Hernán Benedetti

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Summary

In the last 3 years I've worked as a freelance Agile Coach, Scrum Master, Agile Trainer and I was part of Design Thinking and Management 3.0 Programmes.

I co-founded We Humana (https://www.linkedin.com/company/wehumana/) to transform companies around the world, making them more people oriented through agile methodologies. I have experience in small to extra large transformations, in which we coached agile teams and helped them find their way to success.

I also worked for many years coaching a team of managers that was responsible for the software delivery of a company that grew from 100+ people to 500+ with 60+ clients, becoming one of the top companies in Nearshore Agile Development in America.

Experience

Scrum Master, Agile Coach and Trainer

Independent Consultant

Mar 2019 - Present (2 years 10 months +)

I've provided services to different companies, including:

- Agile coaching
- Agile training
- Scrum Master
- Management 3.0 training
- Design Thinking programmes
- Project Management

Co-Founder and Partner

We Humana

Jan 2020 - Present (2 years +)

We help transform companies around the world, making them more people oriented through Agile Methodologies. Agile methodologies adoption, Coaching, Management 3.0, Product Discovery, Design Thinking.

Professor of Work Methodologies

Digital House

Feb 2021 - Present (11 months +)

Teaching and preparation of classes, corrections and follow-up of students. Topics:

- Global context
- Traditional methodologies vs agile methodologies
- Agile mindset and philosophy
- Lean and Kanban

- Scrum
- Agile software development, agile architecture, agile testing

Delivery Manager / Agile Coach
Endava
Nov 2018 - Mar 2019 (5 months)
I worked on a large global IT transformation for a consumer credit reporting agency. Focused mainly on the transformation of the ways of working, that includes implementation of agile methodologies at scale. Identified point of departure in regards to the current ways of working, through surveys, interviews and focus groups. Developed point of arrival and road map to the future state.

Principal Solutions Manager
Velocity Partners
Nov 2012 - Nov 2018 (6 years 1 month)
Responsible for the Solutions Management function within VP Nearshore Operations, including management of all Solutions Managers across Latin America and the oversight of all software development projects to ensure that they meet or exceed client expectations. Implemented Scrum for management, grew team from 3 to 11 people as company went from 100 to 500+ people, with 60+ clients, with very high customer satisfaction (around 4.7/5).

Solutions Manager
Velocity Partners
Jan 2011 - Nov 2012 (1 year 11 months)
Responsible for oversight of multiple software development projects to ensure that they meet or exceed client expectations. Project management support, agile process support.

Project Manager
IBM
May 2009 - Jan 2011 (1 year 9 months)
Telefónica Spain Project, IBM Global Delivery

When the ongoing phase of this project began, I was promoted to Project Manager. I was in charge of a group of 40 people, subdivided in two teams. Some of my responsibilities were detecting and mitigating risks, planning, controlling, and basically making sure all the deliverables were sent in time and with good quality. I implemented some good practices such as peer reviews, unit testing documentation and incorporation of code conventions.

Technical Team Leader
IBM
Nov 2008 - May 2009 (7 months)
Telefónica Spain Project, IBM Global Delivery

This project consists on the maintenance and development of Telefónica Spain's network maintenance and operation applications, where IBM becomes responsible for this block of applications that were previously maintained by other several companies. I led a team of 13 people and 11 applications. I

worked as Technical Team Leader during the transition phase, acquiring all the necessary knowledge to provide service to these applications.

Technical Team Leader
IBM
Mar 2007 - Oct 2008 (1 year 8 months)
Blue Horizon Project, IBM Global Delivery

After working on this project for some time as developer, I was promoted to Technical Team Leader. I led a team of 8 developers, specialized in different areas of the application. Some of my responsibilities included representing the team in meetings (with clients, managers and other teams), providing defects and change requests status to clients and PMs, helping the PM in Change Request or fixpack plans, providing direction to the developers in defect resolution and development activities, hosting a daily status meeting, assigning defects to developers, among others.

Java Developer
IBM
Mar 2006 - Feb 2007 (1 year)
Blue Horizon Project, IBM Global Delivery

Blue Horizon is IBM's strategic hardware configurator, also used by Lenovo. I developed new requirements and fixed defects, using several technologies such as EJBs, DB2, WSAD, RSA, CMVC (for versioning and defect/feature tracking), Velocity, JTest, WebKing, among others.

Java Developer
IBM
Feb 2005 - Feb 2006 (1 year 1 month)
SORT Project, IBM Global Delivery

I worked as Java developer, using several technologies such as AIX, DB2, WSAD, Hibernate and, of course, Java.

Java Developer
IBM
May 2004 - Feb 2005 (10 months)
E-Logistics Project, IBM Global Delivery

I worked as Java, C and C++ developer, maintaining and developing IBM internal applications.

Education

Universidad Tecnológica Nacional
Engineer, Information Systems Engineering
1999 - 2010

Licenses & Certifications

Professional Scrum Master I (PSM I) - Scrum.org
781788

Coaching Ontológico - Centro de e-Learning UTN FRBA
CER-G2O7FP2Q-585677

Professional Scrum Product Owner™ I (PSPO I) - Scrum.org

Skills

Java • Agile Methodologies • Scrum • Project Management • Team Leadership • Hibernate • DB2 • Software Project Management • Management • Project Planning