Frederik Metz

DEPARTMENT MANAGER AGILE ENABLEMENT, TECH STRATEGY ARCHITECT

Munich, Germany • frederikmetz@gmail.com • +49 151 65151451

PROFESSIONAL EXPERIENCE

CHAPTER 1: THE ORIGIN

Fast Moving Adaptive Environments (McMakler, HRS Group, Stern Stewart)   2013 – 2017

> Theme: Learning to ship value when survival depends on it.

- **Shipping to Survive:** Learned the basics of product development and technology at high-growth startups (Conichi, McMakler) by needing to ship results fast.
- **Operational Growth:** Scaled regional operations at McMakler by focusing on data and efficiency.
- **Analytical Foundation:** Developed core structuring and problem-solving skills through projects at Stern Stewart & Co.

CHAPTER 2: THE FRAMEWORK

Capgemini Invent   03/2018 – 04/2021

Senior Consultant (Agile Transformation)

> Theme: Learning how to guide large-scale organizations through change.

- **Building Internal Capability:** Helped large enterprise clients build their own internal agile capabilities so they could operate successfully without external consultants.
- **Framework vs. Reality:** Mastered deep mechanics of Scrum and SAFe, but focused on what actually works in complex corporate environments.
- **Organizational Design:** Led multiple transformations focused on structure and roles for automotive and retail giants.

CHAPTER 3: THE REALITY CHECK

AutomateAgile   01/2021 – 03/2023

Co-Founder

> Theme: Delivering transformation without the consulting bloat.

- **Lean Transformation:** Supported companies in agile transitions with a lean approach, delivering results faster and with less investment than traditional consulting.
- **Pragmatic Problem Solving:** Prioritized the most direct fix over the "perfect" theoretical process.
- **Commercial Ownership:** Operated with total accountability—if the process didn't add value for the client, the business didn't grow.

CHAPTER 4: DESIGNING THE SYSTEM

MediaMarktSaturn   01/2023 – Present

Department Manager Agile Enablement, Tech Strategy Architect

> Theme: Shifting from "Coaching Teams" to "Designing the Organization."

- **Operating Model Design:** Developed the initial concept for the Value Stream organization and assisted its implementation across 12 teams to improve work flow.
- **Strategic Alignment:** Instrumental in creating the Tech Strategy. Adept at presenting new concepts to senior leadership and securing buy-in for organizational changes.
- **OKR Implementation:** Successfully introduced and implemented OKRs for the first time in the Tech organization, moving from high-level goals to a concrete execution rhythm.
- **Continuous Discovery:** Introduced Continuous Discovery to the Operating Model, shifting focus from following requirements to validating actual customer needs.
- **Leading the Coaches:** Managing a team of 15 Agile Coaches. Redirected their focus toward the organization's most valuable problems and critical bottlenecks.

EDUCATION & SKILLS

EDUCATION	EXPERTISE	LANGUAGES
M.Sc. Management & Technology TU Munich (Entrepreneurship, Tech Chem)	OKRs, Org Design, Portfolio Management, Senior Stakeholder Management	German (Native), English (Native), Slovak (Fluent), Spanish (Fluent)

"I started in Startups to learn agility as a survival skill. I went to Consulting to formalise that intuition. I became a Founder to test those theories against risk. Now at MMS, I use that blend to professionalise how we work."