

Jason Tanner's Scrum Experience

2012 – Present *Consultant at Capital One*

- Provided initial Scrum team training.
- Coached multiple Scrum teams to achieve the benefits of Scrum and inspect and adapt for continuous improvement.
- Coached leaders in business units to enable rapid adoption of Scrum by providing necessary support and removal of obstacles.
- Consulted with enterprise delivery transformation team to guide entire company in Scrum adoption through support tools, planning assistance, scaling models, forums and communities of practice for Scrum Masters and Product Owners.
- Produced and taught over 30 one-day Leadership Immersion Workshops introducing over 400 directors and above to the workflow, roles, artifacts and practices of Scrum. The workshop emphasized:
 - Scrum values and principles and the relationship to Capital One values,
 - Scrum workflow and leadership interaction with teams focused on “what to keep and what to let go” to enable self-organization,
 - Clarity of Scrum roles and their relationship to leaders outside the Scrum team,
 - The artifacts and activities of Scrum with inspection of obsolete artifacts and activities to make space for Scrum,
 - Scrum scaling models suitable for the context of each line of business,
 - Leadership actions in support of Scrum adoption to avoid common failure patterns and the inherent difficulty and disruption of enterprise-wide change.
- Currently teaching and coaching Scrum for multiple teams in enterprise architecture, enterprise data management and data technology strategy.

2012 – 2013 *Consultant at CoStar*

Facilitated and managed multiple Scrum team training sessions for the entire organization. Provided organizational adoption consulting and engagement management (managing additional trainers and coaches).

2012 *Consultant at Sunbelt Rentals*

Coached leaders and product owner in Scrum for major redesign initiative.

2012 *Consultant at Best Buy*

Provided interactive Scrum team training course for two teams in advance of holiday season development cycle enabling rapid development and deployment of new capabilities.

2012 ***Consultant at Alcatel-Lucent***

Collaborated with client and other consultants to develop a new iteration of the Scrum team training course to incorporate new product ideation concepts for a global team. Provided multiple team training sessions in France and Poland in support of new product division.

2011 ***Certified Scrum Professional***

2009 – 2010 ***Consultant at Pepsi***

Provided Scrum training and coaching for pilot project team and other teams that adopted Scrum. Leveraged new techniques developed at MassMutual to deliver more interactive training. Coached Project Management Office to create a company adoption roadmap to amplify Scrum across the enterprise.

2009 ***Certified ScrumMaster course taught by Lyssa Adkins.***

2008 – 2011 ***Consultant at MassMutual***

Provided Scrum training and coaching for multiple teams. Developed team simulation using Google Sites as a development environment for the team to experience Scrum. Began to modify training to integrate team's actual backlog into training with valuable results. Provided enterprise adoption consulting and engagement management (managing additional trainers and coaches including a Certified Scrum Coach, Michael Sahota).

2008 ***Consultant for Allstate***

Developed Scrum job aids to assist teams with discerning the values, principles, roles, ceremonies and artifacts of Scrum from various techniques, practices and tools in support of Scrum.

2007 – 2008 ***Product Owner at NetQoS***

Introduced iterative, incremental development concepts to small product team within organization focused more on waterfall process.

2004 – 2007 ***Product Owner at Evident Software***

Experienced the transition from a deliberate, predictive software development process to Scrum. Collaborated with engineering and other stakeholders to refactor the end-to-end flow of value to include Scrum values and principles from ideation to development to launch to product retirement.