

# Richard Kasperowski – Résumé

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

## TEACHING AND TRAINING

### INSTRUCTOR – HARVARD UNIVERSITY – 2015-PRESENT

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

### INSTRUCTOR – BOSTON UNIVERSITY – 2018-PRESENT

[Spark! fellowship](#): co-author, co-instructor, team lead for software engineering, agile software development, and high-performance teams.

### 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

### 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 100millions 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 liason 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 – [PIANOPLAY.APP](https://pianoapp.com) – 2021-PRESENT**

Founder and software developer

## **CREATOR – [VACCINATEALL.ORG](https://vaccinateall.org) – 2021-PRESENT**

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

## **CREATOR – [CV-CREATOR](https://cvcreator.com) – 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.)

## **COMMUNITY BUILDING AND PARTICIPATION**

In my community work, I share my skills and resources to help people have more joyful lives. Much of my community work focuses on children, women, and people of color.

### **CREATOR – VACCINATEALL.ORG – 2021-PRESENT**

(See description above.)

### **COFOUNDER – GREATNESS GUILD – 2015-PRESENT**

Founder and coauthor of the Greatness Manifesto

### **FOUNDING ADVISOR – AGILE ARIZONA CONFERENCE – 2016-PRESENT**

Advisor to conference founder and chief organizer

### **LENDER – KIVA – 2015-PRESENT**

Micro-loans to women in developing countries

### **LEAD MENTOR, ORGANIZER – CHARLES RIVER CODERDOJO – 2014-PRESENT**

(See description above.)

### **PRESIDENT, BOARD MEMBER, CONFERENCE ORGANIZER, VOLUNTEER – AGILE NEW ENGLAND – 2011-2021**

President, conference organizer, speaker recruiting

### **DONOR – BLACK GIRLS CODE - 2020**

Donor

### **FOUNDER, CHIEF ORGANIZER – EPIC AGILE PARTY – 2017-PRESENT**

Annual event for members of the Agile community

### **"JUDGE" – TECHTOGETHER – 2019-2020**

Give encouragement and feedback to teams women and non-binary people

### **FOUNDING ADVISOR – GREATER BOSTON CODING DOJO (MERGED INTO BOSTON SOFTWARE CRAFTERS) – 2017**

Advisor to meet-up founder

## RECENT PUBLICATIONS

- *High-Performance Team Building*, interactive e-book/ self-paced online course, to be published in 2022.
- [Manifesto for Online Collaboration](#), with Matt Barnaby, Barb Bickford, et al, 2022.
- [With Great People](#): The Podcast for High-Performance Teams, 81 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)
  - High-Performance Teams: Core Protocols for Psychological Safety and Emotional Intelligence – Bosnia Agile Week, 2021. Also keynote at Project Management Institute, New York City, 2018.
  - High-Performance Teams in a Virtual World – Toronto Agile Conference, 2020.
  - Awesome Teams: Games for Continuous (Extreme?) Teaming – Agile Games, 2016.
- Sessions
  - Agile Dojo – the monthly meet-up I host, where participants learn skills and activities to bring agility to their organizations, 2015-present.
  - 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; BAIstanbul, 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).
  - Test-Driven Development: How to Get Started with the Foundations of Technical Agility – Excellence In Agile conference, 2021 (invited).
  - Team Transformation Canvas: Team Building Starts With You – Agile India, 2021 (invited).
  - Test-Driven Development: A Stunningly Quick Introduction for Everyone – Agile Arizona, 2021 (invited).
  - Lean Coffee to Build Stronger Teams – Miro, 2021 (invited).
  - Agile Product Owner Skills: How to Build the Right Thing – Project Management Institute Minnesota Professional Development Day, 2021 (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