

Grant W. Shull

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MOTTO: Let's Party for Mercy's Sake like Never Before - BE-A-PEACEMAKER.COM... **FOREVER!**

MISSION: DELIVER SUSTAINABLE IMPACT BY THE-AGILITY-OF-GRACE.COM FOR GOOD!

CERTIFICATION: Certified Agile Leader (Agility-at-Scale C-Level Change Agent) - Agile for All

Versatile, Practical Innovator & COACH bringing to bear 44+ years of hands-on coaching experience forming technically excellent, self-optimizing, creative teams geared toward maximum, demonstrable, practical impact; **Servant-Leader** who places himself at your service...

So That YOU Can DELIVER
Maximum Impact
Abundant Returns
The Agility of Grace &
The Refreshing ICED-T
That is YOU!

Adept at co-dreaming, enhancing team empathy, brainstorming, JAD facilitation, and delivering the impact of full-bore, continuous, guest-centric product, process & service innovations along with the most relevant, and delightfully webbed value contexts imaginable.

Deeply skilled at normalizing, and hardening enterprise data for business process operations, analytical reporting, and the related no-update, block-chaining AI-driven decision-support infrastructures required to magnify, with kaizen, the benefits of one-button, SAFE-compliant, CI/CD DevOps-driven Agile Delivery Trains as both a Standard Operating Procedure, and a highly prioritized team goal.

**MADE IBM THE FIRST & LARGEST AGILE-AT-SCALE ENTERPRISE ON EARTH
AND
HELPED CREATE THE CYNEFIN OF AGILITY IN THE PROCESS**

Mr. Shull Means Happiness. His transcendent, ineffably lit, hands-on, roll-up-your-sleeves-and-make-the-biggest-difference-you-can-right-now approach means: No team is too small. No blocker too big. And no solution for achieving Agility-at-Scale too intractable. He dares everyone to believe their hopes, and dreams into the action of goodwill. He helps his teams to craft delightfully packaged products, born of illuminating Moments of Mercy. He guides his teams to do more better, even more better, just a little more better, each, and every day, so that they can deliver merciful offerings of happiness as their shared opus to their waiting, and thirsty neighbors. He guides his teams to harvest enduring wisdom from eliminating the fears, uncertainties, doubts, and shameful blocking sorrows that are inevitably encountered, and collaboratively vanquished along the way. And he conducts his teams to ineffably glowing successes in whatever endeavor they may choose to accept, and, ultimately decide to undertake, TOGETHER.

PUBLICATIONS

Author of several books which promote, and provide the practical punch for living, laboring, and loving with Agility, including an IBM Redbook entitled, **Building e-Commerce Solutions with Net.Commerce (#SG24-5417-00)**, and a series of very recent works published through **LMSSPT.com**, where Kindle Unlimited Subscribers ALWAYS read for free, including: **The Little Mustard Seed Starter Pack Trilogy**, written as a series of poetically illuminated workbooks to help both children of all ages, and Agile practitioners of all interest levels gain insight into a becoming an integral part of a World of Workers Laboring Together with Dignity who Gather Us Home toward a Sustainable Global Peace according to **The-Agility-of-Grace.com** (title under development), even as each & every of us, who is of Goodwill, strives to: **BE-A-PEACEMAKER.COM!**

Mr. Shull Delivers Real World Peace by The Agility of Grace, one bowl, one day, one Peacemaker, and one 9/11 Celebrated throughout September as **Peacemakers-Day.com** at a time. His titles that carry the ".com" moniker are doubled by the eponymous **websites** he maintains along with **Whirled-Pease.com**, and **HOLY-MERCIPALOOZA.COM**, and are tripled by **commercial enterprises** that **Mean Peace**.

PROFESSIONAL EXPERIENCE

3/2010 to Present. CEO. Fitness Interface LLC. Orlando, FL.

10+ years

10+ Years of Delivering Agility for an AI-dependent Machine-Platform-Crowd World

- **Proving that Mercy is the Key to EVERYTHING!**
 - **Team of Teams Size:** 200+
 - **Immediate Team Size:** 50+
 - **Key Clients:** Humana, TCS
 - **Technologies:** Agility - Azure DevOps Services; HMI - AngularJS; EIS - JSON, XML, X12-835/837 for CMS, States & Billing Providers; FHIR 4.0; Azure Native Cloud Components, Data Lake, Data Factories, Micro-Services, and Utilities; IBM - IIB, ODM, BPM; Oracle 12c & 18c; DevOps - Automate Software GmbH, Ansible, Puppet, Chef, GitHub
 - **Living a Life of Agility & Providing Guidance** to creative teams according to the ethos of The-Agility-of-Grace.com while writing book of same title, because Agility isn't something you do, it's what you become by engaging with the Grace of Goodwill each & every day
 - **Serving as Agility-at-Scale Change Agent from the C-Level on UP**
 - **Developing WhirledPeace.com & PeacemakersDay.com initiatives promoting World Peace through The-Agility-of-Grace.com**
 - **Creating Agile sales & employment opportunities via HELLO-MERCIPALOOZA.com**
 - **Asked to not leave by current team**, even though seeking position at home in Orlando or as 3-4-5 Traveler from same as solid base for building family, community & WP4WP.com

- **Delivering AI-ready Agility as an Agility Coach, Managing Architect & Chief Data Designer**
 - **Team of Teams Size:** 10,000+
 - **Immediate Team Size:** 3 to 50+
 - **Key Clients:** JPMC, AAA, Bell Labs, NC Department of Taxation, Wells Fargo, Deloitte, MasterCard, United States Patent & Trademark Office (USPTO), DaVita, BS/BC FPC, XO Communications, VA/DoD eHR, Harris, Eisai, MITRE, IRS Affordable Care Act Conversion Office, VA Medical Records Division, United States Military Entrance Processing Command (USMEPCOM)
 - **Technologies:** Agility - JIRA, VersionOne, Rally, Trello, Sparx Enterprise Architect; HMI - AngularJS; EIS - JSON, XML, Java full-stack, X12-835/837 for CMS, States & Billing Providers; FHIR 4.0; IBM - IIB, ODM, BPM; Oracle 12c; DevOps - Automate Software GmbH, Ansible, Puppet, Chef, GitHub
 - **Synthesized Interdisciplinary sources for Coach-the-Coaches World Tour at JPMC**
 - **Mapped Dream-Believe-Dare-Do Pattern to Retrospect-Plan-Check-Demonstrate-Release Pattern**
 - **Received Kudos for Innovative Thinking & Application of Knowledge** from collaborating tour author
 - **Wrote Little Mustard Seed Starter Pack Trilogy and published through LMSSPT.com to make Agility accessible for all**
 - **Innovated The MUSIC-Oriented Redaction Engine Pattern (The MORE Pattern™)** specifying Stateless, NO UPDATE, Block-Chain-ready Architectural Alignment to efficiently & effectively address accelerating GDPR data management needs in increasingly message-driven world served by ever-expanding assortment of rapidly integrating Machine-Platform-Crowd micro-service clouds
 - **Invited to present The MORE Pattern™ as Killer AI Pattern for implementation** by DaVita SAFe Transformation Team, BC/BS NAS, Bell Labs, USPTO, Humana & others
 - **Received Recognition from Chief Architect** for demonstrating outstandingly infectious AI-Oriented Transformation Skills at USPTO
 - **Received honor of being “disallowed” to participate in stage two of USPTO transformation** – Participation on bid deemed unfair advantage

- **Received Scrum Master Kudos for number of independent value streams kept in flight** at Wells Fargo
- **Saluted by Generals for Applying Agility to rapid ATO certification of VA/Dod eHR initiative**, when, otherwise, all hope for certification appeared to be lost
 - **Received Guest Satisfaction Award Recognition for same**

12/2007–03/2010. Agile Program Coach. TIBCO. Washington, DC.

2+ years

12+ Years Fitting Agility into a PMBOK Worldview

- **Led Agility Transformation within the context of PMBOK EVM “Iron Waterfall” at DHS USCIS**
 - **Team of Teams Size:** 1,000+
 - **Immediate Team Size:** 3 - 50+
 - **Client:** Dept. of Homeland Security US Citizenship & Immigration Services (DHS USCIS)
 - **Technologies:** Agility – Spreadsheet Macros, Microsoft Project; TIBCO - Active Matrix, Business Works, Business Events, Enterprise Message Service; Oracle 11g; EIS - XML, NEIM; DevOps - GitHub
 - **Received Award as Agility Leader & Team Award for Agility**
 - Created framework for **entirely new Agile Contracting Vehicle** at Federal Level.

09/2000-12/2007. Executive Agile Architect. Baltimore, MD

7+ years

19+ Years Delivering ROI through C-Level Agility Across the Industry Spectrum

- **Led Enterprise Agility Transformations as Managing Architect & Agility Coach**
 - **Team of Team Size:** 350+
 - **Immediate Team Size:** 4 – 40
 - **Key Clients:** FEMA, 3M Johnson & Johnson’s, JWT, RBC Dain Rauscher, Mayo Clinic, Wells Fargo, Nash Finch, Gulfstream
- **Led CIO-Level Modernization Initiatives resulting in Greater Enterprise Agility**
 - **Team of Team Size:** 250 – 10,000+
 - **Immediate Team Size:** 8 to 12
 - **Key Clients:** CareFirst BCBS, Mayo Clinic, Aetna, UHc, Walgreens, Pfizer, Health Now (a Blue Cross Affiliate), ExpressScripts, Principal Financial, Horace Mann, Disney (pro bono)

01/2000-09/2000. Managing Architect. Telismart. Omaha, NE.

9 months

20+ Years Leading Execs with Test-First Agility toward Lean Enterprises

- **Led Lean Enterprise with XP Agility, JAD, and Storytelling Expertise**
 - **Executive Corp Size:** 15+
 - **Immediate Team Size:** 50+
 - **Led Executive Corp** to be Agile First, align to Purpose, and synchronize Releases
 - **CIO declared enterprise 10x more efficient due to Agility Leadership demonstrated**
 - **Hired & Trained BA Corp of 25+** in eXtreme Programming Storytelling & Agile Product Management techniques

02/1999-01/2000. Program Manager. Kean. Independence, OH.

1 year

21+ Years Creating World-Class Agility as a C-Level Recognized Leader

- **Led Six-Sigma oriented Agile Transformation**
 - **Executive Corp Size:** 5+
 - **Team of Teams Size:** 10,000+ World Wide
 - **Immediate Team Size:** 10 – 12
 - **Client:** GE Quartz
 - **Recognized by Jack Welch** as the LEADING VOICE in Agile Transformations, PERIOD!

11/1996-02/1999. IT Agility Architect. IBM, Cleveland, OH.

2+ years

23+ Years Innovating the Practice of Agility

- **Led game-changing WWW Modernizations with Agility**
 - **Team of Teams Size:** 100,000+
 - **Immediate Team Size:** 12 – 50+
 - **Key Clients:** Goodyear, Victoria's Secret, Target
 - **Wrote Red Book Section on Transformational Leadership** with Agility in accelerating delivery context of First Internet Revolution

03/1994-11/1996. Managing Architect. Transformational Consulting, Cleveland, OH

2+ years

26+ Years Delivering Agility at Scale

- **Made IBM Largest Agile-at-Scale Enterprise Ever**
 - **Team of Teams Size:** 100,000+
 - **Immediate Team Size:** 3 - 12
 - **Key Clients:** IBM, Smuckers, McHale/USConnect, Jones Day
 - **Collaborated with Bob Hopewell, Father of RAD, Grandfather of Agile**
 - **Helped Dave Snowden's Team Create Cynefin**
 - **Created Enterprise-Wide Intellectual Capital Management System** at IBM
 - Delivered Accelerated Value of C2C integration using Lotus Notes & AVM – pre-Internet

08/1988-03/1994. Product Manager. CBIS. Cologne, Germany.

5+ years

31+ Years Guiding SAFe Agility to Abundant Global Fruition

- **Led competitive Agile teams delivering mobility solutions throughout Europe & the US**
 - **Team of Teams Size:** 100,000+
 - **Immediate Team Size:** 12 - 50+
 - **Key Clients:** T-Mobile, Swiss PTT, Dutch PTT, Cable and Wireless, McCaw Cellular
 - **Pioneered Offshoring** by reverse-offshoring to US with limited technology support
 - Built Global Team: Conference Calls, Faxes, & Modems that sometimes worked
 - **Modernized Swiss PTT using Lean Enterprise** techniques
 - Delivered Highly Detailed Sales Proposals with Agility
 - Built on-shore delivery partner network throughout Europe
- **Created SAFe-compliant ART with Agile Team (before we called it that)**
 - Incorporated Enterprise Agility Analysis from Deming & JIT from Toyota
 - Experimented with Dream-Believe-Dare-Do Framework & NeXT AI boxes
 - Served as RTE & Chief Tester

06/1986-08/1988. Consultant. The Synergy Group. Chicago, IL.

2+ years

33+ Years Creating Innovative Systems with Rising Technologies of Agility

- **Made the IT Transition from Mainframe to Footprints of Agility Happen**
 - **Team of Teams Size:** 1000+
 - **Immediate Team Size:** 3 - 12
 - **Key Clients:** Michael Reese Hospital, IRI, Sound & Stagecraft
 - **Named "The Tie on the Job"** at Sound & Stagecraft
 - **Created rudimentary AI application for selecting Fellows & Residents** at Michael Reese Hospital
 - **Provided AI seeding for consumer behavior indexing applications** at IRI
 - Delivered Guest Satisfaction through innovation each & every day
 - Completed Computer Career Program at DePaul University to transfer Agility of Liberal Arts & Interdisciplinary Studies Skills to core disciplines of IT

08/1983-05/1986. Independent Consultant. Miami University, Oxford, OH
36+ Years Solving Problems with Agility

2+ years

- **Served as Technical Liaison for Cohort Size of 80+**
 - Provided IT technology assistance to help complete assignments with Agility
- **Learned Interdisciplinary Method as the Way for Solving Problems with Agility at Western College Program, School of Interdisciplinary Studies**
 - Go to center of problem via Root Cause Analysis
 - Ask people experiencing sorrow to tell own stories in own words by asking:
 - What do you want to be able to do that you cannot do now?
 - What could you accomplish, and what impact could you create if you could?
 - What makes you The Refreshing ICED-T that is YOU?
 - What can you do to be the change you want to see in the world?
 - What small thing do you want to do next, and next, and next?
 - What can you commit to doing right now?
 - Who do you need to help you get this done?
 - What application of technology could help you get this done?
 - What do you want to do to make this part of your creative culture?
 - Ask people of sorrow, and people they name same set of questions... over & over again, until no more stories can be told
 - Then invite everyone possible to engage, make impact real, and put on periodic shows to demonstrate positive impact on community & on resulting creative culture
 - Gather data, and adjust approach accordingly along the way

08/1979-08/1983. Independent Consultant. Willard High School, Willard, OH
37+ Years Advocating Agility through Quality, Performance & Continual Learning

3+ years

- **Served as Tutor, and Dramatic Creativity Consultant**
 - **Team of Teams Size:** 600+
 - **Immediate Team Size:** 6 - 40+
 - **Graduated Valedictorian with a 4.0 GPA**
 - **Received Senior Math Award**
 - **Received OSEA Regents Scholarship**
 - **Valedictory Address Theme: The Golden Thread of Creative Promise as the Core Warmth of Our Shared Agility**
 - Delivered address less than 10 miles from Mrs. Flora Call-Disney's childhood home
 - Absorbed Disney Magic as applied to IT work at newly opened EPCOT Center pre-show while on Senior Class Trip/Show Choir Tour, Summer, 1983

08/1975-08/1983. Coach. Junior Bowling & Pee Wee Basketball. Willard, OH.
44+ Years of Coaching Teams toward Ever-Greater Agility

9+ years

- **Brought personal computer technology to bear on executing duties of League Secretary**
 - **Team of Teams Size:** 500+
 - **Immediate Team Size:** 4-6
 - **Emphasized continual exercise of proven techniques for growth toward enhanced team & community agility**
 - Observed team performance, and made structured, yet individualized recommendations for positive change
 - Invited individuals to conform to community norms, values, and practices to promote overall team agility

EDUCATION

- 08/1989-08/1990. Law.** Chase College of Law. Highland Heights, KY. **1 year**
- **Completed First Year of JD Studies.**
- 09/1986-04/1987. Professional Certificate.** DePaul University. Chicago, IL. **7 months**
- **Completed Computer Career Program with honors, 1987**
- 08/1983-05/1986. Bachelor of Philosophy.** Miami University, Oxford, OH. **2+ years**
- **Graduated Magna cum laude**
 - **Nominated Phi Beta Kappa**
- 08/1983-05/1986. College Prep.** Willard High School. Willard, OH. **3+ years**
- **Graduated Valedictorian: 4.0 GPA**
 - **Received Senior Math Award**
 - **Received OSEA Regents Scholarship**

PROFESSIONAL TRAINING**30+ years**

- Certified Agile Leader Intensive Workshop, Agile for All with Peter Green (of Adobe fame)
- Visioning Workshop and JAD Session, CBIS
- Strategic Selling and Guerilla Sales Techniques, IBM/Summa
- Project Management in a Changing World, CBIS
- Productivity Management (PMBOK), Keane
- Effective Negotiating®, CBIS/Karrass
- Effective Sales Proposal Writing, CBIS
- SOA Principles and Practice, TIBCO
- Conflict Management and Resolution, CBIS
- Lotus Accelerated Development Method, USConnect/IBM
- Joint Application Design (JAD) Facilitation, IBM
- Rapid Application Development Methodology and Advanced RAD, IBM
- **Collaborated with Bob Hopewell, Grandfather of Agility, on IBM's Global ICMS, IBM**
- Data Warehousing Design and Implementation, IBM
- Enterprise Data Analysis and Design, CBIS
- OOA, OOD and Java, IBM
- RUP and J2EE, CIBER
- E-Business Architecture and Method Blue, IBM
- WebSphere Business Integrator, IBM
- Lombardi TeamWorks/IBM BPM Bootcamp, Cognizant
- MetaStorm BPM Boot Camp, OpenText

KEY LEAN/AGILE COMPETENCIES**44+ years**

Agile Global Program Management
 Off-shore/Multi-site Team Management
 Guest Relationship Management
 Agile Strategic Planning/Implementation
 International Business Development
 Agile Process & Continuous Optimization
 Six Sigma Processes Improvement
 Risk Management
 Agile E-Commerce Implementation
 Business Intelligence/Agility Enablement

Agile Information Design
 JIT Data Warehousing
 Standards-Driven Integration
 Agile Enterprise Data Modeling
 Knowledge Management
 Agile Change Management
 Creative Culture/Community Building
 Putting on a Show with Impact
 Agile/JIT IT/Business Integration
 Big-Data/Block-Chain Leverage