

Paul Henman

Agile Coach based in Toronto

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Accomplishments

Paul Henman has been an agile coach for over fifteen years, working with small (single team) organisations through to multinational corporations. He has coached teams, managers, directors and VPs in engineering and product groups, as well as non-technical stakeholders.

Recently Paul has aided engineering leadership with the evolution of software development processes; facilitated lean coffee sessions, workshops, and team coaching sessions; fostered the use of spikes to reduce risk; introduced a range of retrospective techniques, and recommended tools for more structured approaches to discussing user stories and epics.

He also coached delivery teams, managers, product owners, and stakeholders; helped them create roadmaps and growth plans; designed and delivered workshops to support that growth; facilitated additional learning opportunities (e.g. lean coffee sessions, book clubs, communities of practice); facilitated Agility Health (maturity) assessment for the program management team.

As a member of Agile coaching teams: facilitated regular community meetups for Agile practitioners across the company to share their challenges and discoveries; pair-coached geographically distributed teams; mentored new scrum masters and coaches.

Before coaching, he was a software developer, team lead, project manager, and QA manager. When he joined Systematic Software Engineering he had the opportunity to recruit a team and co-create many practices that were subsequently discovered to be very similar to Scrum. The team naturally coordinated via daily stand-ups and weekly retrospectives; they worked in short iterations, providing monthly deliveries to seek end-user feedback.

Recent Roles

Senior Agile Coach, Index Exchange	2019-2022
Agile Coach, EventMobi	2017-2019
Senior Agile Coach, EPAM Systems	2013-2017
Agile Coach, RBC (Royal Bank of Canada)	2010-2013
Previously	
<ul style="list-style-type: none">• in Ontario: Agile Coach; Scrum Master; Project Manager.• in England: Scrum Master; Project Manager; QA Manager; Team Leader; Software Engineer.	

Education / Professional Membership

[Kanban System Design](#) (KSD), Kanban University, 2023

[Certified Professional in Agile Coaching](#) (ICP-ACC) designation, 2019

[Certified Agile Leadership](#) (CAL1), Agilitrix, 2019

[Agility Health Facilitator](#) (AHF), Agile Transformation Inc., 2016

[Certified Scrum Master](#) (CSM), Berteig Consulting, 2006

B.Sc. (Hons) in Computer Science with Operational Research, [Lancaster University](#), England



Other interests

Photography: founder & organiser of [Toronto Photo Walks](#) for amateur & established photographers

Badminton: player, executive committee member, webmaster for local badminton club

[Toronto Agile Community](#): volunteer, photographer