



Edwin van Stam

Agile coach | Release Train Engineer

20+ years of professional IT experience

EvS Consulting

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Year of birth: 1972

Skills

Agile coaching
Agile transformations
Release Train Engineer
Scrum certified
SAFe® certified
Technical IT background
Solution driven
Open/transparent

Languages

++ Dutch
++ English
+/- German

Profile

In the ever changing IT industry I have fulfilled many roles in the areas of software engineering, team and delivery leadership, supporting management, stakeholders, business, product management, mastering scrum- and kanban teams, release train engineering and agile coaching.

I am passionate about supporting people and companies in their agile journey and help teams make smart choices throughout the development lifecycle in order to optimize delivery and value, remain flexible to change and stay energized. It is important to create an environment with room for experimentation and recalibration based on progress- and result metrics. The massive change faced by transforming companies is often challenging but when done properly highly rewarding. In this playing field I am at my best.

In the past 12+ years I have been involved in agile transformations of an airline, an energy company and a bank while guiding management, multiple development teams, scrum masters, product owners and the release train as a whole, operating in the heart of the change.

Work experience

Agile transformation consultant, coach @ ABNAMRO Bank (2024 > Current)

ABNAMRO bank is in the process of transforming into a (scaled) agile organisation. The Public Cloud Platforms (IT) department already consists of 13 agile teams delivering the Azure based financial services cloud platform to all internal business teams. The department is ready to take agility at scale to the next level, bringing teams closer together, plan together, manage dependencies and jointly deliver.

During my assignment I consult, coach and support people, teams and the department as a whole and help further define and implement scaling agile processes and ways of working. These activities take place on various levels including portfolio management, demand management and agile delivery.

Results

- Setup & guided a new demand management process and team.
- Organized & facilitated scaling events like IP planning and agility awareness sessions.
- Structured, presented and documented agile processes and ways of working while coaching people to apply the changes.
- Improved data quality through hygiene rules and dashboarding.



Release Train Engineer, Agile transformation coach @ Shell IT International B.V. (2019 – 2023 > 3 years)

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Shell targets to become a net-zero emissions energy business by 2050. This has great impact on the business demands as new technologies are being developed, large projects are launched and alliances with (renewable) energy companies are build.

The Digital Platforms (IT) department in Shell needs to adopt to the increasingly fast changing demands and engages in an agile transformation using SAFe® (Scaled Agile Framework) as supporting framework.

Agile coaching

The agile transformation at Shell is on its way for some years now and yet it is still in an early stage. Management and employees are divided and there is some resistance to overcome. There is also a lack of knowledge about agility and SAFe®.

As agile coach I have transferred the agile values and behaviours through presentations, individual coaching and by setting the right example. In addition I visualized the results and intermediary outcomes of the change and helped understand the data and determine next steps. It is important to perform the transformation in iterations, taking small steps with lots of evaluation moments. This way I have helped management and employees to keep the change easier to grasp and stay in control. Also I have supported employees in their agile trainings and had countless conversations about the purpose and necessity of the change.

Release train/delivery

In my 3.5 year assignment, I have merged multiple cloud platform DevOps teams together in an agile release train. Once setup I acted as the release train engineer, supporting processes, enabling synergy, making customer value delivery and progress measurable and ensure continuous improvement in agile ways of working throughout the department. In 2022 Digital Platforms was ready to extend the new development & delivery model with centralized scalable portfolio management (Portfolio SAFe®) which I also supported preparing, launching and maturing. Eventually I standardized and documented the setup of the release train to serve as a model for the launch of future trains.

Results

The release train was initially launched as a pilot. Along the way management, customers of the platform and the agile teams itself became more and more convinced of the efficiency of the new way of working. I had been able to show them that it really works! Eventually agility and SAFe® was adopted as standard and I was asked to support the setup of two additional trains, following the example of the first.

➤ **Scrum master, Agile coach, Delivery lead**
@ Air France KLM (2013 – 2019 > 5 years)

As scrum master of multiple joint Air France KLM teams I have worked on the e-booking web system (finding flights) and the innovative Wi-Fi on board product. I was responsible for the agile way of working and releasing software changes to production. In the case of the Wi-Fi on board product, a delivery process was to be invented to load software on board of the aircrafts in collaboration with technical avionics engineers and connectivity suppliers amongst which Panasonic and Gogo.

Agile coaching

During the entire process I was acting in a leading and coaching role in the Air France KLM 'Scaling Agile' program as a representative for product teams going through the agile transformation. Main task here was to support the organization in enabling product teams to become self-steering and independent. I have led the WiFi onboard team from Dev to DevOps. Also I presented the agile way of working of working in Paris to Air France. All this against a background of the fresh merger of KLM and Air France where new relationships needed to be built and trust was still to be gained. Finally, I have facilitated the collaboration with the American connectivity suppliers and advised procurement during contract negotiations.

Release train/delivery

Air France KLM has adopted SAFe® as agile framework and was preparing the launch of the first release trains. My team has acted as a frontrunner, in close collaboration with the release train engineer. In support of the train launch, I have setup a management-business-development 'impediments table' where all product teams could table the organisational obstacles they encountered in becoming agile – and getting ready to board the agile release train. Management and business became owner of the obstacles and worked to remove them.

Results

- A well-functioning supplier-independent platform for various touchpoints (applications, smartphones) to offer WiFi on board to passengers, cockpit- and cabin crew
- An Agile release process for loading software on board of aircrafts
- Readiness of sufficient agile DevOps teams to board the release train
- Agile dialogue started between Air France and KLM

➤ **IT Team lead, Manager Application Management, Scrum master**
@ Crédit Agricole Consumer Finance (2009 – 2012 > 3.5 years)

The first 7 months of my assignment at Crédit Agricole I led the software development team (15 fte) and reported to the ICT management. Main challenge was to professionalize the development and maintenance processes and balance the team competences to enable the launch of a new customer self-service product.

As the company was reorganizing and new departments were introduced, I temporarily took over the role of the manager of the 'Application management – front office' department (9 months) extending my tasks with HR and restructuring the ICT department. While doing this I started the redesign of the software development process from a Rational Unified Process (RUP) to a scrum driven process.

After handing over my managers role I guided the first scrum teams as a scrum master and acted as an agile coach for management.

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More:

Technical team lead, Designer @ NUON/Alliander

➤ Software architect, engineer @ Wolters Kluwer

Lead design, software engineer @ ING bank Netherlands ICT

Technical team lead @ F. van Lanschot Bankers

Latest trainings & certificates

2023	Professional Scrum Master I & II (PSM I, PSM II)
2022	Certified SAFe 5 Release Train Engineer
2021	SAFe 5 Release Train Engineer training by Gladwell Academy
2019	Certified SAFe 5 Product Owner/Product Manager
2019	SAFe 5 POPM training (SAFe certified trainer Shell internal)
2018	Certified SAFe 4.6 practitioner
2018	SAFe 4.6 for teams training by Gladwell Academy
2016	Certified SAFe agilist
2016	Leading SAFe 4.0 training by Cibit Academy
2014, 2015	Scrum/Agile training by InsparIT @KLM
2012	Certified Scrum master by Zilverline
2010	Rational Team Concert v2.0
2010	Management by Kenneth Smith training
2009	Vision and cultural changes by E-motivate



Certified Scrum Master



Professional Scrum Master I & II



SAFE Practitioner



SAFE Agilist (Leading SAFe)



SAFE Product owner/Product manager



SAFE Release Train Engineer

Education & employers

2008 – now	EvS Consulting, self employed
1998 – 2008	Capgemini Netherlands B.V.
1992 – 1998	Engineering School of Informatics, Utrecht
1987-1992	Pre-university education (VWO), Ashram College

