



# Profile: Helen Williams

## Achievements & Qualifications

Certified Disciplined Agilist  
Digital Leadership: Creating Value Through Technology

## Skills & Strengths

Transformation Leadership  
Business architecture  
Change leadership  
Programme design  
Agile coaching and mentoring  
Training and facilitation

## Languages

English – native speaker  
Welsh – native speaker  
French – proficient  
Spanish - proficient

## URLs & Links

<http://theadaptiveorganisation.com/>

<https://www.safaribooksonline.com/library/view/understanding-patterns-of/9781492028017/>

<https://www.linkedin.com/in/helenangharad/>

## Experience

### Transformation Lead Nat West Group

Responsible for developing strategies and initiatives to support the transformation of the digital capability within the personal banking business. This includes:

- Helping set and drive transformation vision and goals with the digital leadership team
- Coaching leaders to develop new behaviours and leadership styles to support empowered agile teams
- Instituting a lean approach to work management (lean portfolio, continuous governance, and financing)
- Building a learning curriculum for Scrum Masters, Product Owners and delivery teams to understand how to deliver value to customers and adopt new mindset and behaviours
- Defining the Idea to value model for delivering value to customers
- Building capability frameworks for agile roles to help transition individuals into new ways of working
- Creating exemplar teams and practices within the digital business

### Lead coach and transformation consultant Sainsbury's

Responsible for developing the strategies and initiatives that support the transformation of the Food Commercial delivery arm within the Digital and Technology department. This includes:

- Cultural change events to introduce organisational learning practices (e.g. lunch and learn, book clubs)
- Leadership support to develop work management processes (e.g. creating strategic roadmaps, vision statements, value trees, portfolio management)
- Leadership coaching – monthly group away sessions and one-on-one coaching
- Team coaching – group coaching and one-on-one role-based coaching
- Created capability frameworks for agile roles to support the understanding of what 'good' looks like and how to improve across time using focussed tools and training
- Creating a strategy to continuously improve adoption of agile practices across teams based over 3 international sites
- Shaping and recruiting agile talent into the organisation

### Executive agile coach Ovo Energy

Working with the group Director of Product and the Director of technology to form a transformation strategy for the retail and group business, and to create an organisational design aligned around value and products. Because of this engagement, the organisation increased its agile capability as well as found a new flexible organisational structure which incorporated the business into its product and technology capability. Key outcomes were:

- Adaptive approach to organisational structure and use of key technology platforms
- Vision and strategy created for the development of the business over a 2-year horizon
- Increase in capability for targeted individuals to move into key transformational roles

