

## Becca Williams

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**Multidisciplinary and heart-centered technologist** who unites distributed teams with **exceptional emotional intelligence** and a focus on **delivering value**. **Certified Scrum Professional (CSP)**, **Certified ScrumMaster (CSM)**, **Certified Scrum Product Owner (CSPO)**, **Certified Facilitator LEGO® SERIOUS PLAY®** and **Certified Yoga Teacher**.



**Extensive knowledge of Scrum** and how to fill in its intentional gaps, **business analysis**, **SaaS** (especially B2B), **SDLC**, startups, hackathons, social impact organizations, and other **software solutions/processes that empower remote teams**.

### **Principal Consultant + Owner** August 2019 - present **Thought Distillery**

Contract Agile project management + business analysis services for organizations that value equity, diversity, and inclusion, solving wicked problems in education, healthcare, and social impact/justice and/or with new/emerging technologies.

- Bringing order to chaotic work streams where responsibilities aren't clear
- Setting teams up for success on new development efforts, establishing self-managing team behaviors
- Defining and refining requirements for complex solutions
- Writing user stories in language meaningful to business and technical stakeholders
- Idea generation
- Workshop planning/facilitation

### **Scrum Master + Business Analyst (Remote)** October 2017 – August 2019 **Coda Global**

Coda Global is a fully distributed technology consulting firm specializing in Cloud-Native application development and cloud migration managed services with approximately 50 US-based employees and 100 employees in Chennai, India.

- Led a 7-figure, multinational contributor, mission-critical software project that successfully went live with ~1000 users across 40 North American sites. This rollout was described as the smoothest launch the client company has seen in its history.
- Collected and analyzed business requirements for a variety of technology-powered solutions including Machine Learning for contract analysis using IBM Watson Element Classification and TensorFlow
- Facilitated traditional Scrum ceremonies including standups, sprint planning, sprint demos, and retrospectives
- Managed communication streams with clients, as well as budgets, timelines, hours, and distributed, global teams
- Designed and executed innovative workshops

### **Scrum Master (Remote) May 2016 - October 2017 [American Association of Insurance Services \(AAIS\)](#)**

AAIS is an insurance advisory organization with approximately 60 employees, half of whom work remotely across all US time zones.

- Managed up to eight cross-functional, distributed team projects at a time, including relationships with third-party technology and consulting vendors for internal and SaaS products
- Championed the adoption of Agile/Scrum principles, ceremonies (sprint planning, retrospectives, release planning, daily Scrum, sprint reviews) and best practices
- Fostered staff and stakeholder collaboration through engaging facilitation, clear meeting goals, and action items

### **Business Analyst | Underwriting Rules Developer 2012-2016 [Reinsurance Group of America \(RGA\)](#)**

RGA is a Fortune 500 company in financial services with approximately 2600 employees worldwide.

- Trained 50+ domestic and international users on automated underwriting processes/software
- Created innovative underwriting rules and processes for complex impaired annuities products in the UK market
- Introduced the concept of hackathons to RGA's leadership through my team's hackathon win (see below)
- Founded and led the Entrepreneurs Inside group to encourage entrepreneurial thinking
- Helped establish a structured data model for a new automated underwriting rules engine (SaaS model) using ACORD standards for life insurance
- Implemented and led standups for a team responsible for support of legacy underwriting systems and new development
- Served as Product Owner for international underwriting systems

### **High School Spanish Teacher 2008-2012 [Francis Howell School District](#) - St. Charles, MO**

- Taught Spanish I and 2 using SMART Technologies' SMART Board, hands-on projects and gamification

### **Middle School Art Teacher 2007-2008 [St. Louis Public Schools](#) - St. Louis, MO**

- Taught Fundamentals of Art to 7th and 8th grade students



## **Education**

- Master of Arts, Journalism | University of Missouri – Columbia | 2005
- Bachelor of Arts, Psychology | Webster University | 1999



## **Open-Source Projects**

- My [Operating Manual on Building and Facilitating Self-Managing, Agile, Remote Teams](#)
- My [Social Impact Research](#) | incubators and accelerators that support social enterprise founders, as well as pioneering companies to watch, free online social impact courses, and finding social impact jobs
- My [Reinventing K-12 Education Research](#) | schools challenging the status quo model, resources for education professionals redesigning curricula, and critical questions regarding next-level education
- [My Equity, Diversity + Inclusion in Tech and Anti-Racism Research](#)
- [My Experience Winning GlobalHack V](#) | St. Louis