

CV Franky Redant

Personal info

Franky Redant

[t] 0475 81 77 97, [e] franky@artuand.com

Current address: Waesberg 33, 9570 Lierde

Linkedin : <http://www.linkedin.com/in/frankyredant>

Twitter: @f_redant, Skype: artuand

Summary

Date of birth: 22/01/1968

Gender: Male

Nationality: Belgian

Currently I work as a Sr. Enterprise Agility & Team Coach and Change Consultant working with executive and sr. management to transform the organization in an agile enterprise. Starting at the team level (with Scrum, Kanban, XP, and other frameworks) and scaling it up to Teams of Teams (using SAFe and LeSS) and eventually the organisation.

Previously I successfully fulfilled roles in executive management as an entrepreneur and program and project management for large projects: Digital Strategist, IT Operations Manager, Change Manager, Delivery Manager, Software Development Manager, (Agile) Project Manager, Program Manager, Process management & improvement, Quality Manager, Financial Management, CIO, COO, CEO.

PROFESSIONAL EXPERIENCE

CEGEKA	
Period	2/2017 – now
Customer	SWIFT
Role	Sr. Agile Transformation Coach & Change consultant
Description	<p>Next to coaching teams and their managers, I coach senior managers to lead the change to agility and work with Head of Methodology and senior managers to guide the Agile Transformation to achieve measurable benefits.</p> <p>As of the 2nd half of 2018 I started coaching SWIFT's agile coaches in Belgium (Coach the coach) to be effective agile leaders in the transformation. I also helped set up the SWIFT Agile Academy for training and coaching internal Agile Coaches.</p>
Responsibilities	<p>Training, facilitating and coaching teams and management teams to become agile, cross functional teams.</p> <p>Advise management on the Agile Transformation approach and roadmap.</p> <p>Design trainings and workshop and execute them.</p> <p>Facilitation and facilitation design.</p> <p>Introducing practices and techniques.</p> <p>Coaching behavioural change.</p> <p>Design metrics and maturity models</p>

CV Franky Redant

	<p>Advise on role definition of Scrum master, Agile coach, Product Owner and their relation to other roles in the organisation.</p> <p>Coach of Coaches, define approach, training and coaching track, development, recruitment, help in setting up an Agile Academy</p>
--	--

CEGEKA	
Period	8/2016 – 01/2017
Customer	Borealis, DNWG, Fluxys, LCM, Cegeka, Agile in the Core
Role	Sr. Agile Transformation Coach & Change consultant
Description	<ul style="list-style-type: none">• Several assignments – Trainings, workshops for Customers of Agile in the Core• Co-Creating a common approach and metric framework for the international group of coaches.
Responsibilities	Training and coaching teams and management teams Lead the development of a common Agile Transformation approach for Cegeka's coaches team.

CEGEKA	
Period	2/2016 – 7/2016
Customer	Eurocontrol
Role	Sr. Agile Transformation Coach & Change consultant
Description	<ul style="list-style-type: none">• Train and coach a group of teams working on a strategic program.• Coach the Scrum masters, the team, Product owners and Proxy customers (Business analysts) to work in an agile way using Scrum and SAFe.• Work with management to adapt the existing organisation's processes to map to the agile way of working.• The Release train was successfully set up and running.
Responsibilities	Training and coaching teams and management teams Consulting the customer on process changes and organisational setup of the teams in the agile program Sr. Management decided to roll out Agile as a way of working throughout the rest of the organisation because of the success of this first pilot program

CEGEKA	
Period	04/2014 – 12/2015
Customer	ING
Role	Sr. Agile Transformation Coach & Change consultant
Description	<ul style="list-style-type: none">• Create and give training on Agile, scrum, SAFe, Kanban, Product ownership, scrum master etc.• Coach teams to become more agile and use different methods like Scrum, SAFe, Kanban.

CV Franky Redant

	<ul style="list-style-type: none">I have successfully set up Release Trains and coached teams and management including working with Sr. Management (L2 & L3) to become more agile using Scrum, Kanban and SAFe at ING BE IT and Business.Successfully introduced Organisational agility to Business
Responsibilities	Training and coaching teams and management teams Consulting the customer on process changes and organisational setup of the teams in the agile program

NONE

Period	01/2013 – 02/2014
Customer	None
Role	Sabbatical
Description	Recharging my batteries, enjoying life, studying.

CEGEKA

Period	03/2013-11/2013
Customer	VDAB, FODFin, Renta, Solidariteit voor het Gezin, Credoc for Cegeka
Role	Program Manager
Description	Leading several development and delivery teams working for several customers of Cegeka
Responsibilities	<ul style="list-style-type: none">Program P/L responsibilityCoaching of Project Managers in the program.Internal awareness creation around BI & Mobile SolutionsAgile coaching of Cegeka BI team Agile coaching (Scrum) of Credoc development team

CEGEKA

Period	08/2012 – 03/2013
Customer	Telenet
Role	Transition Manager & Agile Program Manager
Description	Leading the outsourcing transition of the eServices department from Telenet to Cegeka
Responsibilities	<ul style="list-style-type: none">Transition of the eServices department from Telenet to CegekaIntake of 160 applications and organization from the Handover of all activities concerning these applications. Projects, CR's, SR's and maintenance.Team of +/- 40 people (the transition of eServices teams included)Setting up team structure and processes Setting up SLA's, delivery organization, governance... Budget and progress follow-up. Introduction of Agile methodology in the teams (Scrum, Kanban, XP practices)
Environment	Different technologies (php, drupal, .Net/Sharepoint, Java, flash, mobile apps)

CV Franky Redant

CEGEKA	
Period	12/2011 – 08/2012
Customer	RSVZ, ICTRA (Infrabel) for Cegeka
Role	Delivery Manager & Consultant
Description	Leading several development and delivery teams working on the RSVZ projects Setting up and following up of delivery and project organisation.
Responsibilities	<ul style="list-style-type: none">• Introducing & further improving Agile Development practices in 3 teams, 2 development teams and 1 support/infrastructure team. (+/- 30 people) for RSVZ• Project Organization & Delivery, People management• Agile development Introduction at ICTRA (start December 2011), guiding 3 teams to become agile and supporting management.
Environment	Java, IBM Filenet, Oracle Service Bus, Jenkins, Maven

CEGEKA	
Period	09/2010 – 08/2012
Customer	ICTRA (Infrabel) for Cegeka
Role	Senior Program Manager/(meta-)Scrum master & consultant
Description	Leading the program.
Responsibilities	<ul style="list-style-type: none">• Leading Agile development projects for large customers (NMBS – Conversion project from Forté to Java, reengineering project NMBS – realtime train management system)• Consulting regarding Collaboration environments (strategic and implementation), Enterprise 2.0 (or Enterprise Social Software Platform implementation) & leading the Enterprise 2.0 project and change management.
Environment	Java, Forté, jcTool (Conversion tool forté to java), Hudson, Maven. SocialText (ESSP)

EARLIER EXPERIENCE : ENTREPRENEUR	
Period	1193 – 05/2013
Fyronic	Founder, Management Consultancy and Training (2010)
NONILLION	Founder & CEO, software development (Belgium and Bulgaria) (2003-2010)
The Reference & xCA	Co-founder, COO, CIO, Member of the Board, web agency (1993-2010)

EDUCATION

DIPLOMA	INSTITUTE	YEAR
Professional Bachelor, Managementtechnieken	KAHO - CHOVTI	1990
Secondary school: Klassieke humaniora, Latijn-Wiskunde	Sint Martinus Instituut	1986

CV Franky Redant

CERTIFICATION	INSTITUTE	YEAR
Certified Scrum Master	Scrum Alliance	2010
Certified SAFe Agilist	Scaled Agile Academy (through Cegeka)	2014

TECHNICAL & TECHNOLOGICAL SKILLS

EXPERTISE	AREA	VERSION	LEVEL	STATUS
Practices & Methodologies				
	Scrum		Expert	Active
	Kanban		Senior	Active
	SAFe	3.0	Expert	Active
	LeSS		Junior	Active
	AUP		Senior	Passive
	LEAN		Medior	Active
	Kanban		Senior	Active
	Prince 2		Medior	Passive

LANGUAGE SKILLS

LANGUAGE	WRITTEN	ORAL
Dutch	Mother tongue	Mother tongue
English	Excellent	Excellent
French	Basic	Good