

SYSTEMS AGILITY LLC

INDEPENDENT ENTERPRISE AGILE TRANSFORMATION COACH (Founder)

JUL 2021 - Present

Scaling delivery through executive, organizational, product and team agile coaching

Remote - New York, NY

- **Enable the growth of organizational agile capabilities** and adoption of value stream aligned business agility practices
- **Act as a change agent and guide**, providing coaching to executive leadership emphasizing lean and systems thinking approaches to strategy and investment funding, Agile portfolio operations, and governance
- **Change agent and mentor to product leadership**, improving feature to story refinement practices and adoption of continuous exploration/integration/deployment practices facilitating the flow of value through the CI/CD Pipeline
- **Collaborate with product owners and business stakeholders**, to develop the practice of design thinking, customer centricity, while emphasizing the principles of developing on a cadence with release on demand
- **Conduct Product Owner, Scrum master and DevOps certification training**, in addition to conducting product development workshops, establishing communities of practice, and facilitation of value stream and OKR workshops

MADHIVE LLC

HEAD OF BUSINESS AGILITY / ENTERPRISE AGILE COACH

MAR 2020 – JUL 2021

Lean/Agile Change Agent and Champion of Value Stream Stability & Maturity

Remote - New York, NY

- **Coached and facilitated MadHive's transformation, and adoption of the business agility mindset, culture, practices, and methodologies**, enabling MadHive to shift from a 30-person start-up into a 130-person scale-up
- **Created a foundation, continuous source of inspiration and energy enabling the shift of MadHive's culture** by coaching and training executives, managers, and leaders on the principles business agility and metrics (OKRs) that support customer delight, innovation, and stability/predictability of flow.
- **Established a Business Agility Office (BAO) comprised of scrum masters as multi-dimensional agile coaches**, empowering them to coach beyond the boundaries of teams into all areas of MadHive's value stream
- **Conducted certified Scaled Agile (SAFe) training**, leading to the certification of 12 product owners and managers with SAFe POPM, 10 scrum masters with SAFe SSM, and 32 engineers with SAFe DevOps certifications

AMC NETWORKS

ENTERPRISE AGILE TRANSFORMATION COACH (Contract)

MAR 2020 – JUN 2020

Product coach to the program, Portfolio Coach, to Executive Leadership

Remote - New York, NY

- **Collaborated with Business and Portfolio Operations on transforming existing business processes**, shifting away from project-based delivery to Agile product delivery through the adoption of lean budgeting principles
- **Facilitated roadmap refinement ceremonies with key leadership across product, engineering, and business units** to align and surface a PI backlog, and future state roadmap, leveraging WSJF as the standard mode of prioritization
- **Conducted PO/PM certification training** to all product owners, managers, and business analysts, providing on-going support and coaching to help them to develop the capabilities of a lean/agile product development organization
- **Established a mindset of decentralized systems thinking through empowering systems architects, vendor architects and lead engineers** to form an architectural center of excellence, enabling asynchronous planning and delivery for each future sprint and product increment

CPRIME

ENTERPRISE AGILE TRANSFORMATION COACH

JUL 2019– MAR 2020

Consulting and Managing Enterprise Transformation Coach for multiple CPrime Clients

Various Client Locations

- **Managing Consultant and Enterprise coach for Post Office (UK) working with executive stakeholders and CTO**
 - Successfully launched 3 agile release trains and established an innovation riptide within the organization
 - Inspired holistic systems-based thinking within the leadership team, regularly surfacing the impediments within the Post Office's value stream, people, management, and processes
 - Facilitated and coached PI Planning readiness leading up to the first ART Launch; coaching stakeholders to define the inputs, milestones, and high-level objectives for upcoming future program increments
- **Enterprise Coach at Pratt and Whitney across multiple early maturity software and manufacturing ARTS**
 - Operated across multiple vertical slices of Pratt & Whitney's leadership teams, PMOs, and business units to provide guidance, and insight into developing agile practices and POCs
 - Provided agile training to manufacturing leadership teams, enabling a POC for the transition to 3-D modeling

HOME BOX OFFICE (HBO)

PROJECT MANAGER, MEDIA, TECHNOLOGY, & INFORMATION SYSTEMS

MAR 2017 – JUL 2019

Project Managed HBO's Streaming Media Supply Chain Orchestration and Distribution Platform

New York, NY

- Acted as **chief scrum master, and coach for a team of 30+** system architects, developers, and quality assurance engineers in support of HBO's end to end media workflow orchestration platforms
- **Facilitated product roadmap and feature development/refinement** for HBO's self-service workflow configuration tool allowing business teams to onboard retailer schemas and custom settings
- **Coordinated product delivery efforts with cross-dependent teams, product owners and leadership** to define product vision, and create alignment of product roadmap, identification of milestones, impediment resolution
- **Served as liaison and bridged the gap** between technical and non-technical stakeholders for user story authoring and reporting on project roadmap

MASTERCARD

AGILE TEAM COACH & SCRUM MASTER (Contract)

FEB 2016 – FEB 2017

Team level transformation coach and operational scrum master

New York, NY

- **Scrum master, Coach, & mentor for;** developers, QA, product, engineering, and architecture teams to coaching teams to create realistic sprint goals, and consistently inspect/adapt, to ensure consistent development of scrum capabilities
- **Collaborated with product owners/managers and stakeholders;** coaching leadership to improve their product backlog housekeeping, feature writing, prioritization, and collaboration with stakeholders, and scrum teams
- **Conducted and facilitated SAFe PI Planning meetings,** coaching scrum teams, leadership towards defining PI goals

LIBRARY FOR ALL

PRODUCT DEVELOPMENT COACH / ADVISORY BOARD MEMBER

OCT 2015 – JAN 2016

Product Advisor and coach to senior leadership, business stakeholders, and technologists

New York, NY

- **Advised executives and stakeholders in the adoption of Lean/Agile product development practices** leading to the re-development of the product roadmap; and improved delayed product launch by a full quarter
- **Coached scrum teams, implementing lean and agile based methodologies** enabling continuous development, release, and review cycles

PEARSON EDUCATION

SENIOR ENTERPRISE PROJECT MANAGER – Architecture, Platforms, & Global Content Solutions

SEP 2014 – OCT 2015

Managed transformation to streamline internal and vendor partnerships, collaboration & communication

New York, NY

- **Conducted business analysis on key vendor relationships,** and devised strategy to reduce redundant contracts and internalizing key strategic roles inclusive of platform architects, engineers, and media specialists
- **Responsible for a budget of over \$6M** in internal resources, vendor contracts, and licenses.

NICKELODEON

SENIOR PROJECT MANAGER – Digital Publishing Distribution

FEB 2012 – JUL 2013

Developed Nickelodeon's end to end digital publishing content production, and distribution pipeline

New York, NY

- **Architected and launched global content ingestion, conversion, and global distribution pipeline,** resulting in a 71% reduction in production costs, while improving throughput to 200 titles per month
- **Selected and oversaw key vendor partnerships,** in support of Digital Asset Management, conversion, & distribution

PRE-2013 EXPERIENCE

DIGITAL PRODUCTION MANAGER, & TECHNICAL PROJECT MANAGEMENT

2001 - 2012

Twelve years of experience managing enterprise software development and delivery projects

New York, NY

- **Additional work history through 2001 available via [linkedin.com/in/drewpodwal](https://www.linkedin.com/in/drewpodwal)**

UNITED STATES NAVY

PETTY OFFICER THIRD CLASS – Aviation Electrician's Mate

FEB 1996 – FEB 2001

Five-year veteran honorably discharged with two good conduct medals

Various Duty Stations

- **Awarded Armed Forces Expeditionary medal** USS John C. Stennis (CVN – 71) Operation Southern Watch *Persian Gulf*
- **Humanitarian Award medal** in service of FEMA relief efforts NAVAIRSTA Roosevelt Roads, PR
- **Letter of commendation** from Rear Admiral Albert Sackett for distinguished service