

Martijn Nas

Personal details

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Profile: I believe that people and organizations have talents. These talents have the right to be developed and multiplied. When talents are agile, you get Agile organizers and employees with more commitment. With this I achieve my personal mission: make the world a bit brighter than it is today. To achieve this, I use PEP everywhere! PEP stands for Persistence, Energy and Passion. Do you want PEP in your organization?

Education and training:

2022 Facilitator training 2.0 SERIOUS PLAY® LEGO® (Amsterdam)
2020 Facilitator training SERIOUS PLAY® LEGO® (Frankfurt DE)
2019 SAFe Agilist (Scaled Agile Framework)
2018 PSM 1 Scrum.org (<https://www.scrum.org/user/368153>)
2018 PSPO 1 Scrum.org (<https://www.scrum.org/user/368151>)
2016 ITT WOSM– Jambville FR
2016 DISC Guide for MapsTell
2013 Trainers training and Consultant in NLP (NLP University of California Santa Cruz)
2010 MI / Motivational Interviewing techniques
2010 Trainer Scouting Nederland
2007 - 2011 NLP Practitioners/Master's degree IEP Nijmegen.
1990 - 1991 MBO Agogic Counsellor

Work experience:

2010 - current **MartijnNas.com**
Specialized in developing the engagement of employees through agile coaching.

2021 - current **ASML: Agile (transformation) coach**
As an agile coach I was responsible for coaching 3 ART's that consisted of 16 Scrumteams. Started their agile Way of Working with 2 ART's and implemented SAFe.

2020 - current **WOSM(CH): Agile (transformation) coach**
Introducing their own AWoW (Agile Way of Working) for the WOSM (World Organisation of the Scout Movement) with over 55 million members. This own way of working was developed to let volunteers collaborate optimally with the professionals within the organization.

2019 - current **CGDIS (LUX)- Corps Grand-Ducal d'Incendie et de Secours Luxemburg**
Agile transformation & Leadership training for the national fire brigade and ambulance services. I developed the leadership training to introduce and shape working agile in the transformation to one single organization.

2015 - current **De Agile Testers: (DAT)**
Agile soft-skill training.
DAT realized that soft-skills are one of the four knowledge pillars for a good agile tester. The training entailed a.o. DISC, different NLP techniques and Motivational Interviewing.

- 2020 - 2021 **Telenet Belgium: Agile coach**
AS agile coach I was responsible for coaching 4 domains and 56 Scrum teams in total. With LEGO® we developed a LEAT® program with an experience-based learning path for all co-workers, over 2500, so they could experience and practice the new AWoW.
- 2019-2020 **PostNL: Agile coach** CBS (BU Cross-Border-Solutions worldwide)
As agile coach-coach I was responsible for educating and 6 internal coaches. As agile transformation coach I was involved with shaping the transformation that was started within PostNL.
- 2013 - 2018 **KPN-consulting: Coaching education for consultants in the agile framework.**
Priority within this training was the pragmatic execution and the implementing of working agile. Coaches were a.o. trained in NLP techniques and motivational interviewing techniques. Consultants were subsequently coached at their workspace in their work as coach within an agile transformation.
Team coaching.
Within the training to become coach I supported multiple KPN consultants with their team coaching the scrum teams. The emphasis was often on the five principles of SCRUM: Focus, Courage, Openness, Respect and Commitment.
Individual coaching.
My individual coaching at KPN is characterized by the coaching within the workspace, the actual place it happens for the coachee.
- 2016 - 2019 **Modine**
Since 2016 I have taught all leadership trainings within the Dutch branch. Leadership training with an emphasis on agility within a lean manufacturing organization. Modine is a supplier in the auto-motive industry and historically has a clear 'Rijnlands' steering model. This top-down organization is now working on a lean / agile transformation.
- Project 2016 **Whirlpool (Chicago)**
Creating a high-potential leadership program. The emphasis was on serving leadership for (future) managers. For Whirlpool, it was important that the agile leadership was experienced by the participants.
- Project 2015 **Specsavers Nederland**
Optimizing 'brand engagement' with the 1400 employees.
Optimizing agility within retail.
- 2007 – 2010 **Astuto Training & Advies/Share2Win (sold 2010)**
Training agency for a.o. UWV-WERKbedrijf.
- 2006 - 2007 **Stage Entertainment Joop van den Ende**
- 2006 **Office Depot**
Trainer Coach/Project Consultant
- 2003 - 2006 **Parilia International B.V.**
Associate/Consultant
- 2002 - 2003 **ABN AMRO Bank Customer Contact Centre**
Consultant
- 2001 - 2002 **Office Depot**
Sales Executive
- 1998 - 2001 **Unique employment agency**
Sales Executive
- 1989 - 1997 **Holiday on Ice**
Skater/Performer
- 1992 - 1993 **Medical corps, non-commissioned officer; Military services**

Project and work experience outside office hours

- 2018 - 2021 **Agile testing days: speaker/keynote speaker**
Keynote about human behavioral styles within an Agile/SCRUM work environment. Voted top 10 speaker by the audience several times, see:
<https://www.linkedin.com/feed/update/urn:li:activity:6480453936435204096/>
- 1999 - current **Trainer/coordinator training team**
As agile coach, introducing new training methodologies and organization of ScoutingAcademy 2010. I trained them to start working out of the need for learning instead of the offer of what can be learned. With this I made the executives responsible for their own success and experience in their learning. Eliciting responsibilities and stimulating accountability.
- 2017 - 2018 **Meet-up Coach Lab: support**
Participating and supporting in specific NLP topics. Guiding coaches in exercises.
See: <https://www.meetup.com/Coach-Labs/>
- Languages** English, German, Dutch
- Leisure time** Filming, diving, skiing, scouting, cooking and enjoying life to the fullest.