

RAM BATHIJA

Change Agent

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My “WHY”

A passionate and responsible **Lean-Agile Coach, Facilitator, Mentor and Trainer**, to individuals, teams and adaptive organizations on their journey to a new level of consciousness and **cultural change**.

I believe in agile adoption, transformation and productivity enhancement through **collaboration and effective communication**. My goal is to create value through pragmatic techniques to help develop strong, **highly effective, self-organizing** long lasting **teams with autonomy and purpose**. I help teams to find their “WHY”.

Success for me is help building **value for the organization** and creating a **sense of achievement** for the teams.

My “HOW”

- ◆ Culture Change agent aiding organizations to create a **lean-agile mindset** through refactoring authority distribution.
- ◆ Peoples Champion helping people find their **internal wisdom to achieve their goals**.
- ◆ Lean-Agile practitioner who **applies agile practices and lives agile values**.
- ◆ Servant Leader with a clear understanding of the **Agile Values, Principles and Scrum Framework**.
- ◆ Agile Engineer focusing on minimizing **output** and maximizing **outcome** for a great **impact** of meaningful work.
- ◆ Coach: Continuously coaching teams to deliver **value through quality**, growing teams through tough challenges, and empowering them to reach their potential through innovative ways of working.
- ◆ Facilitator: Scrum Master as facilitator, acting as a servant leader for the team through **patience, curiosity, empathy**, awareness, growth of people and building a community.
- ◆ Mentor: With a good understanding in agile product delivery of digital products and strong knowledge in Agile core concepts tools, practices and processes. Contributing and participating in the agile community of practice, to discover opportunities to **champion agile values** and adopt them across the organization.
- ◆ Trainer: Provide training and guidance to the agile team members by presenting instructional material effectively and personable, creating a **stimulating and energizing experience** for everyone by organizing and describing subject knowledge in the form of course slide ware and hands on exercises.
- ◆ Mediator: Adept at swiftly recognizing, seeking out and defusing conflicts, using the opportunities for improvement, growth, transparency and **building trust**.
- ◆ Outstanding **relationship building skills** across disparate teams, consolidating aims and objectives while encouraging collaborative working practices via exceptional **negotiation and influencing** skills.

Product Increment

- ◆ Over 8+ years of experience as **Scrum Master, Agile Coach and SAFe consultant** in multiple sized organizations.
- ◆ Over **25 years of multi-disciplinary** broad experience with deep understanding of **engineering and business** needs.
- ◆ **Agile transformation** and facilitated agile adoption for teams across multiple sites in the US and Internationally.
- ◆ Developed and delivered team and organization **training materials and workshops**, building a community of practice for a successful agile transformation.

Continuous Improvement Backlog

- ◆ IC Agile Certified Expert In Agile Coaching (**ICE-AC**)
- ◆ Certified Teams Transformation Coach (**CTTC**)
- ◆ SAFe Program Consultant 4.0 (**SPC4**)
- ◆ IC Agile Certified Professional (**ICP-ATF**) (**ICP-ACC**)
- ◆ Certified Scrum Master (**CSM**)
- ◆ Certified Scrum Professional (**CSP**)
- ◆ Project Management Professional (**PMP**)
- ◆ Agility Health Facilitator (**AHF**)
- ◆ Microsoft Certified Trainer (**MCT**)
- ◆ In progress, Certified Professional Co-Active Coach® (**CPCC**)
- ◆ In progress, Integral Agile Framework and Integral Theory

My Journey of Learnings

Agile Coach

2015 to Current

COX Automotive, DealerTrack, New York

- ◆ Coached Teams, Scrum Masters, Product Owners, Managers and program level Leadership on the benefits of Lean thinking, Agile development values, principles, practices, Scrum, Kanban and XP.
- ◆ Facilitated practices to promote continuous improvement - delivery process (CI/CD) and iterative development
- ◆ Empowered teams to self-organize, inspect and adapt through dependencies, limiting WIP, focus of the sprint goals, and commitments by delivering value while focusing on definition of done and zero defects.
- ◆ Encouraged agile engineering best practices such as time-boxing, continuous integration, automated testing, pair programming, code/design reviews, transparency, accountability, product visioning, and technical debt reduction.
- ◆ Coached Product Owners on value driven iterations, creating user stories, acceptance criteria by story mapping technique using business requirement documents (BRD's). Time to market (TTM) to help clarify the business Moscow
- ◆ Facilitated meetings with PO and business on what is MVP, refine product backlog and create release goals
- ◆ Provided agile metrics, feedback loops and information radiators like burn up, burn down charts, cumulative flow diagram to help maintain Quality, Cost and Time.
- ◆ Facilitated in Creating fully automated CI build and deployment infrastructure and processes using Docker and Jenkins. Championed Agile testing, clarifying the challenges and approaches for TDD, ATDD and BDD
- ◆ Worked very closely with Architecture, development, test, security and IT services teams
- ◆ Championed cultural change and collaborated with other Scrum Masters and Coaches on plans and techniques for accelerating and advancing the organization's lean-agile transformation.
- ◆ Facilitated open spaces for scrum masters, product owners, senior managers and teams related to agile best practices, understanding and improving team dynamics, team performance, trust and respect.
- ◆ Facilitated Agile Workshops for SAFe, Scrum, Kanban, story mapping, Jira, GitHub, Confluence and Rally.

Technical Project Manager – Scrum Master – Agile Coach

2005 to 2014

Uptime Tech, Inc., New York

- ◆ Oversaw full program lifecycles from scoping and designing to milestone planning and resource management for application development. While utilizing Agile Principles and Scrum framework using story based development, sprint planning, Iteration, stand-up meetings, conflict resolution, commutation and team accountability.
- ◆ Conducted daily stand-ups in two-week Iterations, facilitated sprint reviews, retrospectives, and sprint planning
- ◆ Coached other product owners on requirements gathering and story mapping
- ◆ Focused primarily on training the teams to write good user stories, prioritize the work based on business value
- ◆ Placed substantial efforts on team member role training, time-boxing and providing strong metrics.

IT Manager/Consultant

2001 to 2005

AWS, New York

- ◆ Responsible for multiple product development and operations projects, while managing scoping and design to provide technical solutions via testing, deployment and training.
- ◆ Maintained ongoing communication with stakeholders, holding regular review meetings and providing management information reports regarding system and process development activity.

IT Consultant

1992 to 2001

ANSWERS,

- ◆ Established a successful IT consulting company reselling Microsoft solutions.
- ◆ Managed all operational, strategic financial, marketing, HR and sales processes for the organization.