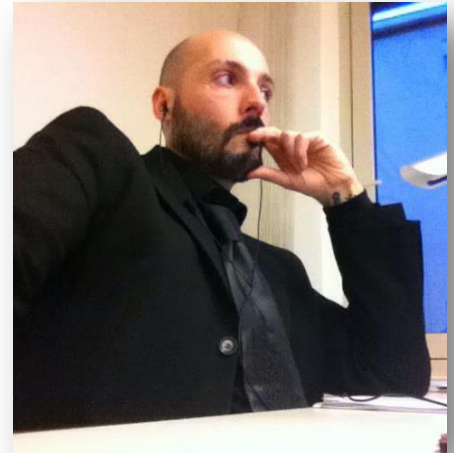


Curriculum Vitæ - Michele Brissoni

Personal Information

Date of birth: 27/08/1974 – Trento (TN) - Italy
Nationality: Italian
Address: Bratislava - Slovak
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LinkedIn: <https://www.linkedin.com/in/michelebrissoni>
GitHub: <https://github.com/undeadgrishnackh>



Education

Informatics and Telecommunication Engineer Degree:

1996 – University of Trento – Italy – “Master degree in IT and Telecommunication.”

Expertise

Agile



XP



DevOps



LeanUX



Coaching



Executive



Certifications & Awards



IBM Leadership.

Agile & Blue Core Coach.

Scrum master & product owner.

OKR Coach.



Awarded with the IBM CIO
challenge coin for the OKR
adoption.

Language Skills

Mother tongue: Italian

Other Languages: English: C1

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German/Slovak/Spanish: A2

Job Experience

■ May 2017 - current

Company: IBM - CIO

Role: Enterprise DevOps transformation lead

Mission: evolving IBM CIO to be a modern elite IT products delivery center.

■ September 2015 – May 2017

Company: Movalia – Italy

Role: Founder & CTO of an innovative lean startup.

Mission: create astonishing Intelligent Transportation Systems products as Rugged DevOps unicorns!

■ February 2011 – September 2015

Company: UniCredit IT Division (Paros) – Italy

Role: Agile & XP coach – Technical Leader

Mission: transform one of the biggest European banks to agile, eXtreme Programming and DevOps.

■ August 2002 – February 2011

Company: Engineering Ingegneria Informatica – Italy

Role: Agile & XP coach – Technical Leader

Mission: transform the development division to agile software development using XP.

■ March 2001 – August 2002

Company: Tilab – Italy

Role: Founder & CTO

Mission: be one of the first IT Italian startups working on telco systems.

■ September 1998 – March 2001

Company: Informatica Trentina – Italy

Role: Architect - Technical Leader

■ September 1996 – September 1998

Company: Project Informatica – Italy

Role: Software Developer - Architect

■ March 1996 – September 1996

Company: Bruno Kessler - I.R.S.T. - research institute – Italy

Master's degree Thesis - Title: "Agile framework for robotic AI software.

Other Certifications

I practice martial arts since I was 6yo, and I'm an instructor of Judo, Ju Jitsu, Jeet Kune Do, Thai boxing, Kick Boxing, M.M.A. and self-defense with solid training experience in the military sector.

My working journey in a nutshell.

The beginning and love for agile software development.

I started my geek career as a kid on an old Commodore C64, and after a smooth academic journey, in 2001 I landed in Ferrari F1 for some consultancies; and my life twisted to the agile way of working.

The entrepreneur adventure as SW craftsman.

In 2003 I moved from my first startup into a corporation, where, I started to be an agile coach, continuing to improve on the eXtreme Programming way. I was one of the youngest Italian java architects, and in 2009, one of the first Italian software craftsmen. In 2015, after years on the field transforming banks and companies in lean, agile, and XP, I decided to create a new startup. Together with a UX expert, we experimented the idea to combine Rugged DevOps with LeanUX. We designed a new generation of “user-centric” products with the design sprint technique, paper prototyping, and the other typical LeanUX practices. Developing these products with an Extreme Programming team was a kind of easy game.

My transformation platform applied to a corporation.

In 2017, I accepted IBM’s challenge becoming the CIO transformation lead in Bratislava. In a few years, I led the site (500 employees) to a complete evolution. From a primitive agile organization to a mature IT delivery center. A compound of high-performance teams organized like startups. Fletcher Previn (CIO) awarded me with the prestigious IBM CIO challenge coin. Arvind Krishna (CEO) expressed the desire to scale the OKR technique across the whole corporation. All these accomplishments are the result of the enterprise IT transformation recipe I designed after years of study, experimentation, and improvement. I call it ‘the-Ecosystem’:

“The-Ecosystem is a **behavior** transformation platform that evolves IT companies with **OKR** and **Neuroscience**.”

A platform beyond the DORA¹ researches that leveraging the OKRs technique identifies what prevents a company from achieving its objectives. Everything starts identifying the dysfunctional indicators that are affecting the company. Afterward, with a neuroscience approach based on the mirror neuron discovery and enhanced with the training from the back of the room approach, it is possible to fix these dysfunctional habits injecting the right behaviors. Every one of us is *dysfunctional*, not at the human level, but when we interact with the others. These dysfunctions are preventing us from achieving the symbiosis, a social condition necessary to create a generative environment. In this stage we aren’t with an outward mindset²; we live full of biases in an inward colluded pathological environment.

The key element is the grassroots approach evolved with the concept of “talent farming”. An approach tested in high sports competitions like F1, MotoGP, NFL, NHL, etc. Multiple interconnected communities of practice (XP, SRE, PO, Coaches, Cloud, Design, Leaders, Security, etc.) cultivate and consolidate the right behaviors and practices into their communities. The business asks them to interact together on a daily base consolidating these good behaviors through incremental innovation and Proof of Concepts. The rejuvenated environment nurtures the company’s culture. From a pathological to a psychological safety state. A mandatory condition to achieve the Generative Performance-Oriented (Westrum 2014)³ culture.

With the OKRs, the leadership strives to a shared vision and mission, driving it at the strategic level into their sub-organizations. The improved clarity of purpose empowers the persons and the teams to achieve bold goals and safe incremental stretches. The social environment is the fertile soil that brings back the empathy and the humanity necessary to evolve beyond our natural comfort zone preventing any burnout.

¹ D.O.R.A. – DevOps Research & Assessment, bought from Google in January 2019 – <https://cloud.google.com/devops/>

² Arbinger publications – The Outward mindset- <https://arbinger.com/Landing/Books.html>

³ Ron Westrum research – https://qualitysafety.bmj.com/content/13/suppl_2/ii22.full