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twinspire

START WITH WHY

We believe that teams themselves find the best answers to their challenges, when given the space and structure to do so.

That's why we always look closely at how a team actually works before proposing any structure: pragmatic rather than dogmatic, sustainable rather than short-term.

This way, we reduce complexity in organizations undergoing change and enable measurable progress, without ever losing sight of the people involved.

Our Approach

01

Empower

Instead of creating dependency

We make teams capable of acting on their own, not dependent on external support.

02

Pragmatic

Instead of dogmatic

We choose what actually works, instead of applying methods for their own sake.

03

Sustainable

Instead of short-term

Change that stays anchored in everyday work, beyond the project itself.

Our Goal: Self-organized, high-performing teams that continuously create value, through professional guidance, coaching, and facilitation.

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01 - Introduction

Benjamin Skomrock

MANAGING DIRECTOR, AGILE TEAM COACH & SCRUM MASTER

My focus is on acting as a link between management and team, I help teams gain structure and clarity so they can ultimately work independently and effectively.

Personal 41 years old, 1 Child, Cycling, Running & Swimming

Location Bad Neuenahr-Ahrweiler / Deutschland

Way of working Remote & Hybrid-Workshops

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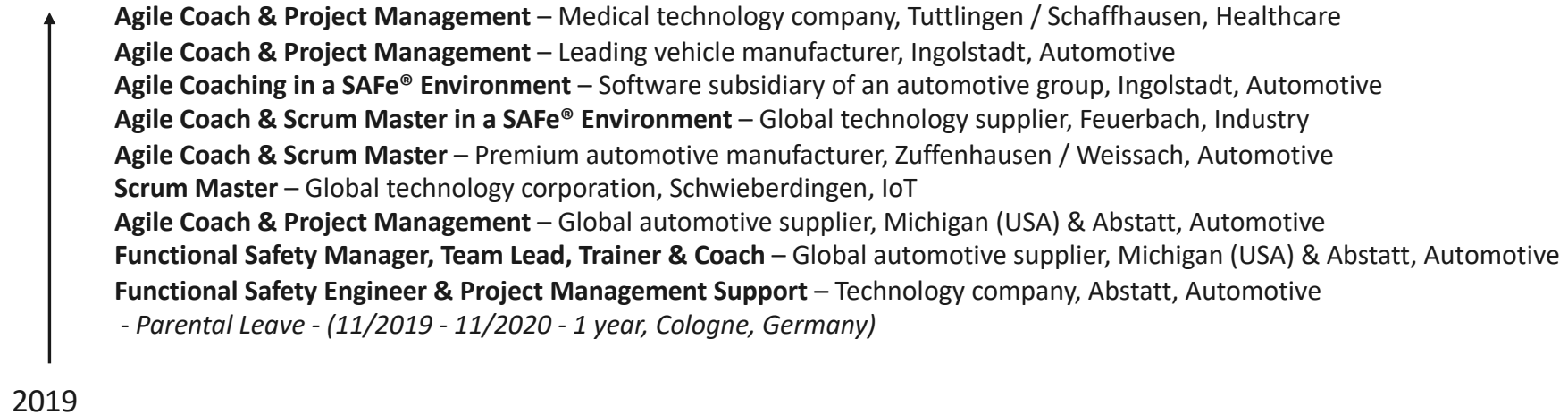
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02 - Overview

Benjamin Skomrock

Project Experience:



03 - Project Experience

Medical technology company – Agile Coach & Project Management
09/2025 - 05/2026 – 8 months, Tuttlingen / Schaffhausen - Sector: Healthcare

Project Context:

Agile Coaching & Project Management Support at a healthcare technology company as part of a change project aimed at achieving MDR compliance by Q1 2027. Challenges included lack of prior audit experience, incomplete documentation, multiple manufacturers, unnecessary process complexity, unclear roles, and inefficient meetings.

Detailed Description of Project Responsibilities:

- Supporting the team in defining clear structures and transparent processes
- Coaching the team and management on effective use of processes and tools
- Conducting an Agile GAP analysis to assess maturity and identify improvement areas
- Developing proposals for meeting optimization (notes column, time column, progress visualization)
- Building a transparent Jira structure together with PM and PL, replacing OneNote/Excel

Key Learnings:

Transparency and targeted tracking measurably reduce team stress, what matters is not just introducing new tools, but actively teaching how to use them. Involving an Agile Coach earlier in the project structuring phase would have created additional value.

Project Outcomes:

The meeting optimizations were implemented step by step, meetings have since stayed on schedule, and unnecessary follow-up questions decreased significantly. The new Jira structure was only partially adopted due to the team's limited experience, but showed clear advantages over the previous Excel-based approach, particularly for tracking dependencies and shifting timelines.

03 - Project Experience

Leading vehicle manufacturer – Agile Coach & Project Management
05/2025 - 05/2026 – 1 year, Ingolstadt / Rülzheim - Sector: Automotive

Project Context:

Agile Coaching & Project Management Support for a leading vehicle manufacturer, in the area of ECU Testing & Framework Engineering. Supported program management in establishing clear structure and division of work across two teams.

Detailed Description of Project Responsibilities:

- Structuring task allocation across two teams
- Introducing Kanban (testing team) and Sprints (development team) respectively
- Establishing regular retrospectives
- Building structured daily routines
- Ensuring transparent task management in Jira

Key Learnings:

Tailoring the framework to each team (Kanban vs. Sprints) paid off. Particularly notable: both teams continued to operate independently and successfully after the project ended a clear sign of sustainably established self-organization.

Project Outcomes:

Results were visible quickly and remained transparent throughout. Both teams adopted the new structure well, keeping friction minimal, with remaining issues resolved independently through short communication paths. A recurring challenge was communication with the client due to irregular meeting attendance and changing points of contact.

03 - Project Experience

Software subsidiary of an automotive group – Agile Coaching in a SAFe Environment

01/2025 - 12/2025 – 1 year, Ingolstadt - Sector: Automotive

Project Context:

Agile coaching of a team for a software subsidiary of a German automotive group within a SAFe environment, integrated into an ART. What started as a Scrum Master coaching role quickly evolved into holistic on-the-job coaching for both the Product Owner and Scrum Master.

Detailed Description of Project Responsibilities:

- On-the-job coaching of Scrum Master and Product Owner
- Co-designing a new team structure introducing "Epic Drivers" to relieve the Product Owner
- Gradually stepping back from an active role as the team grew more self-sufficient
- Supporting ART-wide formats such as retrospectives and PI plannings

Project Outcomes:

The Product Owner and Scrum Master quickly grew into their roles and took on increasing responsibility, eventually facilitating ART-wide retrospectives independently. Team performance improved so significantly that the team became a role model for other teams within the ART.

Key Learnings:

Leadership means giving people the chance to safely try out new roles. Cross-ART prioritization challenges (caused by an inexperienced RTE) were mitigated through targeted support during PI plannings, for me, one of the strongest projects in an agile context to date.

03 - Project Experience

Global technology supplier – Agile Coach & Scrum Master in a SAFe Environment

06/2024 - 12/2024 – 7 months, Feuerbach - Sector: Industry

Project Context:

Agile coaching of two teams for a global technology and automotive supplier in a Kubernetes-based deployment and rollout environment focused on software testing and monitoring, integrated into a SAFe framework.

Detailed Description of Project Responsibilities:

- Supporting two teams within a SAFe context
- Close alignment with management to synchronize timelines
- Embedding Jira into daily workflows to increase transparency
- Resolving conflicts within the team as well as with adjacent ART teams
- Facilitating regular retrospectives for continuous improvement

Project Outcomes:

Increased transparency led to noticeably smoother releases overall. The team embraced the new structure and way of working, resulting in fewer conflicts. Remaining friction stemmed mainly from dependencies on other ART teams that couldn't be resolved by a single team alone.

Key Learnings:

A well-functioning ART is critical to individual team success, but its quality can't always be influenced. This makes it even more important to create calm within your own team and close out your own topics as cleanly as possible, despite external dependencies.

03 - Project Experience

Premium automotive manufacturer (Southern Germany) – Agile Coach & Scrum Master
03/2024 - 12/2024 – 10 months, Zuffenhausen / Weissach - Sector: Automotive

Project Context:

Agile coaching and Scrum Master role for a premium automotive manufacturer in the context of the EU AI Act, focused on AI compliance assessment for vehicle systems under tight regulatory deadlines and cross-functional collaboration.

Detailed Description of Project Responsibilities:

- Responsible for sprint planning, retrospectives, and workshops
- Organizing and coordinating AI compliance activities for vehicle systems
- Close alignment with cross-functional departments (including vehicle engineering) and external law firms to interpret regulatory requirements
- Continuously adapting processes to the team's dynamics to accelerate implementation

Project Outcomes:

All deadlines and milestones related to the EU AI Act were successfully achieved. A particular challenge was integrating external law firms without development experience, who first had to adjust to an agile working rhythm. Beyond expertise in the EU AI Act itself, the project generated significant added value in cross-departmental collaboration.

Key Learnings:

Coordinating across very different departments required high flexibility and a pragmatic approach, rigid methods wouldn't have worked here. Regular retrospectives provided important moments of reflection, helping the team stay focused and tackle next steps clearly even under high pressure.

03 - Project Experience

Global technology corporation – Scrum Master

06/2023 - 12/2023 – 6 months, Schwieberdingen - Sector: IoT

Project Context:

Scrum Master role at a global industrial conglomerate, supporting an international and a local team working on app development across multiple locations, and driving the adoption of Scrum under challenging conditions (language barriers, time zone differences, frequent process changes from management).

Detailed Description of Project Responsibilities:

- Fostering an agile mindset across both teams
- Facilitating daily operations (dailies, sprint events)
- Coaching the teams in collaboration and Scrum best practices
- Building a structured workflow despite limited overlapping meeting time due to time zone differences

Key Learnings:

Language remains a critical success factor in international collaboration, cutting corners here often costs momentum and team dynamics elsewhere. It also became clear that even strong coaching has clear limits without stable conditions and consistent support from management.

Project Outcomes:

Collaboration proved challenging: language barriers within the international team significantly hindered mutual understanding, making it difficult to resolve issues sustainably. Limited overlapping meeting time due to time zone differences placed additional strain on the local team in particular. Frequent process changes from management further complicated efforts to establish a stable team dynamic.

03 - Project Experience

Global automotive supplier (USA/Germany) – Agile Coach & Project Management
09/2022 - 07/2023 – 11 months, Michigan (USA) & Abstatt - Sector: Automotive

Project Context:

Agile coaching of a German team of over 30 members as part of an international automotive development program for the U.S. market, working for an automotive supplier with international manufacturing operations.

Detailed Description of Project Responsibilities:

- Central point of contact for coordinating and structuring the German team
- Individual 1:1 coaching sessions to reduce stress and support team members
- Managing cross-timezone alignment with U.S. program management
- Facilitating meetings, workshops, and retrospectives
- Structuring and facilitating the project closure in Germany (100+ employees)
- Coached by Dominik Di Massa (USA) and Nikita Mogilevsky (Germany)

Key Learnings:

The most valuable lessons emerged in high-stress, time-critical situations, particularly navigating cross-timezone conflicts, where standing up for the team while understanding the other side's perspective proved essential. Coaching from Dominik Di Massa and Nikita Mogilevsky, marked by trust and room to shape my own approach, has had a lasting influence on my coaching style.

Project Outcomes:

Despite differing calendars and time zones, a reliable 1:1 coaching structure was established across the team. In a conflict situation with the U.S. program manager a canceled meeting the team urgently needed had to be reinstated, open communication helped strengthen trust rather than damage it. The project closure with over 100 employees was successfully structured and facilitated.

03 - Project Experience

Supplier of commercial vehicle safety systems – Functional Safety Manager, Team-Lead, Trainer & Coach
10/2021 - 09/2022 – 1 Jahr, Michigan (USA) & Abstatt - Sector: Automotive - Nutzfahrzeuge

Project Context:

Functional Safety Manager at a supplier of commercial vehicle safety systems, with team lead, engineering, and coaching responsibilities on a project covering ABS, ESC, ATC & HSA for commercial trucks, including Item Definition, HARA, and Functional Safety Concept.

Detailed Description of Project Responsibilities:

- Technical and coordinative leadership of an approximately 8-person team (Germany/USA) while also contributing hands-on engineering work
- Conducting ID, HARA, and FSC for ABS, ESC, ATC & HSA
- Coaching junior engineers in functional safety (also active as a Functional Safety Trainer)
- Establishing and coordinating team working methods and processes
- On-site alignment with the client in Michigan to sharpen collaboration

Project Outcomes:

All tasks and agreed milestones were successfully completed, despite frequent changes in client-side points of contact, which required continuous adaptation to stay on schedule. Cross-timezone coordination (Germany/USA) with limited overlapping work hours was successfully managed.

Key Learnings:

This project marked a personal turning point: my interest in the development of colleagues and the team became more important to me than the technical engineering task itself. This moment sparked a growing pull toward Agile Coaching, the actual starting point of my path to where I am today.

03 - Project Experience

Technology company specializing in vehicle components – Functional Safety Engineer & Project Management

01/2021 - 10/2021 – 10 Monate, Abstatt - Sector: Automotive

Project Context:

Functional Safety Engineer at a technology company specializing in vehicle components, responsible for the Electric Power Steering (EPS) project for a Chinese vehicle manufacturer, working closely with the company's in-house steering development team.

Detailed Description of Project Responsibilities:

- Independently responsible for functional safety of the steering system (individual role within a larger team of safety engineers, each covering separate areas of responsibility)
- Creating Item Definition (ID), HARA, and Functional Safety Concept (FSC)
- Creating the Technical Safety Concept (TSC), including the safety case
- Conducting assessments, including with the client in China

Project Outcomes:

The Technical Safety Concept was successfully completed and adjusted following the initial assessment. The project was subsequently halted by the client, Evergrande.

Key Learnings:

Gained deeper technical understanding of steering system functions, along with valuable experience in international collaboration with China, particularly navigating language barriers. Despite the client-side project halt, a highly instructive project from a technical standpoint.

04 - Certificates, Methods & Tools

Certificates

Professional Scrum Master™ I (PSM I) - 12/6/2023



Methods & Tools

- Scrum
- Kanban
- OKR
- LeSS
- SAFe®
- Flight Levels
- Agile Coaching
- Team Coaching
- Workshop Facilitation
- Jira & Confluence
- Miro & Mural



Jira



miro



Mentimeter

05 - Contact - Get in Touch!

Benjamin Skomrock

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Locations



We'd love to hear about your project, your teams, and where we might be able to help.

Tanja & Ben

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