

## Kinnari R. Joshi

### Certified Scrum Master

### Professional Summary

Certified Scrum Master with 15+ years of diversified experience in roles such as Agile Coach, Scrum Master, PMO, and OD & Change Management. Trained and helped teams in Agile adoption. Knowledgeable in Waterfall model as well as Agile Methodologies such as Scrum and Kanban.

- Capable of transforming non-agile teams into Agile Scrum teams
- Experience in Agile/Scrum/Project Management tools like MS Project, Basecamp, JIRA, MS-VSTS/TFS, and Rally etc.
- Experience of product development frameworks like LEAN – Kanban, Agile-Scrum and Waterfall methodologies.
- In depth experience in senior stakeholder management across the Globe (APAC, Europe, USA etc.)
- Experience in managing Accounts/Programs, Quality Auditing, PMO, Clients across the Globe.
- Experience in Banking/Finance, Telecom, Consulting, Healthcare/Pharma, Manufacturing, Logistics Domain/Projects.
- Experience in handling projects in Cloud computing on Azure & AWS (Amazon web services), Sales force, E-commerce with Tight Deadlines and Budget.
- Experience in handling Distributed teams both within & outside the country.
- Experience as an effective leader with distinguished ability in hiring, managing & leading teams.

### Domain Experience

Consulting/Outsourcing	2 years	ERP/CRM	2 years
US IT Healthcare(EHR,EMR)	2 years	Travel & Logistics	1 year
HRIS/MIS	3 years	Cloud Computing / SaaS	2 years

### Professional Experience

#### Project Manager – Scrum Master

VR TechnoSol, Mumbai (Oct 2017 – Present)

Team Size: 12

Primarily responsible for development and release of wide range of web and mobile solutions for new and ongoing clients. Also acting as a Scrum Master and responsible for conducting Sprint ceremonies regularly.

- ✓ Creating & presenting SRS, SOW and Project Plans for development projects with client and stakeholders.
- ✓ Act as a Scrum Master and facilitate Sprint ceremonies like planning, grooming, stand-ups, retrospectives etc.
- ✓ Facilitate and contribute for quarterly project planning meetings for business goals and objectives
- ✓ Act as team guardrail to keep them focused on delivering as per commitment.
- ✓ Ensure scrum teams deliverables are aligned with business objectives and strategic imperatives.
- ✓ Enforcing coding best practices and release checklists are followed by team members.
- ✓ Collaborate within and outside the team and 3<sup>rd</sup> party contractors/suppliers to remove roadblocks for the team.
- ✓ Influence and coach software development team to adhere to Scrum best practices.
- ✓ Ensuring conflict free and harmonious environment is maintained in the team.
- ✓ Schedule and lead weekly project update calls for updates on project status.
- ✓ Plan and supervise pre-release and release activities.
- ✓ Create and Present yearly/quarterly project metrics to senior stakeholders and executives
- ✓ Facilitate client discussions regarding product performance, adaptability, usability and profitability.
- ✓ Collaborate with Product Management on product enhancement feedbacks and requests as per client surveys.
- ✓ Facilitate product trainings, implementation and post production support of delivered products.
- ✓ Create and maintain competency/skill matrix for the scrum teams and help people leaders in building team capabilities.
- ✓ Facilitate Sprint/Release Retrospectives and track improvement action items.

## Previous Experience

**Note: Made a career switch from HRD/OD Facilitator role towards the Business and Product unit role as a Project Manager in 2017. My experience as HR/OD roles is as follows:**

- ❖ Managing human resources function for diverse industries with in-depth experience as a strategic business partner capable of steering strategy, vision, and cross-functional team collaborations. Passionate about driving business priorities and leading transformational changes through simple and effective HR strategy.
- ❖ Designed and developed “High Potential” Talents Development Program by conducting “Assessment Centers” and Coaching Program in areas like cross functional team collaboration, team building & motivation, building trust, creating a high performing team, leadership essentials, emotional intelligence etc.
- ❖ Partnered with leadership to resolve complex employee relations issues; conducted effective and thorough investigations keeping all cases out of litigation.
- ❖ Led the Leadership Development initiatives, Competency Development Interventions and Learning Journeys on strategic imperatives like Emotional Intelligence and Servant Leadership amongst others in various roles.
- ❖ Auditing Employee Engagement levels through structured mechanisms, identifying possible gaps and proactively addressing issues through customized HR solutions; Analyzing key attrition reasons / trends and designing retention programs based on internal and external market scenarios.
- ❖ Conceptualized, Design and Launch the “Experiential learning methodology “by Outbound Training to cascade the CREDO of organizations across all functions/levels and locations (Functions includes Sales & Marketing, R&D & Corporate Support functions).
- ❖ Design and delivered the Instructor-Led Classroom training on the subject of “Effective Feedback Conversation”, “Programming your subconscious mind for Success and Happiness”, “Goal Setting and Achieving targets”, “Customer Centricity”, “Use of Social Media” etc.

## Key Achievements

- Trained on the Agile concept of “Design Thinking and Servant Leadership” at Cimpres, Boston, USA.
- Recognized as the “Global Talent” from the pool of 17000 employees across all geographies at Astellas Pharma and rewarded to be part of Global Leadership Development Program on “Organization Development & Change Management” and “Stakeholder Centered Coaching” at Astellas H.Q (Tokyo, Japan).
- Recognized as the “Global Ambassador of Astellas Competency Development Project and lead the implementation of competency development framework for India & APAC region.
- Skilled Communicator with outstanding reviews who routinely presented to audience as small as 10 and as large as 700.

**January 2016 to June 2017**– Cimpres India, Ahmedabad

Job Role	Responsibilities
Sr. Employee Relation Specialist	<u>Part of the Global HR Shared Service Team &amp; Managing 2000+ headcount as Employee Relation Lead for India Site.</u> <ul style="list-style-type: none"><li>• Build strong relationships with the local employee and manager base to be seen as a trusted, neutral advisor</li><li>• Provides HR partnership on business unit initiatives and Global HR projects as needed.</li></ul>

**June 2012 – December 2015** - Astellas Pharma India Pvt. Ltd. Mumbai (Japanese MNC)

Job Role	Responsibilities
Sr. Manager – HR & General Affairs	<ul style="list-style-type: none"><li>• Partner with and coach business leadership to facilitate organization and culture change.</li><li>• Manage complete employee life cycle – Talent Acquisition, On-boarding, Employee Engagement and Learning &amp; Development</li><li>• Act as a catalyst for building Organizational Effectiveness within the business.</li><li>• Ensure implementation of Astellas Five Ways (core Astellas values) as part of organization culture</li></ul>

**April, 2010 – May 2012 – IndiPharm (India) Pvt. Ltd., Mumbai (Indipharm was a US based start-up Clinical Research Organization)**

Job Role	Responsibilities
Manager – HR	<ul style="list-style-type: none"><li>• Key role was to build/hire the Clinical Research and Pharamacovigilance Professionals</li><li>• Set-up HR &amp; Admin Function.</li></ul>

**April, 2007 – Jan 2010 – Syneos Health (inVentiv Health), Mumbai**

Job Role	Responsibilities
Manager – HR	<ul style="list-style-type: none"><li>• Build and hire the resources for the R&amp;D center specific to the Data Management &amp; Biostatistics department</li></ul>

**January 2003 to March 2007 - Talent Acquisition Lead (ABC Consultants, Mumbai, IVAR Consultants, and Synergy Management Consultants, Baroda)**

#### Education & Credentials

2011	2006	2004
M.B.A (HR), Sikkim Manipal, University	Post-Graduation- Human Resources Development from M.S. University., Baroda	B.Com from M.S University, Baroda

#### Training & Certifications –

- Certified Scrum Master by Scrum Alliance
- Trained on “Design Thinking and Servant Leadership”.
- Trained as “Organizational Development and Executive Coach”.
- Trained on “Psychometric assessment tools – Hogan, DiSC, MBTI”
- Trained as “Decision Effectiveness Coach”.

#### Technical Proficiencies –

- Atlassian Jira
- MS Azure DevOps
- MS Office

I hereby declare that all the above information is true and correct to best of my knowledge.

Kinnari Joshi