



## 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



# Ivo Pekšēns

Agile & Leadership Coach,  
Facilitator & Scrum Master

## PROFILE

I am a change catalyst, thought provoker, host and a hands-on Scrum Master. I have an engineer's mindset evolved towards human dynamics. I impact teams & organizations to work better internationally. I do it via leaders & leadership teams helping align, create environment by empowering teams to self-organize and manage: surprise & increase value. I consult, mentor & coach Scrum Teams. Facilitate meetings & learning respectfully. I use Scrum frameworks & Agile principles at foundation of my work. Adopting AI.

## WORK EXPERIENCE

### FITA.lv | Agile Program Director / Contract (LV)

*Aug 2025 – Present*

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 | Agile & Leadership Coach / Contract (LV)

*Apr 2025 – Present*

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.

### 2feetmeetings.com | Self-Managing Meetings Facilitator / Self-employed (LV)

*May 2025 – Present*

Impact: Facilitating myself and helping other leaders facilitate self-management that boosts engagement of people (employees) with different open formats (Open Space, Liberating structures, other). Acting as a full-cycle facilitator (design & delivery).

### PureAcademy.lv | Learning Facilitator / Seasonal (LV)

*Mar 2025 – May 2025*

Impact: Helping people from various industries and at various levels learn Lean, Kanban, Scrum and Agile approaches and application of those in digital product, service development and delivery.

### ERGO Insurance | Change Facilitator /Freelance (Baltics)

*Jan 2025 – Feb 2025*

Impact: Helped IT leadership team come up with an event structure and content in pre-Agile transformation phase. Acted as IT leaders team aligner, event designer and lead facilitator of 80+ people gathering using Open Space Technology merged with ADKAR change model's Awareness part.

## 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 Peksens  
*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

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 an ongoing Agile change (transformation). Together with program & delivery management established Scrum Master role by separating it from overburdened PO role thus normalizing Scrum setup.

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.

Lahti University of Technology | Scrum Coach / Seasonal (FIN)  
Jan 2022 – Apr 2023

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.

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.

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 LinkedIn profile and in 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"