



Deborah Nerinckx

AGILE COACH

About me: a pragmatic, people focused IT professional, with a background in education, experienced in HR, Agility and open-minded enthusiast! My favorite quote: "Great vision without great people is irrelevant."

CONTACT

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EDUCATION

Human Resources Management and Services - Ehsal Management School

Bachelor in het onderwijs: lager onderwijs

SKILLS

For you:

- Individual coaching
- Leadership development

For your team:

- Training
- Train the trainer
- Teamcoaching
- Team & Leadership development
- Facilitator

For your business/organisation:

- Business coach
- People & culture coach
- Agile coach
- HR expert

EXPERIENCE

Agile coach – Ontoforce

March 2022 - present

- Guide the organisation through their agile transformation (set up a plan, change management via ADKAR, follow up via servant leadership and deep democracy)
- Scrum master of 3 teams + agile coach of 2 departments
- Enrolled in HR (learning and development topics)
- Leadership coaching and development (training, supervision and coaching) of management
- Facilitator for workshops, offsites,...

Scrum Master – Ordina

Dec. 2018 – March 2022

Consultant at:

- BNP Paribas Fortis
Scrum master of 1 existing team
Scrum master of a new team: set up, follow up
In charge of new hires for the teams
Set up of a community of practice + facilitating
- Nelson Labs
Scrum master of an Ordina team: start and follow up
- Interparking
Scrum master of 2 existing teams

HR Consultant – Flexorius

Aug. 2018 – Dec. 2018

- Recruiter at Luminus

Talent Acquisition Specialist– Sogeti

Feb. 2017 – Aug. 2018

Primary school teacher

sept 2008 – feb 2017

TRAINING & CERTIFICATES

- Deep democracy certified
 - Agile HR certified
 - Agile team facilitator certified
 - Certified scrum master (psm 1)
 - Inclusive decision making (liberating structures,...)
 - Sociocracy
 - Agile frameworks (safe, scrum, lean, kanban,...)
 - Provocative coaching
 - Member of corporate rebels
 - Training from the back of the classroom (4 C's)
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