Sławomir Salamon

Agile Coach

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# Profile



Experienced Agile Coach and Serum Master who's got a keen sense for business and enterprise dynamics. Knows the ins and outs of both startup hustle and corporate scenes. Big fan of thinking about the big picture, valuing understanding each situation, and keeping the customer front and center. Lives and breathes extreme ownership and tackles tasks with a hands-on, "let's make it happen" attitude. All about fostering a vibe of sharing feedback among peers.

# Certificates & Training

**Disciplined Agile® Senior Serum Master**

Project Management Institute, 2023

**Lean Specialist**

Advanced lnnovation Group Pro Excellence (AIGPE™), 2023

**TA 101 Certificate**

EATA - European Association for Transactional Analysis, 2022

**Agile Leadership**

University of Colorado Boulder, 2022

**Influencing: Storytelling, Change Management and Governance** Macquire University, 2022

**OKR Certification: Leadership and Goal Setting**

Coursera, 2022

[**Fundamentals Online Workshop**](https://management30.com/workshops/fundamentals-online-workshop/)

Management 3.0, 2022

**Provisional Certified LeSS Practitioner: Principles to Practices**

The Less Company, 2021

**Kanban Systems Improvement (KMP li)**

Kanban University, 2020

**Sealed Professional Serum**

Scrum.org, 2020

**Professional Serum Master li**

Scrum.org, 2020

# Work experience

## Agile Lead

HSBC I March 2024 - Present

* using Toyota Kata at portfolio level for process delivery improvement:
* leading training sessions for team leaders on Serum and Kanban methodologies
* driving and supporting the implementation of the OKR framework to align team objectives and track progress toward key results
* conducting coaching sessions with team members to improve their situational awareness through the application of systems thinking principles
* using design thinking and flow metrics to optimize processes and drive continuous improvement:

## Agile Coach

Ailleron I June 2020 - February 2024

* introducing LeSS framework to the organization of four development teams and one DevOps team working on a cloud-based product
* working closely with business stakeholders to enhance business models, define product values, and create effective go-to-market strategies using Lean B2B tactics and iterative methods
* conducting Kanban and Serum workshops with people representing the entire value chain delivery (Sales, Marketing, UX)
* leveraging M30 tactics to guide managers in the recruitment and seamless onboarding of new team members
* building an authentic peer-to-peer feedback culture, setting an exemplary precedent for the entire company

## Serum Master

Software Mind I October 2019 - June 2020

* working with three teams: one onsite and two remote (British and Polish)
* supporting fellow Serum Masters in strategizing engagement with customers' managers for better empirical process control
* forging strong partnerships with functional managers to foster a culture firmly rooted in the company's core values
* advocating DevOps and Test Automation practices to reduce the time to market: mentoring Product Owners
* serving as a co-founder and host of the Serum Community of Practice, cultivating knowledge sharing and growth
* under my guidance, our team successfully achieved a remarkable 30% reduction in time-to-market duration

# Education

### Applied Informatics

Cracow University of Technology

# Skills

### Top 5 Clifton Strengths

Individualization Strategy Learner Restorative Activator

### Languages

Polish: Native English: Cl

### Hard & Soft Skills

Serum Kanban

Scaled Agile Frameworks UML

Jira Miro

Facilitation Coaching Negotiation

# Interests

Houellebecq Literature  
Jazz Music

Hiking Running

Winter Swimming

## Product Owner

Harimata I April 2017 - July 2019

* constructing and affirming business models in the market by collaborating closely with potential customers and users
* preparing and consistently refining the product roadmap through a deep understanding of market requirements and user feedback
* working with external marketing agencies to develop effective go-to-market strategies and impactful social media campaigns

## Business Solution Architect at R&D Department

VSoft I June 2015 - March 2017

* training machine learning models in debt collection and customer segmentation using Python ML stack
* analysis of machine learning opportunities in the company's main business domains
* creating a vision of new IT solutions and high-level architecture design
* actively engaging in sales support initiatives to foster business growth

## Product owner

VSoft I May 2014 - June 2015

* working on low-code platform for Insurance Companies aimed at precise premium calculations
* actively contributing to the formulation and execution of online marketing strategies
* supporting the sales team with product knowledge and sales pitch preparation
* championing the adoption of Serum methodologies throughout the organization

## Team Leader/Serum Master

VSoft I September 2011 - April 2014

* nurturing and advancing team members by overseeing recruitment. coaching, and providing both on-site and remote training
* collaborating closely with the internal Research and Development team to construct the BPMN platform
* assisting team members in extracting essential business requirements
* conducting customer training sessions and delivering persuasive sales presentations for both internal and external stakeholders

## BPM Platform Programmer

VSoft I June 2010 - August 2011

* creating and developing banking business processes through the implementation of client-provided specifications
* facilitating on-site workshops and training sessions for customers

# References

## Piotr Skrabski

General Manager

I was fortunate to learn from Sławek how effectively guide people, teams and organization to seek their full potential and achieve their top aspirations. Sławek brings a thoughtful approach to leading teams through change and continuous improvement and leverages a broad toolkit of concepts which he adapts to fit any situation. An inspiring guy to work with! I hope to have the opportunity and pleasure to work with him again.

## Mark Butler

Senior Software Developer

Sławomir's energized commitment to the effective application of Agile practices has helped the team to become more productive, focused on engaging with our customer, meeting our commitments and delivering timely benefit.

## Hubert Ochmański

Software Delivery Manager and Serum Master

Sławek has a unique ability to see more than other people. Thanks to that he can easily identify opportunities and show strategy direction.   
Besides that, he's totally an agile mindset person and knows how to use it properly at work.