**Richard Kasperowski – Résumé**

For full details, see [my complete CV](https://kasperowski.com/cv/).

**TEACHING AND TRAINING**   
**INSTRUCTOR – HARVARD UNIVERSITY – 2015-PRESENT**   
[CSCI E-71/S-71 Agile Software Development](https://agilesoftwarecourse.org): author and instructor. Most recent student evaluation: 4.8/5.0, significantly higher than average.

**INSTRUCTOR – BOSTON UNIVERSITY – 2018-PRESENT**   
[Spark! fellowship](https://bu.edu/spark): 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](https://kasperowski.com) – 2013-PRESENT**

• [Certified Agile Team Building™ program](https://kasperowski.com/training/): 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](https://kasperowski.com/keynotes/), author, [podcast](https://kasperowski.com/podcast) creator and host

**INSTRUCTOR – LINKEDIN LEARNING – 2018-PRESENT** Author and instructor: [Extreme Programming](https://kasperowski.com/agile-software-development-extreme-programming/) and [Refactoring for Great Code](https://kasperowski.com/agile-software-development-refactoring/)

**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://pianoplay.app) – 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://github.com/rkasper/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](https://greatnessguild.org) – 2015-PRESENT** Founder and coauthor of the Greatness Manifesto

**FOUNDING ADVISOR – [AGILE ARIZONA CONFERENCE](https://agilearizona.org) – 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](https://agilenewengland.org) – 2011-2021**   
President, conference organizer, speaker recruiting

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

**FOUNDER, CHIEF ORGANIZER – EPIC AGILE PARTY – 2017-PRESENT** Annual evert 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.

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| • [Manifesto for Online Collaboration](https://onlinecollaborationmanifesto.com), with Matt Barnaby, Barb Bickford, et al, 2022. |

• [With Great People](https://kasperowski.com/podcast/): 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](https://kasperowski.com/blog/), 107 articles on team building, innovation, creativity, and agile software development, 2008-2022.

• *[High-Performance Teams: The Foundations](https://kasperowski.com/high-performance-teams-the-foundations/)*, C4Media, 2019.

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| • [“High-Performance Team Behaviors” measurement instrument](https://kasperowski.com/diagnostic/), Comparative Agility, 2018. |

• *[Agile & Scrum Foundations Class Workbook](https://kasperowski.com/agile-scrum-foundations-class-workbook/)*, With Great People Publications, 2018.

• [Manifesto for Greatness](https://www.greatnessguild.org), with Algimantas Stancelis, Alice Ivashina, et al, 2015.

• *[The Core Protocols: A Guide to Greatness](https://kasperowski.com/the-core-protocols/)*, 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 – Enexis internal keynote, 2023. Also keynote at 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  
 ◦ 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 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).

◦ 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