



## ALF DOBBERT-BAUMS

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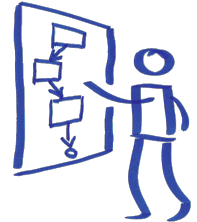
**SOFT SKILLS:** Emotional maturity | Adaptability | Organised | Team player | Empathetic

**TECHNICAL SKILLS:** Agile Methodologies | Facilitation | JIRA | Miro | Teams | MsOffice

**LANGUAGES:** German (Native), English (Fluent), French (Conversational)

### PROFESSIONAL SUMMARY

Results-driven Scrum Master with over 5 years of experience with focus on: leading agile transformations, coaching teams to reach their optimal performance, and improving the process of software product development to deliver customer-oriented functionality. My facilitation skills ensure effective scrum ceremonies, and the proactive approach to establishing communication channels results in better collaboration between company departments.



### RELEVANT PROFESSIONAL EXPERIENCE

#### Scrum Master – Verti – 11/2019 – present

Hired as a Business Analyst, I soon transitioned into a Scrum Master role. Due to my Systemic Design experience, I was entrusted the task to optimise the software development process. Together with the employees of the IT Software Development Department, we identified the pain points and dysfunctions of the process, which lead to deciding that Scrum caters best to our needs. After getting the right stakeholders on board, the Agile Transformation process started. My day-to-day responsibilities and success stories included:

- **Workflow optimisation** (demand, development and test) – prepared and moderated group workshops with the focus on improving alignment between company departments resulting in a global optimum for performance
- **Facilitated agile ceremonies** to make sure that teams have a space to inspect and adapt their work and come up with team lead improvements and innovations.
- **Implementation of the Scrum framework** which lead to better quality and more user-centric products
- **Consulted management in agile methods** – leading to the adoption of Agile within the company
- **Supported the stakeholder management process** by establishing the right channels of communication
- **Introduced meaningful metrics** – that helped to improve customer satisfaction, code quality and emphasise the focus of releasing as often as possible.
- **Collaborated with the Product Owner (Project Sponsor)** to make sure the Ready Backlog has a healthy buffer; focus is defined in digestible chunks and prioritised by value, so that the team can plan their work efficiently.
- **Removed impediments** that the team could not tackle on their own.
- **Made sure that relevant documentation** for features and tech topics is created by the squad members.
- **Coached team members** to enlarge their professional potential and personal growth.
- **Established Communities of Practice** for different relevant „communities“ within Software Development Department

#### Product Owner (proxy) – Inviqa – 05/2018 - 11/2019

As proxy Product Owner for the client, I was responsible for the collaboration between the client and the technical project participants. Based on the requirements, I defined relevant business goals and prioritized the Product Backlog accordingly to the related business value. Through story and feature mapping, together with the development teams, I generate requirements and translated them into Jira tickets as user stories and acceptance criteria. Main responsibilities:

- **Execution of "Discoveries"** including Business Goals Definition resulting in a better understanding what is the value that the Product generates and the teams having a better sense of where the company vision.
- **Mapping out** Stakeholder Map, Risks Map, Feature Map in order to have an understanding of the factors that impact the delivery process and have a better predictability when planning releases to the customer.
- **Leading retrospectives** (co-located teams) in order to inspect and adapt and improve the quality of work.

#### Agile Coach – Kiwabo – throughout 2017

Joined the company as an Agile Coach. My goal was to support the process of establishing an agile software development process for a new app, with focus on:

- **Coaching of the managing director and developer teams** in iterative development
- **Persona development and visualisation** for better understanding of the customer
- **Definition and development of the value proposition** in order to create a Product Goal

## ADDITIONAL PROFESSIONAL EXPERIENCE

Company	Role	Duration
Bosch Siemens home appliances	Usability Consultant	2016 - 2017
Mercedes-Benz Germany,	Project Manager	2015 - 2016
Daimler TSS GmbH	Organizational Consultant Requirements Engineer Usability Consultant	2011 - 2015
Toyota Credit Bank Ltd.	Usability Consultant	2010 - 2011
Questico AG	Product Manager	2009 - 2010
Volkswagen AG	Usability Consultant	2006-2007
Sony NetServices Berlin	Project Manager	2001-2005
Sony NetServices Salzburg	Head of Concept&Design	2000-2001
amazon.com	Intern	1998-1999

## COURSES, CERTIFICATES, CONFERENCES

- 2023: Co-Organised LeSS Conference Berlin
- 2023: Sadjak „Training for Leadership“
- 2023: Certified LeSS Practitioner
- 2018 Mediator certificate
- 2017 Certificate as Professional Scrum Master and Professional Product Owner by [scrum.org](https://scrum.org)
- 2002 Certificate "Project Management"
- 2001 Certificate "Leading, Coaching, Employee Discussions"

## ACADEMIC BACKGROUND

- Systemic Organisational Designer, Artop Institute at the Humboldt University, 2014 - 2015
- Master of Religious Studies and Theater Studies, Freie Universität Berlin, 1992 - 1997

Berlin, 2024

