

# Connexxo Company Profile

Connexxo GmbH was founded in 2008 in Munich, Germany, as an international consulting company in the field of agile methodologies. In 2017, Connexxo Italia SRL Unipersonale, a wholly owned subsidiary, was founded to provide the same services with a special focus on the Italian market. We help our clients worldwide in building adaptive capacity, fostering innovation, and creating sustainable growth by providing targeted consulting services.



Our greatest competencies lie in the field of designing an individualised programme of education and consulting services to promote sustainable and adaptive organisational growth. We not only support companies just starting with agile, but also help organisations struggling to maintain and improve their transformation process, especially in multi-team settings.

Our trainers and consultants have a long-standing experience in dealing with multicultural settings and can work in several languages (English, German, Italian). We commonly work with organisations spread over different geographical locations and addressing global markets. Apart from environments for pure software development, our consultants have actively supported programmes that apply agile and adaptive methods across a wide range of industries.

Connexxo's founder and managing director, Pierluigi Pugliese, serves on the board of directors of the European Society for Adaptive Organisations, established in 2025 to promote adaptiveness in organisations as a strategic asset to achieve sustained market success. In 2014, Pierluigi was accepted as Scrum Alliance Certified Scrum Trainer and is authorised to deliver courses according to their standards. Our training catalogue includes certified and non-certified public and in-house courses. By philosophy, we strive to be as faithful as possible to the fundamental principles of lean and agile that have a proven track record "in the field". Our certification courses have been validated by either the Society for Adaptive Organisations or the Scrum Alliance. To date, the Connexxo group has certified more than 6,000 people and, on average, delivers more than fifty live training courses per year, in interactive online mode as well as in presence. We also organise courses and large conferences with external instructors and speakers, inviting the best international trainers.

To ensure the quality of our work, we practise working in pairs frequently to conduct internal feedback and auditing sessions. We apply the latest adult education techniques, combining frontal lessons, exercises, reflections, coaching, and mentoring to optimise the transfer of presented content and achieve optimal results in the workplace. For pre-course and post-course activities as well as self-paced learning, we use an interactive online learning platform.

Regarding coaching, mentoring and consultancy, all our consultants and coaches are trained in the specific techniques. They are certified as coaches and/or facilitators by the most renowned international organisations such as ICF (International Coaching Federation), INLPTA (International Neurolinguistic Programming Association), DVCT (German Federation of Coaching and Training). As a company, we attach great importance to continuous training and further education.

Methodologically, Connexxo promotes the principles of ELSE (Emergent Large-Scale Evolution) <https://go-else.org/>, the practices of Large-Scale Scrum <https://less.works>, the ideas coming from the masters of Lean, like Shigeo Shingo (Shingo Model <https://shingo.org>), and the ideas of Host Leadership <https://hostleadership.com> as metaphor for modern leadership approaches.

Connexxo is also a competence centre for the implementation of agile and lean in areas other than software. Pierluigi Pugliese belongs to the first group of twenty certified trainers in the world for Scrum in Hardware (by Joe Justice, ScrumInc).