JULIEN LANCELOT

Agile Coach | Engineering Manager

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🌐 French

📅 45 years old

in in/julienlancelot

📄 julienlancelot.github.io

SKILLS

Team Coaching
Facilitation
Creative Problem Solving
Agile Software Development
Java Development

EDUCATION

Master in Computer Science
Université Savoie Mont Blanc   2007

CERTIFICATION & TRAININGS

Palo Alto's Strategic Systems Approach Level 1
Olivier Millet   2023

Nonviolent Communication Level 1 & 2
CNV Suisse   2021

Functional Programming Principles in Scala
EPFL   2013

Certified Scrum Master
Scrum Alliance   2009

Certification Sun Java Programmer 5.0
Sun   2008

ABOUT ME

I thrive on helping people solve their problems—any kind of problem.

With 13 years of experience as a software engineer in Agile environments and 4 years as a team coach, I've developed the ability to break down complex issues, prioritize value-driven solutions, organize workshops, deliver training, and foster collaboration to achieve greater outcomes than the sum of individual efforts.

My passion for Palo Alto's Systemic Approach, cultivated over the last 2 years, has enhanced my ability to see challenges from a broader perspective. I focus on actionable solutions rather than dwelling on the origins of problems, enabling quicker and more effective outcomes.

EXPERIENCES

Team Coach & Facilitator Sonar   Jan 2021 - now

Responsibilities
- Support teams in defining missions, setting objectives, and establishing decision-making autonomy
- Design and implement workshops to ensure effective team practices and continuous improvement
- Facilitate retrospectives, brainstorming sessions, and conflict resolution
- Design and implement workshops to foster strengths-based collaboration

Achievements
- Supported teams in developing leadership models that foster growth and maintain self-organization
- Designed feedback training based on Nonviolent Communication
- Defined Agile way of working for company-wide adoption
- Drove adoption of Leapsome for streamlined individual and team feedback loops, improving alignment and growth
- Launched a facilitator community across the company, enhancing knowledge sharing and effective meeting practices<
- Provided one-on-one coaching to team members and other stakeholders, helping them embrace agile principles

Impact
- Increased team productivity and alignment by ensuring 50% of teams conduct retrospectives at least every quarter
- Improved team dynamics and increased employee engagement by training 250 people to deliver individual feedback, fostering a more supportive work environment
- Enhanced employee growth, increased performance, and greater alignment with company goals by facilitating the delivery of 1,800 individual feedback items, contributing to overall productivity gains
- Improved collaboration, better utilization of individual strengths, and increased overall team efficiency by conducting Gallup StrengthsFinder workshops with 10 teams actively participating and applying insights

Lead Developer Sonar   Sep 2017 - Dec 2020

Responsibilities
- Defined team objectives and priorities in collaboration with leadership
- Ensured timely delivery of SonarQube releases with high-quality standards
- Empowered team members to take on new roles and responsibilities, including community engagement, release management, hiring, and QA gardening, fostering a culture of growth and ownership
- Led and improved the hiring process, from CV screening to technical interviews and follow-ups, ensuring efficiency and a positive candidate experience
- Built web services for user management, dashboards, and authentication while improving database migrations for seamless and efficient data handling

LANGUAGES

French   ★★★★★

English   ★★★★★

INTERESTS

📷
Photo

📖
Reading

🏊
Swimming

🎵
Piano