

Martijn Nas

Personal details

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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– 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. Clients I have worked with are, a.o., ASML Netherlands, WOSM worldwide, Deloitte Netherlands, Telenet Belgium, CGDIS Luxemburg, AVM Germany, Inbiome, PostNL, FieldWorx, Kwattaas, Essent, Modine, Office Depot, Whirlpool USA, ABN AMRO.

2022-current **Senior agile coach; ASML**
Setting up different ART's and coaching different LC's and teams.

2019 - 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.

2018 - current **Speaker; Agile testing days** (Postdam Germany)
2022 Speaker "[Any dramatic elephants in the room?](#)"
2021 Masterclass LEGO® SERIOUS PLAY "[How to test the stupid out of your organization](#)"
2019 [Masterclass Agile Coaching](#)
2018 Keynote about [human behavioral styles](#) within an agile framework.

2021-2022 **Lead agile coach; Deloitte**
Setting up the roadmap for the agile transition at Deloitte Audit & Assurance.

- 2020 - 2022 **Agile coach; InBiome Amsterdam**
Coaching the agile transformation within InBiome, working with several teams.
- 2020 - 2021 **Agile coach; Telenet Belgium**
Coaching at the residential domain and optical tribe as agile coach involved with the implementation of the new Telenet Agile Way of Working (TAWoW).
- 2019-2020 **Agile coach; PostNL CBS (BU Cross-Border-Solutions worldwide)**
Coaching the agile transformation within PostNL and coached 6 internal coaches on their coaching-role to become an independent agile coach within a SAFe frame work.
- 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"
- 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.
- 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.
- 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 program 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)**
- 2006 - 2007 **Company manager Blue Man Group; Stage Entertainment**
- 2006 **Trainer Coach/Project Consultant; Office Depot**
- 2003 - 2006 **Associate Consultant; Parilia International B.V.**
- 2002 - 2003 **Consultant; ABN AMRO Bank CCC**
- 2001 - 2002 **Sales Executive; Office Depot**
- 1998 - 2001 **Sales Executive; Unique**
- 1989 - 1997 **Skater Performer; Holiday on Ice**
- 1992 - 1993 **Medical corps, non-commissioned officer; Military services**

Voluntary work

- 2018 - current **Agile transformational coach; WOSM**
As agile coach, introducing an agile way of working for the World Organization of Scouts 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. Currently working with 46 Scrum teams.
- 1999 - 2017 **Training team Trainer/Coordinator; Region ZON Scouting Nederland**

Leisure time:

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