

Merrill B. Lamont III

Boston, MA • 617-869-2659 • mlamont@gmail.com • linkedin.com/in/mlamont

As an Agilist, I believe teams are purposeful communities of people with gifts, to be respected & celebrated. Through feedback loops for process & product, and a focus on continuous improvement, let's build the right products together. Oh, with a healthy dash of fun.

EXPERIENCE

Agile Coach @ Eliassen Group @ Fidelity
12/2018 - Present

Across business units, I played trusted advisor to Product Owners & mentored Scrum Masters, guiding Squads through forming, dependency management, & quarterly assessments.

- Implemented custom Agile scaling frameworks, based on Spotify & SAFe
- Initiated & led Chapters for Scrum Masters & Product Owners, towards craft improvement
- Debuted Social Supply & Demand skill development marketplace framework

Agile Development Manager @ Aquent
6/2017 - 10/2018

As manager to 7 full-stack software engineers & ScrumMaster to 2 squads, servant leadership at 2 concurrent levels was a welcomed challenge.

- Evolved CTO's org to Spotify's Agile model
- Led Agile & Management communities of practice, introducing StrengthsFinder2.0
- Hired, Terminated, Promoted, and Celebrated engagement & fatherhood & motherhood

Agile Coach @ Placester
7/2016 - 1/2017

I started 4 delivery teams with Scrum from scratch, each distributed & cross-functional.

- Evangelized ideas from Scrum, Kanban, Lean, XP, Psychological Safety, Ries' Lean Startup, Pink's Drive, Sinek's Start With Why
- Administered JIRA & Slack

Agile Coach @ Zipcar
3/2015 - 5/2016

I served 1 iOS platform team & 1 back-end team, then 2 full-stack teams. Even led 1 intervention.

- Added Kanban principles to Scrum practices
- Championed web conferencing hardware, software, logistics, and etiquette
- MC'd hack-a-thon & 40-person retrospective

ScrumMaster @ Altisource Labs
7/2014 - 1/2015

From Boston to Bucharest to Bangalore, I served 3 teams through Scrum basics & advanced patterns, training developers to directors. A change after 6 years of testing medical devices.

- Facilitated core & auxiliary Scrum events, like monthly company demo, Scrum of Scrums, Product Owner sync, ScrumMaster sync
- Guided adoption of Kaizen stories, estimation, epic refining, definitions of done & ready

Senior Validation Engineer @ Dräger
10/2013 - 7/2014

Validation Engineer II @ Dräger
7/2008 - 11/2013

While designing & executing verification tests, I was on a pioneering team introducing Scrum to fluid specs & rigid process. Not fun. At first.

- Wrote code and configured environment for scheduled execution of automated tests
- Ran daily Scrum stand-up meetings with a team of 9; championed the Scrum principles of transparency, inspection, and adaptation to grow my high-performing, close-knit crew
- Created dashboard of open defects

EDUCATION PROJECTS

Certified Scrum@Scale Practitioner **Vlogger @ Coaches On Camera Getting Coffee**
Scrum Inc., 2/2018 12/2020 - Present

Certified Scrum Product Owner **Podcaster @ ScrumOfOne**
Scrum Alliance, Inc., 5/2013 1/2020 - Present

Certified ScrumMaster **Blogger @ ScrumOnTraining**
Scrum Alliance, Inc., 10/2010 1/2020 - 5/2020

M.E., Biomedical Engineering **Mentor @ AgileDozen**
Worcester Polytechnic Institute, 12/2007 2/2019 - 5/2019

B.S., Biomedical Engineering **Founder & Principal @ AgileByTheHour**
Boston University, 5/2005 2/2017 - 1/2020

Much as my career pivoted from testing medical devices to serving through Agility, iterating on projects means some naturally end, or fail,

leaving lessons to inform my next idea. **Organizer @ AgileNeighborhood: Fort Point**
9/2015 - 3/2016

Blogger @ ScrumOfOne
5/2011 - Present

PROFICIENCY

JIRA, Confluence, Mural, Zoom, MS Teams, Slack, GoToMeeting,
HTML & CSS, Windows & Mac OS, MS Office, vim

Instead of directing lots of time and treasure towards building out a big idea, then putting it out there and hoping it sticks, why not experiment with less time and less treasure, building out a small version of the big idea, and putting THAT out there and see if THAT sticks? This is how you get feedback quickly to see if the rest of your big idea is even worth it. So besides trying new things more often, experimenting like this also means FAILING more often.

THIS is what I want to impart upon my little one. Failing is OK, and it is to be expected, because it means you're trying – it means you're experimenting – it means you're pushing the limits – it means you're discovering your world – you are playing – you are truly living. What you DO with “failure”, informs your next step towards ALLLLL your big ideas.

excerpt from “The Marbles Sermon”
Arlington Street Church
6/2015