**Ram Pradheep Manohar**

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**Lean - Agile Coach | SAFe Program Consultant (SPC5) | SAFe Program Coach**

**SUMMARY:**

* Provide coaching and consulting to Leadership, individuals, teams, or organizations with only one goal in mind: to take you and your business to the next level.
* Mentor & Coach spanning 14 years of IT Enterprise Experience. Provide Enterprise Level Solution Intent, Context, and Manage End to End Transformations. Expert knowledge areas cut through 3 major Program Management Frameworks (Enterprise Agile SAFe 5.0 / 4.0, Scrum Alliance CSM, and Conventional Project Management).
* An Agile Transformation Coach and currently implementing Scaled Agile at a large Solution level of Global BI, Connected Cars Transformation and transforming multiple business to Agile.
* Provide Implement Solutions across continuous delivery pipeline / DevOps, Release Management, Test Driven Development (TDD), Behaviour Driven Development (BDD), and Pair Programming.
* Successfully delivered SAFe (SA and SP) training close to 100 members.
* Program level - Launching ARTs, Synchronization and Cadence, Release on Demand, ART metrics, Vision, Roadmap, Program Backlog, WSJF, Release planning, PI objectives, System demos and Inspect & Adapt.
* Domains - Banking, Financial Services, Insurance, Manufacturing, Inventory, Supply Chain Management, Retail, Core Finance, Resource Management. Technologies - ERPs / Web Methods/ Open Sources/ Java / Oracle / SAP Hana and Infra. Frameworks - Enterprise Agile SAFe / Agile
* Proficient in performing **Agile- Scrum related**roles such as creating & reviewing Value Stream Mapping / reducing the Total Cycle Time / increasing Process Efficiency % / reducing lead time, Team Velocity, burned out change etc.

**AREAS OF EXPERTISE:**

* Agile with Scrum and Kanban, Scaled Agile Framework 4.0 / 5.0,
* As SPC, Provide SAFe Solutions to Solve traditional DevOps: Implementation across Program level Cadence and Synchronization, Launching Agile Release Trains(ART), Enterprise Automation and Version control
* Coach, Mentor and Train Cross Functional Teams on Leading SAFe / PMPO / XP Scrum
* Coach teams, Executives, Business on Agile Manifesto, Lean principles and values, XP pair programming and CI/ Automation Testing and validation
* Portfolio, Program, Team level execution. Task board, Scrum of Scrum, Product Owner and Product Managers, ART metrics, Portfolio metrics, Release management, Code quality, Vision, Roadmap, Spikes, Arch and Business Epics
* Coordinating projects on global delivery model which involves teams sitting in different geographical locations with communication barriers
* Balancing between active and passive leadership
* Emphasize on Verticals / Horizontals / and Practice wellness and Utility ratio thus reduce in Organization waste

**COMPETENCY MATRIX:**

* Frameworks & Methodologies
* SAFe Scaled Agile 4.0, 5.0 / Agile – Scrum/Kanban, TDD, BDD, CI, Pair Programming
* Large and Complex Programmes
* Strategy Planning
* Delivery Management
* Program Management
* Product Management
* Project Management
* Go To Market Strategy
* Proposal Planning
* Business Transformation
* Change Management
* Resource Planning & People Management
* Conflict Management
* Risk Management
* Budget/Feasibility Analysis

**TECHNICAL SKILLS:**

**Frameworks & Methodologies:**Scaled Agile Framework SAFe 4.0 / 5.0, Agile, Lean, Scrum, Kanban, XP

**Agile Tools:** Rational Team Concert (RTC CLM), Jira, Rally

**Collaboration Tools:** Skype, Zoom, Microsoft Teams, Workplace from Facebook, Slack

**Languages:**SQL, PL/SQL

**Open Sources Tools:**SOAP UI, J Meter, Unix Shell Scripting

**Databases:**Oracle 11/9/8/7, MS SQL Server 2005, 2000, 7.0, 6.5, MS Access, My SQL

**Database access Tools:**Toad, SQL Navigator 4.1, **GUI**Developer 2000

**Reporting Tools:**SQL Reporting Services, Crystal Reports, Tableau

**Data Modelling Tools:**Informatica, SLT (SAP Landscape Transformation Replication Server)

**Version Control Tools:**Visual Source Safe (VSS), SVN, Bit bucket, TFS

**ERP:**SAP Hana

# PROFESSIONAL EXPERIENCE:

**Nissan Motor Corporation, Aug ’18 to Till date**

**SAFe Program Consultant / Agile Transformation Coach**

**Responsibilities:**

* Successfully launched a Scaled Agile (SAFe) Solution Train and two Agile Release Trains in Nissan Global Business Intelligence implementation and Connected Cars.
* Teaching and coaching teams in adopting Agile mind-set, principles, and values. Change in behavior and mindset.
* Increased the productivity by implementing XP practices like TDD, BDD, Pair Programming, CI.
* Help management at all levels of the organization to understand the benefits of working agile.
* Track activities, schedule, velocity and capacity diligently. Remove obstacles to enable the program to deliver the required outcomes effectively.
* Coaching Teams to improve team collaboration and self-organization, guiding the teams to increase their transparency and effectively track their progress by leveraging burn-downs and facilitating effective and meaningful retrospectives
* Helps in Identify Epic Owners and coached them to write Epic statement and Lean - Business cases.
* Developed Program Roster, Cadence and Calendar. Identified and invited all Agile teams and dependency team members and helped conducting Program Increment Planning (PI).
* Establishing Lean-Agile Portfolio Kanban and defined Value Streams.
* Identified Agile metrics & measures including cycle and lead time, cumulative flow diagrams (CFD), WSJF, Cost of Delay, Business Value and Minimum Viable Product.

**GE Digital (Aviation), May 2018 to Aug 2018**

**Agile Coach**

**Responsibilities:**

* My Key responsibilities in this role was Driving the agile acceleration across GE Aviation.
* Make sure everyone adapts, follow and live with 4 values and 12 principles of Agile. Adapt and coach Agile practices at Organizational, Enterprise, and Program and Team level.
* To bring in Total Transparency and Visibility and Unbelievable Productivity.
* Building an environment where continuous improvement of the development process is in focus and where everyone’s common goal is to deliver outstanding software as fast as possible while having fun.
* Helps in reporting statuses, risks and issues to Enterprise and Program regularly.

**Financial Software & Systems, Nov 2017 to May 2018**

**Agile Coach**

**Responsibilities:**

* Define key execution strategies for Agile Adoption for Scale Agile Framework (SAFe) to drive Portfolio and Program consolidation
* Define a change and transformation plan for the SAFe transformation with a strong alignment to Agile engineering practices and frameworks such as Kanban and Scrum
* Provide a and define clear Agile Maturity Goals for continuous improvement, review and progressive amendment of the maturity model
* Establish a key set of metrics at Program Level (SAFe) rollout with a focus on driving key Agile values and principles
* Support, establish and work with key leadership and champion to set up a Lean-Agile Centre of Excellence (LACE)

**Infosys Ltd, May 2011 to Nov 2017**

**Agile Coach(1.5 Year) & Scrum Master (4 Years)**

**Responsibilities:**

* Was Scrum Master and then moved as Agile Coach for ART, which has 12 teams.
* Establishes and manages cadence and synchronization among the teams in the Agile Release Train (ART) and by that manages and optimizes the flow of value through the ART
* Fosters collaboration between teams and stakeholders, e.g. product manager, business owners and customers
* Facilitates Program Increment Planning preparation as well as the event itself and tracks and communicates the ART execution metrics and escalates and tracks ART impediments
* Helps develop our people by coaching and training them in agile maturity and devops mindset
* Embraces working out loud by sharing successes and learnings as well as soliciting inputs and feedback and encourages others to do so as well
* Leads or supports programs or projects where appropriate and capacity allows
* Helps define, support and train global processes for demand, project, team, program and portfolio management (using the scaled agile framework SAFe)

# Education & Certifications:

* PhD in Electronics and Engineering(Network Security in Wireless Sensor Networks) - 2018
* M.E (Master of Engineering in Embedded Technology) – Arulmigu Kalasalingam College of Engineering – Anna University - 2006
* M.B.A (Master of Business Administration) – Alagappa University – 2008
* B.E. (Bachelor of Engineering in Electronics and Communication) – Sun College of Engineering – MS University – 2004
* **Certified SAFe Program Consultant (SPC5)**
* **Leading SAFe 5.0, SAFe Practitioner (SP), Certified Scrum Master (CSM)**

**Experience Summary:**

* With **Nissan** Motor Corporation Trivandrum, India as Agile Coach since Aug 2018.
* With **General Electric (GE) Bangalore**, India as Agile Coach from May 2018 to Aug 2018.
* With **Financial Software & Systems** Ltd Chennai, India as Agile Coach from Nov 2017 to May 2018.
* With **Infosys** Ltd Chennai, India as Agile Coach from May 2011 to Nov 2017.
* With **Cognizant** Technology Solutions Chennai, India as ERP Consultant (Oracle Performance Tuning, Java) from August 2010 to April 2011.
* With **US Technology** (UST Global) Trivandrum, India as Oracle PL SQL, Java Lead from August 2007 to August 2010.
* With **Eminence** Software Chennai, India as Oracle PL SQL Developer from March 2006 to July 2007

# Publications:

* Published 5 International Journals in the field of Wireless Sensor Networks and Network Security.
* Presented 6 National/International Conferences and seminars.