**Saravana**

*Enterprise Agile Transformation Coach*

*SAFe SPC 5.0, CSP, CSM, CSPO*

*PMP, PMI ACP, AWS CSA, ITIL*

*Cincinnati, OH*

**Career Summary**

* Agile Transformation Specialist focusing on coaching, training and enabling organizational agile transformations
* IT consultant with over 16 years of experience in providing consulting services to the organizations
* Experienced in implementing SAFe framework and large scale agile transformations
* Coaching Scrum and Kanaban Teams
* Launching multiple Agile Release Trains (ART) and Value Streams
* Hands on experience in PI planning and ART execution
* Developed enterprise agile adoption guidelines, developing training materials, providing training to Scrum Masters, Product Owners and Teams.
* Agile enthusiast with a passion for collaborative software development
* Bringing the Lean and Agile mindset, values, principles and practices to executives and teams
* Built DevOps, Systems operation and management, Continuous Integration and Continuous Delivery practices
* SaaS (Software as a Service), IaaS (Infrastructure as a Service) and PaaS (Platform as a Service) Experience, Cloud infrastructure setup and application development using Amazon AWS
* Worked with cross functional technical teams to achieve technical excellence by implementing continuous integration, test driven development TDD, automated code builds and automated testing
* Experienced in partnering with senior business leaders including executive sponsors and their teams to deeply understand strategic and tactical business objectives and high level business requirements
* Domain knowledge in Banking, Insurance, Credit cards, Embedded Software and Retail
* Consulting, Project Management, Agile Coaching, Servant Leadership

**Skillsets**

**Credentials:**

* Scaled Agile SPC® 4.5 Lean Software and Systems Engineering®
* Scaled Agile Agilist (SAFe® SA)
* Certified Scrum Professional (CSP®)
* Certified Scrum Master (CSM®)
* PMI Agile Certified Practitioner (PMI ACP®)
* PMI Certified Project Management Professional (PMP®)
* ITIL® Foundation
* Disciplined Agile Delivery Practices (DAD®)
* AWS Certified Solution Architect (AWS CSA®)
* Bachelor’s degree in Engineering

**Coaching and Training**

* As a High-Performance Teaming and Agile Coach, I help teams and organizations develop the social, interactive skills which enable them to produce, problem-solve, and innovate at the highest levels.
* Active in Scrum community, and well connected with other thought leaders in the industry
* Coach and mentor team members individually and as a whole team
* Provide leadership, direction, and coaching to the Scrum Masters, RTEs
* Creating a workplace that inspires, where people are enthusiastic to work and collaborate
* Pair train the teams on CSM®, CSPO® and CSD®
* Train the teams on SAFe Scrum Master, Product Owner, Team and SAFe SA courses
* Be a change agent and foster a “learn by doing” environment

**Soft skills:**

* Strong interpersonal skills and ability to diplomatically facilitate discussions and negotiations
* Driving decisions collaboratively, resolving conflicts and ensuring follow through
* Ability to connect technology with measurable business value
* Coaching teams on technical Agile engineering practices
* Training teams in Agile / Scrum processes, Agile Games
* Advise, Protect, Motivate and Serve teams
* Value Delivery focused, positive, vocal, engaging, proactive
* Exceptional verbal and written communication skills

**Tools and Technologies:**

* Strong working knowledge in Waterfall, Agile (Scrum, XP Practices, Lean Software Development)
* Advanced knowledge on collaborative Agile Tools VersionOne, GreenHopper, Jira, Rally, TFS, Leankit, Jira Portfolio
* DevOps tools like Chef, AWS Devops in the cloud
* Strong knowledge in other tools like Planview, Niku Clarity, Open Workbench, Sharepoint site management
* Advanced Knowledge in MS Project, Excel, Visio, Powerpoint, Project Server
* Strong analytical skills, Data analysis, Metrics preparation, Dashboards, reporting

**Work Experience**

**Metlife Investments - Agile Coach (Mar 2017 – Current)**

**Whippany, NJ**

* Responsible for coaching the teams in Real Estate Investments group
* Train the teams, Scrum Masters and Product Owners on Scrum and Agile Practices
* Coach distributed teams across multiple time zones
* Establish and facilitate agile community of practices (SM, PO CoPs)
* Facilitate Lean coffee and other agile related continuous learning activities
* Coach and encourage cross team collaboration and planning releases
* Coach teams on Kanban practices

**Lincoln Financial Group - Agile Coach (Mar 2017 – Feb 2020)**

Fortwayne, IN

* Responsible for leading the Agile transformation and for the successful execution of the Release Train to support the delivery of various digital products
* Coach distributed software teams through on Scrum, Kanban and SAFe Frameworks
* Develop, coach, and mentor teams to build quality software
* Coach the team members to advance their skills and career
* Scaling large systems with agile / lean practices, such as SAFe
* Provide leadership, direction, and coaching to the agile program and scrum teams
* Coach the teams on best engineering practices like ATDD, TDD, continuous integration and Continuous Deployment practices
* Conduct Scrum Master, Agile Team Trainings within Lincoln Financial and kick start the teams
* Established the Agile Practice CoP, contribute content to internal blog sites. Serve as a thought leader
* Promote an enjoyable and fun working culture among the teams
* Be a change agent

**United Healthcare - Enterprise Agile Coach (Oct 2016 - Mar 2017)**

Hartford, CT

* As an Agile Coach concentrating on developing Execution leaders (RTE and Scrum Masters) and closely partnering with the Product Manager & IT Delivery Owner to guide agile release trains
* Establish program level cadence and drive program level ceremonies (e.g. PI Planning, Product Management Council, Scrum of Scrums, release train retrospectives, HIP Sprint)
* Work with other program leaders to drive the definition and refinement of the program backlog
* Provide leadership, direction, and coaching to the agile program and scrum teams
* Ensure cross-value stream coordination and collaboration
* Maintain metrics that provide visibility to stakeholders on program-level plans, progress and quality
* Facilitate alignment dependencies between the program team and third parties, release managers, or between the team and other Scrum / Kanban Teams
* Foster a team collaborative environment that tears down silos between groups, act in a single voice
* Activelycontribute to the company’s Agile and Lean Community through participation in the internal Agile Community of Practice, Agile Coach, RTE and Scrum Master Forums
* Develop, coach, and mentor team members to advance their skills and career
* Work cross functionally to align strategy, methodology and execution
* Be a change agent and foster a “learn by doing” environment
* Act as a mentor to Agile Team Coaches, RTE's, Scrum Masters and Product Owners

**Kroger Co. Agile Coach, Digital Platform (Nov 2015 – Sep 2016)**

**Cincinnati OH**

* Responsible for leading the Agile transformation and for the successful execution of the Release Train to support the delivery of strategic technology products
* Establish program level cadence and drive program level ceremonies (e.g. PI Planning, Product Management Council, Scrum of Scrums, release train retrospectives, HIP Sprint)
* Work with other program leaders to drive the definition and refinement of the program backlog
* Provide leadership, direction, and coaching to the agile program and scrum teams
* Ensure cross-value stream coordination and collaboration
* Serve as an escalation for impediment removal for the Scrum Masters and scrum teams
* Maintain metrics that provide visibility to stakeholders on program-level plans, progress and quality
* Promote an enjoyable and fun working culture among the teams
* Conduct PI retrospectives, follow-up on action items, continuous improvements
* Remove impediments, make sure that the teams have everything to complete their work
* Coach teams and Product owners and Scrum Masters on Agile values and principles, SAFe methodologies
* Work with various stakeholders, Product management team and other value stream dependencies
* Work with senior management on value stream budget
* Participate in team level product demos and ART level system demos
* Actively contribute to the company’s Agile and Lean Community through participation in the internal Agile Community of Practice, Agile Coach, RTE and Scrum Master Forums
* Develop, coach, and mentor team members to advance their skills and career
* Provide real time feedback to the methodology team based on experiences with software delivery teams
* Work cross functionally to align strategy, methodology and execution
* Foster a team collaborative environment that tears down silos between groups, act in a single voice

**Northwestern Mutual - Agile Coach (Sep 2014 – Nov 2015)**

**Milwaukee, WI**

* As a leader in the Enterprise Delivery Practice - Agile Software Engineering organization, train and mentor a team of multiple Scrum Masters and Agile Program Leads through implementation of Agile/Scrum methodology and Scaled Agile Framework.
* Scaling large systems with agile/lean practices, such as SAFe
* Lead teams through successful Agile Software Development projects
* Facilitate various Scrum and SAFe ceremonies, Plan and facilitate Planning Increments
* Help Product Owner manage backlogs, dice and slice user stories, estimations etc.
* Conduct retrospectives, follow-up on action items, continuous improvements
* Remove impediments, make sure that the team has everything to complete their work
* Reporting and presentations to senior management
* Coach distributed software teams through on Agile, Scrum, SAFe
* Coach teams and Product owners on Agile values and principles, SAFe methods
* Coached best practices on DevOps, Continuous Integration and Continuous Delivery practices
* Guides enterprise-wide agile transformation and improvement initiatives
* Engage and encourage people to participate various CoP (ScrumMaster CoP, Product Owner CoP) and facilitate CoP events

**Projects:**

**Project: LearnVest Acquisition and Integration**

Northwestern Mutual recently acquired LearnVest, which is a personal financial planning software company for an undisclosed amount. RTE for the ART which is involved in integrating Financial Planning software with LearnVest. The project involves setting up cloud environment in Amazon AWS (AWS EC2, Docker, Vagrant, Ansible, Amazon VPC etc.) and integrating the financial planning software solution. This also helped us in implementing continuous delivery in this project.

**Project: Build DevOps, Continuous Integration, Continuous Delivery**

This project involves building devops (using Chef) , continuous integration (TeamCity, jira) and delivery (Gitlabs) practices for LearnVest teams and later these practices were supposed to be adapted by other IT teams.

**Project: Financial Planning Software development**

Developed new financial Planning software, which was intended to help Financial Representatives help planning their client’s financial lives. I was a ScrumMaster and Project Manager helping to build the team, up and running.

**Project: eSignature, New Policy Issue**

 Enable eSignature on policy documents including New Policy Issue. Aimed at enabling faster turnaround time in servicing policies and selling new policies, this project involves enabling eSignature on all relevant forms.

**Capital One Financial Corporation - Release Train Engineer / Agile Coach (Mar 2013 - Sep 2014)**

* Trained and coached Scrum Teams, Product Owners on Scrum and SAFe methodologies
* Leading multiple scrum teams in building a new online banking platform
* Scaling large systems with agile/lean practices, such as SAFe
* Coaching and enabling the teams to achieve high performance
* Enacting Agile/Scrum principles, methodologies and processes
* Active participant in Agile Community of Practice (CoP)
* Coach and mentor New Scrum Masters, Induction of new team members
* Participate in Scrum of Scrums
* Act as a glue between various stakeholders including Senior Management, Business, and functional teams
* Help Product Owners in managing backlog in Version One
* Foster team communication, communication across cross functional teams and other stakeholders
* Coordinate with release management team on production releases
* Resolve issues and conflicts management

**Project: Online Banking Re-Platforming**

This project involves creating online banking platform from scratch. The legacy platform is being phased out. Capital One’s acquisition of various entities like HSBC Cards, ING Direct, Hibernia etc and their integration created the need for a brand new platform. The entire project involves over $50 million and more than 25 teams. My responsibilities include leading and mentoring 4 teams of about 25-30 people building certain modules of the platform. We built Check re ordering system, Internal and External Transfers, and OFX – Online Financial Exchange etc. On the technology side, the product is built on Java.

**Project: Universal Money Movement**

As a part of OLBR project this one involves developing application to transfer money within CapitalOne entities. My responsibilities include coaching and mentoring two teams of about 20 people building certain modules of the platform.

**Project: P2P (Peer to Peer Money Transfer**

As a part of OLBR project this one involves developing application to transfer money between peers-peer using email / Phone number.

**Project: Internal Banking Apps**

 This project involves developing and maintaining various internal and external banking applications like ATM / Branch locators, Account opening system, Applications related regulatory compliance etc.

**HCL America Inc, Sr. ScrumMaster, Team Coach (Jul 2008 - Mar 2013)**

Rockford IL

**UTC Aerospace Systems, (Jul 2008 - Mar 2013)**

**Project: Embedded Software Development**

* Bringing up new teams to adopt Scrum / Agile
* Responsible for enacting Agile, Scrum values and principles
* Capture and advocate process improvements into Communities of Practice (COPs)
* Facilitate user story sizing, estimation, ranking, iteration planning
* Establish the Information Radiator (Task Wall)
* Coach teams on Sprint planning, managing sprint backlog, backlog burndowns
* Facilitate sprint review and sprint retrospective meetings
* Agile release planning
* Agile project management using Rally
* Coach scrummasters to facilitate scrum ceremonies, agile values and principles
* Coach Product owner in managing backlogs, slicing stories, team estimation
* Facilitate scrum ceremonies, Coach and mentor teams, Mentoring & Building great teams
* Stakeholder management, Metrics reporting

**Capgemini Consulting India Pvt Ltd - Project Manager (Dec 2005 - Jul 2008)**

(Projects handled for various clients, listed below)

Bangalore India

 **Project: Bombardier Aerospace CRJ 1000 Environmental Control System**

* ASCPC provides primary control functions for the Air Supply Control System (ASCS) and Cabin Pressure Control System (CPCS). It also provides backup control functions for over-temperature and over-pressure control of the Pressure Regulating and Shutoff Valve (PRSOV)
* Software architecture, design and coding as per requirement specifications for modified or newly created requirements per DO 178B standards
* Performed Hardware/Software Integration (HSI) testing on the target environment.
* Performed Software Integration (SI) testing to verify interrelationship between various software requirements and components

**Project : Electronic Control Unit (ECU) for AS900 engine**

* AS900 is an aircraft engine used in Bombardier Continental Aircraft AS900 and BAe RJX AS977. Software part of AS900 consists of three CSCIs (Computer Software Configuration Item). All CSCIs designed using object-oriented analysis and design. Unified Modeling Language (UML) notation used to document design. All CSCIs developed primarily in C++, using assembly language when necessary. Target operating system is VRTX. DO-178B standard is used for FEDEC level A certification.
* Performed requirement based Black Box and white box testing of C++ code meeting the Level A DO178B criteria.
* Developed Test cases and Test procedures for High Level Requirements using Python and tested on actual ECU using Honeywell Data Monitor.
* MC/DC (Modified Condition Decision Coverage) structural coverage analysis for Level A software done using AMC CodeTest

**Hindustan Aeronautics Limited - System Engineer (Jun 02 - Nov 05)**

Bangalore India

 **Project: Light Combat Aircraft, IronBird Flight Simulator Development**

* Software development engineer for the iron-bird flight simulator of Light Combat Aircraft
* Requirement gathering using microsoft excel
* Requirements review, defect tracking and analysis
* Created requirement model using structure charts
* Preparation of planning documents to support Simulator Certification
* Development of flight simulator code using C++
* Hardware in the loop testing of the simulator
* Plan and manage system integration tests, pre-flight tests and other scheduled tests on prototype vehicles