

# DEMETRIUS L. WILLIAMS

Atlanta, Georgia 30160 | (919) 322-9784

[demetrius.williams.pmp@gmail.com](mailto:demetrius.williams.pmp@gmail.com)

Skype: dwilliams2010

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## SUMMARY

An Agile Transformation Coach with experience assisting clients in becoming better at SAFe Implementation and scaling agile teams to deliver value for themselves, as well as, their customers. In addition, extensive experience in all aspects of application development, client relationship management, Waterfall, Agile Scrum, product roadmapping, training and development, service-oriented architecture, object analysis and design, and configuration and change management. Leverages a proven aptitude for improving organizational effectiveness and efficiency while building high-performing teams comprised of onshore and offshore resources. An exceptional producer who delivers high-level strategic and big-picture thinking, working with all levels of stakeholders to ensure projects are delivered on time, on budget, and according to customer requirements in both local and remote environments.

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## KEY ACHIEVEMENTS

- Worked with infrastructure and DevOps teams at manufacturing company to complete virtual machines (VMs) for development and production environments in order to migrate application servers from Oracle WebLogic to IBM WebSphere.
- Moved mission-critical applications into private cloud.
- Served as Agile coach for startup company and provided feedback to Project Management Institute (PMI) team for the Agile Practice Guide, ultimately getting listed as contributor in latest edition.

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## TECHNICAL SKILLS

SDLC, DevOps, Clarity, Big Data, Java/J2EE Frameworks (JSP, Servlets), Eclipse, Oracle PL/SQL, SQL, XML/XSLT, Objective-C, Swift, Cocoa, iOS, MVC, Rally, JIRA, Team Foundation Server (TFS), Database Design, Oracle 7-11g, MS SQL Server, MySQL, IBM DB2, NoSQL, MongoDB, REST, Web Application Servers (Apache Tomcat, JBoss, IBM WebSphere, Oracle WebLogic), Version Control (SVN, CVS, Git, PVCS Version Manager), Build Management (ANT, Maven), Apache Log4j, Cloud Computing, AWS S2&S3, Spring, Hibernate, Jenkins, UNIX, GitHub, Bitbucket

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## EXPERIENCE

WMT ASSOCIATES, LLC, Atlanta, Georgia

**SAFe Program Consultant (SPC), Agile Transformation Coach, 2019-2020**

Working with Enterprise Organization and with Senior Leadership (Senior Vice Presidents and Directors) to assist them with Agile Transformation and team performance. Facilitating Big Room Planning and PI Planning sessions for multiple / cross functional teams across the Enterprise.

- Guiding the team and organization on how to use Agile/Scrum practices and values to delight customers.
- Coaching teams and business stakeholders to be value focused while keeping customers and owners at the center of our thinking.
- Guiding the team on how to get the most out of self-organization.
- Assessing the Scrum Maturity of the team and organization and coaching the team to continuously improve efficiency, at a pace that is sustainable and comfortable for the team and organization.
- Helping teams to understand and clarify expectations of goals, outcomes and delivery.
- Removing impediments or guiding the team to remove impediments.
- Building a trusting and safe environment where problems can be raised without fear of blame, retribution, or being judged, with an emphasis on healing and problem-solving.
- Helping teams to sustain a healthy flow/ throughput by predicting, anticipating and removing impediments and bottlenecks.
- Share best practices but more importantly principles from Agile / Lean methodologies and frameworks that could be contextually applied and benefit the team.
- Facilitating discussion, decision making, and conflict resolution.
- Assisting with internal and external communication, improving transparency, and radiating information.
- Supporting and educating the Product Owner, especially on grooming and maintaining the product backlog.
- Providing all support to the team using a servant leadership style whenever possible, and leading by example.
- Enabling teams to create and run outstanding user-centered digital services using appropriate agile principles and methodologies in line with the business requirements.

MOHAWK INDUSTRIES, Atlanta, Georgia

**IT Manager, 2017-2018**

Provided strategic IT leadership, direction, and support in implementing B2B SAP Hybris e-commerce site with 11-person cross-functional team consisting of both on/offshore SAP and UST consultants, technical lead, and developers. Facilitated daily Scrum meetings and monitored and controlled build for Scrum dashboard for each sprint. Attended Scrum of Scrums meetings. Led daily meetings for bug resolution using JIRA. Communicated weekly updates to leadership team.

- Partnered with senior business and IT stakeholders to deliver customized B2B e-commerce implementation that met changing requirements.
- Spearheaded IT resources for other project initiatives as priorities changed.
- Provided risk analysis, stakeholder management, communication plans, and issue logs.
- Monitored release schedule for development deployments.
- Oversaw and led team of Hybris e-commerce developers.
- Initiated use of Sonic Cube for code reviews.
- Reviewed current and future state of environment.
- Interacted with business partners, IT stakeholders, and development teams worldwide.
- Conducted performance reviews and one-on-one meetings.
- Conducted all the ceremonies of Scrum including, Sprint Planning, Stand-up, Sprint Review, Sprint Retrospection, Refinement/Grooming
- Measured velocity and created Burn-Down charts

#### **WILLIAMS & ASSOCIATES CONSULTING LLC, Madison, Wisconsin**

##### **Agile Coach and Senior Project Manager, 2013-2017**

Introduced Scrum and supervised Scrum team of four onshore members, including software architects, application developers, and QA testers. Utilized Jira to track bugs and Confluence for document project issues, agreements, and decisions in team meetings. Spearheaded adoption of test-driven development (TDD), acceptance test-driven development (ATDD), continuous integration, pair programming, refactoring, and automated testing. Built and maintained product roadmap and released plan based on priorities set by product owner and input from team. Partnered with product owner to ensure product backlog provided clarity of direction and maximized business value. Supported team in planning work releases and coordinated plans with team to achieve specific goals and initiatives.

- Guided team to develop sprint plan for several sprints and consulted with product owner to ensure priorities.
- Facilitated Scrum team ceremonies, including daily Scrum, sprint planning and demos, and retrospectives, utilizing management techniques to foster spirit of listening, empathy, awareness, and foresight.
- Served as coach for team and product owner to help team execute Scrum framework.
- Ensured team was held accountable for commitments made, handled people change management (behaviors, mindset), and aligned people managers' expectations with team members' performance.
- Fostered self-organization and enabled team to make decisions and remove issues whenever possible.
- Removed internal and external impediments limiting ability to self-organize, such as lack of support or behavior from another team or functional manager that distracted team.
- Shielded team from outside demands, negotiated with others, facilitated and monitored daily team progress, and identified opportunities for team to incrementally improve.
- Nurtured transparency and visibility and conveyed information to rest of organization as appropriate.
- Advocated for Scrum and Agile in broader organization and served as active participant in industry.

#### **HARLEY-DAVIDSON MOTOR COMPANY, INC., Milwaukee, Wisconsin**

##### **Technical Project Manager, 2009-2012**

- Led strategic IT leadership, direction, and support, handling responsibilities equivalent to technical project manager for cross-functional DevOps team of 15 people, with overall budget of \$64,000,000 and cost savings of \$5,000,000.
- Converted disparate systems to single SAP system to manage shop floor manufacturing for multiple families of motorcycle production.
- Spearheaded reduction of production time from 108 to 96 seconds.
- Orchestrated ability and disposition parts to more accurately determine cost of scrap materials.
- Supervised team of eight to implement SAP MII and ME on shop floor for reporting actionable reports.
- Oversaw, monitored, and drove resolution of defects for team using HP Quality Center (HPQC) during implementation of SAP leading up to production rollout.
- Reviewed and approved all test scripts properly documented in HPQC for high-quality deliverables.
- Monitored projects to proactively identify risks and recommend appropriate solutions.
- Developed scope statement, including business case and stakeholder analysis, WBS, resource management plan, communication plan, risk management plan and matrix, change management plan, and scheduling.
- Handled cyber security with networking and infrastructure teams

##### **Enterprise Technical Architect, 2007-2009**

- Provided strategic IT leadership, direction, and support, handling responsibilities equivalent to enterprise technical architect for cross-functional DevOps team of 20 people from networking, enterprise application integration (EAI), and service-oriented architecture (SOA), as well as server administrators, database administrators, web administrators, business users, and third-party vendors, with cost savings of \$2,000,000 per year.
- Planned, hired, retained, and managed J2EE support application development team, ensuring strong team communications via deployment meetings while driving compliance with security requirements.
- Developed strategy and managed and monitored execution plan for migration of materials portfolio (consisting of packaged and custom J2EE WebLogic applications) to WebSphere with team of four people and total savings of \$2,000,000 per year.
- Spearheaded 50% decrease in number of licenses and machines needed and increased uptime by more than 95%.

- Designed failover strategy implemented using VMs.
- Led, monitored, and coordinated team of five people for certification and testing process for materials portfolio applications.
- Oversaw and monitored team of two people for implementation of part lookup portlet for part number project using SAP NetWeaver Master Data Management (SAP NW MDM).
- Identified risks and recommended appropriate solutions.
- Developed scope statement, including business case and stakeholder analysis, WBS, resource management plan, communication plan, risk management plan and matrix, change management plan, and scheduling.
- Handled cyber security with networking and infrastructure teams

#### **System Analyst and Technical Lead, 2006-2007**

- Hired as systems analyst for global information system (GIS) supplier network J2EE system and progressed rapidly within six months to direct and manage all enhancements and production support.
- Eliminated need for two new hires with estimated savings of \$130,000.
- Served as technical lead for all GIS J2EE applications within department.
- Demonstrated outstanding leadership skills and expert knowledge, leading to 95% increased uptime of critical J2EE systems.
- Planned, scheduled, and coordinated project tasks and activities.
- Monitored and tracked product development activities of eight people.
- Oversaw onboarding, monitoring and reporting, and deliverables from third parties and internal staff.
- Handled cyber security with networking and infrastructure teams

#### **ADDITIONAL EXPERIENCE**

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CONSULTING, Wisconsin, Illinois, and Michigan, **Sun Certified Java Consultant**, 2005-2006. Worked closely with team of engineers locally and nationally through remote and onsite assignments using Scrum to deliver speed-to-value (S2V), test-driven development, and continuous integration techniques. Facilitated code reviews and implemented design patterns. Contributed to project consisting of big data components using Apache Cassandra, Hadoop, Hive TM, and Pig, with other components built using .NET and Java in Agile Scrum environment. Implemented HIPAA-approved web services to handle additional claims and lines of business. Spearheaded training for fundamentals of Java and J2EE technologies, including Java Swing development. Publicized team's progress and successes to product owner and stakeholders for transparency.

STATE OF WISCONSIN, Madison, Wisconsin, **Scrum Master/Java Consultant**, 2001-2005. Provided strategic IT leadership, direction, and support, handling responsibilities equivalent to IT project manager for cross-functional team of ten people made up of consultants, business users, DBAs, developers, and third-party vendors. Supervised overall budget of \$1,000,000 and cost savings of around \$2,000,000 per year. Implemented case law reference guide online for district attorneys, reducing printing by 70% and saving more than \$200,000. Eliminated printing, distribution, and creation of master document for around 500 users. Participated in RFI and RFP process for selecting XML security gateway. Researched, organized, and facilitated proof-of-concept evaluation for XML gateway products for web service security.

CONSULTING, Madison, Wisconsin, **Management Consultant/Project Leader**, 2000-2001. Worked closely with team of engineers and case workers to design and implement solution for administration component of SACWIS (Statewide Automated Child Welfare Information System) worth \$14,000,000. Provided hands-on leadership and direction during complete development life cycle, including requirements, design, coding, unit testing, system integration, documentation, and customer support. Led successful implementation of SACWIS, overseeing collection, storage, and retrieval of accurate case workload management information. Directed decrease in time required to analyze, make decisions, and program modifications. Met federal reporting requirements. Saved caseworker thousands in labor hours using paper system to record and manage case information.

*Prior professional experience includes senior software developer roles at companies like American Family Insurance, FTD, Great Lakes Higher Education, and Delta Dental Insurance.*

#### **EDUCATION**

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CARDINAL STRITCH UNIVERSITY, Milwaukee, Wisconsin, **M.B.A., Management**

UNIVERSITY OF WISCONSIN-WHITEWATER, Whitewater, Wisconsin, **B.B.A., Computer Management Systems**

#### **CERTIFICATIONS**

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*SAFe Program Consultant (SPC), 2019*

*Disciplined Agile (DA), 2019*

*Certified Project Management Professional (PMP), Project Management Institute (PMI), 2016*

*Certified ScrumMaster (CSM), Scrum Alliance, 2011*

*Sun Certified Java Programmer, 2004*

#### **PROFESSIONAL DEVELOPMENT**

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*SAP Hybris Commerce Part 1 and 2, 2017*

*Big Nerd Ranch iOS Application Developer Course, 2013*

*Agile Certified Practitioner Course, 2011*

*SAP MII Training, 2010*  
*Big Nerd Ranch Cocoa Developer Course, 2005*

## **AFFILIATIONS**

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*Toastmasters*  
*Project Management Institute (PMI)*  
*TAG (Technology Association of Georgia)*  
*NBMBAA*  
*Omega Psi Phi Fraternity, Inc. - Life Member*  
*Prince Hall Mason*  
*33rd Degree Scottish Rite Mason*  
*Shriner - A.E.A.O.N.M.S.*