

Curriculum Vitæ - Michele Brissoni

Personal Information

Date of birth: 27/08/1974 – Trento (TN) - Italy
Nationality: Italian
Address: Bratislava - Slovak
Marital Status: Married
Driving license: Full, since 1992
Mobile (SK): +421 904 647 973
Mobile (IT): +39 393 6963550
E-mail: michele.brissoni@gmail.com

Portfolio: <https://undeadgrishnackh.netlify.app/>
LinkedIn: <https://www.linkedin.com/in/michelebrissoni>
GitHub: <https://github.com/undeadgrishnackh>



Education

Informatics and Telecommunication Engineer Degree:
1996 – University of Trento – Italy – “*Laurea in Ingegneria Informatica e Telecomunicazioni.*”

Language Skills

Mother tongue: Italian
Other Languages:

- English: C1

Certifications

- IBM Leadership Certification.
- IBM Coach Certification.
- SCRUM Master & SCRUM PRODUCT Owner Certification.
- OKR Certified coach.
- ...and several more

Other Certifications/Awards

I practice martial arts since I was 6yo, so was natural for me becoming an instructor of Judo, Ju Jitsu, Jeet Kune Do, Thai boxing, Kick Boxing, M.M.A. and self-defense.

Work Experience in a nutshell.

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. 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 kinda easy game.

After the impressive business results, in 2017, I accepted IBM's challenge to become 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. Fletcher Previn (CIO) and Ginni Rometty (CEO), wanted to scale the recipe to CIO and the whole corporation, embracing the OKR technique. All these accomplishments were the result of years of experimentation, researches, and development, of my enterprise transformation recipe:

"People are slow to transform than the market's trends. **The-Ecosystem** is a **behavior transformation platform** that using **OKR** and **Neuroscience** evolves companies to reach that needs safely."

A platform even beyond the DORA¹ researches that leveraging OKRs identifies what prevents a company from achieving its bold objectives. Everything starts identifying the dysfunctional indicators and using a neuroscience approach, evolved from the training from the back of the room, it's possible to inject the right behaviors to fix the dysfunctional habits. Every one of us is dysfunctional, not at the human level, but when we start to interact with teams, into a company or a corporate. These dysfunctions are preventing us from achieving the symbiosis, a social condition necessary to create a safe and genuine generative performance-oriented 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.) are cultivating and consolidating the right behaviors and practices into their communities. The daily business asks them to interact together to consolidate these good behaviors creating innovation through incremental Proof of Concepts. The rejuvenated social 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)² culture. With the OKRs, the leadership is focused on a shared company vision and mission, driving it at the strategic level. This improves the clarity of purpose and the mission alignment and empowers persons and teams. The perfect cure to the typical corporation social dysfunctions. The environment creates the fertile soil necessary to bring back the empathy and the humanity that is necessary to evolve beyond every imagination in a sustainable way and without any burnout. People are the primary asset of any company, they have to be loved to do their best.

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

² Ron Westrum research- https://qualitysafety.bmj.com/content/13/suppl_2/ii22.full

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.