Endorsement for Anonymous

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English is not my mother tongue – so in case a wording sounds strange to you this will be due to my limitations in English and not due to a lack of esteem for anonymous and what he does for the agile community.

**Evidence for the endorsement**

I have met Anonymous several times at agile conferences in Europe like XP Days or the Scrum Gathering in Paris. Anonymous co-trained a public 3-days CSM course together with Andreas Schliep and me in Ettlingen, Germany on 24th till 26th October 2013.

Anonymous also co-trained a private 2-days CSPO class with me in Munich, Germany on December 16th and 17th 2013. He facilitated about 50% of the class. We prepared the course at a face to face meeting at XP Days 2013 in Karlsruhe.

We agreed to give two more courses, a private CSM and another private CSPO class in April and May 2014 for the same customer.

**Theoretical Knowledge**

During the preparation and the co-training I learned that Anonymous’ theoretical Scrum knowledge is sound and that he is able to present it in an appropriate way.

**Personality (5 of 5 points)**

Anonymous is working for 3.5 years as Agile Coach and Consultant with xyz GmbH, Germany. He is a proficient speaker at conferences and has worked a lot in the area of agile testing and test driven development. He is the author of “—book title ---” which has recently been translated to German.

He is on the Board of Directors of the Association for Software Testing www.associationforsoftwaretesting.org/

Anonymous blogs frequently at http://blog/

**Scrum Experience (5 of 5 points)**

I have not worked with Anonymous at a customer on a daily base – but I believe his experience is deep from the examples and stories he shared at the course we co-trained.

**Community Involvement (5 of 5 points)**

Anonymous is a speaker at lots of international agile conferences. For me the list seems to be endless.

And, not but ☺, he could strengthen his focus on specific Scrum events like the Scrum Gatherings and Scrum User Groups.

**Training Conception (3 of 5 points)**

For the co-training we had a 2 hour meeting at the XP Days 2013 pulling together a layout for the 2-days CSPO class. By co-training with different trainers Anonymous has acquired a working set of training exercises he uses to transport the right ideas. In our 4-eyes debrief of CSPO class I encouraged him to look a bit deeper into how attendees of a CSPO class do learn. I think a stronger contact into the CST community will lead to more focus on this.

A second area of possible improvement is handling the customer expectations when preparing a course – as this was a course for a customer of it-agile GmbH I would have expected a better handling of expectations by it-agile GmbH. We arrived there in order to deliver a standard CSPO course and found out during the course that this organization has split the responsibilities of a Product Owner in 4 sub-roles only one of those named Product Owner. So the attendants were at first a little confused when we started discussing the PO role. Overnight I organized a short 1 hour visit of people from the Agile Center of Competence of this customer which we fit in the last hour of the course in order to clear up the differences between PO role how it is seen in the community and PO role how it is redefined in this organization. But even with this glitch we got a perfect NetPromoterScore of +100 from the 15 attendants of the course.

For the next two courses in 2014 we have set up 3 days classes where the last ½ day is reserved for facilitated interaction of the course participants with people from the Agile Center of Competence.

**Training Skills (3 of 5 points)**

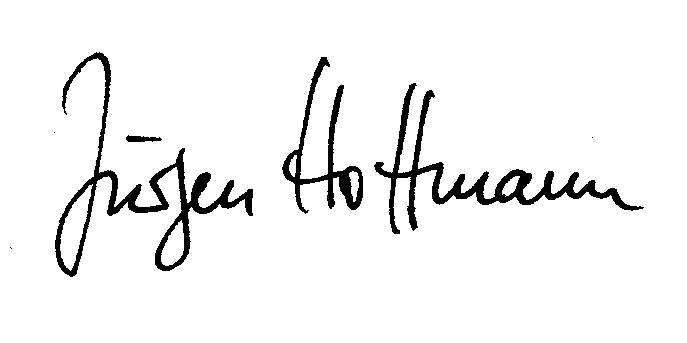
During the training Anonymous was competently presenting all the material. He used several exercises he had prepared very well using the “Training from the back of the room” concept. I encourage Anonymous to pay more attention to the current people in class and how they are learning. This would lead to an even better learning experience for the participants.

I give Anonymous 3 out of 5 points in this area which means that I think he is a good trainer but has potential to grow into being a world class trainer. I think a stronger contact into the CST community by being a CST will lead to a strong learning in this area.

Again I wish to underline that we got a perfect NetPromoterScore of +100 from the 15 attendants of the course Anonymous co-trained with me.

**Recommendation**

I recommend Anonymous to become a CST. This would be a strong move for the ScrumAlliance in order to strengthen the Scrum Community by getting more visibility in the Agile Testing Community, where Anonymous is very much involved and has a high visibility. Anonymous would be a gain for the CST community.

Karlsruhe, 20th of March 2014

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