



Profile: Paul Mather

Achievements & Qualifications

The Institute of Leadership and Management - Certified Coach

Qualified mediator - certified through UK Mediation

Skills & Strengths

Business architecture

Change leadership

Programme design

Agile coaching and mentoring

Training and facilitation

Adaptable and "hands on"

Languages

English – native speaker

URLs & Links

<https://www.linkedin.com/in/paul-mather-b79212a2/>

<http://www.arabicastransformationconsulting.com/>

Experience

Paul has played a fundamental part in business and technology transformation programmes, providing guidance throughout the entire delivery lifecycle. Coaching and mentoring multiple teams undergoing agile transformations. Paul has successfully introduced Agile methods and improved ways of working to large organisations, while maintaining a hands on approach to understand the ask and the delivery.

Agile Coach Nat West Group

- Introduction and education of Agile practices and methodologies, including Scrum and Kanban, while aiding the mindset transition of teams and leaders
- Using personal hands on experience, guided teams into using Agile methods, adding value and providing options to foster organisational growth
- Provided hands-on support to teams, collaborating with people across widely varying levels and roles, leading teams toward further understanding and adoption of Agile
- Facilitation of workshops, enabling techniques to be demonstrated using theory and practical examples
- Creation and delivery of custom-made training materials to ensure learning and the ability to change are in line with the team/organisation ability
- Created a comprehensive Agile capability framework/curriculum to help take teams and individuals from novice to practitioner
- Introduced cost saving initiatives to effectively reduce cumbersome governance and documentation, paving the way for adaptive practices
- Promoting the value of being a change agent, to ensure maximum return when applying the relevant Agile methods for delivery
- Working towards transformational change while adapting legacy methods and processes to work alongside new Agile practices
- Introducing and conducting ways of working using Agile methods, such as discovery and inception activities, as well as value stream mapping, story mapping, adaptive planning, and value slicing, among many others

Business Architect Student Loans Company

- Ensuring projects have business vision, goals and strategy that align with that of the company
- Responsible for conceptual design and documentation within multi-disciplinary and multi-site Agile project teams ensuring that the end to end service balanced customer, user, stakeholder, and technical needs
- Agile led customer and user journey creation, development, and mapping
- Ensure full understanding of the Operational ask to allow for improved customer and user experience, as well as reduced transaction costs
- Collaboration on the analysis of business strategy, vision, goals and objectives to enable the strategic assessment of current capabilities
- Making sure high-level business requirements are captured using Agile methodologies for efficiency and iterative quick delivery, as well as in traditional waterfall methods
- Providing guidance and design assurance on business architectural frameworks and design solutions
- Minimise duplication of effort in solving issues that impact multiple business areas
- Ensure design provides end-to-end solution and is effectively integrated with other processes/systems/services
- Ensuring design solutions are both compliant with UK government policies and regulatory frameworks
- Managing the understanding of design risks and assumptions