RAM BATHIJA

Enterprise Agile Coach

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My "WHY"

A passionate **Lean-Agile Business Agility Enterprise Coach,** Facilitator, Mentor and Trainer, to individuals, teams and adaptive organizations on their journey to a new level of consciousness, **cultural change and business transformation**

I believe that agile adoption, transformation and productivity enhancement is only possible by building **strong relationships** within the organization 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 and **Leaders with purpose -** I help teams and individuals find their **"WHY"**

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

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 and Principles**

♦ 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: 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 experiential 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 **Agile Coach** in multiple sized organizations.

♦ Over **25 years of multi-disciplinary** broad experience with deep undertsanding of **engineering** and **business** needs.

♦ **Agile transformation** and facilitated agile adoption for teams across multiple sites in the US for a fortune 20.

♦ 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**)

♦ IC Agile Certified Leadership (**ICP-ALP**)

♦ 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

Enterprise Agile Coach (Business Agility) — June, 2017 - Present

Express Scripts, Inc. New Jersey

♦ Part of the ATO for the one of the largest Agile transformations in North America
♦ Coached senior business leaders and stakeholders on business agility strategy, vision and roadmap by bringing balance between people and process to create a **culture of experimentation** to achieve the journey of ideation to release the Agile way through culture and mind-set change
♦ Coached business on product centric thinking by prioritizing client/market speed and need
♦ Practiced the (70-20-10 Rule) 70% doing, 20% coaching, 10% training through alignment of Strategy - Relationships - Process and Tools
♦ **Express Strategy:** Formulated, communicated and aligned portfolio specific initiatives from Ideation-Valuation Prioritization-Decomposing-Sequencing-Validation-Inspection-Adaption.   From Intake to Release and Feedback
♦ **Strengthened Relationships:** Team dynamics facilitation, conflict resolution, team chartering, working agreements and built trust by optimizing feedback flow.
♦ **Process:** Dynamic prioritization of ideas and continuous work intake & decomposition model based on business value delivery in line with short/long term Agile roadmap and vision. Utilized lightbulb and opportunity canvas story mapping to create an MVP based on value, ROI using CoD Economic view for prioritization. Emphasizing on WIP, Flow and Measuring against success criteria.
♦ **Tools:** Jira, Rally, Confluence and more
♦ Ran workshops on business opportunities, business value, innovation and implementation
♦ Value stream mapping, story mapping and journey mapping workshops
♦ Coached and trained the scrum master and coaching community to help develop coaching competencies
♦ Created a community of practice for agile practitioner, (Agile care) in 3 cities, walk in for coaching/training support
♦ Developed relationship coaching sessions called Reset and Refresh to create collaborative working environment and team agreements using life coaching skills.
♦ Helped build and deliver leadership coaching (leader as a Coach) cohort pilot program.
♦ Aided the organization with the "What" and "How" and more importantly the "WHY"

SAFe Program Consultant I Trainer I Coach — October, 2014 - Present

Agile Done Well, New York

♦ Scaled Agile Framework ongoing training workshops
♦ Agile Program Portfolio Management Planning and Estimating
♦ Safe Release Train Coordination and Implementation
♦ Portfolio/Program Management and Business Systems Analysis
♦ Strategic Release Planning and tactical Iteration Planning sessions
♦ Readiness assessment and planning Release Train Engineer activities, SoS champion and facilitation

Co-Active Developmental Coach — January, 2018 - Present

The Human Equation, Founder

♦ Leadership and executive coaching through self-authorship to help find the inner leader
♦ Motivate people to do things that inspire them, helped them find the internal wisdom to achieve their goals
♦ Evoked life affirming transformation in line with the values and purpose through meaningful and sustainable mind-set not just behavioural changes
♦ Help them to step into their greatness and brilliance to expand their perspective and consciousness
♦ Create a shift in the focus and allow them to blow the lid of their highest potential
♦ Integrating the Mind, Body and Energy, IQ, EQ and BQ

Agile Coach
COX Automotive, DealerTrack, New York
<div align="right">2015 - 2017</div>

- 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 programing, 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
- **SAFe** coaching and consulting, 5 Agile release trains in the enterprise
- Scaled Agile Framework ongoing training workshops (SA certification)
- Agile Program Portfolio Management Planning and Estimating
- Safe Release Train Coordination and Implementation
- Portfolio/Program Management and Business Systems Analysis
- Strategic Release Planning and tactical Iteration Planning sessions
- Readiness assessment and planning
- Release Train Engineer activities, SoS champion and facilitation

Technical Project Manager – Scrum Master – Agile Coach
Uptime Tech, Inc., New York
<div align="right">2005 - 2014</div>

- 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
AWS, New York
<div align="right">2001 - 2005</div>

- Was 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
ANSWERS,
<div align="right">1992 - 2001</div>

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