



My mission is to help every organization on the planet who are involved in a complex projects. I have a technical (Computer Science) background and deep knowledge about organizations and business models. Expert in organizational change management, transformations using agile mindset and frameworks. I am an agile coach who help organizations like a catalyst for transformations from ad hoc to agile methods. Ability to enable teams to improve their productivity and to coach the executive and top management line. Like a part of my enthusiasm I participate like a speaker in sector forums and workshops, I am a Blog owner writing about motivation, leadership and emotional intelligence also I impart classes in a Business School in part time.

"Working with passion and do it well, that's the best bet to get success"

Academic timeline and Certifications

My Career track



Skills

Who am I

- GOOD HANDLING INTERPERSONAL RELATIONSHIP (CONFIDENCE)
- ABILITY SOLVING TROUBLES AND CONFLICTS
- VERY POSITIVE AND GREAT MOTIVATOR
- LEADERSHIP
- ENTREPRENEURIALISM
- HIGH INTEGRATION CAPABILITIES, FLEXIBLE AND VERY USED TO WORKING WITH MULTIDISCIPLINARY AND CROSS-CULTURAL TEAMS

What can I do

- Drive the organization-wide agile transformation strategy and rollout plans
- Design and deliver transformational agile training for engineering managers, product managers, development teams, and executives
- Coach development teams, managers and partners on applying lean principles to their specific products and work environment
- Welcome servant leadership and demonstrate behaviors in line with lean principles
- Evaluate team metrics and make recommendations to teams and management for improvements.
- Establish yourself as a leader with vision in the agile community through speaking and writing
- You see opportunities to continuously optimize and improve of the whole company



Please visit my media links to obtain more info about me.
My homepage at chemamaroto.com, My tweets at @Chema_Maroto and visit my professional perfil in LinkedIn <https://es.linkedin.com/in/chemamaroto>

Projects & Achievements

Business Transformation Projects,

Enterprise Agile Coach for **Liberbank**. Working near the Innovation Business Unit I **defined an Agile Playbook** to set the Agile mindset, rules, tools, methodologies and techniques to drive a Transformation project for entire organization.

Enterprise Agile Coach for **BBVA**. **Principal Agile Coach for the first BBVA Global Implantation Plan**. Working with a selected business unit (450 pax) brands included. Designing and Implementing the Agile Transformation Plan for the entire organization.

Agile Organization,

Enterprise Agile Coach for **BBVA Research** (BBVA Economic Research Area). Agile Transformation engagements: I **helped the organization to overcome big transformation challenge, change their way of work to a new framework Agile** (scrum teams, communities of practice, Kanban, lean). I coached both Agile teams and their management. I have created high performing teams to adopt and sustain Agile methods and practices handling multiple teams (cross-cultural and cross-funtional). I used leadership skills to motivate and align teams towards the Agile way.

Change Management Projects

Enterprise Agile Coach. As a member of Coaches we worked **defining severals Agile plans for differents kinds of organizations. Scaling, mindset, coaching executives, working with workteams**, etc. Clients like Iberdrola USA, Repsol, Bankinter)

and Operational Improvement

Change Management and Transformation Lead for **Homserve**. **Increase operating efficiencies, cost reduction and risk reduction** conducting a Migration and Transformation of the corporate management systems (operations, financial, commercial and sales). Upgrading from an outdated system to web technology. Implementation of TO-BE model business processes and assurance of all, **Change Management processes**. Role: Project Manager. (AGILE methologies and mindset)

Digital transformation project lead and Change Manager for Segurcaixa **ADESLAS**. **Digital transformation of all corporate suppliers and internal communication channels**. Creating a corporate digital framework for communication and document management through SharePoint 2013 seeking efficiencies in management and more effective management processes. Role: Head Manager (**AGILE methods** and mindset).

Reengineering Business Processes, AUTO Claims for **MAPFRE AUTOS**. **Reengineering management processes** for a particular loan , credit guarantee for repair. Adaptations necessary to accommodate the legal requirements set by the regulatory body. very cross project, with many different teams involved (up to 8 suppliers). Role: Project Manager

Operational Improvements in a Credit and Surety Insurance and Reinsurance business for **MAPFRE**. International project to redesign front-end and operating model. Role: Project Manager.

Efficiency Program Management Platform for Agricultural Insurance for **MAPFRE EMPRESAS** **Design and implementation of an efficiency plan** designed to improve the new business platform. Designing a plan for continuous improvement and reengineering of IT and business processes. Role: Project Manager

Process design operational efficiency to address financial deficiencies with the great runners for **MAPFRE EMPRESAS**. Savings and efficiency in management processes to Big Brokers **implementing a management corporate platform** corporate. very cross with top 3 international insurance brokers (AON, Willis and MARSH) Project. Role: Project Manager.

Operational process Improvement for **MAPFRE** **Redesign Management Platform for travel insurance** aimed at an increase in sales to corporate recruiter positioning in insurers offer insurance comparator leader, Rastreator. very high cross-project collaboration with Rastreator (up to 5 suppliers). Role: Project Manager

Reengineering business and Change Management processes FUNSESPAÑA y MAPFRE. Define AS-IS process map and TO-BE future model. Improvement Plan and Plan of Action. Improved Operational Due Dilligence processes. Clevel Dialogue, Cross project. Role: Project Manager

Member of the team that implemented the first version of **e-bankinter (1998, 1st Digital Transformation project in Spain in this sector)**. I was part of the exclusive group of R & D that Bankinter selected to develop the first pilot and from that moment the implementation of what was the first bank online. Role: Responsible Internet Technology Analyst.

Analyst responsible for the first team who implanted the **Repsol Campsa Guide online (2001, 1st Digital Transformation project in Spain in this sector)**. Repsol's first project after the purchase of YPF to take its first general internet portal with connection to management processes. Role: Analyst Responsible Internet Technology,

PMO / Project Management / Methodologies Implementation

Head PMO Manager for **MAPFRE**. **Management and coordination of the work of a pool of project managers**. budget management and negotiations of demand. Role: Responsible Manager. Program Director.

Launch a PMO for monitoring and control of all projects in the implementation of insurance SW Banco Santander Abbey National Bank for **SANTANDER BANK (ISBAN)**. Head of PMO office dedicated to coordination and support for the C level of the programs involved in the Santander-Abbey implementation. Level C-Level dialogue. (Approximately 20 ongoing projects). Role: Project Manager

Implantation and Roll-out Business SW solutions

Director systems plan for **MAPFRE VIDA**. **Design and definition a Systems Director Plan** to evolve management systems individual life insurance and group to the latest technology defined by the company. Moving from the old systems to new systems. Role: Project Manager

Commissioning Fraud Management system Senda Sector (Claims) for **MAPFRE AUTOS**. **Implementation of fraud management system** led by UNESPA. Very cross with high collaboration with Tirea. Role: Project Manager

International Insurance core SW implementation for SANTANDER (ISBAN). Development and Upgrading core insurance applications to adapt to new marketing model of the entity where implantation (Abbey National Bank - England) is required. Level dialogue C-Level, cross-project, multi-departmental, multicountry (Spain, England, Scotland, Chile, India). Technology Mainframe (COBOL / CICS / DB2). Role: Project Manager

Management (Head of)

IT Head Manager for **BANCO POPULAR ESPAÑOL**
IT Head Manager of the Portal, tracking of IT projects, signing partnerships with external suppliers, representation activities at a high level. High level of dialogue (C-level)