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**Ajay Kumar Kashyap**

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**KEY ASSIGNMENTS**

**Scrum Master, Agile Coach, Release Train Engineer**

**CAREER OVERVIEW**

* Overall Sixteen (16) years of experience in IT, more than Ten (10) years of Agile experience in various roles such as Scrum Master, Agile Coach, Release Train Engineer.
* Experienced in Enterprise Application Development & Enhancement, and Application Maintenance & Support to serve the clients in the business of multiple domains.
* Strong delivery management skills to manage a large program involving multiple teams spanning horizontals, verticals and other vendor teams. Extensive knowledge in both SDLC and Agile Methodology.
* Experience in defining Technical Roadmap and own the entire product delivery end to end.
* Managed/Mentored Teams of Software engineers and Lead end-to-end development for large-scale, applications.
* Expertise in handling distributed Teams specially onsite-offshore model projects.
* Experience in effectivity transforming organizations and teams for greater agility using professional coaching skills and agile methodologies and frameworks.
* Passion for building strong self organize agile team, coaching and mentoring people.
* Proficient at working with Business and IT leadership to transform programs and projects from Waterfall into Agile
* Skilled in coaching, mentoring, training, facilitation of Business & IT Leadership, Product Managers/Owners, Release Train Engineer, Scrum Master and other cross functional team members
* Coached/mentored/facilitated support to create vision, roadmaps for products, created/updated release and program plans with Epics, Capabilities, Features with dependencies
* Experience in hosting and facilitating agile assessment in large programs to evaluate agile adoption rate, assess agile maturity of programs/teams and provided coaching to create action items
* Well versed in Agile Team Coaching in methodologies, SAFe, Scrum and Lean Kanban
* Worked with multiple product managers/owners and architects in PMC settings to drive capabilities and feature refinement, grooming and planning
* Facilitated and mentored product management councils, scrum of scrum and integrated product/program status meetings
* Hosted/facilitated agile communities of practice, inspect and Adapt workshops
* Agile tools experience includes, TFS, Leankit, TDP and JIRA tools
* Proficient in Agile metrics and reporting such as Release Tracking, Portfolio Timeline, Portfolio Kanban, Feature cycle, Feature Dependencies, Release Burn up/Burn down, PI and Scrum Cumulative Flow, PI and Sprint Velocities burn down charts

**SCHOLASTICS**

* Bachelor of Engineering in Computer Science & Engineering from R.G.P.V Bhopal MP

**CERTIFICATES**

* [**Certified Professional in Agile Coaching (ICP-ACC)**](http://aspetraining.com/certifications/icagile-certified-professional-agile-coaching-icp-acc) **-** ICAgile
* **SPC 5 –** Scaled Agile
* **Certified Safe** [**Practitioner**](http://www.scaledagileacademy.com/members/group.asp?id=108413) **–** Scaled Agile
* **Certified Scrum Master** – Scrum Alliance

**SKILL SETS**

* **Frameworks** SAFe, LeSS, Lean, Kanban, Scrum, DevOps CI, CD, TDD, ATDD, BDD,FDD

* **Tools** Jira, Rally, Microsoft’s Technical Foundation Server (TFS), VersionOne, Leankit, Agile Craft

**EMPLOYMENT RECITAL**

**Agile Coach at Future Infotech India Pvt Ltd**

**Client: AT & T**

**March 2021 – Till Date**

**Location: Bangalore, India**

As an Agile Coach I am responsible for training, mentoring, facilitating the business and IT leadership to start the agile transformation journey. Providing training to the agile teams and scrum master about Agile/SAFe/Scrum/Kanban, to prepare the agile journey. Conducting agile assessments to evaluate maturity of teams. Hosting/Facilitating agile communities of practice, inspect and adapt workshops. Publishing Agile metrics and reporting such as Release Tracking, Portfolio Timeline, Portfolio Kanban, Feature cycle, Feature Dependencies, Release Burn up/Burn down, PI and Scrum Cumulative Flow, PI and Sprint Velocities burn down charts. Identify and raise challenges and obstacles, and work collaboratively with the Center of Excellence and coaches to resolve them.

**Release train Engineer/Agile Coach at Software Professional Inc.**

**Client: BNSF Railways (April 2018 till June 2019) and AT & T(Aug 2019 – Till Date)**

**Location: Plano, Texas**

As an Agile Coach I am responsible for training, mentoring, facilitating the business and IT leadership to start the agile transformation journey. Providing training to the agile teams and scrum master about Agile/SAFe/Scrum/Kanban, to prepare the agile journey. Conducting agile assessments to evaluate maturity of teams. Hosting/Facilitating agile communities of practice, inspect and adapt workshops. Publishing Agile metrics and reporting such as Release Tracking, Portfolio Timeline, Portfolio Kanban, Feature cycle, Feature Dependencies, Release Burn up/Burn down, PI and Scrum Cumulative Flow, PI and Sprint Velocities burn down charts. Identify and raise challenges and obstacles, and work collaboratively with the Center of Excellence and coaches to resolve them.

Handled the Agile release train of 20+ Teams. As RTE my responsibilities include coaching, training and mentoring teams on Agile/SAFe/Scrum. Facilitating PI Planning readiness by fostering a Continuous Exploration process which drives the synthesis of a Vision, a Roadmap, and Backlogs through Pre-PI and Post-PI Planning meetings. Facilitating periodic synchronization meetings, including the ART sync at the Program Level and the value stream sync for Solution Trains. Drive continuous improvement through the facilitation of retrospectives quarterly, or more often as needed, to improve backlog management, release train reviews, iteration reviews, or release train coordination and higher-level function. Mentoring and helping Scrum Masters and conducting Scrum of Scrum and PO Sync. Track and produce key metrics (e. g., predictability measure, velocity, unit test coverage, and cumulative flow diagram). Collaborate with the Communities of Practice (CoPs) and the Solution Train Engineer (STE), develop and conduct Agile-oriented training, and identify and deploy key metrics to enable continuous improvement
Support Agile ceremonies for the team or Solution where needed (planning, retrospective, review/demo)

**Agile Coach at Cognizant Technology and Solutions**

**Client: AT & T and JP Morgan Chase (Apr 2017 – Mar 2018) - Chicago IL**

**April 2017 – March 2018**

Coached and consulted with business and IT leaders to adopt agile and transformed to the agile way of working through stages, responsiveness, predictability and productivity. Trained, mentored, facilitated the business and IT leadership to start the agile transformation journey. Help them establish the program roadmap, defined product capabilities and features. Mentored during agile estimation exercise to fund value streams and the agile teams. Created and defined program Kanban with capabilities and features based on values streams and roadmaps. I planning simulated with agile teams, facilitated and mentored during the first PI planning. Provided training to the agile teams, SAFe, RTE, scrum to prepare the agile journey. Coached and mentored to the product management group during Roadmap planning, PMC calls and prepared for PI planning. Completed the successful delivery of many big project involving multiple vendor and multiple geography. Worked closely with the Stakeholders to understand the business requirements, timelines & delivery. Defined the project goals / objectives, critical success factors, milestones and estimated risks. Ensure the scrum/development teams are practicing the core Agile principles of collaboration, prioritization, team accountability and visibility. Assisted the customer as needed with backlog maintenance for scrum teams. Assisted with internal and external communication, improving transparency and radiating information. Assisted scrum teams with the methods to prioritize and resolve defects/bugs. Assisted team with making appropriate commitments through story selection and task definition. Lead the development and maintenance of team standards, tools and best practices. Assisted in the identification and removal of impediments for scrum teams. Facilitate discussion and conflict resolution. Empowered the scrum teams to self-organize.

**Sr. Scrum Master/Agile Coach/Technical Project Manager at Cognizant Technology and Solutions**

**Client: Wal-Mart Stores, Inc.**

**Location: Bentonville AR**

**May 2011 – April 2017**

As Scrum Master for various development projects helped transforming organizations and teams for greater agility using professional coaching skills and agile methodologies and frameworks. Worked with Business and IT leadership to transform programs and projects from Waterfall into Agile. Worked with multi-vendors and multi-time zone distributed scrum teams. Managed Features, Epics and User stories in TFS tool. Facilitated multiple scrum ceremonies, Sprint Planning, Sprint Backlog Refinements, Sprint Reviews, Sprint Retrospection, and daily stand up. Empowered the scrum teams to become self-organize and mentored other new scrum masters in other domains. Improved the productivity of multiple scrum teams by enforcing best practices and constant persuasion. Successfully transformed the team from “Doing agile” to “Being Agile”.

As an Agile Coach I was responsible for training, mentoring, facilitating the business and IT leadership to start the agile transformation journey. Providing training to the agile teams about Agile/SAFe/Scrum/Kanban, to prepare the agile journey. Conducting agile assessments to evaluate maturity of teams. Hosting/Facilitating agile communities of practice, inspect and adapt workshops. Publishing Agile metrics and reporting such as Release Tracking, Portfolio Timeline, Portfolio Kanban, Feature cycle, Feature Dependencies, Release Burn up/Burn down, PI and Scrum Cumulative Flow, PI and Sprint Velocities burn down charts

As Technical Project Manager handled multiple project simultaneously from requirement phase till deployment and closure. Worked closely with the Stakeholders to understand the business requirements, timelines & delivery. Defined the project goals / objectives, critical success factors, milestones and estimated risks. Produced project reports to Sponsor, Steering Committee and Management team through specified communication (Meetings, Dashboards). Project status conveyed on a weekly basis via Status reports to all stakeholders, and Issues list tracked on a weekly basis to close open items or report new ones. Ensured project compliance as per the defined process with respect to audit findings. Proactively manage risks by identifying Risk triggers and issues to ensure the delivery of the projects on time, within budget and with high quality. Applied Risk Management practices to mitigate/avoid project Risks.

**Project Lead/Tech Lead**

**Client: Lowe's Companies, Inc**

**Location : Chennai, TN, India**

**Dec 2008 – May 2011**

Worked for Various Development, Enhancement and Support projects. Worked on full life cycle for Development project starting from requirement analysis, high level design, detailed design, Coding, unit testing and implementation.

As part of support projects, worked on many complex tickets and provided feature addition for various support issues. Reviewed the design and code for the modules which need to be delivered as part of monthly release in support project. Managed the Team of 8 members and delivered the project on schedule and within the budget without comprising on quality. Received many appreciations from the client for excellent project delivery.

**Sr. Developer at HCL Technologies**

**Client: Cisco Systems, Inc**

**Location: Chennai ,TN, India**

**Jan 2007 - Dec 2008**

I have worked with Cisco for various enhancement projects during this period and used the C language, data structures, Unix Internals, POSIX threads and Shell scripting. Developed the XOU setup script and involved in full lifecycle of bug fixing. I was involved in requirement analysis, Design and Development, coding, unit testing and integration testing. Created central Documentation for all the components worked. During this period, I also acquired the knowledge of Networking fundamentals.

**Junior Research Fellowship at Indian Space Research Organization**

**Client: ISRO**

**Location: Nagercoil, TN, India**

**Sept 2005 - Aug 2006**

I have worked with ISRO on various projects which deals with the real time acquisition of field parameters of engine (From test stand) through data acquisition system, routing acquired data to fileserver, ensure error free transmission of data through LAN, and also recovery from network failure. Used the C, Linux, POSIX threads and Socket Programming and shell scripting language. I have also worked on project in Real Basic which will work efficiently both on Linux and Windows Platform. I was involved in Requirement Analysis, Design and Development, coding unit testing, integration testing and Implementation. During this period, I also acquired knowledge of about Cryogenic and Liquid propulsion system.