



## Peter Jetter

**Nationality:** German (+49) 1702219695 **Date of birth:** 6 May 1967

**Email address:** [peter.jetter@co-evolve.de](mailto:peter.jetter@co-evolve.de)

**Website:** <https://www.linkedin.com/in/peterjetter/> **Website:** [www.co-evolve.de](http://www.co-evolve.de)

**Address:** Zugspitzstr. 63, Gauting 82131 (Germany)

### WORK EXPERIENCE

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#### Enterprise Agile Coach and Organisation Development Consultant

*self-employed* [ Sep 2017 – Current ]

**Address:** Gauting (Germany)

- Support large enterprises in their Agile Transformation journey
- Enabling Services: Training, Consulting, Coaching for teams, executives and junior coaches.
- Systemic approach: support across team, program/value stream, portfolio and enterprise level. Shop floor to CxO.

Current client: help to introduce Full SAFe and DevOps with 300 teams and 28 Release Trains at Car Manufacturer  
Previous: support introduction of full SAFe and DevOps with 30 international teams at leading energy provider

#### Senior Agile Coach & Trainer (Interim, part-time)

*MediamarktSaturn* [ Jul 2018 – Jun 2021 ]

**City:** Munich area

**Country:** Germany

Support Agile Journey of company as a whole. Move from project- to product-organisation. Ramp up 100 Agile Teams working across 13 countries. Initiate "Agile at Scale" with principles and practices from Spotify, SAFe, LeSS Huge, OKRs, Enterprise Kanban etc.

"Reveal the system to itself". Help to create transparency along value streams as well as between levels (portfolio, domain, team).

Move further towards evidence-based management and data-driven decision making. Replacing powerpoint status reports with real time dashboards. "Lifting the carpet". In parallel moving everything IT into the cloud.

Introduce Kanban. Co-create Agile, Scrum and Kanban inhouse trainings and train the trainer programs. Collaborate with HR to integrate Agile in existing programs such as Leadership Development. Help to initiate Communities of Practice, mentoring programs and extend offers to apprentices, students and nearby universities.

#### Senior Consultant and Agile Leadership Coach

*improuv GmbH* [ Feb 2016 – Sep 2017 ]

**Address:** Munich (Germany)

- Support Agile Transformation journeys of large enterprises(DAX30) in various industries(IT, Automotive, Pharma, Finance, Insurance...)
- Systemic approach: coach the organisational relationship system as a whole. Team-level to CxOs
- Co-create new service offers(workshops, trainings, self-assessments...)
- Customer project examples: Establishing and coaching Agile Transition Team and Lean-Agile Center of Excellence, Implementing SAFe with 16 international teams; Kanban System across Program with 300 people in Value Stream...

## Senior Management Consultant

*iteratec GmbH* [ Sep 2015 – Feb 2016 ]

Address: Munich (Germany)

- Consult on **lean Enterprise Architecture Management** and coach Lean Change. Evolve current EAM maturity at Telco/ISP provider.

## Management Consultant and Trainer/Coach

*Software Quality Lab* [ Feb 2015 – Jul 2015 ]

Address: Munich (Germany)

- **Consulting, Training and Coaching Services:** certification prep trainings for ISTQB, IREB, scrum.org; coaching to support Agile Transformation and product launch of international customer

## Sr. Prj.Mgr. EMEA - New Product Development / Enterprise Agile Coach & Change Agent

*Interflex GmbH & Co KG / Allegion plc* [ Feb 2013 – Nov 2014 ]

Address: Munich, Erlangen (Germany)

### Deliver New Product Development Programs (Strategic Portfolio Evolution)

- **Interim Product Owner** for new product/solution component (IT + Security Business)
- **lateral leadership to evolve&merge 3 SW-products** to serve **5** vertical markets (**60 Developers** in **3 sites** + **near-shore** Partners, 2-3 Prod. Managers)
- support Sales Recovery Initiative to stop 50% revenue erosion

### Organisational Development (from product to solution org, Agile CMMI):

- improve **institutionalisation** of **Scrum** and **SAFe** Practices / **Agile Coaching** on **Team- , Program- and Portfolio-Level.**
- incrementally **improve cross-functional processes & practices** (e.g. **Agile CMMI for Dev 1.3, scaling PO role**)
- **introduced new tools to support new practices** (UI Design, Build-Deploy-Test-Automation Framework/**Virtualisation**, Feature **Planning**, **Kanban**(Visualize Work, Limit WiP)
- initiate a "Design for Service" process to **improve non-functional qualities (CMMI for Services, DevOps)**

### Achievements:

- **turn around of revenue erosion:** regained trust of customers and partners by **improved roadmap reliability**
- **improved maturity of capabilities** Focus: **Continuous organisational Learning and Adaptation**

## Head of Global Capability Program "Mobile Core" / Agile Evangelist

*Nokia Siemens Networks / NSN TG* [ 2007 – 2013 ]

Address: Munich (Germany)

### Mission: Ensure global Service Development&Delivery capability

### Co-create environment for 250+ Scrum Teams and 1000 Consultants

**Align** Life Cycle Management **across organisational boundaries** (non-agile Global Services vs agile Product Generation Lines of Business).

### Global Program Manager and Enterprise Coach:

- **global teams, 30% external** resources, **2 Project Managers**
- **Project Portfolio Management** (Portfolio Kanban similar to SAFe)
- **change management:** inspect&adapt program backlog to changing targets, priorities, organisational setup, budget, resources, policies, processes and requirements
- prioritize projects (**portfolio: >150 Professional Services** for **>30** most varied **products(HighAvailability IT-systems)** from **12 product lines** (LeSS Huge); **P&L for 200 Mio € revenue** of that service portfolio.
- **achieve cross functional consensus without authority:**eg. initiate alignment of customer+service documentation across product lines, **drive tools synergies across process boundaries**, drive introduction of Business Intelligence and global profitability measurement...
- identify and re-use **lessons learned** across programs and units

### International Line Management:

- **14 direct reports** in 8 locations (**Europe, APAC** incl. India and China)
- team **development**, promotions, succession planning, cost center controlling
- world class expert team: **servant leadership**, remove obstacles, grow people
- **Global Project Management for Learning&Development:**
- **enable** internal(**R&D+project teams**, Tier 2+3 Support, Solution Architects) and **external customers** and **business partners**; ExpertTrainer(worldwide): **Competence Transfer** from **agile R&D to Pilot Projects**. Gemba Walks along Value Stream of "New Product Introduction"
- **Subject Matter Expert** for "**emerging technologies**",
- **Consulting, Sales support**, testbed support; **member** of several "**Extended Product Management Teams**"; **Scrum Master** and **Feature Owner**; trained by **Bas Vodde(LeSS Huge)**...

### Achievements:

- Program targets (KPIs) met, Line Manager targets (KPIs) met or exceeded
- cross functional improvements initiated, **systemic waste reduced**

## Global Competence & Service Portfolio Manager / Principal / cross-functional

**Siemens AG** [ 2000 – 2007 ]

Address: Munich + worldwide (Germany)

### Service Portfolio Management (Global HQ, world market):

- create and extend 2 global Learning Solutions Product Lines; curricula for 25 HighAvailability-systems (**92% New Products**). **Focus: "Mobile Solutions", emerging technologies**
- **from business case to P&L**: emerging technologies = low short term revenue, strategic opportunities, competence ramp up, loss avoidance

### Enabling Service Design (Global HQ, world market):

- Analysis&Design of Global Enabling Services (**Technology, Product/Solution, Process&IT and Methodology competences**)
- **plan** & order **complex end2end-testbeds** for **global deliveries** (Reference testbeds; 100-200k€/a)

### Enabling Service Development (Global CoE, world market):

- develop enabling solutions for 25 products introductions: **High Availability IT-systems; emerging technologies, pre-standardization**
- **lead dozens of** Competence Development **Projects** with **external suppliers** and **international partners (OEM, 3<sup>rd</sup> party)**. Consult on **contracts and frame agreements** (training and service aspects)
- participate in **feature screening** and **product management** as member of **12 "Extended Product Management" Teams**.

### Enabling Services Delivery (Global CoE, world market):

- deliver **pilot** trainings, **early delivery workshops** worldwide (**enable** internal and external **stakeholders up to VP/C-level in >35 countries**(incl. BRIC); member of Tiger Teams)
- enable regional training centers and trainers worldwide
- **supervise** and **support global testbed management teams** (coach agile practices and "**DevOps**")
- **feedback to customer teams and**

### Achievements: profitability targets met, quality targets exceeded

- **rewards** for several cross functional improvements (tools and processes)

## Consultant, Project Lead, Developer, Trainer, Writer... cross-functional

**tfk GmbH** [ 1996 – 2001 ]

Address: Munich and Nuremberg (Germany)

Design, Develop and Deliver applications and learning solutions for ICT customers in a Start-Up company.

**Roles: Versatilist**, System Architect, **Developer**(SW, Multimedia, 3D), eLearning Author, Technical Writer, Admin, **Project Leader**, Trainer & Consultant...

## EDUCATION AND TRAINING

**CAL, CSP-SM, CSP-PO; SPC, LPM; PSM/PSPO/SPS; KMPII; ICP-ENT & ICP-CAT; ICP-LEA+ICP-PDV, ICAgile Authorized Instructor; OKR champion; CPRE, CT; LSP; P2R, ITIL**

**ICF/CRR, icagile, scrumalliance, scrum.org, scaledagile, LKU, (IREB, ISTQB, APMG)** [ 2007 – Current ]

**ICF member, Organisation and Relationship Systems Coaching (ORSC), Integral Agile Leadership Framework™**, Certified **Agile Leadership, Authorized Instructor for Leading with Agility**, Certified Professional **Enterprise Coaching** and **Agile Transformations, OKR Champion**, Certified **Scrum Professional**, Certified Scrum **Product Owner**, Certified **Scrum Master** (2008, Bas Vodde/LeSS Huge, Feature and Area Product Owner); **SAFe Program Consultant; Trainer for Scaled Professional Scrum**, Professional Scrum Master, Professional Scrum Product Owner, Professional **Scrum with Kanban**; Certified **Kanban Management Professional**; Co-creator of **Agile Extensions** of **ISTQB** Certified Tester and **IREB** Certified Professional for Requirement Engineering; Certified Facilitator **LEGO SERIOUS PLAY™**

### **dozens of trainings**

*various like SUN, Oracle, Siemens, Learning Campus, APMG, TUEV* [ 2000 – 2012 ]

Address: Munich (Germany)

### **Dozens of IT and Telco trainings**

ITIL, eTOM, SOA, EA, Location Based Services, Presence&IM, X.500/LDAP, IPsec/SSL/TLS, AAA/Diameter, PKI/IKE, SAML/SASL, georedundant imDBs...

### **Dozens of business and leadership skill trainings**

360 degrees, Leadership Circle, NLP Basics, 7 Habits, 6 Thinking Hats, Time Management, Contract Negotiation, Economics for Engineers, US GAAP, Leading Virtual Teams, Embracing Diversity, Performance Appraisals, License2Lead...

### **Prince2 Registered Practitioner + PM3@Siemens + ITIL**

*APMG(Prince2), EXIN(ITIL) + PM@Siemens Academy* [ 2003 – 2006 ]

Address: Munich (Germany)

Level in EQF: EQF level 6

### **Prince2 Registered Practitioner + PM3@Siemens("PMP") + ITIL certified**

### **Information Technologist**

*Siemens Nixdorf Training Center* [ Aug 1996 – Sep 1997 ]

Address: Munich (Germany)

Level in EQF: EQF level 5

### **Informationstechnologie Multimedia (best grade)**

Multimedia & 3D Development, CBT, Web Site (concept to cash)

### **Master of Science (Dipl.Biol.)**

*Ludwig Maximilian + Technical University: lab classes in AT, FR + HR* [ Jul 1989 – Apr 1996 ]

Address: Munich

Level in EQF: EQF level 7

### **Diplom-Biologe (Univ.) 1,8**

Systems Biology (**cybernetics**, eg. simulations of "**Complex Adaptive Systems Dynamics**", **Evolutionary Game Theory & Strategies**, **Behavioral Ecology**, Psychoneuroimmunology...)

## LANGUAGE SKILLS

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Mother tongue(s): **German**

Other language(s):

### English

**LISTENING C2 READING C2 WRITING C2**

**SPOKEN PRODUCTION C2 SPOKEN INTERACTION C2**

### French

**LISTENING B1 READING B1 WRITING A2**

**SPOKEN PRODUCTION A2 SPOKEN INTERACTION B1**

### Spanish

**LISTENING B1 READING B1 WRITING A1**

**SPOKEN PRODUCTION A2 SPOKEN INTERACTION B1**

### Italian

**LISTENING A2 READING B1 WRITING A1**

**SPOKEN PRODUCTION A1 SPOKEN INTERACTION A2**

## NETWORKS AND MEMBERSHIPS

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### Memberships

International Coach Federation, AgileAlliance, ScrumAlliance, Scrum.org, ScaledAgile, ICAgile, Climate Coaching Alliance, Race2Zero, Gemeinwohlökonomie, BCorp, pledgeonepercent.org, BBRT, Stoos, M3.0 etc

**Voluntary Services:** Corporate First Aider, Fire Protection Assistant, pro bono services(Pledge1%). Co-organiser of meetup "Agile Munich" with 3000+ members

## SALARY EXPECTATION AND AVAILABILITY

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### Salary Expectation and Availability

Day rate: remote only: 1200€. Onsite all-in: 1600€ for less than 90 contracted days, 1400€ for >90 days.

Max 4 days/week (4 days per month i teach courses)

Availability: negotiable, notification period: 2 weeks.