GUILHERME LAGE BERTSCHINGER

SAP Software Development Leader - New Work Practitioner

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SUMMARY

In SAP for 15 years, with 22+ progressive experience in software industry, focused on helping customers on addressing unique business needs thorough SAP software, in SAP Innovative Business Solutions (IBSO). Broad experience within SAP different areas (IBSO, Services, Sales, Controlling, Legal, RevRec, etc.) required to deliver proposals and projects. Experienced delivering customer projects, full software development lifecycle knowhow and related methodologies, managing product backlog, go-to-market business development, program/risk/escalation management. Software development experience in C++, Java, ABAP Objective-C. Knowledge in SAP DSD, SAP Commerce and SAP Cloud Platform Integration.

Dynamic leadership skills, recognized supportive leader, mentor and certified coach. Passionate about people development, with entrepreneur spirit and constantly applying innovative ways to lead people and teams. Practitioner of New Work concepts helping teams to evolve through self-management, decision making, wholeness and purpose driven organizations.

HIGHLIGHTS

✓ SAP Development Experience

✓ Team Leadership and Development

✓ Excellent Leadership Trust Score (2015: 100%; 2016: 89%; 2017: 88%)

✓ Portuguese, English, Spanish intermediate, French basic

✓ Customer Projects Delivery E2E

✓ Author

✓ Customer Proposals and Approvals

✓ Coach and Mentor

✓ SAP DevOps/CI-CD & Security knowledge

✓ New Work Practitioner

PROFESSIONAL EXPERIENCE

Project Expert, SAP Innovative Business Solutions 05/2018-present

SAP Labs Canada (Montreal)

✓ Accountable Engineering Manager for sales proposals (scoping and backlog) and customer project delivery and management within North America IBSO CX Commerce. Responsible for monitoring projects, escalation management, SteerCos and proposals/Change Request approvals.

✓ Responsible for defining practices, MVPs for Commerce implementations, educating staff regarding new topics and leading global initiatives.

✓ Implemented DevOps template for global Commerce projects following all SAP standards for CI (JaaS/Piper/Fortify/SonarQube/Checkmarx/Whitesource/PPMS) and security.

✓ Lead global B2C Foundation project aiming to have common baseline for future Commerce B2C projects following all SAP standards.

Fellowship in HR Talent, Learning and Leadership 01-06/2021

Chapter Unlearning Hierarchy with the goal to expand New Work learning experience thorough SAP globally, leading and delivering The New Work Journey site and training.

Development Manager, SAP Innovative Business Solutions 06/2010-04/2018
SAP Labs Latin America (São Leopoldo)

✓ Managed the Engineering team in SAP Labs Latin America. Accountable for customer projects including solution proposals, risk management and approvals; and projects planning, staffing, steering committee and escalation management.

✓ Responsible for team building, hiring, performance and talent management of Developers, Architects and Project Managers.

✓ Hired and developed more than 40 employees and interns.

✓ Implemented New Work concepts in IBSO in Brazil since 2015, leading the team through a great evolution journey, resulting in significant improvements of employee survey.

✓ Worked closely with SAP Labs Extended Leadership team to support Labs growth and practices which helped to achieve Best Place to work in Brazil and Latin America multiple times.

Solution Developer, SAP Innovative Business Solutions 06/2006-05/2010
SAP Labs Latin America (São Leopoldo)

✓ Developer and architect for customer projects extending SAP applications thorough all phases of SDLC.

✓ Addressed specific business requirements of global customers in retail, rail operations and consumer products in SAP Direct Store Delivery.

Software Developer, Actia do Brasil Ltda. 01/2005-05/2006

✓ Acted as C/C++ developer for vehicles on-board diagnostic tools and applications (OBD), communication protocols and firmwares, for major automotive manufacturers in Brazil and France.

Co-founder, Nology Softwares Ltda. 01/2000-12/2004

✓ Co-founded and managed casual games startup.

✓ Designed/developed games and engines/tools for PC platform in C/C++.

✓ Published six games worldwide, an educational game engine and a book.

EDUCATION

Bachelor in Computer Science 1996-2001
Pontifícia Universidade Católica do Rio Grande do Sul
First Class Honours with 8,548 of cumulative average.

Postgraduate in Business Management 2004-2005
Escola Superior de Propaganda e Marketing do Rio Grande do Sul

Accredited Certified Coach 2015
Erickson College International, Canada

PUBLICATIONS

Website: The New Work Journey (link) 2021
Lead implementation and delivery of The New Work Journey site, now available to all SAP colleagues.

Article: How Sitting Next to You Affects my Feedback (link) 2018

Book: "Reinventando Organizações" (link), Brazil 2017
Co-translator of the book Reinventing Organizations (Frederic Laloux)

Article: Teal is the New Black in IBSO (link) 2017

Blog and video about the Teal transformation journey in IBSO Brazil.

App: Koko Arena for iOS, AppStore 2011
Ported, adapted and published Koko Arena from PC to iOS.

Book: "Desenvolvimento de Jogos Eletrônicos - Teoria e Prática" (link) 2005
"Video Game Development - Theory and Practice". 2000+ copies sold in Brazil.

Freewares of Nology Games (link) 2008
Games developed by Nology were published for free after company's closure.

HOBBIES

New Work practices, swimming, water polo, reading, writing, traveling and playing with my kids.