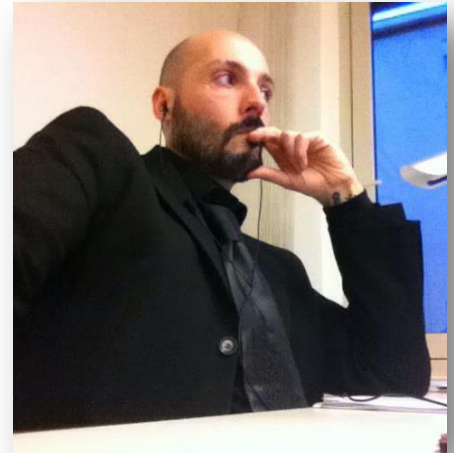


Curriculum Vitæ - Michele Brissoni

Personal Information

Date of birth: 27/08/1974 – Trento (TN) - Italy
Nationality: Italian
Address: Bratislava - Slovak
Marital Status: Married
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E-mail: michele.brissoni@gmail.com

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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’s degree in IT and Telecommunication.”

Expertise

Agile



XP



DevOps



LeanUX



Coaching



Executive



Certifications & Awards



Scrum Master & Product Owner



OKR Coach



IBM Agile Coach & IBM Coach



IBM Agile Leader



Awarded with the IBM CIO
challenge coin for the IBM
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 Agile & DevOps transformation lead & coach

Mission: evolving IBM CIO to a modern DORA Elite IT product-centric company.

■ September 2015 – May 2017

Company: Movalia – Italy

Role: Founder & CTO of an innovative lean startup.

Mission: as Agile & DevOps unicorns, create astonishing Intelligent Transportation Systems products!

■ 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 into an Agile/XP software development factory.

■ March 2001 – August 2002

Company: Tilab – Italy

Role: Founder & CTO

Mission: be one of the first IT Italian startups working on advanced 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 within the military sector.

My working journey in a nutshell.

Lean & Agile.

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.

Entrepreneur and SW craftsmanship.

In 2003 I moved from my first startup to a corporation, where I started my agile coach adventure, focused to improve SW craftsmanship using eXtreme Programming. I was one of the youngest Italian java architects, and in 2009, following the Robert C. Martin call at the Agile 2008, one of the first Italian software craftsman. In 2015, after years in the field of transforming banks and companies in lean, agile, and XP, I decided to create a new startup. With a UX expert, we experimented the idea to combine Rugged DevOps with LeanUX to create “user-centric” products using the most advanced LeanUX practices like event storming, design sprint, paper prototyping, etc. The development of these products was based on Extreme Programming and the most advanced DevSecOps capabilities.

My transformation recipe.

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 empowered as startups and aligned via a mission OKR driven. Behind these accomplishments there’s my transformation recipe, ‘the-Ecosystem’, that I designed after years of study, experimentation, and improvement:

“The-Ecosystem is a **behavior** transformation platform based on the **OKR** technique and the latest **Neuroscience** discoveries on behavioral change, that evolves IT companies to become Elite performers.”

A platform beyond the DORA¹ & Accelerate research that using the OKRs technique is capable to expose the dysfunctional indicators that are preventing achieving the objectives. Subsequently, with a neuroscience approach based on the latest scientific discoveries (mirror neurons, atomic habits, behavioral change, etc.), these dysfunctional behaviors are incrementally fixed injecting the right habits into the environment. The reality is that every one of us is *dysfunctional*, not at the human level, but when we interact with others. These dysfunctions are preventing us from achieving the symbiosis, a social condition necessary to create a generative environment. In this dysfunctional stage, we aren’t with an outward mindset²; we live full of biases in an inward colluded pathological environment. An entropic reality with a high level of frictions. The key element to purify all this entropy is a grassroots approach. I evolved it with the concept of “talent farming”. A methodology tested in high sports competitions like F1, MotoGP, NFL, NHL, that ‘fabricates’ up-skilled individuals capable to better perform as a team via enhanced cooperation. Multiple interconnected communities of practice (XP, SRE, PO, Coaches, Cloud, Design, Leaders, Security, etc.) cultivate and consolidate into their people the right behaviors and practices. The business competition afterward asks them as a company, to innovate, to lead the market. The cooperation driven by the new behaviors reshapes inside-out the company culture. From an entropic environment with a pathological culture to a psychological safe one, or in other words to a Generative (Westrum 2014)³ Performance-Oriented culture. With the OKRs, the leadership with a shared vision and mission, drives the company at a strategic level. The improved clarity of purpose empowers individuals and teams to create the tactical initiatives to achieve bold goals via safe incremental stretches.

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