

Daniel James Gullo

Author • Podcast Host • Agile Coach/Trainer • Management Consultant • PhD Student

daniel.gullo@apple-brook.com

302-276-4454

Summary

CEC • CST • CAL I • CTC • CSP-SM • CSP-PO • CSPO • CSM • PMI-ACP • PMP • ICP • ICP-ACC • SPC (5.0)

Daniel is a well-known and highly regarded servant of the Agile community. His awards include: The Most Valuable Agile Professional award for 2015, The Most Valuable Agile Professional award for 2016, and Most Popular Scrum Professional for 2016.

Daniel knows what it takes to make businesses successful. A lifelong entrepreneur, Daniel's portfolio of clients is long and distinguished, including many Fortune 100, Fortune 500, and federal government clients.

Daniel is founder / advisor to Agile Delaware. His experience includes numerous keynote addresses and workshop sessions. He was Conference Chair for the 2015 Scrum Gathering in Phoenix and 2013 Scrum Gathering in Las Vegas; completely reinventing the Gathering experience in the process. He has coached other conference chairs for both Scrum Gatherings and Agile Alliance Conferences.

Daniel served on the Trainer Acceptance Committee (TAC) for the Certified Scrum Trainer (CST) certification program and Certified Enterprise Coach (CEC) applications approval committee. Daniel is a founding member of the Scrum Coaching Retreat Planning Committee; host of numerous Coaches Clinic events; and facilitator of many Open Space Events.

Daniel contributes to many online forums and has given much of his free time to mentoring countless individuals along their career path. He was mentor for 'The Laudato Si' Challenge, a Vatican-sponsored startup accelerator program inspired by Pope Francis.

Daniel's book *Real World Agility: Practical Guidance for Agile Practitioners* has been a highly recommended Agile book for several years:

<http://www.realworldagility.com>

Daniel is host and founder of AgileNEXT: The NEXT Generation Agile Talk Show

<http://www.agilenext.tv>

Daniel is currently finalizing his PhD in Organizational Development and Change (Evidence-Based Coaching) from Fielding Graduate University, Santa Barbara, California.

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Experience

CEO, Agile Coach / Trainer, Management Consultant at [Apple Brook Consulting® \(ABC\)](#)

October 2011 – present

- Built a successful, multi-million dollar consulting company delivering training, coaching, and executive consulting services
- Delivered 9 successful Agile transformation engagements in 8 years for Fortune 100, Fortune 500, and US Federal Government clients.
- Trained > 6500 Certified Scrum Masters (CSM) and Certified Scrum Product Owners (CSPO)

Managing Agile Coach II/Practice Lead at [TD Bank](#)

Enterprise Protect Delivery Transformation Center of Excellence (EP_DT_COE)

November 2019 – February 2021

- Ensured compliance and governance in accordance with the TD Agile project delivery framework.
- Built comprehensive training program for roles-based Agile training
- Built comprehensive assessment and scorecard system from team to sponsor to executive level
- Delivered Certified Product Owner (CSPO) training to internal employees
- Mentored other Agile coaches within EP_DT_COE as well as in other segments and lines of business.
- Established an Agile coaching community of practice via MS Teams for leveraging practices and knowledge across the organization.
- Evaluated and championed procurement of Mural virtual collaboration tool for Agile ceremonies during COVID19 and beyond.

Director, Business Transformation and Training at [AgileTrailblazers](#)

February 2018 – September 2018

- Led the business transformation division by identifying enterprise needs, collaborating on solutions, and ensuring value delivery for various clients
- Coached executives and other leaders on improving the business agility of their organizations.
- Established and led the training department. Designed full scale training program for Agile including engineering and business agility.
- Delivered training courses on business and engineering agility.

Impact Partner, Mentor at [Fresco Capital](#)

July 2015 – July 2018

- Provided coaching and mentoring for Agile product development and marketing to small organizations with BIG ideas...

Principal Agile Coach / Trainer, Management Consultant at [SolutionsIQ \(now Accenture\)](#)

August 2012 - October 2014

- Helped clients work through their challenges to maximize value delivery and customer delight
- Coached and trained Agile practices from a systems perspective following organizational change management standards
- Developed and provided Agile certification training
- Expanded the Agile training practice with continuous innovation

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Principal Agile Coach / Trainer at US Treasury Department

May 2012 - August 2012

- Conducting Agile training and learning sessions
- Facilitating product vision and strategic roadmap planning meetings
- Establishing Communities of Practice for promoting continuous innovation
- Coaching and mentoring leaders across the Enterprise on their capabilities and agility
- Guiding teams through Product Planning, Sprint Planning, Sprint Demo, Sprint Retrospectives, and Daily Scrum meetings

Enterprise Agile Consultant / Coach / Trainer at CapitalOne

March 2012 - April 2012

- Assessed current Agile practices
- Identified enterprise wide standards and gaps with recommended best practices
- Developed and executed remediation and "tune-up" strategy
- Raised automated build, deployment, and testing capabilities by implementing TDD, CI, and tighter tool integration
- Coached areas external to IT on how to maximize their effectiveness and deliver customer delight through input into the process
- Re-booted the Community of Practices model by identifying key objectives and approaches for these vital internal groups
- Developed a culture of appreciation built upon existing corporate culture of excellence and innovation
- Formulated an implementation plan for existing Software Factory Agile practices within new parent corporation

Enterprise Agile Consultant / Coach / Trainer at Internal Revenue Service (IRS)

July 2011 - March 2012

- Assessing Enterprise Lifecycle (ELC) methodologies including Waterfall Path and Iterative Development Path (IDP)
- Coaching and facilitating Agile adoption initiative
- Coaching senior management on leadership Agility, Agile project management, and Agile engineering practices
- Member of: Iterative Working Group, Development Working Group, Enterprise Lifecycle Working Group, Iterative Path Cadre, Implementation and Testing Working Group, Agile Tool Working Group
- Developing and conducting Scrum Master training, Product Owner training, Kanban training, and other Agile and Scrum training sessions
- Coaching the organization through program planning by coordinating and facilitating Business Process Owner meetings
- Mentoring and coaching Development and Quality Assurance team members on Agile engineering practices

Enterprise Agile Consultant / Coach / Trainer at NAVTEQ

November 2010 - July 2011

- Conducting Agile training and learning sessions
- Facilitating product vision and strategic roadmap planning meetings
- Establishing Communities of Practice for promoting continuous innovation
- Coaching and mentoring leaders across the Enterprise on their capabilities and agility

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- Initiating new technology projects with Scrum
- Guiding teams through Product Planning, Sprint Planning, Sprint Demo, Sprint Retrospectives, and Daily Scrum meetings
- Mentoring Scrum Masters, Product Owners, Scrum Team members, and other project stakeholders
- Executing as Scrum Master when necessary; i.e. to ensure success of projects

Enterprise Agile Consultant / Coach for US Postal Service (USPS)

July 2010 - November 2010 (5 months)

- Assessing current USPS SDLC and Project Lifecycle
- Developing implementation plan for USPS Enterprise Agile Implementation
- Training and coaching USPS staff
- Identifying and prioritizing projects for USPS Enterprise Agile Implementation
- Defining USPS Agile engineering practices in support of USPS Agile Project Management framework
- Insuring SOX and other regulatory compliance throughout Agile project lifecycle
- Active Security Clearance

Agile Coach / Program Manager at Project Management Institute

May 2009 - July 2010

- Initiated and led the Agile Certified Professional (PMI-ACP) credential project
- Managed projects within the Enterprise Architecture program; projects which serve all aspects of the business
- Assessed and implemented best practices by providing training and mentoring
- Built the Project Management Center of Excellence
- Mentored and coached Scrum Masters, Product Owners, and Scrum Team members
- Evangelized Scrum and QA by conducting seminars and training
- Represented the organization to the profession at large; i.e. other project managers and program managers
- Reviewed project documentation and providing feedback to other PMs for remediation

Principal Agile Coach at Valtech

May 2009 - May 2009

Provided Scrum/Agile Coaching and Mentoring at Comcast for the IVR and DAS projects. The project involved three separate partners: Comcast, Valtech, and Nuance.

Agile Coach / Practice Manager / PMP at Computer Aid Inc.

April 2006 - April 2009

- Established Agile Coaching and Training practice.
- Delivered Agile coaching and training services to clients for business transformation and business agility.
- Developing strategic Quality Assurance solutions and service offerings for process analysis and improvement
- Writing RFPs, contracts, SOWs
- Managing project teams across organizations
- Ensuring timely execution of deliverables, monitoring progress, analyzing and mitigating risk, contractual compliance
- Client relationship development and management
- New Business development
- Travel: 75%

Lead QA Engineer at Guidant Corporation

September 2005 - March 2006

- Creating Test Cases, Test Plans, and Test Scope/Testing Schedule.

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- Analyzing process and operating procedure and developing strategic automation solutions
- Testing using the following methods: Black Box, White Box, GUI, Acceptance, Unit, Functional, and Regression Testing. Submitting "Bug Fix" validations and Enhancement Requests.
- Supervising and coaching junior engineers, engineers, and senior engineers.

Lead QA Engineer at WebSideStory

May 2005 - June 2005

- Supervising all Reporting API quality assurance efforts for the HBX product; an ASP structured, web traffic analyzer and marketing optimization technology.
- Creating Test Cases, Test Plans, and Test Scope/Testing Schedule.
- Developing and maintaining automation using UNIX shell scripts and Python scripts.
- Coding SQL queries for extraction of pertinent client data.
- Testing of other HBX components using the following methods: Load, Black Box, White Box, GUI, Acceptance, Unit, Functional, and Regression Testing. Submitting "Bug Fix" validations and Enhancement Requests.
- Environments: Windows 2000-XP, Solaris 8/9, RedHat 7.3/8.0/9

Lead QA Engineer at St. Bernard Software

March 2004 - May 2005

- Supervising all UNIX quality assurance efforts on the Update Expert product line.
- Creating Test Cases, Test Plans, and Test Scope/Testing Schedule.
- Testing using the following methods: Black Box, White Box, GUI, Acceptance, Unit, Functional, and Regression Testing. Submitting "Bug Fix" validations and Enhancement Requests.
- Improving defect tracking system and test case management tools.
- Supervising and coaching junior engineers, engineers, and senior engineers.
- Environments: Windows 2000-XP, Solaris 8/9, RedHat 7.3/8.0/9

QA Manager at Fair, Isaac

November 1999 - November 2003

- Designed and developed automated testing tools and scripts using Rational Robot, UNIX shell scripts, Python, and Java.
- Created test plans and test cases.
- Tracked defects and enhancement requests using Clear Quest.
- Performed neural network model validation, unit, regression, functional, acceptance, and load testing. Captured and reported metrics such as throughput and fault tolerance.
- Developed Java lesson plans and conducted peer-training sessions.
- Environments: Windows 95-XP, Solaris 2.6-2.9, AIX 4.3.x, Irix 5.6, Oracle 7.3-9i, TCP/IP

Project Manager / QA Engineer at Solar Turbines

September 1998 - May 1999

- Analyzed hardware and software needs for corporation.
 - Managed budget for testing equipment and software and calculated TCO.
 - Developed Common Operating Environment (COE) standards for all departments.
 - Managed project teams of 15-20 members, assigning tasks and monitoring deliverables.
 - Determined scope for projects and developed processes for operations.
 - Analyzed Y2K impact, risk, and cost.
 - Negotiate licensing solutions, procure evaluation equipment with vendors.
 - Developed and maintained internal web pages.
 - Documented technologies (white paper), policies, and wrote proposals.
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Education

Fielding Graduate University

Doctor of Philosophy – PhD (*in progress*)
Organizational Development & Change
(Evidence-based Coaching / Media, Technology, and Innovation)
2021

Fielding Graduate University

Master of Arts
Organizational Development & Change
(Evidence-based Coaching / Media, Technology, and Innovation)
2019

California State University, Fullerton

Bachelor of Arts – BA
Pre-Law (Criminal Justice)
1996

Laguna Hills High School

Diploma
Honors, AP, Programming, Physics, Math
1984 - 1988

Honors and Awards

Most Popular Scrum Professional

2016 Agile Awards

Most Valued Agile Professional

2016 Agile Awards

Most Valued Agile Professional

2015 Agile Awards

Certifications

Certified Agile Leader® (CAL I)

October 2020 – Present
Scrum Alliance

Certified Team Coach® (CTC)

December 2017 – Present
Scrum Alliance

Registered Education Provider (REP)

October 2014 – Present
Scrum Alliance

Scaled Program Consultant® (SPC 5.0)

March 2014 – March 2017
Scaled Agile, Inc.

Certified Scrum Trainer® (CST)

May 2013 – Present
Scrum Alliance

Designing and Delivering Instructor-Led Training

February 2013 – Present
Training Magazine

Total Trainer Program

February 2013 – Present
Training Magazine

Certified Enterprise Coach® (CEC)

June 2012 – Present
Scrum Alliance

Agile Certified Professional® (PMI-ACP)

March 2012 – Present
Project Management Institute

Project Management Professional® (PMP)

December 2008 – Present
Project Management Institute

Certified Scrum Professional® (CSP)

January 2008 – Present
Scrum Alliance

Certified ScrumMaster® (CSM)

October 2007 – Present
Scrum Alliance

Supervision and Management Certificate

March 2004 – Present
Employers Group