

Agile & Professional Coach | Trainer | Business Agility Coach



Training

Business Agility Coaching

Professional Coaching

Change Management

Team Coaching and Facilitation

 LinkedIn  LinkedIn

Experiences

Business Agility Coach / Trainer

Coachissime - Since January 2020 - Freelancer - Paris - France



- Individual Coaching in Performance Development and Personal Improvement
- Team and organization coaching in Adaptability and Agility at scale
- Coaching, consulting and training in the transition to enterprise agility Training in Agile coaching skills
- Trainer training on training techniques based on the **neurosciences of learning**

Agile Transformation Coach

Le Groupe La Poste - Since January 2022



- Support for the transition from Agile to SAFe
- Agile and Organizational Coaching. Executive coaching and support for agile transformation at scale
- SAFe Framework training for all staff - 460 trained - more than 25 training sessions, including a plenary session with 220 people.
- Participation in the development of the Target Operating Model, in harmony with the transition to agility at scale
- Identification of value chains and creation of Agile Release Trains
- Analyze improvement opportunities and use Lean practices to eliminate waste
- Organize seminars around the Agile mindset and Business Agility.
- Run Agile sessions around topics related to Agile values, principles and beyond-Agile subjects (Cognitive Biases, Change Management, Interactions, Applied Neuroscience, ...)
- Support for Groupe La Poste's Data & IA department in the transition to business agility
- Adaptation of budget management and support for portfolio management transformation
- Support for the transition from project mode to product mode
- Launch of Lean Portfolio Management (LPM) on the DATA/IA portfolio.
- Manager coaching and transition support
- Coaching RTEs in their new positions.
- Coaching Product Managers, Business Owners, Epic Owners and Systems & Solutions Architects
- Leading the LACE of the DATA/IA portfolio
- JIRA & Confluence set up and management for Agile product management
- Creation and training of JIRA dashboards (Rich Filter + Script Runner)
- Support for the development of visual management tools at strategic and Value Chain level

RTE | Senior Agile Master | Agile Coach

Société Générale - April 2019 to January 2022 - Consultant - Paris - France



- FPM (Financial Performance Management) tribe is responsible of managing budgets and forecast, and of the generation of SG figures and results. It was created following the agile transformation of the department. An agile at scale transformation combining aspects from SAFe and Scaling Agile @ Spotify.
- Support the different teams and Scrum Masters as part of this transformation at scale. "Agile Master" on 2 feature teams in the FPM Train whose applications are qualified as critical within Société Générale.
- Coaching agile and Harmonizing agile processes amongst the feature teams
- As a result: Features teams following an ascending path towards autonomy, empowerment and agile / devops mastery, this was seen and followed up throughout Pls assessments and I&A ceremonies
- Enhancement of the tribe's structure
- Animate the Agile and PO chapters, also catalyst for the "League of Agile Masters" (community of practice transversal throughout many tribes of Business Solution Center department)
- Reinforcing Soft Skills and coaching team members

★ I help people, teams and organizations unlock their full potential ★

I am a true believer that anyone can find the strength to change if they have the will to do so. I accompany individuals and organizations as a professional coach in their journey to emerge and learn from past failures and successes to improve and overcome their problems, reaching new levels of potential and success.

I am also an agile coach. Agile is my element, I'm good at it and I am on an endless path leading to endless improvement. My goal is to empower the teams and the individuals I have the chance to work with and make that all the system works in harmony to release better products quicker and in the best work environment.

Furthermore, I am a certified Business Agility Coach, I help Senior Managers and C-Level members create the fertile ground for the road to Agile transformation. My expertise links both Agile knowledge and professional Coaching practices, making it the most suitable and efficient type of accompaniment for an enterprise multi-layered transformation.

39 years old
Driving License

✉ hafedh.messaoudi@coachissime.fr

☎ +33659827721

- Mentoring future Agile Masters / Product Owners
- Expansion of Agile practices and inclusion of business stakeholders in the agile mindset
- Release Train Engineer of the Datalake train, composed of 8 FT
- Embedded Coach within the tribe composed of 3 trains of 32 teams

Agile Coach

Europ Assistance - January 2019 to March 2019 - Consultant - Saint-Denis - France



- Support of different teams in the improvement and implementation of Agile principles.
- Team coaching for better cohesion, communication and catalyzing collective intelligence
- Coaching of managers for better alignment with transversal teams expectations
- Coaching of the Product Owner to improve the expression of needs and the collection of customer needs ==> Better alignment with stakeholders' vision + Enhancement appreciation of the team's work and value stream
- Improved involvement of team members ==> Members who used to "do the job they were told to do" became proactive and more involved in the value chain and team's life
- Conduct Agile trainings and Animate serious games

Senior Scrum Master | Agile Coach

BNP Paribas CIB - February 2016 to January 2019 - Consultant - Paris - France



- I joined a team created for an emerging regulatory need following a new regulation called Senior Management and Certification Regime (SMCR). The goal is to design an application to ensure the annual certification of more than 1,500 people working within the bank during the month of January.
- Certification ensured from the first year of the regulation: No financial impact due to delays, BNP was the first bank to have an In-House application for SMCR regulation
- Scrum Master of a distributed team between London, Mumbai and Paris
- I suggested the appointment of a full-time PO on the business side - Coaching of this Product Owner in London - Result: improved performance of the team which has become a model of agility in the department
- Agile coaching of other teams wanting to transform to or enhance their agile practices and values
- Connection with other agile, UX and Craftsmanship coaches from different departments - Teams became empowered and training mindset and culture installed within the teams
- Facilitate the implementing of a DEVOPS and software craftsmanship culture
- Frequent travels to BNP London branch (fortnightly 3 days visit between 2017 and 2019) to coach and advocate the inclusion of business stakeholders in the Agile journey

Old experiences

Various companies - January 2010 to January 2016

- 2012-2015 : Agile Team Leader at Linedata, GRT Gaz, Banque De France, then BNP Paribas
- 2011-2012 : Scrum Master at Linedata
- 2010-2011: Scrum Developer at Cylande Africa

Volunteer individual coaching

Solidarity Coaching - April 2020 to August 2020

- Individual coaching; help improve self-esteem, to know oneself better and gain personal and professional resilience

- Coaching of generations Y and Z. Support for the improvement and acquisition of soft skills and leadership postures

Portfolios

Certifications



Website

<https://coachissime.fr>

Education

Brain Modus Operandi - Level 1 Practitioner

BMO

November 2023 to December 2023

- Understanding human neuroanatomy
- Explaining perceptions and representations through neuroscientific analysis
- Shift and help to shift from rational illusion to living logic
- Practicing metacognition as a change coach and understanding physiological mechanisms in terms of neurotransmitters and internal triggers

Business Systems Theory

Institut Repère

April 2023

Apply a systemic, interactional and strategic vision of a problematic situation in the company

- Applying an interactional and systemic vision to institutions and companies
- Strategic intervention: Analysis, planning, development and coaching
- Clarifying the intervention framework and using the model
- Identify interactional loops in an organizational context to help people become aware of their relational "ruts"
- Use direct, paradoxical intervention to stimulate the client's self-decision
- Clarify one's mandate within the framework of an intervention in order to empower the person, team or company being coached in the implementation of Level 2 change.

Appreciative Inquiry Practitioner

Institut Français de l'Appreciative Inquiry

November 2020 to February 2021

Training aimed at becoming a Practitioner of the APPRECIATIVE INQUIRY approach. As a practitioner I can allow :

- Talent recognition
- Project co-construction in an inclusive way and involve all elements of a system (organization, team, ...)
- Commitment and cohesion
- Innovation and Agility
- A shared outlook on the future
- The creation of a sustainable collective dynamic
- The appreciation of life and the collective

Process Communication Coach

Kahler Communication France

November 2020 to December 2020

Certification on Process Communication Model Coaching

Ability to adapt my intervention strategy with

coachees, analyze the difficulties they encountered in building on this model and developing plans

of action to help them solve any encountered problems.

Application to team coaching.

Coach Consultant

Linkup Coaching

January 2020 to September 2020

- Develop team performance and improve functioning and collective intelligence
- Support change management
- Support leaders in decision-making, in managing complexity and implementing an efficient management or leadership style
- Help executives and decision-makers to build a new vision and share it
- Develop new skills and new learning
- Work for the inclusion and integration of teams and individuals across "cultural" differences

Agile Coach

Véronique Messenger

February 2017 to February 2018

- Coach postures
- Fundamentals of agile coaching
- Acquire the key skills of coaching / mentoring
- Improve listening skills and availability for supported people / teams
- Being able to anticipate and circumvent the mechanisms of resistance to change

Software Engineer

National Institute of Applied Sciences and Technology

September 2004 to January 2010

Engineering degree in software engineering

Skills

Languages

- English
- French
- Arabic



Methods & Frameworks

- Agile
- Kanban
- Scrum
- SAFe
- LeSS
- Scrum @ Scale
- Change Management
- Appreciative Inquiry
- Systemic
- Lean Management
- ProcessCom
- NVC
- Transactional Analysis
- Coaching
- Facilitation
- Training



Tools & Techniques

- Jira
- Training from the Back of the Room!
- Serious Games
- Miro
- Remo
- Trello
- Confluence
- Zoom
- draft.io
- Klaxoon



Interests

Miscellaneous

- Travel
- Scuba Diving
- Video games
- Meetups & Networking
- Jogging

Literature

- Human Science
- Cognition & Cognitive Biases
- Coaching approaches

Certifications



MCB80.1x: Fundamentals of Neuroscience, Part 1: The Electrical Properties of the Neuron 10/2023
[\(View certification\)](#)



Training from the Back of the Room - Certified Trainer 04/2022



Certified OKR Practitioner (C-OKRP)™ - Level 1 & 2 03/2022
[\(View certification\)](#)



ICAgile Authorized Instructor 02/2022



Training from the Back of the Room - VE 01/2022



Process Communication Model Certified Coach 01/2022



SAFe Remote Trainer 01/2022
[\(View certification\)](#)



AgilityHealth® Facilitator 12/2021



SAFe SPC 07/2021
[\(View certification\)](#)



ICP-ACC 11/2020
[\(View certification\)](#)



ICP-ATF 11/2020
[\(View certification\)](#)



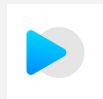
ICP-CAT 10/2020
[\(View certification\)](#)



ICP-ENT 10/2020
[\(View certification\)](#)



Agile Coach Accredited Certification 10/2020
[\(View certification\)](#)



Coach Professionnel Certifié 09/2020