

## **About Julian Holmes, co-founder of UPMentors:**

In 2007 Julian Holmes co-founded UPMentors, to help organisations successfully deliver and cope with complex IT projects by transforming people's software delivery capabilities. After a number of years associating with fellow co-founders Mark Lines and Joshua Barnes at conferences and industry groups, they realised that together they shared similar experiences, credentials and aspirations within the industry. Together they established UPMentors to enable them to take their capability and solutions to a wider customer base.

Julian began his career in 1991 as a graduate at NatWest bank, a role which quickly allowed him to develop his skills as a team leader. Following this he moved further afield, to New Zealand, and a career at IBM where his role developed from being a highly capable project team member to a leader for the supporting systems and processes required by a 200 strong project team.

In 1999 Julian moved to the large-scale complex software delivery company Capgemini NZ and then two years later Capgemini UK, where he started to consult with both Capgemini and their clients on how to improve their own software delivery capability. This experience pushed Julian to set up his own consultancy UPMentors, in 2007.

Since co-founding UPMentors Julian has established a reputation of software project delivery and capability to his clients. He is passionate about people in software development and believes that software delivery projects will fail without the right culture, education and collaboration.

Julian has a BSc honours degree in Computing and IT from the University of Surrey and currently leads the UK Rational User Group (RUG) and sits on the Global RUG council. Julian speaks annually at the global IBM Rational Software Conference and also around the world at regional IBM and other industry events.

Julian is married and has two sons. In his spare time he coaches rugby to children and plays squash to club team level.