

## Practice Director and Expert Agile & Lean



I have significant experience in constructing agile and high-performing organizations, as well as driving digital and organizational transformations.

Over the years, I have collaborated with various project stakeholders, including business departments, IT teams, end users, allowing me to understand the diverse constraints and strengths involved in each project.

I am constantly enhancing my skills in implementing business processes, improvement mechanisms, Agile and Lean frameworks, as well as budget and portfolio management.

With my expertise, I am able to cultivate agile and high-performing teams and organizations, focus on improving human relationships and their motivations.

### Skills :

- SPC SAFe (soon)
- Agile transformation
- Trainer
- Coach
- Agile Frameworks : Scrum, Kanban, SAFe, etc.
- Facilitation
- Lean
- Leadership

### Languages :

- French
- English

### My web site :

[www.hichamagile.com](http://www.hichamagile.com)

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## EXPERIENCES

### Practice Director and Expert Agile & Lean



Zenika Montréal - Since July 2021

- As a Director of practice :
  - Developing the Agility and Lean service offering with my team of Agile consultants.
  - Organizing and facilitating work sessions.
  - Coaching Agile consultants in their career development.
  - Training and mentoring consultants.
  - Building and improving customer journeys.
  - Developing offerings across several axes: "Helping our partners succeed in their digital and organizational transformation", "diagnosing and fixing operational and strategic anomalies", "training employees in best practices of project/product management and agile leadership".
  - Working with marketing and sales to create alignment and build communication and sales strategies for our offerings.
  - Responding to tenders on agility, organizational transformations, and strategic consulting.
- As a Expert Agile and Lean :

- ▶ Guiding and advising organizations and projects towards more agility and performance.
- ▶ Assisting teams and organizations in achieving their operational and delivery objectives.
- ▶ Building agile work frameworks that foster continuous improvement and delivery.
- ▶ Developing organizational and/or digital transformation programs.
- ▶ Implementing agility frameworks: Scrum, Kanban, SAFe, LeSS, Scrum of Scrum.
- ▶ Building end-to-end processes and eliminating waste inspired by Lean management.
- ▶ Training and mentoring individuals in their agile roles, managerial roles, and program management roles.
- ▶ My clients : CCQ (Through Deloitte), Desjardins
- ▶ Speaker : Agile Tour Montréal, Facilitation DAY

## Founder of "Les-Facilitateurs"

Les Facilitateurs - Since January 2020



- ▶ Promote the Facilitation practice and methodologies
- ▶ Organize some events around Facilitation theme during seminars, workshops, meetups, ...
- ▶ More informations there : <https://www.les-facilitateurs.com/>
- ▶ Founding FDAY (Facilitation Day) which is an annual event where we invite professional Facilitator to explain their job and their practices.
- ▶ More informations there : <https://www.facilitation-day.com/>
- ▶ Our Youtube page : <https://www.youtube.com/@lesfacilitateurs7938>

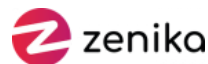
## CEO of HichamAgile : Facilitator, Organizational and Agile Coach

HichamAgile - Since November 2019



- ▶ Team Coaching :
  - ▶ Creating an environment conducive to the development of autonomy, agility, product value, fruitful interactions, teamwork, motivation, and performance.
  - ▶ Guiding teams towards good agile practices from Scrum, Kanban, Lean, Kaizen culture, product culture, visual management, agile@scale, etc.
- ▶ Product Coaching :
  - ▶ Assisting in building the right product, the customer/user-centered product.
  - ▶ Instilling best practices for building a product vision, roadmap, product performance indicators, collecting user and customer feedback, involving the customer in product development, etc.
- ▶ Leadership Coaching :
  - ▶ Assisting in leadership development, improving interactions with teams, building trust, establishing an agile work framework, providing a vision and setting measurable objectives, managing conflicts and stressful situations, building performance indicators, etc.
- ▶ More informations : <https://hichamagile.com/>

## Facilitator & Agile Coach & Trainer & Scrum Master



Zenika - December 2017 to July 2019 - Full-time - Paris

- ▶ Spreading agility among our clients.
- ▶ Implementing Kanban, SCRUM, SAFe, Scrum of Scrum, LeSS.
- ▶ Establishing project tracking and performance indicators.
- ▶ Implementing continuous improvement mechanisms in teams and projects.

- ▶ Facilitating and hosting ceremonies, workshops, training sessions, serious games.
- ▶ Training our clients in Agile 101, Scrum, Kanban.
- ▶ Participating in and facilitating an Agile and - Facilitators community of practice.

## Agile Coach & Scrum Master & Facilitator



SOAT - August 2019 to November 2019

- ▶ Guiding teams towards more agility.
- ▶ Supporting teams in removing their obstacles.
- ▶ Facilitating workshops and decision-making sessions.
- ▶ Establishing an agile work framework with teams: SCRUM, Kanban.
- ▶ Guiding managers in their roles and responsibilities.
- ▶ Facilitating and hosting agility rituals at scale: OSA (Open Space Agility), PI Planning, Scrum of Scrum.
- ▶ Facilitating and hosting an agile community of practice: Scrum Master, Agile Coach, Facilitators, etc.

## Product Owner



Spideo - January 2016 to November 2017 - Full-time - Paris

- ▶ **Product Owner on the core product of Spideo company specialized in video recommendation and user behavioral analysis, mainly B2B**
- ▶ Building the product roadmap.
- ▶ Building the product backlog.
- ▶ Aligning stakeholders of the product.
- ▶ Lead sessions to present new features to clients.
- ▶ Improving the prioritization and qualification process of needs.
- ▶ Lead ideation and product design workshops.
- ▶ Implementing project tracking and performance indicators.
- ▶ Managing costs and budgets for various projects and development projects.

## Product Owner



Recommerce Solutions - September 2014 to January 2016 - Full-time - Gentilly

- ▶ Build the product vision with stakeholders
- ▶ Define the roadmap aligned with the product vision
- ▶ Manage the product backlog : write user stories (US), prioritization, backlog review, etc.
- ▶ Driving change management with users

## Project Management



ERDF - May 2013 to September 2014 - Full-time - Nanterre

## EDUCATION

### IT Engineer

ECE PARIS

2011 to 2014

## INTERESTS

- ▶ Movies & series
- ▶ Sport : Soccer, Basketball
- ▶ Mangas

