



# Fernando Guigou

*Scrum Master · Lean Coach · Transformation Consultant*

I help companies to work better. By reducing waste, making purpose clear and increasing transparency, so efforts tend to align, results flow and stress goes down. Engaged workers are happier and deliver better outcomes and more value. These are the ecosystems I help to build.

## Synchronit (own company, since 2010 working in multiple projects)

### 2019

- **Lean Coach at Bayer (Berlin)**

Helping management and multiple Scrum teams (100+ people) in a program being rolled out on more than 70 countries around the globe.

### 2017 - 2018

- **Lean Coach at SwissRe (Zurich)**

One of the major re-insurance companies worldwide. As part of a Modernization Program, I help to make work visible, build and steer autonomous teams that deliver concrete outcomes.

Some results were presented at Swisscom in a MeetUp event:

<https://www.meetup.com/DevOps-Meetup-Zurich/events/253298159/>

- **Member of a Trade Mission** leaded by the Industry Minister of Uruguay to Palo Alto, Mountain View and San Francisco
- **Lean & Scrum Trainings** <http://synchronit.com/trainings>
- **Teamshore concept & implementation** <http://teamshore.org/>
- Different presentations in London, Zurich, LA, SF, ...
- **Presentation at Fullerton University (California)** 
- **Presentation at HES-SO Valais, University of Applied Sciences**
- Different videos on Lean, like:
  - **"Why Lean Matters"** <https://vimeo.com/218364452>
  - **"Thinking in Lean"** <https://vimeo.com/236333794>
  - **"Motivation & Lean"** <https://vimeo.com/252929861>

### 2016

- Agile / Lean coaching for a CI/CD implementation for Banco Santander (Montevideo, Uruguay)

### 2015

- Agile / Lean coaching for new portal of the Finance Ministry (Montevideo – Uruguay)

### 2014

- Lean coaching at the e-Gov agency of Uruguay (AGESIC)
- Lean Transformation at Tetralog (Munich, Germany)
- "The Lean Mindset" – event w/Tom & Mary Poppendieck (Zurich)

### 2013

- **Navigea Project – from 20% in 3.5 months to 100% in the next 4.5 months (Tetralog, Munich)**
- "The Lean Mindset" – event at UNIT with Tom & Mary Poppendieck (Montevideo)
- "The Lean Mindset" – event at EPFL with Tom & Mary Poppendieck

### 2012

- Infrastructure Automation with iWave and ServiceNow – Credit Suisse (Lausanne)
- "Leader's Workshop" with Tom & Mary Poppendieck (Munich)

### 2010

- Process Consultant – Credit Suisse (Zurich)

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## EDUCATION

System Analyst  
University of the Republic, Montevideo

Certified Scrum Master  
Professional Scrum Master  
XXIX Course I.R.I. (Italy)

5 years study in Psychology

## LANGUAGES

Spanish	Excellent (native)
English	Excellent
Italian	Excellent
German	Very Good (work)
Portuguese	Very Good
French	Good (social)

## ZENSUM

Leadership approach for autonomous teams, based on collaborative boards.  
<http://bit.ly/zensum-linkedin>

For a detailed view, download the full CV and documentation (certificates, diploma, etc.) from:  
<http://fernandoguigou.com/>