Paulino Kok (郭安贤)

Principal Agile Coach; SAFe Practice Consultant (SPC)

Versatilist; Agilist; Servant Leader; Wisdom Seeker; People Developer; Compassionate Engager; Lifehacker; Technologist

Executive Summary

1. Seasoned technologist with 30+ years working experiences in senior Asia Pacific regional IT leadership and management roles such as Enterprise Level Coach, Lean Agile Coaching Leader, Chief of Staff, Head of Strategic Initiatives, Services Management Director, PMO Director, Enterprise Architect, Business Analyst, Domain Technical Director in global matrix organized IT division of multinational enterprise listed in DJ30 and NASDAQ (e.g. Goldman Sachs, NIKE, Melco Resorts), with also entrepreneur experience in building startup companies with Lean Startup approach to start, run and grow a business.

2. Most recently serving as internal and external lean agile coach and trainer supporting directly CxOs, Managing Directors, Heads of Division, and senior executives to enable their agile transformation journey for enterprises in financial, banking, airline, hospitality, gaming, retail, property development, government authority, etc.

3. Developing and mentoring agile coaches and scrum masters for the agile community in Hong Kong and China. Expanding focus on coaching business owners and other different key roles in scaled agile context.

4. The first SPCT Candidate in HK co-delivered 6 classes of Implementing SAFe to certify SAFe Practice Consultants (SPCs). He has been the SAFe Subject Matter Expert (SME) for SAFe Lean Portfolio Management (LPM) of v4.6 and v5.0, one of the dedicated groups of global SAFe SMEs who contributed to the LPM exam materials. Paul is also a Scaled Agile Framework for Lean Enterprise (SAFe) In-country Reviewer who shares and contributes SAFe knowledge and experience by producing high-quality translations in native languages. He is a SAFe Premier Trainer.

5. Paul delivered 150+ different trainings including agile, scrum, site reliability engineering, design thinking, creative problem solving, decision making, customer experience strategy, devops, project management, service management, lean portfolio management, kanban, Prince2 Agile, software engineering, marketing, human resources, coaching and team facilitation etc… with a total number of 1500+ attendees in the last 20+ years.
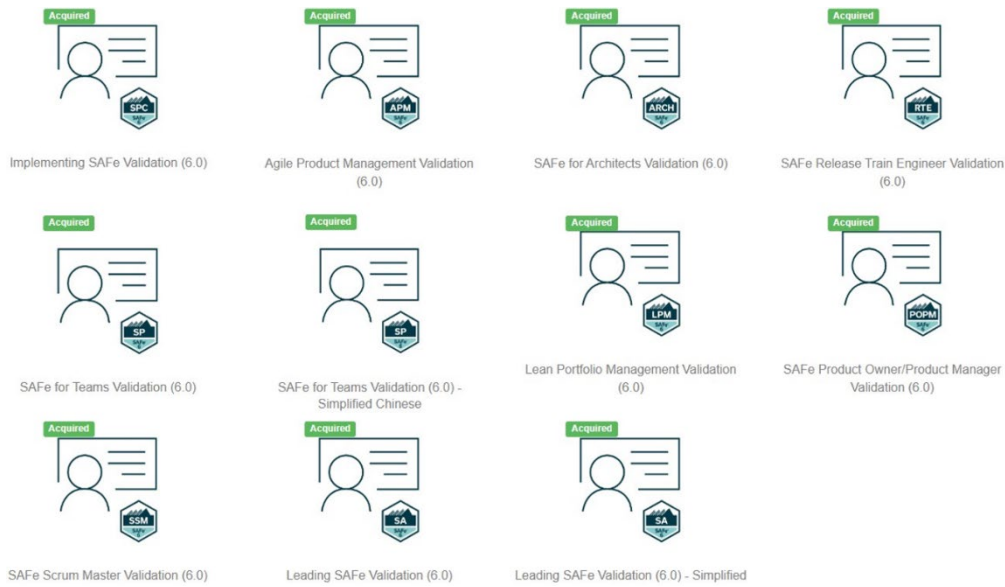
Principle Areas of Practice

Digital Transformation • Agile Transformation •Technical Leadership • Employee Engagement • Enterprise IT Governance • Organization Transformation & Change Management • Business Relationship Management • Stakeholder Management • Capability Management • Lean Six Sigma Business Process Engineering • Business Analysis • Portfolio, Program & Project Management • ITIL Services Management • Enterprise Architecture • Data Governance • Big Data Analytics • Lean Agile Development • DevOps • Infrastructure Management • Risk & Security Management • Crisis & Business Continuity Management • Technology Investment Management • Resource Management • Technology Financial Management • Souring, Vendor and Contract Management

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Professional Trainer and Coach Certifications:

SPCT Candidate	Scaled Agile Framework for Lean Enterprise Practice Consultant Trainer Candidate	
SAFe Trainer	Scaled Agile Framework for Lean Enterprise Practice Consultant &	
	Premier Trainer	81837023-2403
	Release Train Engineer, Scrum Master, Advanced Scrum Master	
	Product Owner/Product Manager, Lean Product Management,	
	Agile Product Management, SAFe Agilist, SAFe for Architect,	
	SAFe DevOps, Software Engineering, SAFe for Team, Agile HR Explorer	
CEC-CEC Coach	Certified Executive Coach, Center for Executive Coaching	
ICF ACC Coach	International Coach Federation – Associate Certified Coach – Professional Coaching	
ICAgile Trainer	International Consortium for Agile (ICAgile) Certified Instructor – Training the Coach	
	Enterprise Agile Coaching, Coaching Agile Transformations, Agile Coaching, Agile Team	
	Facilitation, Business Agility Foundations, Leading with Agility, Agile Project and Delivery	
	Management, Agile Marketing, Agility in HR, Agile Product Ownership, Agile Fundamentals	
DevOps Trainer	DevOps Institute Trainer - DevOps Foundation, DevOps Leadership,	
	Continuous Testing Foundation, DevSecOps Foundation, SRE Foundation,	
	SRE Practitioner, Value Stream Management Foundation	
M3.0-Facilitator	Management 3.0 Facilitator and Trainer	181223638
	Agile Leadership Facilitator, Agile Team Leadership, Agile People Leadership,	
	Agile Change Leadership, Agile Co-Creation Leadership	
Kanban Trainer	Accredited Kanban Trainer	
CInP Trainer	Certified Innovation Professional Trainer, Global Innovation Institute	000424
CDTP Trainer	Certified Design Thinking Professional Trainer, Global Innovation Institute	000424
NPDP Trainer	New Product Development Professional Trainer, PDMA	56601099
SDI 2.0 Facilitator	Certified SDI 2.0 Facilitator, SDI 2.0	20190503
ITIL4 Trainer	Certified Trainer for ITIL 4 Foundation in IT Service Management,	
	ITIL 4 Managing Professional Transition Trainer	
P2 Agile Trainer	Prince2 Agile Foundation and Prince2 Agile Practitioner	
P2 Trainer	Prince2 7 Foundation and Prince2 7 Practitioner	
PMI Trainer	Project Management Institute Trainer	
EAU Trainer	Enterprise Agility University Trainer	

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SAFe v6 trainer enablement

Acquired	Acquired	Acquired	Acquired
Implementing SAFe Validation (6.0)	Agile Product Management Validation (6.0)	SAFe for Architects Validation (6.0)	SAFe Release Train Engineer Validation (6.0)

Acquired	Acquired	Acquired	Acquired
SAFe for Teams Validation (6.0)	SAFe for Teams Validation (6.0) - Simplified Chinese	Lean Portfolio Management Validation (6.0)	SAFe Product Owner/Product Manager Validation (6.0)

Acquired	Acquired	Acquired
SAFe Scrum Master Validation (6.0)	Leading SAFe Validation (6.0)	Leading SAFe Validation (6.0) - Simplified

Other Professional Certifications:

ICF PCC	International Coach Federation – Professional Certified Coach	
ICP-ENT	ICAgile Enterprise Coaching	
ICP-ACC	ICAgile Agile Coaching	
TKP	Team Kanban Practitioner	
KMP1	Kanban Management Professional	
KMP2	Kanban Systems Improvement	
SKP	Scrum Better with Kanban	
CGEIT	Certified in the Governance of Enterprise IT, ISACA	1506511
PfMP	Portfolio Management Professional, PMI	1816612
PgMP	Program Management professional, PMI	1828726
PMP	Project Management Professional, PMI	1811059
RMP	Risk Management Professional, PMI	2045440
ACP	Agile Certified Practitioner, PMI	1822273
TOGAF 9	Enterprise Architecture Certified, The Open Group Architecture Foundation	53388
ITIL3 Expert	ITIL IT Service Management, Axelos.	980221
ITIL4 MP	ITIL Managing Professional	GR677007546PK
ITIL4 SL	ITIL Strategic Leader	GR670000798PK
Axelos	Prince2 Foundation Certificate in Project Management	GR656204422PK
Axelos	Prince2 Practitioner Certificate in Project Management	GR657089195PK
Axelos	AgileSHIFT Certificate	GR665000923PK
DOI	VSM Foundation	22501684
VeriSM	VeriSM Foundation	
CBAP	Certified Business Analysis Professional, IIBA	36551
AAC	Agile Analyst Certification, IIBA	36551
CPOA	Product Ownership Analysis, IIBA	36551
CCC	Enterprise Agility Foundation-Certified Change Consultant	

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CEAB	Certified Enterprise Agility Basic Practitioner	
CEAC	Certified Enterprise Agility Consultant	
CLSSBB	Certified Lean Six Sigma Black Belt, GAQM	89533
CISM	Certified Information Security Manager, ISACA	1529726
CRISC	Certified in Risk and Information Systems Control	1722593
CCSP	Certified Cloud Security Professional, ISC2,	614805
CISSP	Certified Information Systems Security Professional, ISC2, exam passed	
CBCI	Certificate of the Business Continuity Institute, BCI, exam passed	
DGSP	Data Governance and Stewardship Professional, DAMA ICCP, exam passed	
COBIT	Control Objective for IT, ISACA	

Technical Certifications (mostly expired)

AWS Certified Solutions Architect Professional	ZVKHH6SCK1411C95
AWS Certified DevOps Engineer Professional	92PRXNWC12R11G3L
AWS Certified Solutions Architect Associate	C5RWQKCKCFE4199M
AWS Certified Developer Associate	Y4WTT11211R1Q5KV
AWS Certified SysOps Associate	QN19W4S22JF41VK2

*The following certifications have not been maintained.

CCNP-Security, CCNP-WAN, CCNP-ATM, CCNP-Voice, CCNA, CCSA, CCSE, MCSE, MCSD, CSP, MCNE, CAN

Professional Experiences

2018 Sep – Now   **Agilizing Ltd.**   *Principal Agile Coach*

Lean-Agile Enterprise Transformation Coach supporting the agile digital transformation journeys of HK Stock Exchanges, Automated System Limited, Hospital Authority, Melco Resorts, WeLab Bank Limited, Cathay Pacific Airways Limited, Swire Properties Limited, Cprime, Hutchison Telecommunications Hong Kong. Also, internal training for HSBC, London Metal Exchange, Bank of China, Bank of Singapore, Hong Kong Jockey Club, Haitong International Securities Group Limited, AXA China Regin Insurance Company Limited, Cigna, Sun Life, FWD Group, Leisure and Cultural Services Department HKSAR, Unilever, Estee Lauder, Hugo Boss, Ericsson, Philips, Porsche, Nike Inc., Hung Lung Properties, China Mobile Hong Kong, HKBN JOS, Varmeego, Cherrypicks, Capco, Dow Jones News, Adeo, Micro Focus, Gladwell Academy, Kornerstone, Automated Systems Holdings Ltd., Red Hat Inc., Global Technology Integrator Ltd, Fid Technology, Sioux Technologies, Heep Hong Society, Easthome Beijing Consulting and Service, JW Concept and AT Solution etc…Public training with multiple learning paths and tracks.

Lean-Agile Trainer and Consultant. Specialize in the design and delivery of lean and agile related training programs and workshops plus DevOps Teams support for different roles and learning tracks, including business agility, agile leadership & management, agile coaching, lean portfolio management, product management, product owners/product managers (POPM), scrum masters (SM), DevOps, site release engineers, architects, human resource (HR) and people operations, employee engagement, marketing and finance professionals. Lead Agile Coach serving scaled agile program implementation in the Hospital Authority since Nov2020, coaching multiple agile teams and delivered multiple SAFe internal trainings. Most recently, achieved two successful cases of SAFe Agile Transformation with launching of Agile Release Train (ART) for Hong Kong Exchanges & Clearing Limited and Automated Systems Holdings Ltd.

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Authorized trainer/speaker for the Hong Kong Productivity Council (HKPC) delivered multiple SAFe training and DevOps training classes since Jun2020. Also, the speaker for webinar series at HKPC. Guest speaker for City University of Hong Kong and France Macau Chamber of Commerce.

2018 Sept – 2019 Nov   **Melco Resorts**   *Agile Coaching Leader*

Led agile coaches and scrum masters to build and maintain agile culture for team of scrum teams through training and coaching, with focus on the delivery of digital transformation products from concept to deployment while working together with traditional project management office (PMO) and ITIL-based service management organization. The transformation started with Spotify model and adopted Scrum of Scrums and Nexus framework. New product development for a mobile application on hotel booking, payment and loyalty program. Support DevOps Teams.

2018 June – Aug   **AT Solutions**   *Agile Transformation Coach*

Led agile transformation program. Recruited to build and maintain agile chapters (SM, PO, UX, QA, Architect, Software Engineering, DevOps, Information Security, HR) and multiple scrum teams running in Spotify-like model, focusing on the delivery of transformation products from concept to deployment for a fintech company.

2013 Jul – 2018 May   **Nike Inc.**   *Asia Pac Lean Agile Transformation Leader*

Asia Pac Latin America Portfolio, Program & Service Management Director

Asia Pac Infrastructure Service Director

Previously acting as Asia Pac Data Center and Platform Service Director;

Acting Geo Architect; Asia Employee Engagement Champion

Led and drove multiple organization level change and transformation programs across a wide spectrum of areas including Scaled Agile for Lean Enterprise Transformation, Full Cloud Migration, Service Management Transformation, Next Generation Network, Direct eCommerce, etc. Established the Asia Pac Portfolio, Program and Project Management Office (PMO) covering full business analysis, technical leadership and IT governance and employee engagement. Support DevOps Teams.

2011Sept–2013 Jun   **Jong Kim Teng   Junket (new startup company)**

Chief Operating Officer; Head of IT

1993-2011 Aug   **Goldman Sachs Asia LLC**   *Executive Director*

2008 July -2011 Aug   *Chief of Staff / Head of Strategic Initiatives, Asia Technology Infrastructure*

Co-head of Asia Training Committee & Mentoring Program

Member of Global Career Development Committee

2004-2008   *Head of Asia Network, Voice and Multi-media End-to-end Services*

2001-2004   *Head of Asia Network, Compute & Storage Engineering*

1997-2001   *Co-head of Distributed Computing and End User Support, Asia excluding Japan (AeJ)*

1995-1997   *System and Network Administrator, System Developer (AeJ)*

1993-1995   *System Administrator and Developer, AeJ*

1989-1993   **Bank of China HK**   *Deputy Manager, Computing Department*

<u>Education</u> 1986-1989 - Bachelor Degree, Computer Studies, Hong Kong University

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