



Ivo Pekšēns

Facilitator, Scrum Master,
Agile, Team and Leadership
Coach

CONTACT

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EDUCATION

- Riga Technical University w/RBS 
M.Sc.Eng in Business Informatics
Completed in 2013
- Riga Technical University 
M.Sc.Eng. in Computer hardware & netw.
Completed in 2003
- Riga Technical University 
B.Sc.Eng. in Comp. control. & Comp.Sc.
Completed in 2000

SKILLS +

- IT, Software & Product development
- Scrum & scaled Scrum frameworks
- Agile methods
- Agile project management
- Agile Coaching
- Coaching & Team Coaching
- Facilitation & Team Facilitation
- Large group facilitation
- Learning facilitation
- Training design & delivery

LANGUAGES

English	    
Latvian	    
Russian	    

PROFILE

I am a Certified Facilitator, Scrum Master, Trainer, Agile, Team & Leadership Coach with 25+ years of work experience in Latvian and international organizations. I have a deep interest in helping people succeed together at scale and have means to do that happen in an open, respectful and safe way. I have been mentored by former NASA engineer, learned at General Electric Corp, spoke & published at IEEE Xplore, got 2 Master degrees, worked at Silicon Valley based company, been mentored by and learned from MCC level coaches, the 1st Scrum Alliance CTC in Baltics, event, unconference co-organizer in EU, son, brother, friend, husband, dad.

WORK EXPERIENCE

The Surprising Team Lab | CEO, Facilitator, HR Partner (LV, BAL) Jan 2025 – Present

Impact: Partnering with HRs and Leaders to make Employee experience better, together. Increase DEIB via special facilitation method. Design & facilitation of strategic and tactical meetings, workshops, gatherings. Clients in insurance, pharma, public, transportation sectors.

Lahti University of Technology | Scrum Coach / Seasonal (FIN) Jan 2022 – Present

Impact: Helped student Scrum teams with real industry represented Product Owners create working products in short time (6 partially attended Sprints). Examples: Solita mobile factory, F-Secure app, Starjump.fi, Lovnity, Accounting

FITA.lv | Agile Program Director / Learning Facilitator / Contract (LV) Aug 2025 – Apr 2026

Impact: Helping public sector organizations learn self-organization and management with Scrum & Agile and apply those in real work to boost capability to innovate and adapt (A2I). Assessing, creating, training, mentoring, supporting Scrum Masters & Product Owners in certification process.

Riga Technical University | Leadership & Scrum Coach / Contract (LV) Apr 2025 – Mar 2026

Impact: Helping university internal IT division adopt self-organization and management in IT project & product development with Scrum to decrease T2M metric. Guiding management, piloting Scrum in a team, role (Scrum Master, Product Owner, Developers) transition support.

If Insurance | Agile & Leadership Coach / Full time (Baltics, Nordic) Aug 2023 – Nov 2024

Impact: Helped multi-team development in Baltic part of the company with self-organization and management to decrease T2M: Assessed teams and ways of working in Spotify model based setup in a ongoing Agile change (transformation). Together with program & delivery management established Scrum Master role by separating it from overvelemed PO role thus normalizing Scrum setup.

CERTIFICATES (24)

- Certified Agile Facilitator CAF (2023)
- Certified Business Resil. Pract. (2023)
- **Certified Team Coach CTC (2021)** 
- Certified Agile Leader I CAL I (2019)
- Agile Team Coach ICP-ACC (2018)
- High Performance Team Coach (2018)
- Certified Scrum Professional CSP (2017)
- Lean Kanban Foundation KMP1 (2016)
- Certified Scrum Master CSM (2014)

MENTORSHIP

- Tandem Coaching Academy
Mentee, Mentoring for CTC Candidates
Jan 2021 – Apr 2021
- TrustTemenos Academy
Mentee, Mentoring for Agile Coaches
May 2019 – Jun 2020

PUBLICATIONS

- Ivo Pekšens
E-Book: Designing meetings people love
Feb 2025
- LeanPub
Sections in Tips From Agile Trenches book
2019, 2022
- LinkedIn & personal blog
Articles
From 2015 & 2022
- IEEE Xplore
Computer netw. & system remote mgmt.
2003

SPEAKING (14)

- Agile Lietuva
Agile Leadership in Chaotic times
2021
- RIGA COMM
Productivity secrets from IT
2018
- Agile Latvia
What is a Scrum Master?
2015

VOLUNTEERING

- Riga TechGirls
Mentor
Jan 2022 – Apr 2022
- Agile Latvia
Co-leader, organizer, facilitator
2016 – 2018
- Agile Lean Europe (ALE)
Activist / Co-organizer
2015 – 2021

Latvian University | Learning Facilitator / Seasonal (LV) *Apr 2022 – Aug 2023*

Impact: Helped life-long learning students learn more about Agile application in practice with re-designed Agile Coaching course for online mode. Also piloted new own course "Intro into facilitation" with separate groups of students.

Cognizant | Agile & Leadership Coach / Full time (LV, LT, EU) *Sep 2019 – Apr 2023*

Impact: Helped newly established IT delivery center's leadership team improve its teamwork. Used OBEYA to help think together visually. Established and led internal Agile community. Helped people on bench to improve skills by contributing to internal service developments. Helped Corporate Security division improve leadership and processes. Helped Cognizant's client development programs by supporting their Agile initiatives, changes and transformations. Scrum Master line manager.

MoonGaming | Leadership Coach / Contract (Dubai, EU) *May 2022 – Nov 2022*

Impact: Helped online gaming's startup leadership team to slow down, have time to THINK together, start seeing differences, increase alignment about team's vision and focus.

Novartis | Agile Coach / Contract (Swiss) *Dec 2021 – May 2022*

Impact: Helped large development program with Agile way of working - assessed initiatives, created coaching plans, facilitated goal setting, helped Scrum Masters and Product Owners in their roles in Scrum Teams. Acted as one of Agile Coaches from internal Agile community.

RISEBA University of Applied Sciences | Learning Facilitator / Seasonal (LV) *Jan 2019 – Apr 2022*

Impact: Designed and delivered own Agile Coaching course to close to 1K students as part of Lean, Kanban, Scrum and Agile study program. Acted as one of several trainers working together in the program.

Sanofi | Agile Consultant / Contract (France) *Nov 2020 – May 2021*

Impact: Helped unlearn wrongly taught practices & learn Lean and Agile principles by focusing on end user value. Joined as consultant to internal portal development program (5 teams) that was stuck using SAFe approach.

dots.365 | Agile Coach / Contract (LV) *May 2020 – Sep 2020*

Impact: Helped ERP software delivery organization increase understanding about Agile approach and clarify motives of its deeper adoption. Acted as an Agile Coach using EBM (Evidence Based Management) as frame of reference to assess the delivery organization.

Earlier work experiences including Agile Consultant, Agile Coach, Scrum Master, Trainer, Quality Manager, Team Lead and other as well as recommendations & more feedback please see in the LinkedIn profile and in the website.

Feedback:

"The most useful from working with Ivo was his flexibility and adaptation to our needs"

Feedback:

"Actually as an Agile Coach he did everything differently than many Agile Coaches I have seen"