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ainspire

Reduce complexity. Empower teams. Enable measurable progress.



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



Dr. Tanja Kohn

MANAGING DIRECTOR, AGILE COACH & SCRUM MASTER

My focus is on improving the quality of team outcomes. For teams to achieve their goals efficiently and effectively, they need a strong foundation that enables members to collaborate with focus and purpose. This foundation may be built on trust, enjoyment, and a shared sense of responsibility.

About me 48 years old | Hiking, Cycling & Swimming

Location Anger, Germany & Prague, Czech Republic

Way of working Remote & Hybrid Workshops

E-Mail tanja@twainspire.de

Mobile +49 (0)176 2333 5905

02 - Overview

Dr. Tanja Kohn

Project experiences:



Senior Agile Coach & Scrum Master (Scrum) – Software Subsidiary of a German Automotive Group
Agile Coach & Scrum Master (LeSS) – Global Software Company & International Engineering Partner
Agile Project Management Consultant & Project Lead Support – Global Technology and Automotive Supplier
Scrum Master (SAFe®) – Global Technology and Automotive Supplier & Software Subsidiary of a German Automotive Group
SAFe® Facilitator (Scrum Master in SAFe®) – Global Technology and Automotive Supplier
Scrum Master (SAFe®) – Global Technology and Automotive Supplier
Senior Consultant: Organizational & Leadership Development – Nursing Service, Health Sector
Senior Consultant: Agile Transformation & Organizational Development (Scrum) – Landscaping and Gardening
International Project Manager: Education & Partnership Development – University
Agile Coach, Organizational Development & Trainer (Scrum) – University
Trainer Profile – Scrum Master Trainer in a corporate

2006



03 - Project Experience

Software subsidiary of a German automotive group – Senior Agile Coach & Scrum Master

12/2025 - 05/2026: 6 months, Rülzheim / Braunschweig, Sector: Automotive

Project Context:

Agile transformation of an outsourced software testing organization with approximately 30 team members. Supported Product Owners, project leadership, and teams in identifying inefficiencies and establishing agile ways of working within a project shaped by contractual constraints and organizational dependencies.

Detailed Description of Project Responsibilities:

- Facilitating retrospectives, daily stand-ups, and team kick-off workshops
- Coaching Product Owners and teams on agile principles and continuous improvement
- Analyzing process inefficiencies and developing practical improvement measures
- Supporting the structured onboarding of new team members
- Fostering a culture of feedback, learning, and cross-team collaboration

Key Learnings:

Even under significant contractual and organizational constraints, agile practices can sustainably improve collaboration and transparency. Long-term success, however, depends on addressing structural impediments beyond the teams' influence.

Project Outcomes:

Improved collaboration within the teams and between Product Owners and testers. Retrospectives resulted in tangible process improvements and increased ownership within the teams. Structured onboarding and newly established communication channels enhanced collaboration despite challenging project conditions.



03 - Project Experience

Global Software Company & International Engineering Partner – Senior Agile Coach & Scrum Master

03/2024 - 12/2024: 10 months, Munich / Abstatt, Sector: Software Development

Project Context:

Supported an organization-wide software development project between a global software company and an international development partner from project initiation. Introduced the LeSS framework to coordinate three cross-company teams (approx. 60 participants) while aligning different organizational goals and ensuring transparency across all stakeholders.

Detailed Description of Project Responsibilities:

- Introducing and establishing the LeSS framework across three cross-company teams
- Facilitating kick-off workshops, retrospectives, and cross-team alignment meetings
- Coaching Product Owners, development teams, and stakeholders on agile principles and collaboration
- Moderating cross-organizational discussions and constructively resolving escalations
- Strengthening collaboration between project management, Product Owners, and development teams
- Mentoring and handing over the project to a Scrum Master to ensure a smooth transition

Key Learnings:

Scaling agile development across organizations requires more than introducing a framework—it depends on shared objectives, transparent communication, and consistent stakeholder alignment. Strong facilitation and trust-building are essential to successfully bridge different organizational cultures.

Project Outcomes:

LeSS was successfully established as the collaboration framework across three teams. Cross-organizational communication and transparency improved through structured agile ceremonies and regular alignment. Early facilitation of escalations strengthened stakeholder collaboration and supported project continuity. Following a structured knowledge transfer, the project was successfully handed over to a Scrum Master.



03 - Project Experience

Global technology and automotive supplier – Agile Project Management Consultant & Project Lead Support
07/2023 - 03/2024: 9 months, Reutlingen, Sector: Industry

Project Context:

Supported the project lead in a hybrid development project for a global technology and automotive supplier. Focused on project governance, stakeholder management, and establishing transparent communication and decision-making processes within a complex customer environment.

Detailed Description of Project Responsibilities:

- Supporting the project lead in project governance, scheduling, and stakeholder management
- Facilitating status meetings, risk reviews, and steering committees
- Preparing decision logs and tracking actions and escalations
- Advising stakeholders on agile practices and promoting an agile mindset within a hybrid project environment
- Ensuring transparent communication between internal and customer stakeholders

Key Learnings:

Hybrid projects benefit from combining structured project governance with agile principles. Transparent communication, effective stakeholder management, and clear decision-making processes are key to successful project delivery.

Project Outcomes:

Structured project governance and transparent communication supported efficient decision-making and strengthened collaboration across project stakeholders. Close cooperation with both internal and customer project management contributed to effective coordination within a hybrid delivery environment.



03 - Project Experience

Global technology and automotive supplier & Software subsidiary of a German automotive group – SAFe® Facilitator (Scrum Master)

07/2023 - 12/2023: 6 months, Abstatt, Sector: Automotive

Project Context:

Supported an international Level 3 autonomous driving development project within a SAFe® environment. Facilitated one team within an Agile Release Train (ART) while fostering collaboration between two organizations with different corporate cultures.

Detailed Description of Project Responsibilities:

- Facilitating agile team events and designing and leading workshops on Domain and Team level
- Promoting collaboration across international stakeholders and different organizational cultures
- Removing impediments and supporting cross-team collaboration within the ART
- Collaborating with Agile Coaches from other ARTs to drive continuous improvement
- Coordinating the interface between the team, the ART, and external service providers

Project Outcomes:

Improved team communication and cross-functional collaboration, resulting in more efficient workflows and reduced coordination effort. Strengthened collaboration within the ART and with external partners.

Key Learnings:

In large-scale international projects, clear communication, cultural awareness, and cross-team collaboration are key enablers for successful delivery.

03 - Project Experience

International Development and Engineering Partner – SAFe® Agile Coach & Scrum Master

01/2023 - 06/2023: 6 months, Schwieberdingen, Sector: IoT

Project Context:

Scrum Master role for an international and a local team working on app development across multiple locations, supporting 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 technology and automotive supplier – Agile Coach & Scrum Master (SAFe®)

09/2022 - 12/2022: 4 months, Weilimdorf, Sector: Automotive

Project Context:

Supported the ramp-up of a newly established Agile Release Train (ART) with nine teams in an international automotive development environment. As Scrum Master and Agile Trainer, supported the implementation of SAFe® practices, agile ways of working, and effective collaboration across German and Indian teams.

Detailed Description of Project Responsibilities:

- Facilitating Scrum events and ART-level alignment meetings
- Delivering trainings on Scrum, SAFe®, roles, and agile mindset
- Coaching teams, Product Owners, and Scrum Masters within the ART
- Identifying and removing impediments and enabling improvements
- Supporting PI Planning, Scrum Master Syncs, and Inspect & Adapt
- Collaborating with RTE and Agile Coach during ART ramp-up

Key Learnings:

Scaling agile in an international environment requires not only frameworks and processes but also awareness of different communication and decision-making cultures. Creating psychological safety and encouraging open collaboration are essential for effective teamwork.

Project Outcomes:

Successfully supported the rapid establishment of nine Scrum teams within the ART. Stable Scrum events, PO Syncs, and Scrum of Scrums were established within a short timeframe. Improved clarity of roles and responsibilities and strengthened collaboration across distributed teams through coaching, training, and structured agile practices.



03 - Project Experience

Nursing Service – Senior Consultant: Organizational & Leadership Development
10/2020 - 08/2022: 23 months, Lemwerder, Sector: Healthcare

Project Context:

Supported a government-funded organizational development initiative for a home care provider. Analyzed organizational structures, processes, and collaboration while supporting leadership development and organizational change within an operational environment.

Detailed Description of Project Responsibilities:

- Analyzing organizational structures, processes, and communication
- Facilitating workshops and conducting interviews and process analyses
- Coaching two new managers in their leadership roles
- Developing new roles and communication structures
- Supporting organizational change together with management and teams

Project Outcomes:

Established clearer roles and responsibilities, including the transition of operational leadership to two new managers. Improved communication structures and aligned processes strengthened collaboration between administration and care teams.

Key Learnings:

Sustainable organizational development requires aligning structural change, leadership development, and team collaboration—especially in resource-constrained environments.



03 - Project Experience

Landscaping and Gardening – Senior Consultant: Agile Transformation & Org. Development (Scrum)

10/2020 - 08/2022: 23 months, Eggstätt (Bavaria), Sector: Construction Industry

Project Context:

Supported a government-funded digital transformation initiative for a growing landscaping company. Introduced adapted Scrum practices and digital collaboration tools to improve communication, knowledge sharing, and organizational development.

Detailed Description of Project Responsibilities:

- Introducing a Scrum approach tailored to the organization's needs
- Facilitating workshops, retrospectives, and team collaboration
- Coaching a newly appointed manager in their leadership role
- Introducing digital tools for planning, communication, and knowledge management
- Building a structured knowledge base together with employees

Project Outcomes:

Adapted agile practices improved transparency, communication, and collaboration across the organization. A shared knowledge base supported onboarding, knowledge transfer, and coverage during staff absences. The new structures provided a stronger foundation for sustainable growth.

Key Learnings:

Agile methods create the greatest value when they are adapted to an organization's context. Employee involvement and pragmatic implementation are key to lasting organizational change.



03 - Project Experience

University – International Project Manager: Education & Partnership Development
11/2019 - 09/2020: 11 months, Eichstätt, Sector: Education / Public Sector

Project Context:

Established the *Central and Eastern Europe & Middle East* regional hub within a global higher education network. Responsible for developing strategic partnerships, managing an international funding project, and fostering collaboration to promote Service Learning across universities.

Detailed Description of Project Responsibilities:

- Acquiring and managing international funding
- Building and coordinating an international university network
- Managing project delivery, budget, and stakeholder relationships
- Coordinating with international partner universities and legal departments
- Organizing international collaboration and communication formats

Project Outcomes:

Successfully established the regional hub with four partner universities. Secured project funding, implemented governance structures, and launched the first international collaboration initiatives during the COVID-19 pandemic.

Key Learnings:

Building international partnerships requires more than strong project management—it depends on trust, cultural awareness, and effective communication across organizations and countries.



03 - Project Experience

University – Agile Coach, Organizational Development & Trainer (Scrum)

10/2018 - 01/2020: 16 months, Eichstätt, Sector: Education / Public Sector

Project Context:

Introduced agile ways of working as part of a funded transformation initiative aimed at modernizing collaboration within a university department. As Deputy Head of Department, I drove organizational development, team enablement, and the implementation of a Scrum approach tailored to the academic environment.

Detailed Description of Project Responsibilities:

- Introducing and establishing Scrum across multiple teams
- Designing and facilitating team and organizational workshops
- Driving organizational development based on retrospective outcomes
- Providing operational leadership and coaching for teams and employees
- Supporting talent development, recruiting, and organizational change

Key Learnings:

Effective facilitation requires balancing structure with flexibility. Entering workshops with a clear plan while adapting to group dynamics became one of the most valuable skills I developed during this project.

Project Outcomes:

Successfully established Scrum as the department's way of working and continuously evolved it through regular feedback. Increased ownership, clearer structures, and improved collaboration contributed to the successful continuation of the funded project.



03 – Trainer Profile

Training, Teaching & Coaching Experience

Since 09/2006 – 20 years

Mission:

For me, teaching is more than transferring knowledge—it is about enabling people to grow. Through training, teaching, and coaching, I continuously strengthen my ability to actively listen, reframe perspectives, and communicate complex topics in a practical and engaging way. These experiences directly shape my work as an Agile Coach and Facilitator.

Bosch Agile Curriculum

Certified Bosch Internal Trainer

Training Focus

- Agile Mindset
- Scrum Master
- Agile Coaching Fundamentals
- Agile Collaboration
- Roles & Responsibilities

Contribution

- Delivered approximately **20 international training sessions**
- Contributed to the design and continuous improvement of the Bosch Agile Curriculum
- Trained around **240 participants** from Bosch companies worldwide
- Facilitated reflection, reframing, and sustainable learning

Academic Teaching

University of Innsbruck

Introduction to Business Information Systems
Academic Research and Writing

IU International University of Applied Sciences (Distance Learning)

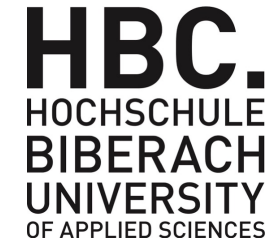
Human Resource Management
Academic Research and Writing

Biberach University of Applied Sciences

Organization & Leadership (EduScrum)
Theory U

Catholic University of Eichstätt-Ingolstadt

Agile Project Management



Sports Coaching

Swimming Instructor | Competitive Youth Coach | Swimming Official

Certification

- Certified swimming instructor
- Long-term swimming competition official

Training Focus & Contribution

- Teaching swimming to children and adults
- Coaching a youth competition team
- Developing teamwork, confidence, and individual performance



04 - Certificates, Methods & Tools

NLP Master
since July 2025



Certificates



2026 issued by
AI-Native Training by Scaled Agile, Inc.



Licence to Lead
since September 2017



Agiler Lerncoach
since December 2021



Certified SAFe® Agilist
since June 2023



SAFe® RTE Essentials
since June 2024



Methods & Tools

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



Jira



miro



Mentimeter



05 - Contact - Get in Touch!

Dr. Tanja Kohn

MANAGING DIRECTOR, AGILE TEAM COACH & SCRUM MASTER

Webseite www.twoinspire.de
E-Mail tanja@twoinspire.de
Mobil +49 (0) 176 2333 5905



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

Tanja & Ben
Gründer – 2 INSPIRE GmbH

Locations

