

# Stefano Brillante

## Enterprise Agile Transformation Leader

Barcelona, Spain  
stefano.brillante@gmail.com  
linkedin.com/in/stefanobrillante

Highly accomplished Enterprise Agile Transformation Leader with 8+ years of expertise in driving organizational growth and strategic change across global financial and technology sectors. Proven ability to design, implement, and govern complex scaling frameworks (SAFe, LeSS, Spotify Model) and data-driven practices, including the creation of custom PowerBI flow metrics dashboards to validate transformation ROI and accelerate delivery. Possesses deep technical credibility, notably in leading Generative AI/LLM integration into the SDLC to improve velocity and quality, and a track record of cultivating strategic Agile mindsets from engineering groups to the Board of Directors.

### Work Experience

## Byrom PLC

02/2025 - Present

### Agile Coach

- Drove data-driven decision-making by implementing a custom PowerBI dashboard focused on key flow metrics (e.g., Cycle Time, Throughput, Flow Efficiency), resulting in a 20% improvement in bottleneck identification and a clearer delivery pipeline view for leadership.
- Led the integration of Generative AI into the SDLC process, connecting the AI to code and documentation to augment requirement generation, implement AI-augmented Pull Request reviews, and ensure real-time documentation updates, significantly improving development velocity and quality, reducing rejection rate by 30%.
- Accelerated value delivery for the e-commerce team, reducing time-to-market by 15%, through focused team coaching and collaborative roadmapping exercises.
- Cultivated a strategic Agile mindset across the organization by designing and delivering comprehensive Agile/Scrum training to the 35+ engineer Engineering Group, and securing executive sponsorship to extend the training to the Board of Directors.
- Guided the Accommodation team through the initial productization and delivery of a new application, successfully establishing a validated roadmap and Minimum Viable Product (MVP) criteria for launch success.

### Skills

#### Agile & Scaling

- Agile Maturity Models
- Enterprise Agile Transformation
- Kanban
- LeSS
- PI Planning
- Release Train Engineering (RTE)
- SAFe
- Scaling Frameworks
- Scrum
- Spotify Model
- Value Stream Mapping (VSM)

#### Technology & SDLC

- AI-Augmented SDLC
- Azure DevOps
- Confluence
- Generative AI
- Jira (Refactoring/Custom Workflows)
- Large Language Models (LLMs)
- Low-Code IDEs
- Product Development Lifecycle

#### Data & Metrics

- Agile Transformation ROI
- Data-Driven Decision Making
- Flow Metrics (Cycle Time, Throughput, Flow Efficiency)
- Key Performance Indicators (KPIs)
- OKRs
- Power BI Dashboards

#### Organizational

- Communities of Practice (CoP)

# Zurich Insurance Group

01/2024 - 02/2025

## Agile Coach

- Spearheaded the Agile transformation across the Investment Administration & Accounting Operations, directly impacting 10+ teams and 100+ employees by designing and executing a tailored rollout strategy.
- Streamlined the most critical financial processes (monthly, quarterly, and year-end closings) by implementing new collaborative processes that increased transparency and reduced cross-team dependencies. This effort was validated by before-and-after surveys showing a 40% increase in employee satisfaction with the closing process.
- Elevated organizational capability and fostered continuous improvement by establishing and mentoring high-impact Communities of Practice (CoP) for Product Owners and Scrum Masters, up-skilling 15+ individuals across the division.
- Implemented a data-driven transformation framework, using a proprietary Agile Maturity Model and PowerBI dashboards to validate transformation ROI for leadership, ensuring efforts aligned with strategic business outcomes and drove a 20% improvement in team velocity.

- Executive Alignment
- Organizational Change Management
- Stakeholder Management
- Team Mentorship
- Training & Curriculum Design

# OutSystems

02/2021 - 05/2024

## Agile Practice Manager / Product Operations

- Recognized as "Top Employee" for the year and achieved the highest Officevibe manager scores across the company, demonstrating excellence in leadership and team mentorship.
- Managed and mentored the Senior Agile Coaches Team of 10 people, driving consistency and excellence in coaching standards across the organization.
- Directed the Morpheus Team through the product development lifecycle of a Generative AI low-code IDE, successfully achieving the first closed beta milestone ahead of schedule.
- Drove organizational flow and continuous improvement through Value Stream Mapping efforts, leading to the design and optimization of the Release Train for a major product line.

## Senior Agile Coach / Product Owner

- Led the implementation and tailored adoption of SAFe across R&D, applying a custom maturity model and engaging stakeholders to design bespoke solutions for organizational scaling.
- Drove a major Jira refactoring initiative, increasing R&D usage to 100% and developing custom workflows to serve the diverse needs of multiple Agile Release Trains (ARTs).

- Developed and implemented the Agile Maturity Model (Team Growth Process), successfully coaching and growing teams from basic to advanced maturity levels.
- Acted as a Release Train Engineer (RTE), facilitating PI Plannings and ensuring strategic alignment between the Agile Release Train and Value Stream Leaders from roadmap definition through execution.
- Served as Product Owner for the Compilers & Backend Teams (the core system product), defining vision, managing the backlog, and prioritizing work to drive system stability and new feature delivery.
- Implemented and leveraged PowerBI dashboards to track Agile Maturity, Goals, and Execution, reporting to CTO, VPs, and senior stakeholders to secure tactical improvement initiatives and align on long-term strategy.

## Wefox

09/2019 - 01/2021

### Scrum Master

- Initiated and scaled Communities of Practice (CoPs) across Engineering, Product, and Agile, successfully fostering cross-functional knowledge sharing and driving organizational excellence.
- Successfully implemented and coached the adoption of Scaled Agile (LeSS), enabling multiple teams to coordinate work streams and deliver integrated value at scale.
- Provided strategic transparency to the CTO through direct reporting on the progress and measurable impact of the Agile Transformation initiative.
- Designed and delivered a bespoke Agile training curriculum to 50+ employees, accelerating foundational competency and fostering a self-sustaining learning culture.
- Created and standardized the hiring process for the Agile Team, securing top-tier talent and ensuring the long-term quality and consistency of the coaching function.
- Enhanced organizational learning by designing and leading culture-building programs including Brown-Bag sessions and Book Clubs, directly contributing to a knowledge-sharing environment.

## Stuart

06/2017 - 08/2019

### Scrum Master / Agile Coach

- Successfully scaled Scrum across 5 teams using a "Spotify Model" organizational structure, enhancing cross-team collaboration and delivery cadence.

- Institutionalized regular team “Health Checks” to provide data-driven insights into team morale, process maturity, and bottlenecks, leading to significant improvement in identified areas.
- Designed and implemented an internal “Agile Fluency” model (inspired by the Scrum Checklist) to standardize and track team growth, providing clear benchmarks for continuous improvement.
- Empowered teams to track and own their performance by implementing a wide set of key flow and value metrics, driving a focus on outcomes over output.
- Co-developed a custom product development framework, “Mission Minded,” to align cross-functional teams and streamline the end-to-end value creation process.
- Led office-wide retrospectives involving 60+ employees to collectively identify and implement initiatives for the betterment of the overall working environment and culture.
- Partnered closely with Product teams to define and manage product roadmaps, focusing on Epic/Story writing, splitting, and refinement to ensure a high-quality, ready-for-development backlog.

## Certifications

### **Advanced Certified Scrum Master** ·

01/2023

Scrum Alliance

### **Certified Scrum Master** · 01/2019

Scrum Alliance