



Recommendation letter

This is recommendation letter for Ivo Pekšēns, who worked for If P&C Insurance AS as dedicated inhouse Agile Coach focused on agile transformation in the organization.

When Ivo joined to If team, our organization was struggling to implement Agile processes effectively. Thanks to his guidance, we not only created proper roles, interactions but we also managed transition to proper cross functional Scrum teams that work towards common goal.

Ivo distinguished and established Scrum Master role and created community around the role. Equally Ivo took leading role of number of training and was highly valued member of If Group wide Agile Centre of Excellence. For example, he carried out Objective and Key Results (OKR) training which demonstrates his wide range of expertise, wider than agile frameworks.

Made link with If Operating Model and If Baltics business operations and relevant events from strategic events planning to daily practices to particular Squads, that allowed logical and organic cascade of business development seasons to be planned properly. What is more, he supported and coached facilitators conducting big room planning (BRP) events that created alignment.

Ivo is natural mentor and communicator. He facilitated engaging workshops and one-on-one coaching sessions that empowered team members to think critically and solve problems independently. Ivo's coaching style is empathetic, supportive, and tailored to unique needs. Therefore, he has been tremendously helpful to guide top management with considerations and implications.

I recommend Ivo Pekšēns for any Agile Coach role. Please don't hesitate to contact me at kristjan.kongo@if.ee if you'd like to discuss Ivo's qualifications further. I'd be happy to share more about his work in If P&C Insurance AS.

Kristjan Kongo
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