

Richard Kasperowski – Résumé

For full details, see [my complete CV](#).

TEACHING AND TRAINING

INSTRUCTOR - HARVARD UNIVERSITY - 2015-2024

[CSCI E-71/S-71 Agile Software Development](#): author and instructor. Most recent student evaluation: 4.8/5.0, significantly higher than average.

FOUNDING INSTRUCTOR AND MENTOR - BOSTON UNIVERSITY - 2018-2021, 2025

[Spark! fellowship](#): founding instructor recruited to develop original curriculum; team lead for software engineering, agile software development, and high-performance teams (2018-2021); mentor (2025).

TEACHER, COACH, CONSULTANT, KEYNOTE SPEAKER, AUTHOR - [RICHARD KASPEROWSKI](#) | CERTIFIED AGILE TEAM BUILDING - 2013-PRESENT

- [Certified Agile Team Building™ program](#): author and instructor. Topics: Agile Technical Skills, Advanced Agile Technical Skills, High-Performance Team Building™, Agile & Scrum Foundations, and Agile Product Owner Skills
- Executive and team coach, [keynote speaker](#), author, [podcast](#) creator and host

INSTRUCTOR - LINKEDIN LEARNING - 2018-PRESENT

Author and instructor: [Extreme Programming](#) and [Refactoring for Great Code](#)

LEAD MENTOR, ORGANIZER - CHARLES RIVER CODERDOJO - 2014-PRESENT

Lead mentor and co-organizer

TEACHING ASSISTANT - HARVARD UNIVERSITY - 1997-2000

CSCI E-124 Data Structures and Algorithms

EDUCATION

HARVARD UNIVERSITY - HES

BLA *cum laude*, field of study Computer Science, 1996

SCRUM ALLIANCE

Professional certifications: Certified Scrum Master (2009), Certified Scrum Professional - Scrum Master (2010), Certified Scrum Professional - Product Owner (2010), Certified Scrum Product Owner (2016), Certified Agile Leadership (2017), Scrum Foundations Educator (2021)

CORPORATE EXPERIENCE

CO-FOUNDER AND CTO - [ALLI CONNECT \(TECHSTARS '22\)](#) - 2022-PRESENT

Lead technical vision for predictive mental wellness platform serving 30+ fire and police departments with 770+ monthly active users. Responsibilities include product ownership, architecture, development, and operations. Built privacy-first platform with React Native,

Micronaut, PostgreSQL, and AI-powered features. Achieved 88% therapist matching success rate and HIPAA-grade security certification.

TEACHER, COACH, CONSULTANT, KEYNOTE SPEAKER, AUTHOR - RICHARD KASPEROWSKI | CERTIFIED AGILE TEAM BUILDING - 2013-PRESENT

(See description above.)

AGILE COACH/MANAGER, SENIOR SOFTWARE ENGINEERING MANAGER - NOKIA - 2010-2013

Managed and coached teams building Nokia's consumer identity management system for 100 millions users

DIRECTOR OF SOLUTIONS AND SERVICES, MANAGER OF ENGINEERING PROGRAM MANAGEMENT - NELLYMOSER - 2006-2010

Managed digital product development teams, wrote code for our bespoke full-stack mobile app's, did product management, was liaison with customers

SOFTWARE TEAM LEAD, PRINCIPAL SOFTWARE ENGINEER, SALES ENGINEER - CENTREPATH - 2003-2006

Software developer and sales engineer, building a network management tool

CONSULTANT, FOUNDER - ALTISIMO COMPUTING - 1997-2004

Founder and consultant

CTO, COFOUNDER - MOBILINGUA - 2004

English-language-learning mobile application

SENIOR SOFTWARE ENGINEER, QUALITY ASSURANCE MANAGER - KNOWLEDGE TECHNOLOGIES INTERNATIONAL (FORMERLY ICAD, ACQUIRED BY ORACLE AND DASSAULT SYSTEMES) - 1992-1997

Software developer – rules-based programming language and platform to automate mechanical engineering design

QUALITY ASSURANCE ENGINEER, TECHNICAL CUSTOMER SUPPORT ANALYST - INTERSYSTEMS - 1989-1992

Software testing and coding

QUALITY ASSURANCE ENGINEER - SPINNAKER SOFTWARE (ACQUIRED BY BRODERBUND) - 1988-1989

Software testing

CONSULTING AND PRODUCT DEVELOPMENT

TEACHER, COACH, CONSULTANT, KEYNOTE SPEAKER, AUTHOR - RICHARD KASPEROWSKI | WITH GREAT PEOPLE - 2013-PRESENT

(See description above.)

CREATOR - AWESOME LAB - 2021-PRESENT

Technical experimentation playground built as a Deno TypeScript monorepo on DigitalOcean. Projects include PianoPlay.app (spaced repetition for piano), SonicSlam (generative AI music), VitalityBlast (health data visualization), SMS Blast (Twilio marketing), and Team Safety Scanner (psychological safety measurement).

CREATOR - VACCINATEALL.ORG - 2021-PRESENT

Founder, software developer, content creator, and social media manager

CREATOR - CV-CREATOR - 2022-PRESENT

Creator, software developer

CREATOR - SPEAKSPANISH - 2021-PRESENT

Software developer – Spanish speech recognition application

CONSULTANT, FOUNDER - ALTISIMO COMPUTING - 1997-2004

(See description above.)

INVESTING AND INNOVATION

ANGEL INVESTOR - 2021-PRESENT

Investments focused on women and POC founders

MENTOR - TECHSTARS BOSTON - 2015-2018

Focused on agile software product development and high-performance team building skills

CTO, CO-FOUNDER - MOBILINGUA - 2004

(See description above.)

RECENT PUBLICATIONS

- [Frecuencias diferentes](#), as Santos Blackwood, 2025.
- [Manifesto for Online Collaboration](#), with Matt Barnaby, Barb Bickford, et al, 2022.
- [With Great People](#): The Podcast for High-Performance Teams, 92 episodes of interviews and monologues exploring technical work teams, collaboration, and creativity, 2017-2022.
- [Richard Kasperowski's Blog](#), 107 articles on team building, innovation, creativity, and agile software development, 2008-2022.
- [High-Performance Teams: The Foundations](#), C4Media, 2019.
- [“High-Performance Team Behaviors” measurement instrument](#), Comparative Agility, 2018.
- [Agile & Scrum Foundations Class Workbook](#), With Great People Publications, 2018.
- [Manifesto for Greatness](#), with Algimantas Stancelis, Alice Ivashina, et al, 2015.
- [The Core Protocols: A Guide to Greatness](#), With Great People Publications, 2015.
- “Building a Connected MIDlet, part 2,” with Alex Bourgeois, Java Developers’ Journal, March 2004.

RECENT PRESENTATIONS

- Keynotes (all invited)
 - Agile Doesn't Matter (And It Never Did): What Actually Builds Great Products – Lean and Agile Middle East Summit, 2026.
 - High-Performance Teams: Core Protocols for Psychological Safety and Emotional Intelligence – Communauto internal keynote, 2023. Also keynote at Enexis internal keynote, 2023; Bosnia Agile Week, 2021; Project Management Institute, New York City, 2018.
 - Teaching Agile (Or Anything Else) So It Sticks – Citizens internal keynote, 2022.
 - High-Performance Teams in a Virtual World – Toronto Agile Conference, 2020.
 - Awesome Teams: Games for Continuous (Extreme?) Teaming – Agile Games, 2016.
- Sessions
 - Global Coding Dojo – the monthly meet-up I host, a safe place to learn and practice coding, 2024-present.
 - VibeCoding with Replit – BU Spark! DS+X Hackathon, 2025 (invited).
 - Technology and Officer Wellness: Leveraging AI for Early Detection – IACP, Denver, 2025 (invited).
 - 6 Strings In My Head, 88 Keys In My Hands – Music & Tech Fusion Boston, 2025.
 - Harnessing Data and Technology for Enhanced Wellness Programs – FDIC International, 2025.
 - Zero to Live: Build and Deploy Your First App with Continuous Delivery – Civic Hacks, 2025.
 - Liberando equipos de alto rendimiento – ICF Colombia, 2023 (invited).
 - Teaching Agile (Or Anything Else) So It Sticks – Agile India, 2023 (invited); Agile Hartford, 2022 (invited); Agile 2021 Minimum Viable Conference, 2021 (invited); Also at Boston Area Women In Agile, 2020 (invited); Heart of England Scrum User Group, 2020 (invited); Venture Cafe, 2020 (invited); AgileCamp SF, 2019; Agile New England, 2019.
 - Team Transformation Canvas: Team Building Starts With You – Agile India, 2023 and 2021 (invited).
 - Agile Dojo – the monthly meet-up I hosted, where participants learned skills and activities to bring agility to their organizations, 2015-2022.
 - Search and Rescue: Rescuing Your Team So the People Who Show Up Can Be the Best Team Ever – Scrum Gathering 2022.
 - Product Inception Canvas: How to Build the Right Thing – Scrum Gathering 2022. Also at Agile & Beyond 2022; Agile 2021; BA Istanbul, 2020 (invited); Agile Arizona, 2020 (invited); TriAgile 2022.
 - High-Performance Teams: Core Protocols for Psychological Safety and Emotional Intelligence – Agile Mastery, 2022 (invited at this and many other instances).
 - Course Creation Canvas – Miro, 2022 (invited).

AWARDS

- Nokia IMPACT Award – presented to the top ~100 of ~120,000 employees, 2012
- Nellymoser MVP – 2008
- CentrePath Customer Commitment Award – 2005

LANGUAGES

- English – native
- Spanish – C2 – to connect with people in non-English-speaking communities