



Curriculum Vitae

Catherine Coubergs

AGILE COACH / BUSINESS OWNER

“ I learned I am passionate about the process that occurs between people when they are trying to solve complex problems in a multidisciplinary team. ”

Degrees

1995 - 1996	Science and math. <i>Honourable students price.</i> High school degree at Atheneum Tienen.
1998 - 1999	Teaching in Math, physics and economics. <i>Grade of distinction.</i> Bachelor at Group T.
1999 - 2000	Educational sciences. <i>Grade of distinction.</i> Bachelor at VUB.
2004 - 2005	Teaching in Educational sciences. <i>Grade of distinction.</i> Master at VUB.
2007	Outdoor monitor and installation techniques. Course at Nature.
2010	Supervision. Course Korthagen at HUB.
2015	Theming in Drupal. Course at Novacomm.
2016	PHP beginnings. Course at Syntra.
2017	PHP proficiency training. Course at Computrain.



- 2018** **Scrum Master**, Certified.
Level 1 Sociocracy 3.0
Leading SaFe.
Courses at I Lean.
- 2019** **Level 2 Sociocracy 3.0**
Certified Agile Leadership Level 1
Course at I Lean.
- 2020** **Lean Six Sigma Black Belt**
Cum laude at lean six sigma company

Competence

Change management has always been my main focus in my professional career. Starting with a profession in education, teacher education and the education of social workers, I found out that setting up a process of change, whether it is inter- or intrapersonal is my cup of tea. After following a course to become a certified supervisor according to Korthagen's core reflections, I became a certified outdoor trainer for teenagers with troubled backgrounds. By means of extreme sports, forms of active reviewing and camping in the outdoors, participants were stimulated to work towards self-determined goals based on experience based and self-regulated learning processes.

A next big step in my career was starting a PHD on effective learning processes and change management in professional teams. By means of a repeated measures quasi experimental design, involving an inquiry and self-regulated learning based program, differentiated instruction was implemented in six experimental schools. The aim was setting up a school based intervention involving all teaching staff. Based on the principles of self-regulated learning the teachers were trained and supervised to implement best practices of differentiated instruction.

“Not your average Agile Coach”

When looking upon my career, change management was always the main focus. Teaching children, future teachers, future social workers, working as a therapist, doing a PHD research on the efficacy of learning,... The leitmotif embodies efficacy from a humane point of view. Helping organisations and people through an agile and lean transformation. From this passion Content and Coffee was founded. My experience (theoretical and practical) with self-regulated learning helps me on a daily basis as a scrum master and agile coach. More recently I started learning about S3 (Level 1 and Level 2 practitioner). S3 embodies a toolbox where all my previous knowledge and practices intersects. As an S3 agile coach I focus on collaboration between multiple stakeholders as a social technology. Moreover, I strive towards building an organisational structure that supports distribution of power to all, within interconnected domains of accountability and self regulated learning.

Experience

- 2002 – 2005** **Teacher of Mathematics**
Bilingual deaf education
- 2005 – 2012** **Lector**
Higher education & University of Brussels



- 2006 – 2010** **Outdoor Coach**
Nature
For this organisation I was an outdoor coach for young people from Special Youthcare. Once a year we went to the Ardennes to learn about boundaries, self-confidence, future, self-regulation. The methodology of experienced based learning, non-violent communication, active reviewing etc...
- 2012 – present** **Researcher / Phd Student**
VUB (Liberate University Brussels)
PHD study on efficacy in diverse teams while teaching diverse students.
- 2014 – present** **Manager**
Content and Coffee
Together with Mathias Selleslach I founded Content and Coffee, a web development and agile consultancy agency.
- 2014 – 2015** **Scrum Master**
Watts Insulation
We built a new Drupal 7 site for microflex (multilingual, responsive and with an extensive product catalogue). I was the scrum master of a team of two backend developers, two designers, one frontend developer and one product owner (business side).
- 2015 – present** **Scrum Master**
Belisol
We built a Drupal 7 intranet to digitalize the Belisol workflow. I am the scrum master of a team of three backend developers, one product owner (business side), one functional analyst and tester, one designer, and one frontend developer.
- 2016 – 2017** **Scrum Master**
EAP online
We built a Drupal 7 and Laravel multilingual platform with an extensive plugin for communicating with different APIS. Every user registered for this tool has its own personal dashboard. I was the scrum master of a team of three backend developers, one product owner (business side), one functional analyst, one designer, and one frontend developer.
- 2017 – 2018** **Scrum Master**
Agoria
We built a Drupal 7 tool to plan a speed date between buyers and sellers on a yearly event. I was the scrum master of a team of two backend developers, one frontend developer, one designer and one product owner (business side).
- 2017 – present** **Scrum Master**
Orange - Relay
We built a Drupal 7 multilingual and multiregional application for a touch screen player at the Relay shop inside the airport of Brussels. I was the scrum master of a team of three backend developers, one technical analyst, one designer, one frontend developer, one functional analyst and one product owner (business side).
- 2017 – 2018** **Scrum Master**
Mobility and Road Safety Division (Vlaamse Verkeersveiligheid)
We built different website in Drupal 8 as a subcontractor for VSV (Rijbewijzer, ready2ride). I was the project manager of both projects maintaining communication with the development team and the

Single point of contact (SPOC) of VSV.

2018	Scrum Master <i>New website for Content and Coffee</i> We are building a new Drupal 8 website for our company. I am the scrum master and product owner (not ideal) of a team of three backend developers, one designer, one frontend developer, one functional analyst.
2018 – 2019	Scrum Master <i>Acerta</i> I was the scrum master of a component team in a very complex technical environment that is making a shift from waterfall towards Scrum during a SaFe transformation. The team had 3 developers, 3, 1 architect and 1 PO.
2019 – 2020	Agile Coach <i>Acerta</i> Agile coach during the SaFe transformation. Focus on program level (business site) and agile coaching of the scrum teams. I am coaching the different teams and roles with feature readiness, adoptions ceremonies, CICD flow, architectural runway,...
2019-2020	Agile coach <i>AP</i> Agile coach during and agile transformation of the department of secondary education. Focus on staff level and teamcoaching.
2020-2021	Agile coach <i>Imec IT Leuven</i> Complete reorganisation of IT department and its run and demand flow.

Scrum Master and Agile coach for Content and Coffee

- Certified Scrum Master by I Lean and Scrum Alliance.
- Promoting and supporting scrum as defined in the Scrum guide.
- Helping all relevant stakeholders of a team understand Scrum theory, practices, rules and values.
- Servant leader for the scrum team.
- Coaching the development team in self organising and cross functionality.
- Coaching people with or without resistance to change.
- Facilitating sprint events and moments of supervision and intervision by means of scrum retrospectives and daily stand-ups. Other rituals (such as sprints, product are also known.
- Experience with the scrum artefacts such as a product increment, and progress monitors.
- Facilitating Safe ceremonies such as SOSn Po Sync, Art Sync, Inspect and Adapt, Pi planning.
- Facilitating impact mapping, story mapping, feature mapping, value stream mapping,...
- Facilitating development of lean business cases,...
- Experience with implementing the SaFe framework in a large organization on different levels (programm, portfolio, teams).
- Experience with implementing S3 patterns in organizations.

- Experience with agile coaching on director level, for architects, and teams.
- Working with Atlassian tools such as confluence, Jira, Bitbucket, Stories on board, Trello,...
- Experience with non-violent communication, active reviewing, supervision (Korthagen cycle).

Contact

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