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|  |  | Arlo Belshee  Agile Director |
| Profile I change companies, and only work with those willing to be the best in the world. Most people want to be the best in the world, but few are willing. Being truly world class requires changing deep-set beliefs and assumptions, changing how each job function is executed, and changing how people relate. It is not for the faint of heart.  But for those truly willing, I can be your partner. I have co-created world class businesses and will do it again. Let’s do it together. Contact PHONE:  503.875.1234  WEBSITE:  <http://arlobelshee.com/>  EMAIL:  [arlo@belshee.com](mailto:arlo@belshee.com) Hobbies Writing Programming Language  Meditation  Skiing  Family |  | WORK EXPERIENCEInnovating Teams - Principal Technical & leadership Consultant 2014–2019  Refactor companies that suffer legacy organizational structures and legacy code. Unlock the people to transform the products. Tableau - Dev practices Coach 2016–2019  Shift a 1,000-person dev team to get the codebase under control. Shift decisions away from center towards teams. Defect rates in participating teams dropped 99%. International Community - Speaker 2005–2019  Spoke at every Agile conference 2005-2019, every Agile Technical Conference, many open spaces, EuroPy, and several other conferences. New topics each year; I don’t rehash talks. Notable InnovationsPromiscuous Pairing (2005) Early innovation in how to maximize on-the-job learning, well beyond even other pairing approaches. Kanban (2008) One of the 3 people who had played with continuous planning. Our open space conversation led to creating the Kanban mailing list and eventually the method. Disciplined Refactoring (2015) More effective way to refactor legacy code. Gives a lower risk, even without test support, so can be used to make untestable systems testable. Root practice for my technical transformations approach. Safeguarding / Data-driven Leadership (2018) Systematic approach to create autonomy in teams. Supports execs in shifting from directing to leading, while building team responsibility and perspective. |