Richard Kasperowski

PROFILE

Richard Kasperowski is a serial product developer, innovator, teacher, speaker, author, and coach focused on team building, high-performance teams, Agile software development, and digital product development. He is the author of two books, _High-Performance Teams: The Foundations_ and _The Core Protocols: A Guide to Greatness_. He leads students and clients in building great teams that get great results using the Core Protocols, Agile, and Open Space Technology. Richard created and taught the course Agile Software Development at Harvard University (2015-2024), and he has taught and mentored in the Spark! fellowship at Boston University.

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)

INDUSTRY EXPERIENCE

CO-FOUNDER AND CTO – ALLI CONNECT (TECHSTARS '22) – 2022-PRESENT

As Co-founder and Chief Technology Officer of Alli Connect, I lead the technical vision and development of a predictive mental wellness platform serving first responders. The platform now serves 30+ fire and police departments with 770+ monthly active users, achieving an 88% therapist matching success rate and 70-85% adoption rates within 60 days of deployment.

My responsibilities span product ownership, architecture, software development, technical operations, and support. I lead a team practicing high-agile development with 99% pair programming, 1-week sprints, and continuous delivery.

Key technical accomplishments include: * Architected a privacy-first platform where individual wellness data never reaches command staff—only aggregated, anonymized department-level insights * Built the technology stack: React Native mobile apps with Expo, Micronaut backend services, PostgreSQL database, and Python microservices on DigitalOcean infrastructure * Implemented AI-powered features including therapist matching algorithms and wellness insights generation * Achieved HIPAA-grade security certification through Sprinto, maintaining 99.99% uptime * Developed integrations with Qualtrics, Auth0, Twilio, and emerging Cumulative Exposure Monitoring features that analyze CAD system data for early intervention

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

I created and teach the Certified Agile Team Building™ program to clients in industry. I coach executives and execution teams to be their best. I am a regular keynote speaker, session speaker, and organizer of regional and global conferences related to agile software development. I have written two books about high-performance teams. I publish a blog, and I am developing an interactive e-book/ self-paced online course on the same topic. Through the nearly 80 episodes of my podcast, With Great People: The Podcast for High-Performance Teams, I interview thought leaders in agility and team performance to share their knowledge with the world. My industry classes include:

- Agile Technical Skills: a coding dojo to learn the technical foundations of Agile, including extreme programming (XP), pair programming, mob programming, test-driven development (TDD), working with legacy code, refactoring and refactoring patterns, clean code, code smells, and code coverage; taught in the client's choice of programming language, including C/ C++, Java, Python, C#, TypeScript/JavaScript, and Scratch

- Advanced Agile Technical Skills: a coding dojo to learn how to refactor your code safely to well-known design patterns, including design patterns (targets for refactored code) such as Strategy, Factory, Factory Method, State, and Singleton; extreme programming (XP), mob programming, test-driven development (TDD), working with legacy code, clean code, and code smells; taught in the client's choice of programming language, including C/C++, Java, Python, C#, TypeScript/JavaScript, and Scratch

- High-Performance Team Building™: the science, research, and practical skills for teams to build high psychological safety, emotional intelligence, and performance

- Agile & Scrum Foundations: a two-day class to learn the foundations of agile software development using Scrum, similar to a Certified Scrum Master or Professional Scrum Master class

- Agile Product Owner Skills: product management skills to efficiently and effectively guide engineering teams to build the right product

For greater diversity, equity, and inclusion, all my online courses include live closed captions.

Much of the material for my technical classes is available as open source in my GitHub account.

My clients include athenahealth, Agile Alliance, Broad Institute, Harvard Library, The Hartford, MIT Career Advising and Professional Development, John Deere, RSA Security, Prezi, SkillSoft, Visa, The New York Times, Citrix, Cognex, f5, Foundation Medicine, HealthEdge, Henry Stewart Talks, IDEXX Laboratories, InterSystems, Logitrade, Meltwater, Palantir.net, WellSky, Velir, TrueVentures, C4 Media, Kelmar, WPI, and more.

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

I coached teams on Agile software development, and I led the software dev team for Nokia Account, one of the world's largest social identity systems.

I was an Agile coach/manager. As a manager, I had formal responsibility and authority. I had skin in the game, so I had strong motivation to lead my team to success. But I wasn't a traditional manager, a dictator using command-and-control to coerce and intimidate. I managed in the style of a coach, creating physical, mental, and emotional space within which my team succeeded, guiding them and giving them the skills they needed to win. I did this using Agile principles and practices. I used Agile not because it's in fashion, but because when it's used rigorously, teams can't help but succeed.

I coached Agile software teams around the world, and I was the founder and leader of Nokia's Boston-area Agile community. I contributed to the larger Agile community in the United States and elsewhere.

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

We built remarkable mobile applications, with a focus on video and music services, for companies like CBS Sports, Audible, AT&T, Virgin Mobile, and Viacom. I worked directly with our customers to make sure we mutually understood and met their goals. I ran the engineering team that built these customized mobile apps, using Scrum and other Agile practices to lead our projects and continually improve our capabilities. I also ran the IT and Operations group, making sure our hosted services stayed up and running. Our apps ran on a wide variety of mobile phones, and we used technologies like Java ME/SE/EE, BREW, WAP, MySQL, and Linux.

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

We built Magellan DataPath Manager, a network management application focused on storage and long-haul optical networks, using SNMP, TL1, command line interfaces, and proprietary APIs to monitor the network hardware. I led the software team, mentoring and managing the other software developers while making my own individual contributions to the tool's design and implementation. I also worked as a sales engineer, demoing the product to prospects and customers and at trade shows. I made frequent site visits to help sell, install, and configure our application. I gave technical presentations to prospective customers, OEMs, and development partners, and I was the technical person of choice for presentations to potential acquirers, with audiences that ranged from individual contributors to senior VPs of Fortune 500 companies. We built the product using Java SE 5.0, C++, JESS, and Oracle.

CONSULTANT, FOUNDER – ALTISIMO COMPUTING – 1997-2004

I worked as a consultant and contractor, helping numerous organizations achieve their technology goals. In 2003 and 2004, we refocused on mobile apps. We wrote how to articles for publication, developed a Java ME training course, and presented at conferences, user groups, and training classes. We founded Boston Mobile, the Boston-area community of mobile software developers.

As a solo consultant, I did it all, including marketing, sales, and delivery. My clients included:

• Martha Birnbaum Consulting: I prototyped a web-based data collection system for a federally funded research project. The project, Composition Corrector, investigated and attempted to

correct the grammatical errors in the writing of nonnative speakers. We used Java, JSP, SQL, JBoss, and HSQLDB.

- SmartWorlds: I ported iShop from Flash on Pocket PC over Wi-Fi to J2ME on mobile phones over the cellular data network. iShop is a handheld application the brings the Amazon.com experience to your mobile device.

- Slick Willy Bike Lube: I designed and built the credit card processing part of Slick Willy's website using Java EE, including JSP.

- Sandia National Laboratories: I made custom enhancements to CQuest, a unique thesaurus-based database engine and image database. The implementation was in C and shell scripts on UNIX. I also provided customer support for CQuest.

- NewsEdge (acquired by Thomson Business Intelligence) : I analyzed NewsEdge's QA practices and made recommendations for improvement, many of which were implemented. As part of this, I prototyped a test automation tool using Java SE.

- Arten Technology and Keyport Life Insurance (acquired by Sun Life Financial) : I designed and implemented an application that delivered annuity information to Keyport's customer care representatives, improving their on-the-phone response time. I used Java EE, XML, JAXB, EJB, JBoss, WebLogic, and Oracle.

- Altisimo Cycling: I conceived, built, and deployed a web-based training log to help competitive cyclists track their training activities. I used JAWS, a Hibernate-like tool for object-relational mapping, and EJB 2.0 container managed persistence of entity beans in JBoss. I used a session bean as a facade over the business layer, and I built a JSP-based MVC framework for the GUI.

- GaleGroup: I trained staff members on JavaSE and EE, JUnit, servlets, JSP, and EJB. I also designed and implemented tools to help test Gale Group's search-and-delivery system for documents in their publishing catalog, using Java EE, XML, JAXP, EJB, JBoss, and WebLogic.

- eRoom Technology (acquired by EMC): In addition to mentoring junior testers, I tested e Room, a web and ActiveX-based groupware application.

- ProductFactory: I enhanced ProductFactory's web-based project management system, using JavaEE, JSP, WebSphere, and JavaScript.

- Torch Concepts (formerly Innoverity) : I led the architecture and design of the second version of a web-based system for categorizing and summarizing large sets of documents. Implemented presentation and data layers of the system. Implementation used J2EE, Java, JSP, JAXB, XML, and Resin.

- GTE Laboratories (merged into Verizon) : I helped build Verizon's web-based billing system using Java EE, servlets, EJB, WebLogic, and a Java-based HTML generator.

- Enable Rehab: I was Enable's software expert. Using Java SE and Swing, I prototyped a tool to connect a speech recognizer with Knowledge Technology International's mechanical engineering software.

- ImageConcepts: I helped revive Image Concepts and its product, CQuest. I stabilized the code, fixed bugs, and made enhancements. The implementation used C, Java SE, and AWT on UNIX and Windows.

CTO, COFOUNDER – MOBILINGUA – 2004

I designed and built prototypes for an English language learning mobile application. We developed a novel implementation of concatenative speech synthesis in Java ME on Nokia S60, our initial platform.

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

We built a rules-based programming language and platform to automate mechanical engineering design. The company was founded from an MIT AI project.

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

I found and fixed bugs in this object and relational database system in the M (MUMPS) programming language.

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

I got my start in the software industry as a professional tester.

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

Awesome Lab is my technical experimentation playground where I explore emerging technologies, many of which feed directly into production work at Alli Connect. The entire platform is built as a Deno TypeScript monorepo, hosted on a single DigitalOcean App instance for lean, performant, low-cost operation. Projects include:

- PianoPlay.app: Spaced repetition system for piano skill development, built with Python, Flask, Bootstrap, and S3

- SonicSlam: Generative music using WebAudio API and generative AI music APIs for data sonification

- Data Beats: Data sonification experiments — transforming datasets into music

- VitalityBlast: Health data visualization from JSON medical records

- SMS Blast: SMS marketing tool built with Twilio for my music project Sótano Épico

- Team Safety Scanner: Psychological safety measurement instrument that analyzes organizational dynamics and recommends interventions

- SlideSmash: Karaoke-style presentation tool

- Preview Awesomizer: Audio preview generator

CREATOR – VACCINATEALL.ORG – 2021-PRESENT

VaccinateAll.org is a website and social media presence that encourages English and Spanish speakers around the world to vaccinate themselves and their loved ones against Covid. It spreads positive messages to fight against rampant mis- and disinformation. Future iterations of VaccinateAll will generalize the message to promote vaccinations against other preventable infirmities. I publish in Spanish to ensure that the large non-English-speaking community of Spanish speakers receives all the information they need to make informed decisions to vaccinate themselves.

CREATOR – CV-CREATOR – 2022-PRESENT

I created the open source project cv-creator to make it easy to maintain exactly one version of your curriculum vitae. Write your CV in Markdown, and cv-creator generates a great looking CV in HTML and PDF. The implementation is in Python and CSS. This CV was generated by cv-creator.

CREATOR – SPEAKSPANISH – 2021-PRESENT

SpeakSpanish is the missing link in foreign language acquisition applications. Its sole purpose is to teach you to speak the language, to pronounce words and phrases correctly. It is designed to be a plug-in component in language acquisition platforms that lack speaking and pronunciation practice (which is almost all of them). Implemented using Python, Flask, and Google Cloud text-to-speech.

CONSULTANT, FOUNDER – ALTISIMO COMPUTING – 1997-2004

(See description above.)

INVESTING AND INNOVATION

ANGEL INVESTOR – 2021-PRESENT

I focus on health-related start-ups and underrepresented founders. My goal is to assist founders on teaming skills, product development agility, and technical implementation, so we can enjoy amazingly successful exits together. My current portfolio includes:

- Simplifed: female founder, lactation counseling and products for new mothers and their babies
- Moolah Kicks: female/LGBTQ+ founder, the first producer of basketball shoes made by women specifically for women
- Five.me: ask an expert anything, anytime – like WhatsApp for MasterClass
- Apex Noire: Black founders, hiring for social justice; cannabis retailer and lounge

MENTOR – TECHSTARS BOSTON – 2015-PRESENT

I mentored founders at this accelerator for pre-seed-stage start-ups. My advice 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
We wrote the Greatness Manifesto and founded Greatness Guild to help everyone in the world achieve their highest potential. Version 2 of Greatness Guild will be a registered non-profit aimed at connecting urban young people with great jobs and great health. We plan to run coding dojos to teach programming skills, hosted at the offices of Boston-area tech companies; not only will the kids learn coding skills for well paying jobs, but they'll be connected with the hiring managers in the local tech scene. In addition, we will run a martial arts dojo to help them with physical and mental health.

FOUNDING ADVISOR – AGILE ARIZONA CONFERENCE – 2016-PRESENT
I advised the founders of Agile Arizona on overall conference management, including the importance of insuring diversity, equity, and inclusion in the speaker roster.

LENDER – KIVA – 2015-PRESENT
I make micro-loans to women in developing countries. As of 2022, I have made 17 loans focusing on issues like food availability and security, potable water, family health, sanitation, education, childbirth and other medical services, entrepreneurship and financial independence, Covid mitigation. I don't care whether borrowers repay me – the point is to help loan recipients have better lives.

LEAD MENTOR, ORGANIZER – CHARLES RIVER CODERDOJO – 2014-PRESENT
(See description above.)

PRESIDENT, BOARD MEMBER, CONFERENCE ORGANIZER, VOLUNTEER – AGILE NEW ENGLAND – 2011-2021
As president and event organizer, I made sure our roster of speakers was at least 50% women. I mentored first-time speakers to help them feel comfortable on stage as they shared amazingly engaging sessions.

DONOR – BLACK GIRLS CODE - 2020
I was a leader of the Agile NYC community open space conference day. We donated 100% of proceeds to Black Girls Code, a non-profit that provides programming classes for young Black women.

FOUNDER, CHIEF ORGANIZER – EPIC AGILE PARTY – 2017-PRESENT
I organize and pay for this annual party for members of the Agile community. We plan to restart the annual event post-Covid.

"JUDGE" – TECHTOGETHER – 2019-2020

TechTogether is a hackathon focused on budding software developers who are women and non-binary. As a "judge," I simply ask for a demo of teams' work and then give them encouragement and fresh ideas.

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

I advised the founder of this monthly meet-up on overall meet-up management and how to run educational coding dojos.

PRIMARY ORGANIZERS CIRCLE, VOLUNTEER – AGILE BOSTON – 2009-20013

I helped lead this community group, spreading Agile knowledge and skills throughout the area via monthly meet-ups and annual conferences.

FOUNDER, CHIEF ORGANIZER – NOKIA BOSTON AGILE COMMUNITY – 2011-2013

I organized a monthly meet-up and consulted to everyone within the company who wanted to know more about agile software product development.

COFOUNDER – BOSTON MOBILE JAVA SOFTWARE DEVELOPERS – 2003-2004

At this monthly meet-up, we taught first-wave mobile software application developers their craft.

TEACHING AND TRAINING

INSTRUCTOR – HARVARD UNIVERSITY – 2015-2024

I created and taught the course CSCI E-71/S-71 Agile Software Development. The purpose of the course is to make sure all CS graduates have real-world skills to build and deliver great software products that people love.

Students loved the course. In Fall 2024, students rated the course 4.8 out of 5.0, significantly higher than the mean course review. Sample student reviews include:

- *This is one of the best hands-on courses to learn agile software development. You learn the theory and practice it in a safe environment. This is a "DO NOT MISS THIS" course.*

- *This is a great class which includes very helpful, real life examples and talks about real strategies for implementing agile and tackling challenges associated with it. Richard is a great professor with immense knowledge. His style of teaching is wonderful. I loved the class structure. The breakout room activities really help us learn the agile concepts. The final project that we do was a great learning experience as we had to implement agile framework ground up and teaching staff helped us in our way. This is a must course for learning agile practices. A fun course as well.*

I hire and manage my own teaching assistants. To ensure all students feel welcome and can succeed in the course, my teaching assistants are typically women and people of color.

The course itself is an immersive experience in Agile software development. We study the technical, business innovation, and people-dynamics aspects of Agile, including:

- Agility in software product development

- Technical agility, including:
  - Pair programming
  - Mob programming
  - Test-driven development
  - Working with legacy code: refactoring for clean code
  - Behavior-driven development
  - Continuous integration
  - Continuous delivery
  - DevOps
- Business agility, including:
  - Scrum
  - Agile product inception
  - User stories and product backlog construction
  - Definition of done and definition of ready
  - Estimating
  - Agile forecasting and project management
  - Sprint planning
  - Retrospectives
- Advanced agility, including:
  - High-performance teams: Core Protocols for psychological safety and emotional intelligence
  - Agile at large scale
  - Introducing and sustaining Agile in your organization

By the end of the course, students understand Agile software development so thoroughly that they can effectively lead or participate as a member of a great software product development team.

FOUNDING INSTRUCTOR AND MENTOR – BOSTON UNIVERSITY – 2018-2021, 2025
I was recruited by Ziba Cranmer as a founding instructor of the Spark! fellowship, where I helped develop the original curriculum and served as team lead for software engineering, agile software development, and high-performance teams. My teaching topics included team building, interpersonal dynamics, agile software development, and technical skills. I returned as a mentor in 2025.

TEACHER, COACH, CONSULTANT, KEYNOTE SPEAKER, AUTHOR – RICHARD KASPEROWSKI | WITH GREAT PEOPLE – 2013-PRESENT
(See description above.)

INSTRUCTOR – LINKEDIN LEARNING – 2018-PRESENT

I created two popular self-paced courses, Extreme Programming and Refactoring. These courses share the elements of technical agility, such as test-driven development, continuous integration, measuring code coverage and code quality, and more, using Java as the learning language.

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

We teach kids ages 8-15 how to write code. I focus on helping girls and kids of color learning and succeeding as budding programmers. I use Harvard's CS-50 Introduction to Computer Science open-source curriculum to introduce kids to the foundations of computer science and application development. In my sessions, kids learn the techniques of pair- and mob-programming and test-driven development in programming languages including Python, Java, C, C++, Ruby, and Scratch.

TEACHING ASSISTANT – HARVARD UNIVERSITY – 1997-2000

I assisted the course CSCI E-124 Data Structures and Algorithms. I taught weekly section groups, reinforcing important class topics.

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.

- "Building a Connected MIDlet, part 1," with Alex Bourgeois, Java Developers' Journal, December 2003.

- "Building Better Java Applications," Conference Proceedings: Software and Internet Quality Week Europe, Brussels, 2000.

- "Opportunistic Software Quality," Conference Proceedings: Thirteenth International Software Quality Week, San Francisco, 2000.

- "Design and Implementation of a Java Test Driver," Proceedings of the Sixteenth International Conference on Software Testing, Washington, DC, 1999.

- "Automated Testing and Java Class Libraries," Conference Proceedings: Eleventh International Software Quality Week, San Francisco, 1998.

- "Experiences with Automated Testing," Proceedings of the Fourteenth International Conference on Software Testing, Washington DC, 1997. Also in Business Information Systems '98, Poznan, Poland, 1998.

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 conference; 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 (International Association of Chiefs of Police), 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). Also at 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 (invited). Also at Agile India, 2021 (invited); Scrum Masters of the Universe, 2022; Agile RI, 2021; Agile Arizona, 2021; Agile Austin, 2021; Comparative Agility Meetup, 2021; Craft 2021; Agile Hartford, 2020; Agile RTP, 2020; Venture Cafe, 2020; Agile Games Summit, 2020; AgileCamp SF, 2019; Agile Arizona, 2019.
  - 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; 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). Also at Agile & Beyond, 2022; Scrum.org, 2022 (invited); The Job Hackers Agile Meetup, 2022 (invited); Enterprise Agile Global Community, 2022 (invited); Agile Coaching DC, 2021; Hands-On Agile, 2021; Agile+DevOps, 2020; Lean Agile Delivery & Coaching Network, 2020; Heart of England Scrum User Group, 2020; Agile London, 2020; Zoho meetup, 2020; Team Building in the Virtual World, 2020; Agile Coaching Group, 2020; Scrum Alliance webinar, 2020; Venture Cafe, 2020; XP2020; Agile Virtual Summit, 2020; Business Analyst Innovation Day, 2020; Agile RI, 2020; Agile Sales & Marketing Summit, 2019; Venture Cafe, 2019; IIL Agile & Scrum Online Conference, 2019; Management 3.0, 2019; AgileCamp San Francisco, 2018; Remote Forever Summit, 2018; AgileCamp Dallas, 2018; Boston Facilitators Roundtable, 2018; North Carolina Project Management Institute, 2018; Agile Maine Day, 2018; Professional Development Conference Hampton Roads, 2018; Metaphorum, 2018; Agile Practitioners Online, 2017; Remote Forever Summit, 2017; Agile Arizona, 2017; Agile RTP, 2017; Greatness Guild Conference, 2017; Agile Lean Europe, 2017; Agile 2017 conference; Craft, 2017; StretchCon Meetup, 2017; Agile Hartford, 2017; Kendall Square Agilists, 2017.

- 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).

- Test-Driven Development: A Stunningly Quick Introduction for Everyone – Agile Arizona, 2021 (invited). Also at Agile & Scrum 2021; TestingConf, 2020; Ministry of Testing Boston, 2020.

- 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).

- Panelist – WEtalk Wicked Problems, 2020 (invited).

- Ask Me Anything – Agile Arizona, 2020 (invited).

- Panelist: Science of Remote Work – Venture Cafe Cambridge, 2020 (invited).

- The Agile Point Game – Heart of England Scrum User Group, 2020 (invited).

- Global Coffee Break – a monthly meet-up of team builders, innovators, creators, and agilists, 2020.

- The Core Protocols – Campfire Talks with Herbie, 2020 (invited).

- Open Space facilitator – Agile NYC, 2020 (invited).

- Playtest the Agile Point Game – 2020.

- Online Ball Point Game – Agile Games Online, 2020 (invited).

- Open Space facilitator – Fostering Extraordinary Collaboration, 2020 (invited).

- Online Agile Games Lean Coffee – 2020.

- Teamwork During a Pandemic: How to Work and Facilitate Online – Agile New England, 2020.

- Hierarchy and Power Games and High-Performance Teams – Agile Maine, 2019. Also at AgileCamp Portland, 2019; AgileCamp Chicago, 2019; Agile Hartford, 2019; NEQC, 2018; Craft Conference, 2018; Agile Games, 2018; Boston SPIN, 2018; Professional Development Conference Hampton Roads, 2018; Agile Bull City, 2017.

- Open Space facilitator – Agile Day NYC, 2019 (invited).

- High-Performance Teams are Masters of Mindfulness Meditation – Agile Games Conference, 2019. Also at Agile Testing and Test Automation Summit, 2019.

- Open Space facilitator – Agile Games Conference, 2019.

- Mob Programming to Learn a New Programming Language – NEJUG, 2019.

- Open Space facilitator – QCon London, New York, and San Francisco, 2014-2018 (invited).

- Great Team! Clean Language and the Core Protocols – London, 2018.

- Something About Love: Awesome Relationships Fueled by Love – San Jose, CA, 2017.

- Panelist: Identifying and Prioritizing Technical Debt – Collaboration at Scale, Scrum Alliance, 2016 (invited).

- Culture Design for Great Teams – Santa Barbara Agile, 2016 (invited).

- Continuous Teaming: Core Protocols for Great Teams and Results – eSynergy Solutions webinar, 2016 (invited).

- Awesome Teams: Games for Continuous (Extreme?) Teaming – Agile Arizona, 2016 (invited).

- Build Awesome Teams with the Core Protocols – 2016.

- Open Space facilitator – Global Scrum Gathering, 2014.

- Culture and Power Games – Global Scrum Gathering, 2014. Also at Intel Agile and Lean Development Conference, 2014 (invited); Agile Boston, 2014.

- Open Space facilitator – Agile Games, 2012.

- Agile Art! – Agile India, 2014.

- Giving Thanks Pecha Kucha – Give Thanks for Scrum, 2013.

- The Diamond Age: Or, A Young Rebel's Illustrated Guide – Rebel Jam, 2013. Also at Stoos Sparks #3, 2013.

- Ball Point Game – Agile for Executives, 2013 (invited).

- Radical Innovation: The Six Week Open Space Experiment – Scrum Gathering Barcelona, 2013. Also at Agile Connecticut, 2013, Agile Boston, 2012

- Self-Management and Self-Organization: Agile Games with Motion – Agile India, 2014. Also at Hartford Code Camp, 2013; AgileDC, 2013; NEQC, 2012.

- Agile Transformation at Nokia – Agile for Real, 2013 (invited). Also at Hartford Code Camp, 2013.

- Five Games for Self-Management – Agile Games, 2012.

- Why Can't We Be as Good as Nokia? – Nokia Agile Community Autumn Meet, 2010.

- Use Agile for Mobile and Be Awesome – MobiCamp Boston, 2010. Also at MobiCamp Boston, 2009.

- Sneaky Scrum! – Global Scrum Gathering, 2010.

- From AnyCo to AwesomeCo: A Case Study in Scrum Transformation – Global Scrum Gathering, 2010.

- Brief Intro to Mobile App Platforms – guest lecture at New England Institute of Art's WDIM 458 Mobile Design and Development, 2009 (invited).

- Winning Clients with Scrum and Agile – CCABoston, 2009.

- Mobile Success Factors: How to Succeed, How to Fail – MobiCamp Boston, 2009.

- Mobile Advertising for Developers – MobiCamp Boston, 2008.

- Pragmatic Development for Mobile – MobiCamp Boston, 2008.

- Extreme Programming and Java Platform, Micro Edition birds of a feather – JavaOne, 2004.

- J2ME Provisioning – Boston Mobile, 2004.

- J2ME guest lecture – Harvard CSCI E-68 Applied Innovation in Mobile Computing, 2004 (invited).

- The Power of J2ME: The Enterprise at Your Fingertips – EDGE 2004 East, 2004.

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