LEO SALEMANN

leo.salemann@me.com • Sammamish, WA 98075 • (425) 281-3071• www.linkedin.com/in/leo-salemann

EXPERIENCED, ENERGETIC AGILE PROJECT MANAGER

Agile Certified Practitioner (PMI-ACP) • Certified Release Train Engineer (SAFe RTE) • Lean 6 Sigma Green Belt
Technical Empathy • Distributed Scrum • Azure DevOps • Release Management • Power BI • SQL Server

WORK EXPERIENCE

Microsoft (consultant via TEKsystems) Redmond, WA   **Nov 2018 - Sep 2020**
Served Project xCloud, supporting Microsoft's mission to stream Xbox games to 2 billion gamers worldwide.
Scrum Master
- Served 7 teams covering 3 deployment models (server, microservices, mobile apps) from developer to VP level. All release dates met.
- Built an agile culture that measures only what matters. Developers spend most of their time developing, senior leadership has just enough data to assess execution health.
- Established phase 1 Voice of Customer listening system, converting 20,000 feedback items into top 20 feature requests, building xCloud's reputation as the most player-responsive game streaming service on the market.
- Supported release meetings. Achieved 100% launch success rate.

`

Hurify Digital Markets, Bellevue, WA   **May 2018 - Nov 2018**
Managed an IoT professional development platform based on Ethereum Blockchain and smart contracts. Served as liaison between leadership and design team in Bellevue, WA and engineering team in Bangalore, India.
Product Manager
- Roadmaps were sparse, deadlines missed. Established Product Roadmap, backlog, 2-week release cadence, task-tracking through Trello. Features landed on time; user base grew 25-50% from each outreach event.
- Marketing beats were sporadic and off-message. Integrated marketing with engineering into shared task-tracking system, giving leadership a common operating picture for marketing stories and technical progress. PR beats landed 100% on-time and on-message.
- Platform outages prevented effective demonstrations at early outreach events. Established acceptance testing procedures; cutting defect rate in half within three weeks. Hackathon events and tradeshow demonstrations performed flawlessly afterward, 80% of event attendees became trial users.

YouthCentric SPC, Redmond, WA   **Oct 2016 - May 2018**
Served a Social Purpose Company building human capital through a youth mentoring & career development platform.
UX Designer
- Met YouthCentric at a hackathon. Built User Journey Map, UI wireframes, Kanban board, hired afterward.
- Stakeholders raised concerns around youth safety. Designed "Anti-User" personas & journey maps to communicate how the platform can be made inhospitable to bad actors. Stakeholder confidence restored; development commenced.

Scrum Master
- Builds were sporadic, site outages frequent. Established 2-week sprint cadence tracked in Microsoft Team Foundation Server (TFS). System up-time improved 10x, builds 4x faster,
- Planning sessions were long and disorganized. Applied PICK (Possible, Implement, Challenge, Kill) analysis to prioritize product backlog items. Cut by meeting cost by twelve staff-hours, outputs far more actionable.

Lockheed Martin, Bothell, WA   **Oct 1993 - July 2016**

Served Advanced Simulation team, developing simulation and training solutions through Internal Research and Development (IRAD) and DoD contracts (CRAD) ranging from $250K - $2M.

Scrum Master 6 years

- Research project ($500K internal value) at risk of shutdown due to scope and schedule overruns. Instituted daily scrums, task boards, burndown charts. Restored confidence of leadership, achieved research goals on time, paved the way to $2M in follow-on projects.

SW Engineering Manager 11 years

- Hand-picked to lead small office during a time of high attrition. Stabilized existing staff through compassionate leadership, completed left-behind projects on time and on budget, doubled staff size to 10, brought in $5M internal research funding.

Principal Research Investigator 11 years

- Contract opportunities drying up. Partnered with a small business to pursue US Army Small Business Innovative Research (SBIR) projects, winning two in the same year ($500K value).

Software Engineer 11 years

- Office losing business from low-quality work. Established release management practices for version control, testing, documentation and training. Documentation & training declared "highest quality component" of Swedish Armored Platoon Combat Training System, ($10M).

EDUCATION

University of Washington, Seattle, WA (expected June 2021)
Master of Science, Human Centered Design and Engineering.

University of Washington, Seattle, WA 1993
Bachelor of Science, Computer Engineering

Certified in Big Data, Cloud Management, Data Science, IoT, Data Visualization
Skilled in UX, User Research, Usability Testing, AWS, Azure, GCP, GitHub, GitLab, Trello, Tableau, Jira
Leo Salemann