyperWorks, Patran and Nastran.

Certifications & Awards

Jul. 2025	**Certified Change Practitioner**, ID: Ongoing	Paris Dauphine PSL & Prosci	*Paris, France*
Oct. 2022	**Certified Professional - Agile Coaching**, ID: 395-34730-3d2176b6-02e6-43f5-822e-208d945e1d72	ICAgile	*Paris, France*
Nov. 2021	**Certified SAFe Release Train Engineer 4, 5 & 6**, ID: 24607031-9880	Scaled Agile Inc.	*Amsterdam, NL*
Apr. 2019	**Certified SAFe Program Consultant 4, 5 & 6**, ID: 93669869-2433	Scaled Agile Inc.	*Munich, Germany*
Feb. 2019	**Certified Professional Scrum Product Owner I**, *Level: 92,5%*	scrum.org	*Munich, Germany*
Nov. 2018	**Certified Professional Scrum Master I**, *Level: 96,3%*	scrum.org	*Toulouse, France*
Jul. 2018	**Certified SAFe Agilist 4, 5 & 6**, ID: 51022273-2338	Scaled Agile Inc.	*Paris, France*

Conferences

MeetUp Reacteev
SPEAKER - "PILOTAGE DE LA PERFORMANCE : FAITES DE VOS INDICATEURS UN LEVIER STRATÉGIQUE"

Paris, France

June 2025

Agile Tour Aix-Marseille
SPEAKER - "IDENTIFIER ET ANTICIPER LES SIGNAUX FAIBLES DU BURN-OUT GRÂCE AU THÉÂTRE FORUM"

Aix-en-Provence, France

Dec. 2024

Agile Tour Toulouse
SPEAKER - "LE THÉÂTRE AU SERVICE DE L'AGILITÉ: DE L'EXPLORATION DES BESOINS À LA RÉSOLUTION DE CONFLITS"

Toulouse, France

June 2024

Agile Tour Lausanne
SPEAKER - "LE THÉÂTRE AU SERVICE DE L'AGILITÉ: DE L'EXPLORATION DES BESOINS À LA RÉSOLUTION DE CONFLITS"

Lausanne, Switzerland

Dec. 2023

Skills

Languages	French (Fluent), English (Fluent), German (Proficient), Spanish (Beginner)
Soft Skills	Problem Solving, Curiosity, Versatility, Creativity, Product Vision, Taste for Challenge, Leadership, Initiative
Management & Monitoring	JIRA, Jira Align, Confluence, Analytics, EazyBI, ServiceNow
DevOps & Prototyping	AWS, Kubernetes, BitBucket, Jenkins, GitLab, Arduino, Raspberry Pi
CAD-CAE	Autodesk Inventor, CATIA V5, 3DExperience, Abaqus, HyperMesh, HyperWorks, MatLab
PLM	3DExperience, Windchill, VPM
Web	HTML, PHP, CSS
Programming	C++, SQL, Python, JAVA, LaTeX
Graphism	Adobe Photoshop, Adobe After Effects

Education

TU München, Germany
Munich, Germany

MASTER OF SCIENCE IN AEROSPACE ENGINEERING - "M.Sc. IM LUFT- UND RAUMFAHRT"
Oct. 2016 - Nov. 2018

- **Main courses:** Aerodynamics, Flight system dynamics, Aircraft systems, Manned Spaceflight, Aerospace design, Aerospace structures, Finite elements, Mechanics, Safety and reliability, Systems engineering, Propulsion, Turbulent flows, Carbon composites, CATIA V5.

Ecole Centrale de Marseille, France
Marseille, France

MASTER'S DEGREE IN ENGINEERING AND MANAGEMENT
Sept. 2014 - Dec. 2018

- Graduate degree in Engineering Sciences and Management
- **Main courses:** Mechanical & process engineering, Electronics, Chemistry, Physics, Algorithmic, Computer science, Energy & power, Information theory, Mathematics, Economy, Finance, Strategy, Innovation and project, Management, Human and social sciences

Lycée Carnot, France
Dijon, France

TWO-YEAR INTENSIVE UNDERGRADUATE COURSE
Sept. 2012 - Aug. 2014

- Two-year intensive undergraduate course in mathematics, physics, chemistry and engineering sciences preparing for competitive exams to enter top French engineering schools

Lycée Bonaparte, France
Autun, France

HIGH SCHOOL DIPLOMA WITH HIGHEST HONOURS
Sept. 2009 - Jul. 2012

- Scientific diploma of French High School

Extracurricular Activity

The Biodiversity Fresk / Fresque de la Bidodiversité
Paris, France

FACILITATOR
Feb. 2022 - Now

- The Biodiversity Fresk is an innovative, effective and collaborative tool to understand the scientific challenges and pressures around biodiversity based on the IPBES report, through an understanding of cause-consequence successions.
- Facilitation of several workshops conducted for students, company managers.

The Climate Fresk / Fresque du Climat
Paris, France

FACILITATOR
Mar. 2020 - Now

- The Climate Fresk is an innovative, effective and accessible tool to understand the scientific basis of climate change, through an understanding of cause-consequence successions.
- Facilitation of several workshops conducted for students, company managers.

Echanges Phocéens
Marseille, France

ADMINISTRATOR & VICE-PRESIDENT IN 2016
Sept. 2014 - Dec. 2023

- *Echanges Phocéens» is an association of 300 members and beneficiaries with an annual budget of € 67,000 which provides tutoring towards the youth from Marseille, which are suffering from social inequalities.*
- Management of 100 members, event and strategy planning, communication.
- Management of the canvassing, partnerships and requests for financing.
- Contact with external partners and institutions.