PATRIQUE HAIDAR

AGILE+OKR CONSULTANT & HYPNOTHERAPIST | +31 6 5700 9544 | PATRIQUE@HAIDARCONSULTANCY.NL

EDUCATION

TECHNICAL UNIVERSITY EINDHOVEN
COMPUTER SCIENCE AND ENGINEERING | 2001 – 2006
Real-time system engineering and networking,
software testing, user experience design

AVANS HOGESCHOOL
ADVANCED INFORMATICS | 1997 - 2001
Embedded software, solar systems, accountancy

WORK EXPERIENCE

AGILE TRANSFORMATION COACH
SOGETI | 2021 – 2023
Leadership coaching to elevate key players
and their environment,
using agile and non-agile techniques

MANAGER PRODUCT DEVELOPMENT
IFUNDS | 2018 – 2021
Agile alignment, productizing, internationalisation,
agile HR, agile roadmap planning
Rockefeller habits, Scrum, XP, Kanban, SAFe 4

PRODUCT OWNER & SCRUM MASTER
WOLTERS KLUWER, DXC | 2012 ~ 2018
Requirements engineering, stakeholder management, UX,
cloud product development, agile transition teams, SAFe 3-4

SOFTWARE ENGINEER
TOPIC, SELF EMPLOYED | 1998 ~ 2007
C, C++, assembly, Turbo Pascal, Visual Basic,
Python, PHP, HTML, CSS, Scrum, XP, TDD

ENTREPRENEURSHIP

SOMATIC AGILE COACH
HAIDAR CONSULTANCY | 2018 – now
Trainings in advanced product ownership, agile leadership
and leadership through self awareness

CERTIFIED OKR CONSULTANT
THIS IS PERFORMANCE & OKR INSTITUTE | 2023 – now
Training and coaching in OKR Practitioner and OKR Leadership

HYPNOTHERAPIST
HAIDAR PRACTICES | 2018 – now
Sleep disorder, stress, pain and allergy relief, fears and
empowerment coaching

MARTIAL ARTIST

AIKIDO | 2010 – now
Degree: 3rd black belt
Specialties: hand, sword, stick, knife

ARCHERY | 2003 – 2007
Style: recurve
Specialties: 3d archery, instructor

SHOTOKAN KARATE| 1996 – 2001
Degree: brown belt
Specialty: Kata, competition

TAEKWONDO | 1993 – 2002
Degree: 1st black belt
Specialty: Instructor assistant, kata, competition

PERSONAL INFORMATION

Surname	Haidar
First names	Patrique Naim
Date of birth	23.IX.1979
Place of birth	Heerenveen, The Netherlands
Gender	Male
Marital status	Married
Children	2 sons
Nationality	Dutch
Address	Lisdoddestraat 58, 6658MB Beneden-Leeuwen, The Netherlands
Telephone	+31 6 5700 9544
E-mail	patrique@haidarconsultancy.nl
Driving license	Car (B)
Free time	Aikido, hypnosis, shiatsu, bushcraft

WORK EXPERIENCE

2023 - 2023   **Agile coach | ACSI Publishing BV (HAIDAR CONSULTANCY)**
- Personal coaching of the IT manager, all product owners and scrum masters.
- Agile trainings and workshops (Foundation, Scrum, Kanban and Scrumban) to the developers in India.
- Introducing Management Team and Directors Team to agile mindset and practical techniques like stakeholder management and OKR-method (Objectives and Key Results).
- JIRA, reporting and KPI trainings to the managers in India.

Certified OKR Trainer | OKR Institute and This is Performance
- Provide OKR Practitioner and leadership trainings/workshops and OKR consultancy on business development.

2021 – 2023   **Agile Transformation Coach | SOGETI (CAPGEMINI GROUP)**
- **RABOBANK** | Agile coach | March 2022 – Now (2 days a week)
  Three tasks: coaching a risk manager, product owner and 2 scrum masters on agile leadership. Make agile ceremonies more efficient and effective. And coach 2 teams on 'ownership', 'autonomy' and 'agile mindset'.
- **ASML** | Scrum master, Project manager, Product owner, Engagement manager | May 2021 – June 2022 (fulltime)
  2 Million budget owner and responsible in a high-performing SAFe environment.

2018 – now   **Somatic agile coach | HAIDAR CONSULTANCY**
- **OMRING** | Agile coach | August 2022 – Now (4 hr/month)
  Coaching a manager IT and a scrum master. Supporting their agile transition on portfolio management.

2018 – 2021   **Manager Product development | IFUNDS**
To improve Research & Development in terms of predictability, bring more focus to cloud-based product development, align on international level (Germany focused) and mature the organisation in agile working techniques. Our key product is based on Microsoft Azure and Dynamics. Companywide we use Rockefeller habits, within R&D we align using Scrum, XP, Kanban and SAFe techniques.

2016 – 2018   **Senior product owner and scrum master | TWINFIELD (WOLTERS KLUWER)**
To drive development on product Twinfield, a cloud-based accountancy and invoicing solution, using international stakeholder management related to NL, BE, UK, DE and development teams in Ukraine and NL. Joined at most 3 development feature teams simultaneously, working on items like on-line banking, on-line invoicing, API governance, automated test governance and product internationalisation. Participated also in the agile scale up and transition team, using SAFe 3 and later 4.0.

2014 – 2016   **Project manager | FURORE**
To drive and promote the UMC Utrecht, LUMC and Furore initiative *medical intelligence* concept in Dutch healthcare – a big data initiative of medical sources to support medical research and eventually real-time information to the electronic patient record. By organising a national seminar, participating in presentations, engaging in progress and knowledge sharing, governing key aspects of medical intelligence in deployments at hospitals and expanding the medical intelligence network.

2008 – 2014   **Global Product owner Mobile Healthcare | ISOFT (DXC)**
In the Research & Development department in NL I introduced the agile way of working and eventually participated in the agile transition team. My primary job was to design and build a mobile app to extend the, at that time, leading hospital information system and electronic patient record of NL, for customers in UK, NL and DE. I worked with distributed development teams in NL, Spain and India (Chennai) and gave lots of product demonstrations and presentations to large groups of (potential) customers. Also, requirements engineering activities, managing product backlog, wireframing (Balsamiq) for customer journeys, organising Open Spaces, host vision and roadmap sessions for mine and other teams.

2006 – 2008	Software engineer | TOPIC EMBEDDED SYSTEMS

- **TOM TOM**: Build a diagnostic system for Renault, which verifies SD-card, Bluetooth connectivity and MediaCAN. Improve User Experience and generic platform. Customer engagement at Renault in Paris. This assignment was my first introduction to lean software development, Scrum and XP.
- **THOMSON GRASS VALLEY**: Analyse and implement ENG (News) camera's touchscreen user interface in C, improve the software platform and write technical and end user manuals.
- **MEDTRONIC**: Refactor and implement AF Alarm (heart control) in a pacemaker in C. In Nitra, Slovakia.

2003 – 2005	Focus on University study and health (Pfeiffer); support helpdesk | **CONCEPTS ICT**, about internet ADSL, fibreoptic, etc.
2002 ~ 2004	Software engineer | SELF-EMPLOYED, small projects next to my study

- **BREDA AIRPORT**: Design and implement a small enterprise system, including planning, reservations and transactions for the airport. Entirely based on Visual Basic 6.0 and MySQL4.
- **AVANS HOGESCHOOL**: Build a questionnaire system with Delphi 4 & Oracle to interview over 5k students.

2002 – 2004 Technical instructor | AVANS HOGESCHOOL
Research new technologies and prepare some of the material as new course material for teachers and students. Participate in teaching (mostly practical courses).

1998 – 1999 Assistant administrator | AVANS HOGESCHOOL
Control, secure and maintain a Windows NT 4.0 Network and scripting, hosting and firewalls.

EDUCATION

2001 – 2006 Computer Science and Engineering | TECHNICAL UNIVERSITY EINDHOVEN

- Specialities: Real-time system engineering and networking; Extras: Software Testing, User Experience design
- Graduation 2005 – 2006, Master Thesis (10 months) in role 'System Architect' | PHILIPS RESEARCH (NATLAB) → NXP: Performance analysis of a priority request queue between the Level 2 cache and off-chip memory controller based on priorities and fifo structures in a multi-code environment. Created with C and C++.
- Bachelor (BSc), masters: not graduated due to severe illness (Pfeiffer).

1997 – 2001 Advanced Informatics | AVANS HOGESCHOOL

- Speciality: embedded software development; Extras: Solar systems, Accountancy
- Graduation 2001, Bachelor (6 months) in role 'System Developer' | INFINEON: Modernisation of a benchmark system to test Radio Frequency chips on stability, trustworthy and functionality with LabVIEW 5.1 and C++.

LANGUAGES SELF-ASSESSMENT EUROPEAN LEVEL

Dutch is my mother tongue.

Language	Understanding		Speaking		Writing
	Listening	Reading	Interaction	Production	
English	C2	C2	C2	C2	C2
German	C1	C1	C1	B2	B2
French	B2	B2	B1	B1	B1

COURSES

2022	**Agile leadership;** University of Colorado via Coursera – This course looks into the three critical success components for executing the complexity of Agile in practice: the neuroscience of change, social psychology, and change management. **PSM-II and PSPO-II (scrum.org)**
2018	***Chinese elements therapy; Chinese Tongue diagnosis, Chinese pulse diagnosis;** 1 course*
2017, 2018	***Certified Hypnotherapist;** 3 courses*
2016	***Way of the Warrior** – combines leadership training with Carl Jung Psychology and Aikido**; 1½ year training; 4 courses*
2012	**Certified Product owner I** and **Scrum master I** – scrum.org; both as 2-day training sessions
2011	**Usability testing** – How to execute and introduce the usability process
2010	**UI/UX training sessions: Microsoft Expression Blend**, **Adobe Photoshop** and **After effects** – Basic level
2009	**MS SQL** and **Reporting** – Intermediate level
2007, 2008	**Business agility** – Training sessions covering a topic a day: testing and embedded environments, large organisations, Chrystal methodology, CMMi and Agile. Experience Agile with Scrum, Test Driven Development and eXtreme Programming. **Lean development** – 3-Day training from the founders of Lean software development, Mary and Tom Poppendieck. **Advanced Object-Oriented C++** – C++ with templates and Unified Modelling Language.
1999	**Representation management course** – How to approach people who are active in different industries.

SKILLS AND COMPENTENCES

2017 – now	**JIRA, JIRA Align, Confluence, Microsoft Word/Excel/Powerpoint,** general knowledge of software and system engineering and Microsoft Azure environment, **Hypnotherapist** and **Shiatsu masseur**
2004 – now	**Webmaster, Wordpress designer** and **IT consultant** (ICT process optimisation for self-employed)
2001	**Sauna masseur** – Shiatsu and relaxation massages
1997 – 1999	**IT consultant** – Measurements of solar panel installations for solar institute "Watt" using PLC