



Angel Diaz-Maroto

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As CEC (Certified Enterprise Coach by the Scrum Alliance), making Agile work in complex environments is my specialty and passion. Currently I'm part of Agilar, one of the leading Agile coaching firms in Europe and Latin America. As a trainer, coach, and mentor, I supported several multinational organizations in their Agile journeys including ING, King, Toyota, Falabella, Ebay, Banco de Chile and Roche.

During my 18+ years of experience in product development I worked in various roles: Agile coach, R&D manager, software developer, software architect, ScrumMaster and trainer.

Highlights

- Successfully led one of the biggest Agile transformations in Europe, including IT and business departments of ING Spain from the trenches starting from scratch. As chairman of the international Agile experts group of ING, acted as a global change agent in the ING group.
- Fourth Approved Certified Agile Leader Educator by the Scrum Alliance in the world
- One of the 90 Certified Enterprise Coaches by the Scrum Alliance, in the world, first in Spain.
- Management 3.0 licensed trainer,
- Professor in video game producing at ESNE (University of Design, Innovation and technology) and in Design Thinking at LaSalle University.
- Frequent speaker at international conferences and Agile events including Agile Alliance's Agile conference, Agile India, Agile Eastern Europe, Agiles Latin America, Agile Lean Europe and global scrum gatherings .
- Energetic and motivational facilitator experienced in Agile and design thinking dynamics.
- Specialist in Team Coaching and Systemic leadership by the International Coaching Federation.



Experience

INDEPENDENT CONSULTANT & ANGELDIAZMAROTO.COM

MAY 2017 - PRESENT (INDEPENDENT AGILE COACH AND TRAINER)

SENIOR AGILE COACH & PARTNER AT AGILAR

FEBRUARY 2014 - APRIL 2017 (NETWORK OF TOP QUALITY AGILE PROFESSIONALS)

Led agile transformations: Banco de Chile, e-Bay, Toyota, Banc Sabadell, ABANCA.

Coaching teams: King, ING, TUi Hotelbeds, Roche, Falabella.

Training Leaders, Scrum Masters, Product Owners & Management: King.com, Bankia, Wolters Kluwer, Finsa, Gestamp, IECISA, AGOS, BNP Paribas Fortis, Accenture, Tecnomcom among others.

HEAD OF IT METHODOLOGY & AGILE COACH AT ING DIRECT SPAIN (MADRID, SPAIN)

CHAIRMAN OF AGILE EXPERTS GROUP AT [ING GROUP \(RBI\)](http://ING GROUP (RBI)) (MULTIPLE LOCATIONS)

APRIL 2011 – FEBRUARY 2014 (MULTINATIONAL BANK)

Successfully led a deep agile transformation, including IT and business departments and gave support to 10 ING countries in their agile initiatives while sustaining the international Agile strategy and community of Agile coaches.

R&D DEPARTMENT MANAGER AT ADD VALUE S.P.A. (VERONE, ITALY)

AUGUST 2008 – APRIL 2011 (ITALIAN SOFTWARE COMPANY SPECIALIZING IN FINANCIAL CUSTOMERS)

Agile change agent, Scrum Master, JEE developer and consultant.

J2EE DEVELOPER AND CONSULTANT AT RT TECHNOLOGY FOR INTELLIGENCE (TRIESTE, ITALIA)

2007– 2008 (ITALIAN TELECOMMUNICATIONS INTERCEPTION AND INTELLIGENCE SERVICES PROVIDER)

J2EE developer. Assess and improve application's usability, IT configuration management and documentation practices.

SOFTWARE DEVELOPER AT TELEFONICA I+D (ENTEGLY) (MADRID, SPAIN)

2005 - 2007 (RESEARCH AND DEVELOPMENT BRANCH OF THE LARGEST SPANISH MULTINATIONAL TELECOMMUNICATIONS SERVICE PROVIDER)

Java J2EE developer.

J2EE DEVELOPER AT IBM GLOBAL SERVICES (INSA GS) & WEB DEVELOPER AND TEACHER AT IBM LEARNING SERVICES (MADRID, SPAIN)

2004 - 2005

SW Developer & trainer: J2EE, Java, ASP, PHP, Visual basic 6, Javascript, VBScript, SQL, ASP.

FREELANCE

1999 – 2004

Teacher in more than 40 courses, with duration between 30 and 300 hours, each one. on programming languages, SW development, OO, SS., networks and computer engineering. Build and commercialization of own software product.

Education

- Bachelor Degree in Computer Systems, Pontifical University of Salamanca SPAIN (2000 – 2004)
- Technical Diploma in Computing Science, Salesian Polytechnic Institute of Atocha, Madrid SPAIN (1996 – 1999)

Courses and certifications:

- Certified CAL Educator, Certified Enterprise Coach (CEC), Certified Agile Leader (CAL) Certified Scrum Professional (CSP), Certified Scrum Master (CSM), Certified Scrum Product Owner (CSPO), Registered education provider (REP) (Scrum Alliance)
- Lean Agile Project Management (Masa K. Maeda),
- Coaching Agile Teams (Lyssa Adkins & Michael Spayd)
- Expert in Design thinking (SoulSight)
- Co-Active Coaching Full program (CTI)
- Expert in team coaching and systemic leadership (International Coaching Federation)
- Non violent communication foundations & NVC Dancefloors (by licensed NVC trainers)
- Management 3.0 licensed trainer
- Public speaking training (Florian Mueck)
- Leading Agile Organizations (Peter Behrens)
- Certified LeSS (Large Scale Scrum) Practitioner
- The responsibility process (Christopher Avery)
- Cynefin Informed Agile development (Dave Snowden)

Languages

- Spanish: Native
- English: Fluent / full working proficiency
- Italian: Fluent / full working proficiency