Sean Sweeney

Agile Delivery Leader

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https://AgileFieldGuide.com

SUMMARY

Experienced Agile Transformation Leader and Scrum Master with a proven track record of transforming teams, enhancing collaboration, and delivering high-value solutions. Adept at applying Systems Thinking, Theory of Constraints, Lean, and Flow principles to optimize processes and accelerate product delivery. Recognized for catalyzing cultural shifts and enabling sustainable Agile practices across enterprise environments.

TRANSFORMATION & COACHING IMPACT

- **Boosted Delivery Predictability**: Drove Epic completion rates from 15–40% to consistently over 90% by aligning teams around Sprint and PI goals, reinforcing focus, and improving flow metrics.
- **Enabled Organizational Learning:** Trained and coached dozens of leaders, Scrum Masters, Product Owners, and teams, leading to improved role clarity, collaboration, and scaled agility.
- **Shifted Mindsets in Legacy Teams**: Guided long-tenured developers from waterfall habits to agile thinking, increasing engagement in inspect-and-adapt activities and achieving 100% Epic delivery.
- **Resolved Systemic Impediments**: Established and facilitated ART Syncs and cross-team collaboration forums that accelerated dependency resolution and unblocked delivery pipelines.
- **Strengthened Agile Communities**: Founded and facilitated Scrum Master Communities of Practice to embed sustainable coaching, elevate agile maturity, and grow shared ownership of agile culture.
- **Scaled Agile Ways of Working**: Led SAFe certifications and launched multiple Agile Release Trains, aligning business priorities with team execution across portfolios.

WORK HISTORY

Senior Scrum Master
NBC Universal, Remote (New York, NY)
September 2021 – Present

- Served as Scrum Champion over multiple teams helping the SMs, POs, Mangers, and Directors align for the SpinCo initiative.
- Elevated Epic completion rates from 15–40% to 90–100%+ by fostering goal-driven delivery across teams.
- Delivered actionable metrics and facilitation to guide continuous improvement and team empowerment.
- Resolved organizational impediments and initiated ART Syncs to improve cross-team alignment.
- Shaped and led a Scrum Master Community of Practice to support shared learning and consistency.
- Delivered SAFe certification courses and coached leaders and practitioners to embed scaled agile practices.

Senior Scrum Master & Agile Coach
Excellus Blue Cross Blue Shield, Remote (Rochester, NY)
July 2021 – September 2021
- Provided Agile coaching and leadership training during a full-scale transformation initiative.
- Supported the setup of the first Agile Release Train and helped define strategic Agile adoption plans.
- Coached Scrum Masters in Agile delivery and cultural change until transformation paused due to re-org.

Project Manager / Scrum Master
FedEx Logistics, Remote / Buffalo, NY
August 2018 – July 2021
- Guided developers through mindset shifts to Agile ways of working, resulting in 90%+ Epic delivery.
- Coached a newly formed team to consistently reach 100% of Iteration and PI Objectives.
- Mentored Scrum Masters and Product Owners, establishing consistent Agile practices.
- Advised leadership on creating safe-to-fail environments to foster team experimentation.
- Helped set up new ART launch to support flow improvements across multiple delivery teams.

IT Consultant
Eureka Logic, Amherst, NY
April 2016 – July 2018
- Delivered consulting solutions including the design of a location-based SMS marketing and e-commerce product.
- Provided Agile-based product development and technical strategy to local businesses.

Service Delivery Manager / Project Manager / Team Lead
Bank of America, Remote / Getzville, NY
May 2008 – March 2016
- Championed Agile adoption and acted as Product Owner or Scrum Master for various teams.
- Supported modernization initiatives within Process Design & Innovation teams.
- Led risk management audits and delivered application, systems, and infrastructure projects.
- Helped set up the bank's first Agile Release Train through iterative and stakeholder-focused delivery.
- Built applications & systems within Mortgage Technology

IT Manager / Senior Developer
WebMedia Services, Williamsville, NY
November 2000 – May 2008
- Managed web development team and technical delivery for client-facing services.
- Built and delivered custom applications with executives and business owners.
- Migrated core infrastructure and legacy applications to early cloud-based hosting solutions.
- Grew Agile adoption internally by experimenting with XP, Scrum, and iterative models.

PROFESSIONAL INVOLVEMENT
VP, Business & Technology Services
PMI Buffalo Chapter
January 2024 – December 2024
- Oversaw all applications and systems utilized by the Buffalo Chapter of PMI.
- Created and maintained the Chapter's 3-year Technology Roadmap.
- Determined annual budget and managed vendor relationships.
- Led a team supporting technology-driven projects and Chapter infrastructure.

Director of Applications
PMI Buffalo Chapter
January 2023 – December 2023
- Provided technical support for all Chapter applications and systems.
- Conducted research and development of new technologies, systems, and applications.
- Collaborated on the Chapter's 3-year Technology Roadmap.
- Ensured documentation of SOPs and coordinated vendor activities.

CERTIFICATION
PMP, PMI-ACP, ITIL, VSM, SPC, RTE, SASM, SSM, POPM, SP, SDP, SA, PAL, PAL-EBM, PSM II, CSP-SM, CSM, CSPO (Full list: https://www.seansweeney.com)

EDUCATION
SUNY College at Buffalo
Bachelor of Science, Computer Information Systems

SUNY Empire State University
MBA Candidate, Information Technology Management (*Expected May 2026*)