

# 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

### CO-FOUNDER AND CTO - [ALLI CONNECT](#) - 2022-PRESENT

As the Co-founder and Chief Technology Officer (CTO) of Alli Connect, I spearhead the technological vision of the company, leading a talented team of engineers and developers to create innovative solutions for seamless connectivity.

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 - NELLY MOSER - 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](#) - 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 – 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
  - Harnessing Data and Technology for Enhanced Wellness Programs – FDIC International, 2025
  - Global Coding Dojo – the monthly meet-up I host, a safe place to learn and practice coding, 2024-present
  - 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; 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).

## 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