



Blueprint Education operates:

Blueprint Alternative Education
Blueprint Academy
Blueprint High School
Hope High School
Hope High School Online

July 14, 2016

Regarding Mike Caspar

To whom it concerns:

In May 2015, I attended a breakout session led by Mike Caspar at the Scrum Gathering in Phoenix. After his presentation, I had the opportunity to speak to him about my dream of integrating agile principles into education. Clearly Mike had already considered the possibilities of agile in education and he was intrigued by our efforts. Soon after the Gathering, Mike and I began to chat about my organization, Blueprint Education. It was clear that our organization needed some help to reach its agile goals. Mike volunteered to return to Phoenix and provide some training and coaching for our leadership team.

Training

Mike spent a week with us in July 2015. He lead training sessions for our teachers at Hope High School and later that week provided training for our leadership team.

Every training led by Mike was inspirational and truly enlightening. Mike was well prepared and made the sessions fun and informative. He clearly is an expert in his field and conveys that knowledge and experience effectively. Mike had great insight about the needs of the group and smoothly adjusted his instruction based on those needs.

Both Hope High School staff and the leadership team were already implementing scrum before receiving training from Mike. After learning from Mike, however, we could see the purpose behind many of the rituals. Mike's training brought new life and a much deeper understanding. He also challenged us to commit more fully to the effort. During his time with us he won our respect and admiration.

Coaching

After the training, Mike conducted periodic video chats with me and other staff members who participated in the training. Mike is the most perceptive person I have ever met. Every coaching session left me with many "aha" moments. He has made me a much better servant leader and I can see the incredibly positive effect he has had on many of our other staff as well.

Mike coached our team through some very difficult transitions. Blueprint Education would not be successful without his kind-hearted challenges and encouragement. He has had such a powerful and positive impact on our organization that we have begun to refer to the history of Blueprint in terms of "before Mike" and "after Mike".

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I believe Mike's contributions are so powerful due to his passionate commitment to our success. He never shies away from a difficult conversation but he always coaches with grace. Mike is a great example of servant leadership. He has won my trust.

Here are some comments from members of our leadership team:

Marmy - Chief Operations Officer

Mike Caspar has been an instrumental part of Blueprint Education's organizational shift from a traditional nonprofit educational organization into a team focused, agile, and strong organization including team members who truly participate in the process of teamwork and team goals. Team members are excited about being a part of the process and know that they are accountable but are there to support one another through the sprint cycle. He has also brought a wealth of knowledge and expertise from his Agile coaching bag and has truly empowered our ScrumMasters to elevate their game when it comes to their teams.

Krissyn - Principal for HHS

Mike Caspar is a true coach, by that I mean he never just gives you the answers, he always guides you to them by asking questions that might make you a little uncomfortable, that surely make you stretch, and make you think beyond what you ever thought your role as a leader was or should be. He provides direction without ever holding your hand, in fact, he helps leaders to take their hands out of the middle of their organization and teaches them instead how to stretch their arms around their vision, their purpose, and their team. Mike never teaches you how to be agile, instead he models it in every facet of his coaching and his approach. His greatest strength is that he takes time to learn your organization. He is empathetic as he discovers and challenges your leadership style, and he values where you are in the process of change and supports you to cultivate a culture and a plan that is authentic to your team.

Erin - Principal for HHSO

Mike Casper has helped me in so many ways. He effectively coaches and mentors in a way that causes authentic self-reflection which leads to improved practices. He has truly helped me develop both personally and professionally. As for our organization as a whole, I am not sure we would be as far along as we are without him. He truly gives his all! I feel so fortunate to have benefited from his coaching and friendship.

In summary, Mike's understanding of agile principles and their application in non-traditional environments is unmatched. In addition, he is highly skilled to lead and coach organizational change. It is without reservation, I recommend Mike Caspar for any coaching or training opportunity.

Please feel free to contact me directly with any questions.

Sincerely,

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