

DILLON WEYER

Agile Coach | Product Owner | Agile Delivery Lead

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British & South African dual citizen – full UK right to work, no sponsorship required

PROFESSIONAL PROFILE

Enterprise Agile Coach and Product Owner with 16+ years leading Agile transformation and product delivery across government, insurance, telecoms, SaaS and financial services in the UK and South Africa. Combines hands-on product ownership – discovery, roadmaps, backlog prioritisation and go-to-market – with enterprise coaching in governance, flow, OKRs and capability building. Cut delivery cycles from 18 months to 4 months by aligning organisations around value streams with high-visibility portfolio management; increased team throughput by 160% and reduced failure rate by 70% at Alcumus; trained 1,500+ practitioners. Currently embedding GDS- and DDaT-aligned agile ways of working at National Highways, and builds AI agents and automation in Python to accelerate delivery and coaching.

KEY SKILLS

Agile & Delivery: Agile Coaching, Agile Transformation, Scrum, Kanban, SAFe, Lean, Flight Levels, Scrum Master, Delivery Management, Ways of Working, Continuous Improvement, Flow Metrics, Dependency Management

Product: Product Ownership, Product Management, Product Discovery, Product Roadmaps, Backlog Management, Prioritisation, User Stories, MVP, Go-to-Market, Product Analytics, Customer Research

Leadership & Governance: Enterprise Agility Strategy, Portfolio Management, Value Streams, OKRs, Agile Governance, Quarterly Business Planning, Stakeholder Management, Executive Coaching, Training & Facilitation, GDS, DDaT

Tools & Technical: Jira & Confluence (incl. administration), Azure DevOps, Miro, Mural, Lucid, Power BI, MS Project, Excel, Visio, SQL/MySQL, HTML/CSS, Python, AI agents & workflow automation

PROFESSIONAL EXPERIENCE

Agile Coach / Product Owner

National Highways (Digital Services), UK | Jun 2025 – Present

- Hold dual accountability as Product Owner for a delivery team and as Agile Coach within the Agile Centre of Excellence (ACoE), championing agile ways of working across Digital Services and the wider organisation.
- Shape and embed the enterprise agility strategy for Digital Services – governance, quarterly business planning and prioritisation – aligned to GDS and DDaT principles so teams focus on user needs, iterate frequently and deliver evidence-based value.
- Delivered a health analysis of 50 in-flight projects, surfacing improvement opportunities and redefining how project health is visualised and tracked.
- Establish “One Team” agile frameworks, policies and standards that Digital Services and ~20 external suppliers are assured against, sustaining high-performing delivery teams.
- Developing 5 Scrum Masters, Product Owners and Delivery Managers, including coaching 3 Product Owners, through hands-on support with roadmaps, backlogs and planning.
- Designed and delivered an interactive 2.5-hour Introduction to Agile course (with companion Miro workshop) 5 times to ~50 colleagues.

Product Owner / Manager & Agile Coach

Alcumus (SafeHR, SafeWorkforce & related Dynamics products), UK | Mar 2024 – Feb 2025

- Increased team throughput by 160% and reduced failure rate by 70% by coaching the team in new ways of working.
- Led a 6-person team to deliver five major products and projects in under 12 months, earning a company-wide annual award for performance and value delivery.
- Owned the full product lifecycle and UK commercialisation of SafeHR and SafeWorkforce (3,000+ customers) – from ideation and discovery through development, deployment and launch – aligned to company strategy.
- Validated new product ideas and feasibility with business stakeholders to shape the roadmap; captured, wrote and prioritised the product backlog.
- Defined product success measures (usage analytics, uptime, bug management, hosting performance) and used analytics and customer interviews to validate hypotheses and drive iterative improvement.

- Partnered with Marketing and Sales on go-to-market strategy, positioning, value propositions and sales tools for new feature launches.

Agile Coach

First Central Group, UK | Jul 2023 – Jan 2024

- Increased business-value-aligned feature releases by 30% by partnering with 5 executives to review in-flight initiatives, reduce work in progress and separate enterprise from local departmental priorities.
- Defined enterprise flow and value-delivery measures to pinpoint improvement opportunities across the business.
- Coached 5 executives and senior directors in Lean, Agile and Systems Thinking; co-developed the organisation's Agile Ways of Working around empowerment, servant leadership and coaching.
- Built business-wide lean-agile capability and an experimental, customer-outcome mindset through thought leadership across the agile community.
- Aligned ways of working with organisational and regulatory procedures, strengthening risk management and audit performance.

Agile Lead

giffgaff, UK | Jul 2022 – Jun 2023

- Defined and implemented enterprise-level flow and delivery measures, and introduced OKRs across 3 teams to connect delivery to strategic goals.
- Re-engineered the Jira architecture across 5 teams to improve cross-team collaboration and dependency management.
- Coached senior leadership and cross-functional product teams to apply Agile values and principles at enterprise level; coached Product Owners to sequence work for faster incremental value.
- Owned organisation-wide Agile training – designed materials and trained ~50 people online and face to face.
- Facilitated workshops (user story mapping, vision, working agreements, workflow design, backlog creation) and worked with executives to remove organisational impediments.

Agile Delivery Lead

BT, UK | Nov 2020 – Jun 2022

- Increased platform-team throughput six-fold (from 3 to 18 work items per month) by coaching the team and Product Owner in iterative delivery.
- Co-created an epic visualisation board spanning all alliance-related epics to manage prioritisation, flow and impediments across teams.
- Facilitated all Scrum events, backlog definition and metrics reporting; configured Jira to support team workflow and metrics.
- Engaged senior stakeholders to remove team and organisational impediments, and delivered Agile training as needed.

Agile Coach, Consultant & Trainer

Think Agile, South Africa | Apr 2020 – Aug 2020

- Converted the full classroom training portfolio to virtual delivery and developed new courses, including ICAgile-certified programmes.
- Delivered Kanban, Certified ScrumMaster, Lean Change Management, Agile Fundamentals and Product Owner training; coached teams, Scrum Masters, Product Owners and leadership.

Agile Delivery Lead

Iress, South Africa | Nov 2018 – Mar 2020

- Built a self-managing team culture with collective ownership of goals and outcomes, and embedded a data-driven, test-and-learn approach.
- Designed Jira workflows to visualise flow and used delivery metrics to identify end-to-end improvements.
- Taught flow, systems thinking and Kanban to technical and non-technical staff; ran just-in-time training on product ownership, estimation and story slicing.

Agile Coach, Consultant, Trainer & Senior Manager

IQ Business, South Africa | Jan 2015 – Oct 2018

- Trained 1,500+ delegates in Scrum, Kanban, Lean Change, Agile Leadership and Product Ownership through Agile boot camps.
- Created, marketed and facilitated the firm's Kanban and Lean Change Management training courses.

- Set up, coached and scaled Scrum and Kanban teams into value-stream product delivery; coached executives, Product Owners and Scrum Masters, and introduced outcome-focused metrics.
- As Senior Manager, owned client sales and proposals against profit targets, line management, and strategic offering development.

Agile Coach & Trainer

Scrum Sense, South Africa | Sep 2012 – Dec 2014

- Trained, launched and coached new Scrum and Kanban teams from novice to self-organising, accountable high performers.
- Coached Product Owners, Scrum Masters, senior management and exco members through organisational change; internal coach for the Agile Academy.

Product Owner → IT Manager → Chief Technology Officer

Mobile Fun, UK | Feb 2004 – Jun 2012

- Promoted from Product Owner to IT Manager (2009) and CTO (2011); introduced Scrum to the business, served as Scrum Master from 2010 and recruited two Product Owners.
- Led an 8-person IT team (5 developers, 2 system administrators, deputy IT manager) and managed a £90k annual IT procurement budget.
- Maintained 24/7 availability of 30+ servers and 150+ domains; owned PCI DSS compliance, network security and database performance.
- As Purchasing Manager, controlled a £5m budget, consolidated the supplier base and secured a 3% rebate from the top five suppliers.

AI & DIGITAL PROJECTS

- Build AI agents and automations in Python, including an automated job-search pipeline (Indeed + Notion) and a Claude API-powered chat assistant for weyer.tv (PHP/SQLite).
- Built IntelliAutoComplete, a working Chrome extension MVP that learns unfamiliar form fields and suggests saved values on future pages.

CERTIFICATIONS

Scrum: Certified Scrum Professional (CSP) 2013; Certified Scrum Product Owner (CSPO) 2012; Certified ScrumMaster (CSM) 2012

ICAgile: ICAgile Authorised Instructor 2020; ICAgile Certified Professional (ICP) 2020; ICP Agile Coaching (Coaching Agile Teams, Lyssa Adkins) 2017

Kanban & Flow: Kanban Management Professional (KMP) 2016; Improving & Scaling Kanban 2015; Accredited Kanban Practitioner 2013; Introduction to Flight Levels 2022

Scaling, Lean & Delivery: Certified SAFe Agilist 2015; Lean Change Management Certified Trainer 2017; Certified Process Professional 2015; Lean Six Sigma Green Belt 2007; PRINCE2 Foundation & Practitioner 2007

Coaching: Integral Coach Certification 2014; NLP Practitioner 2014

EDUCATION

CIPS Certificate in Purchasing and Supply (HR and Economics modules), 2002

Matriculation Exemption (UK A-level equivalent), 1994

COMMUNITY LEADERSHIP

Co-founder, FLOW South Africa (2020); Event Organiser & Committee Member, Business Agility South Africa (2019 – 2020)

Community Organiser, Scrum User Group South Africa (2013 – 2015); Organising Committee, Scrum Gathering South Africa (2015)

ADDITIONAL INFORMATION

Languages: English (native), Afrikaans (fluent) | Full UK driving licence | References and LinkedIn recommendations available