

Martijn Nas



Personal details

Date of birth : 7 March 1972
Place of birth : Nijmegen
Nationality : Dutch
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Profile

I'm a driven and a motivated Agile initiator. I provide the essential driving force to motivate colleagues, clients and participants. I learn through 'trial and success'. I believe that people and organizations have talents. These talents have the right to be developed and multiplied. When talents are agile, you get Agile organizers and employees with more commitment. With this I achieve my personal mission: make the world a bit brighter than it is today. To achieve this, I use PEP everywhere! PEP stands for Persistence, Energy and Passion. Do you want PEP in your organization?

Education and training

2020 Facilitator training SERIOUS PLAY® LEGO® (Frankfurt DE)
2019 SAFe Agilist (Scaled Agile Framework)
2018 PSM 1 Scrum.org (<https://www.scrum.org/user/368153>)
2018 PSPO 1 Scrum.org (<https://www.scrum.org/user/368151>)
2017 DISC Trainer & Guide (<https://mapstell.com/en>)
2016 ITT WOSM (International Trainers Training World Organization of the Scout Movement) – Jambville FR
2013 Trainers training and Consultant in NLP (NLP University of California Santa Cruz)
2010 MI / Motivational Interviewing techniques
2010 Trainer Scouting Nederland
2007-2011 NLP Practitioners/Master's degree IEP Nijmegen.
1990-1991 MBO Agogic Counsellor

Work experience

2010 - current **Director-owner; MartijnNas.com**
Specialized in developing the engagement of employees through agile coaching.

2020- current **Agile transformational coach; WOSM**
Voluntary
As agile coach, introducing an agile way of working for the World Organisation of Scout Movement. Starting a project with 4 Scrum teams, to create knowledge and learning experience in how scrum will work when volunteers and professional staff are co-creating a scale-up version of the Scrum framework.

2020- current **Agile coach; InBiome Amsterdam**
Coaching the agile transformation within InBiome working with several teams, trained the 4 SM's & 2 PO's within the company coach 3 internal Scrum teams to become an independent working teams. As agile Coach responsible for the transformation set-up.

2020- current **Leadership trainer; CGDIS Luxemburg**
Delivering custom designed training on servant leadership program with emphasis on serving leadership for (future) managers in the fire brigade. For CDGIS it was important that Agile leadership was experienced by the participants.

2020- 2021 **Agile coach; Telenet Belgium** at the residential domain and optical tribe
As agile coach involved with the implementation of the new Telenet Agile Way of Working (TAWoW). Coaching of several tribes with multiple teams on implementing TAWoW. Agile Coach with the transformation team responsible for scaling up:
- Agile Coaching for coaches,
- Scrum Master,
- Product owner.

2019 **Agile coach; PostNL CBS (BU Cross-Border-Solutions worldwide)**
Coaching the agile transformation within PostNL. Worked with several teams, trained SM's & PO's within the company and coached 6 internal coaches on their coaching-role to become an independent agile coach with in a SAFe frame work. As agile Coach with the transformation team responsible for setting up:
- Agile (SAFe) leadership,

	- Agile Coaching for coaches, - Scrum Master & Product owner.
2018-2020	Speaker; Agile testing days 2018&2019 (Postdam Germany) 2019 Masterclass Agile Coaching (https://agiletestingdays.com/speaker/martijn-nas/) 2018 Keynote about human behavioral styles within an agile framework. Named as top 10 speaker by the public out of 120 speakers. See: (https://www.linkedin.com/feed/update/urn:li:activity:6480453936435204096/)
2013-2018	Agile trainer/coach; KPN-consulting: Developing coaching skills training within Agile framework based on Neuro Linguistic Programming and Motivational Interviewing. Trained over 50 Agile coaches in coaching skills.
2015-2019	Agile Soft-skill trainer; De Agile Testers (D.A.T) Training with emphasis on how to recognize and use soft-skills in a Scrum/Agile team. i.a. behavioral styles of D.I.S.C. various NLP and Motivational Interviewing techniques. Monthly Masterclass "More influence in communication with Scrumteams"
2016-2020	Leadership trainer; Modine Leadership training with an emphasis on agility transformation. Modine is a supplier in the auto-motive industry and historically has a clear 'Rijnlands' steering model. This top-down organization is now working on a lean / agile transformation.
2016	Leadership trainer; Whirlpool (Chicago) Co-creating a high-potential leadership program. The emphasis was on serving leadership for (future) managers. For Whirlpool, it was important that the Agile leadership was experienced by the participants.
2013-2014	Brand Engagement Manager; Specsavers Nederland Implementing a training programme with individual and team components, focused on optimizing 'brand engagement' with the 1400 employees.
2010-2013	Program manager Scouting Academy Scouting Nederland Developing and implementing within a Scrum framework anew Agile training methodology for 25,000 executives by 250 volunteer trainers.
2007.2010	Director-owner; Astuto Training&Advies (sold 2010) Coaching up to 100 new entrepreneurs to grow successfully the commercial activities of their enterprises, achieving a score of 96% according to the UWV's records (national average was at that moment 42%).
2006-2007	<i>Company manager Blue Man Group; Stage Entertainment,</i>
2006	<i>Trainer Coach/Project Consultant Office Depot,</i>
2003-2006	<i>Associate Consultant; Parilia International B.V.</i>
2002-2003	<i>Consultant; ABN AMRO Bank CCC</i>
2001-2002	<i>Sales Executive; Office Depot</i>
1998-2001	<i>Sales Executive; Unique</i>
1989 - 1997	<i>Skater Performer; Holiday on Ice</i>
1992 - 1993	<i>Medical corps, non-commissioned officer; Military services.</i>

Project and work experience outside working hours:

2019- current	International Consultant trainer; WOSM Developing and delivering customized course for 150 new consultants for the world framework of WOSM (World Organization of the Scout Movement)
1999 - 2017	Training team Trainer/Coordinator: Region ZON Scouting Nederland Setting up new training methodology and organization of Scouting Academy 2010, working from learning needs rather than training offer.
Project: 2003	Coördinator; Kerk In Aktie Coordinating day event 'Peru's Cenedella's' coordinating agreements between Efteling theme park and KIA
Project: 1998	Executive Producer; Kids on Ice, in cooperation with Holiday on Ice and De Efteling

Languages

English, German, Dutch.

Leisure time

Scouting, filming, traveling, diving, skiing, cooking and enjoying life to the full.