

# Tomasz WŁODAREK



Contact information:

+48 695 623 668

[tomek.wlodarek@gmail.com](mailto:tomek.wlodarek@gmail.com)  
[www.linkedin.com/in/wlodarek](http://www.linkedin.com/in/wlodarek)

## PROFILE AND CAREER OBJECTIVES:

I am passionate about adaptive, empirical approaches to software development. I enjoy the challenge of forming resilient, creative and productive software teams, capable of fast delivery and comfortable with change. Whenever I can, I encourage organizations to move towards lightweight, lean and thus more efficient approach to software development, often overcoming cultural and organizational reluctance. I believe that intelligently applied, agile practices lead to increasing both business contribution and work contentment of the team.

My professional experience has its roots in software engineering - 14 years in software development business in broad range of domains, starting from computer games, to e-commerce and mission critical server-side programming. Although I have moved towards teams and projects management I still have fun hacking various after-hours/side projects.

## PERSONAL DETAILS:

Languages: Polish (native), English (fluent)  
Nationality: Polish

## SUMMARY OF QUALIFICATIONS AND COMPETENCIES:

- 6 years of software projects and teams management using PMBOK and agile methods; also coaching and mentoring
- 8 years of professional experience in software engineering including computer games, web and server-side programming; also leading technical positions
- Expertise in defined (PMBOK, CMMI) as well as empirical (Scrum and XP) software production processes
- Expertise in estimations, prototyping, project planning and tracking methods
- Expertise in software design and development (C, C++, Java)
- Expertise in configuration management/source control strategies
- Strong team-orientation and ability to work in cross-functional and remote team structures
- Academic background in Computer Science
- Scrum hands-on coaching experience (apart from training courses):

Period	Role	Organization	Additional Info
2004 - 2005	Scrum Developer	Motorola Polska	Multiteam, multiproject
2005 - 2007	Scrum Master / Product Owner / Scrum Coach / Scrum Teams Manager	Motorola Polska	Agile/Scrum rollout in waterfall enterprise environment
October 2007 - October 2010	Scrum Master / Scrum Coach	Sabre Polska	SM of 1 dispersed team of 14, coach for

May 2009 – May 2011	Scrum Coach (all roles)	RST (Wrocław)	few other teams 4 teams, web development
July 2011 – September 2011	Scrum Coach (Product Owner)	CCIG (Wrocław)	Business side (4 Product Owners, release planning, backlog maintenance)
August 2011 (ongoing)	Scrum Coach (all roles, teams, CxO level)	Grupa Allegro (Poznań, Toruń)	Enterprise scale rollout, dozens of teams
May 2012 (ongoing)	Scrum Coach (all roles, middle management)	Turaz Global/Misys (Gdynia)	Pilot Scrum team
July 2012 (ongoing)	Scrum Coach (all roles, teams, CxO level)	PayU S.A. (Poznań)	Enterprise scale rollout, dozens of teams

## PROFESSIONAL EXPERIENCE:

Professional Scrum Trainer,  
Consultant and Coach  
February 2006 – Present

self-employment, affiliated with Scrum.org  
<http://www.poddrzewem.pl>

Mission Statement:

- Deliver professional agile training and consulting services. IT teams forming and coaching.

Major Customers:

- [ABG S.A.](#), [Anixe Polska](#), [ATSI S.A.](#), [Apriso Polska](#), [Asseco Business Solutions S.A.](#), [BLStream Polska](#), [Bonair S.A.](#), [CCA Europe.pl](#), [CCIG](#), [CD Projekt RED](#), [Copi S.A.](#), [Dreamlab Onet.pl](#), [GE Money Bank S.A.](#), [Getin Bank S.A.](#), [Gigaset Communications Polska](#), [Grupa Allegro](#), [Grupa Onet.pl](#), [Hurra Communications](#), [Logintrans](#), [NetArt S.A.](#), [Nokaut.pl](#), [Nokia Siemens Networks Poland](#), [Pentacomp S.A.](#), [PayU S.A.](#), [Quantum Software S.A.](#), [RST](#), [Spot.pl](#), [Travelplanet.pl](#), [TRW Polska](#), [TVN S.A.](#), [Volantis Systems](#), [VSoft S.A.](#), [Young Digital Planet S.A.](#)
- More than 2000 IT professionals trained to date (both private and public sessions). Recommendation statements and letters available through the website (Polish) and LinkedIn.

Guest Lecturer  
2009 – Present

AGH University of Science and Technology  
ul. Mickiewicza 30  
30-059 Kraków

IT Project Management (post-graduate studies):

- Agile Methods, Software Development Processes

Senior Project Manager / Agile  
Coach

Sabre Polska Sp. z o.o.  
ul. Wadowicka 6D  
30-415 Kraków

October 2007 – October 2010

Outline of Responsibilities:

- Project management (getting things done through people) – managing number of small-to medium-sized projects developed by a distributed team (worldwide locations)
- Increasing teams' agility (aka productivity/success rate) by processes optimization, training, coaching and mentoring

Project areas, methods and tools:

- High-performance Availability Server (residing in mission-critical Sabre Air suite) that provides availability functions for wide variety of Sabre applications. The term "availability" describes the process of determining number of seats that are available for a sell on specific flights.

- Primavera ProjectManager, ScrumWorks, VersionOne, agile methods

Product Team Leader / Agile Coach  
June 2005 – September 2007

Motorola Polska Electronics Sp. z o.o.  
ul. Bobrzyńskiego 46  
30-381 Kraków

Outline of Responsibilities:

- Team forming and capability building (transition of technology and expertise, skill set and resources management)
- Project management (small- to medium-sized)
- Product improvement and processes optimization
- Business partnership building
- General support in health, happiness and well-being of the team – 26 direct reports

Major achievements:

- Team formation (growth from 2 to 26 software engineers)
- 4 major releases of ASTRO Private Network Management out of the door
- Agile practices widely deployed, production cycle time and cost improved
- 94% positive 360 degrees feedback regarding leadership skills

Project areas, methods and tools:

- Mission critical private networks (public safety) – [ASTRO Network](#); Primavera ProjectManager, Scrum, XP

Software Engineer/  
Senior Software Engineer  
October 1999 – June 2005

Motorola Polska Electronics Sp. z o.o.  
ul. Bobrzyńskiego 46  
30-381 Kraków

Outline of Responsibilities:

- requirements gathering and analysis, functional specification, design, implementation, testing strategies, effort and size estimations
- technology roadmapping
- in-house instructor: change/configuration management domain (ClearCase, ClearQuest, Perforce)
- technical recruiter

Achievements:

- 6 long-term projects accomplished; 4 short-term side projects accomplished; customer satisfaction surveys rank 8 (on average) out of 10
- Conceptual work for knowledge exchange/sharing portal (in a form of whitepaper)
- Participation in CMM assessment sessions (Level 5 achieved for the organization)

Project areas, tools and technologies:

- Mission critical private networks (public safety) – [ASTRO Network](#) – various assignments and technologies (Solaris, Java, C++)
- UI applications and test environment for mobile phones (C, C++, Java, Symbian OS)
- intranet applications and tools (Java, C++)

Co-Owner  
March 1999 – October 1999

e-People s.c.  
pl. Wojska Polskiego 7  
41-902 Bytom

Outline of Responsibilities:

- customer management
- technology roadmap contribution (in-house game engine)

Achievements:

- web-based information system for notary offices designed and deployed
- architecture of multimedia information kiosks system designed

Project areas and technologies:

- C++, Microsoft web technologies/tools, Microsoft SQL Server 7.0

Programmer, Product Manager  
February 1997 – December 1998

Optimus Nexus Sp. z o.o.  
ul. Bobrowa 12  
80-336 Gdańsk

Outline of Responsibilities (a bit of everything):

- computer game gameplay co-authoring (“Pył”)
- algorithms research and implementation
- sound engineering/production
- team activities coordination

Achievements:

- game published (December 1998) with positive players and press responses (e.g. Gry Komputerowe 12/98, Chip 1/99, Secret Service 1/99)
- game engine and set of tools/libraries developed

Project areas and technologies:

- in-house game engine including artificial intelligence, multipurpose cache, spatial sound engine and various helper libraries (assembler, C++)
- game editor (C++, MFC)
- game trailer soundwork, in-game sound effects (SoundForge, Pro Tools)

## **TRAINING, CERTIFICATIONS, MEMBERSHIP:**

Training/Consulting:

- Szkoła Coachingu (Business Coach, yearly course), [Moderator](#), 2010/2011
- Szkoła Trenerów Biznesu (Business Trainer, yearly course), [Moderator](#), 2008/2009

Scrum:

- Professional Scrum Master: PSM I (August 18, 2010), PSM II (October 13, 2010)
- Professional Scrum Product Owner: PSPO I (May 6, 2011), PSPO II (June 10, 2011)
- Professional Scrum Trainer
- [Certified ScrumMaster](#) (February 9, 2006), [Certified Scrum Practitioner](#) (June, 2007), [Certified Scrum Product Owner](#) (September 30, 2009)

Project Management:

- Project Management courses (PMI: Managing Projects /April 7, 2005/, Scheduling and Cost Control /July 8, 2005/, Risk Management /November 2006/; Critical Chain /October 11, 2004/)

Software Engineering:

- Software Engineering/Technology courses (various)

Membership/Affiliation:

- Scrum.org, Scrum Alliance, Agile Alliance, ALN (Agile Leadership Network), IGDA (International Game Developers Association)

## **PUBLICATIONS:**

- Samoorganizacja w zarządzaniu projektami metodą Scrum, Miles.pl, Kraków 2010
- Metodyka Scrum w Polsce w świetle badań, Nauka i Gospodarka, Kraków 2010
- Zarządzanie projektami w przedsiębiorstwie informatycznym. Zarządzanie projektami i procesami wytwarzania oprogramowania, AGH, Kraków 2012 (expected)

## **RESEARCH AND INTERESTS AREAS:**

- cognitive science: artificial intelligence, emotions modeling (especially in multimedia/computer games applications)
- software engineering: empirical project management, iterative, incremental development methods and techniques
- music/sound engineering: progressive rock/metal, sound production, spare-time bass guitar

player