Andrew Kallman, MBA

Current Certifications: FCT, FCC, FCP, PMP, CSP-SM, and CSM … **Past Certifications**: SA, and AHF

Overview:

Remarkable Results. Andrew's experience and skill enables him to quickly familiarize himself with and manage different viewpoints within organizations. He enables teams to create sustainable business mindsets and processes (assess, align, activate, and accelerate) that are aligned with the client's long-term vision, mission, and strategy.

This includes the following:

Expertise	Trainer for the following Certifications
Distilling Vision, Mission, and Purpose	Flow Certified Trainer
Portfolio, Program and Project leadership	Flow Certified Coach
Scaled Agile, Scrum, Kanban, Lean & Flow	Flow Certified Professional
Change / Transformation / Strategy	Flow-based Agile & Scrum
Delivering Results by Removing Friction	PMP Certification Prep

Certifications	Methodologies
FCC 2020	Guerilla Leadership Mindsets
SA 2019	Flow Leadership Framework
AHF 2016	PMBOK
FCT & FCP 2015	ToC, Lean
CSP-SM 2011	Scrum, Agile, Kanban
CSM 2008	Agility Health
PMP 2006	SAFe Agilist

Education	Industries
MBA, GVSU	Telecom & Media
Grand Rapids, MI, USA 1993	Banking, Insurance and Finance
BBA, Cornerstone University	Automotive
Grand Rapids, MI 1983	Retail and eCommerce
	Education and Training

Case Studies

Published Author. Andrew is a rare combination that has both a solid theoretical understanding and that is also solidly backed-up by real-world, outstanding outcomes (backed by over 25 years of research including both empirical and qualitative case studies) as he shared in the following books that he co-authored:

• [Flow: Get Everyone Moving in the Right Direction…And Loving It](#) (2018, fourteen case studies)

• [The Nehemiah Effect: Ancient Wisdom from the World's First Agile Projects](#) (2014)

Experience, Education & Certifications

Methodology Agnostic. Andrew's confidence and deep experience in both traditional and agile environments is another key to his success. The exceptional value delivered by the teams he trains, mentors and coaches is reflected in the team's ability to distill the organization's requirements, testing, documentation, and quality assurance enabling the team to deliver with focus and clarity.

Successful Assignments. Many of the assignments in which Andrew has led, coached & mentored are time critical and urgent. In exactly those kinds of pressure situations, Andrew leverages his capabilities as a senior advisor to lead both large and small groups to success. He has led several major portfolios, programs, and projects, in parallel, to achieve great, mutually beneficial, and profitable results.

Organization	Year	Exec.		Product			Team			
		Flow Leadership	Portfolio Governance	Program Management	Prod. Mktg. / Biz. Dev.	Project Management	Agile	Scrum	SAFe / Scaled Agile	Agility Health
Guerilla Leadership	2015-present	✔	✔	✔	✔	✔	✔	✔	✔	✔
Pricer	2021-22	✔	✔	✔	✔	✔	✔	✔	✔	✔
ZF	2019	✔	✔	✔	✔	✔	✔	✔	**SA**	
Dandy People	2018-19	✔	✔	✔	✔	✔	✔	✔	✔	✔
Softronic	2017-18	✔	✔	✔	✔	✔	✔	✔	✔	✔
IPSoft	2016-17	✔	✔	✔	✔	✔	✔	✔	✔	✔
Knowit Group	2014-15	**FCT**	**FCC**	**FCP**	✔	✔	✔	✔	**SA**	**AHF**
Solutions IQ / Accenture	2013-14	✔	✔	✔	✔	✔	✔	✔		
NPG - Nature Publishing Group	2011-13	✔	✔	✔	✔	✔	✔	**CSP-SM**		
IIL / Unified Vision Group	2009-10	✔				✔	✔	✔		
eMarketing	2001-10	✔			✔	✔	✔	✔		
Fluid Bag	2002-05	✔			✔	✔				
BaseN	2002-05	✔			✔	✔				
Fruugo	2007-08	✔		✔	✔	✔	✔	**CSM**		
NSN - Nokia Siemens Networks	2006-07	✔		✔		✔				
Nokia	2005-06	✔		✔		**PMP**				
Ericsson	1999-02	✔				✔				
SingTel	2000	✔			✔	✔				
DNA Finland	2000-02	✔			✔	✔				
BRG	1995-99	✔				✔				
Centria	1992-95									
MBA	1993			**MBA, Marketing, International, Top 5%**						
Herrmans	1990-92			**Lean, ToC, JIT, ISO 9000**						
2G Ltd.	1983-90				✔	✔				
Zondervan	1983				✔					

Organizations & Roles

Executive Leadership. Andrew continues to inspire teams globally. Previously he has demonstrated this in various roles as an Executive Coach, COO, Portfolio Manager as well as a Project & Program Management leader. His proven and excellent ability to understand and build trust with both formal and informal decision-making enables him to reach consensus with a wider group of stakeholders and guide organizations to new and profitable opportunities and value-add.

Skilled Coach, Trainer, and Advisor. He is comfortable working with everyone from the team, management, and executive levels including up through the board of directors and knows what it takes to get everyone to the finish line.

Organization	Year	Role
Guerilla Leadership	2015-present	Executive Coach, Trainer, & Mentor
Pricer	2021-22	Agile Coach, Mentor & Trainer
ZF	2019	Agile Coach, Mentor & Trainer
Dandy People	2018-19	Enterprise Agile Coach, Mentor & Trainer
Softronic	2017-18	Enterprise Agile Coach, Mentor & Trainer
IPSoft	2016-17	Portfolio Manager & Program Leader
Knowit Group	2014-15	Enterprise Agile Coach
Solutions IQ / Accenture	2013-14	Enterprise Agile Coach
NPG - Nature Publishing Group	2011-13	Portfolio Manager
IIL / Unified Vision Group	2009-10	Principal Consultant
eMarketing	2001-10	Principal Consultant
Fluid Bag	2002-05	Principal Consultant
BaseN	2002-05	Principal Consultant
Fruugo	2007-08	Program Office Manager
NSN - Nokia Siemens Networks	2006-07	PMO for ICP Integration
Nokia	2005-06	Program & Project Manager
Ericsson	1999-02	Principal Consultant
SingTel	2000	Senior Consultant
DNA Finland	2000-02	COO
BRG	1995-99	Consultant
Centria	1992-95	Lecturer, co-creator English BBA Program
MBA	1993	2.5 Year program completed in 12 months
Herrmans	1990-92	Operations, Warehouse, ISO 9000 Cert
2G Ltd.	1983-90	VP, International Marketing
Zondervan	1983	Manager Trainee

Sustainable Value-add

No one succeeds on every project. This is why Andrew included two examples of assignments that didn't meet expectations in the 14 case studies in his best-selling book "***Flow: Get Everyone Moving in the Right Direction…and Loving It***". However, a majority of the teams that Andrew successfully trained, coached, mentored, and measured delivered the following stunning value-add:

Higher Levels of Performance (examples using Flow)	
300%	increase for a company already using Agile (in first 90 days)
600%	increase for an engineering product development team (delivered over 30+ product configurations vs. 5-6 using old way of working)
900%	increase for a team rolling out a new software platform
600%	for AI Digital co-worker rollouts

Cost Savings (in $ millions using Flow)	
58,8	•CRM / SFA $29.6 M savings (audited by Finance) 1st year
	•Total value-add over $58.8 M during platform's lifetime
16,2	•Corp. Turnaround $16.2 M
5	•Asian Mobile Co. $5 M
7	•Finnish Mobile Co. $7 M
	•On two assignments
0,874	•eCommerce 874 K
18	•NPG
4	•AI Teams
27	•Automotive industry (potential, once in production)
$ 136,87	**Cost Savings**

Increased Sales / Revenues (in $ millions using Flow)	
49,5	•Finnish Mobile Co. $24.75 M
	•Total value-add over $49.5 M during first 10 years
	•Sales Forecasting tool increased div sales by $12 M
24	•Total value-add over $24 M during first 10 years
2,3	•Insurance & Premium Finance sales up $2.3 M
5	•Insurance sales up $5 M
2	•Consulting sales up $2 M
1,5	•eCommerce sales up $1.464 M
1,5	•Consulting sales up $1.5 M
0,48	•Distribution Co. sales up $480 K in 90-days
$ 86,28	**Increased Sales / Revenues**

$ 223,15	**Total Value-add (in $ millions) up through 2019**

…let's chat today about how you can duplicate the same with your teams!