



# DEEPAK JOSEY

## Agile Transformation Expert

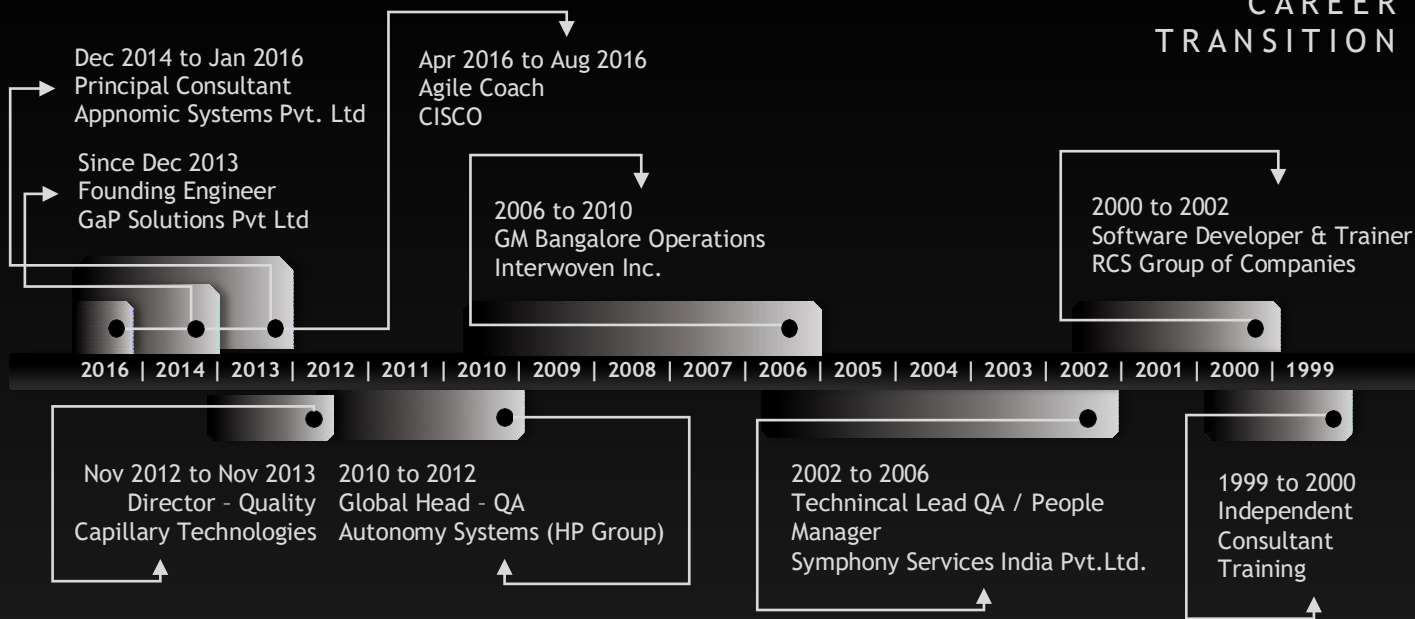
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Deepak Josey is a proven consummate global professional with diverse geographical exposure, with an innate ability to adapt and deliver organizational results amidst dynamic business environment. He possesses 17 years of experience of which 10 years had key focus in leadership spearheading firms with over 8 Billion Dollars turnover, and coaching teams in holding consistent Agile transformations. Having had the unique exposure of remaining as an integral part of development teams and also a scrum coach/master in large and distributed enterprise class organizations, and with the experience of co-locating smaller startups, he gently mentors teams to bring about a culture change by focusing on the values and ensuring sustaining change in the organizational practices become a habit. His unique exposure of having worked with integral teams in an organization, he has hands on expertise in tackling the economical and developmental sides of projects and products. He travels extensively across Asia, facilitating conferences on Leadership and holds an enviable record of conducting over 10,000 hours of industry specific training.

### CAREER TRANSITION



### INDUSTRY EXPOSURE

- Predictive Business Analytics Solutions
- Unstructured Data Analytics for enterprise search and context aware applications
- Enterprise-class security appliances
- ITOA (IT Operations Analytics) Digital archiving and e-discovery
- Content Management
- Document Management

### KEY OFFERINGS

- Agile transformations
  - Start - Process initiation
  - Re-start - Reconstruction of
  - Up-start
- Agile at scale
  - Scrum of scrums
  - SAFe based - portfolios, value streams and programs
- Training for Agility
  - Leadership training
  - Framework training: Scrum & Kanban
  - Role specific training: Scrum Master, Product Owner
  - Technical practices training for Development teams

### CERTIFICATIONS

- Agile Leadership (Credential 1)
- Scrum Professional
- Scrum Developer
- Scrum Master
- Scrum Product Owner
- Safe Agilist
- Kanban Management Professional
- Open Space Agility Trainer
- Bulletproof Manager
- Sun Certified Java Programmer
- Microsoft Certified Solution Developer

## CISCO

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- Agile coach focused on Agile (Scrum+XP practices) adoption for the Adaptive Security Appliance teams in Bangalore India.
- Primary change agent, assessing current agile approaches, and led the transformation initiative to align the culture to Scrum framework.
- Coaching teams, mentoring to remain self-directed, transparent with strong accountability, decision making and conflict resolution skills.
- Training need analysis and facilitating the needed knowledge upgrade through hands-on implementation of user story, relative estimation, sprint planning, backlog grooming, review & retrospective, setting up information radiators, impediment identification & tracking to closure.
- Role specific skill analysis, mapping and training for Scrum Masters & Product (proxy) Owners.
- Facilitating engineering managers and architects on engineering practices & continuous improvement.
- Coached middle management on Agile values and principles to promote continuous improvements in practices and artifacts.

## APPNOMIC SYSTEMS PVT. LTD.

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- Part of the two-member agile transformation consulting team with primary responsibility of engineering transformation (waterfall to Scrum) and secondary responsibility of organizational agility.
- Training need analysis and facilitation for:
  - Leadership team to sustain smooth transition from a command & control to enabler and then a catalyst leadership
  - Engineering team on Scrum with emphasis on transitioning from a directed to a self-organizing and self-managing team
  - Implementation of engineering practices that involved self-testing code, code review and gated CI to enable the engineering team be more effective and efficient.
- Enabled scrum master and the teams to conduct all scrum ceremonies and also relative estimation and release planning.
- Implemented information radiators to enable transparency, impediment identification and its tracking to closure.
- Tooling and framework development for CI like environment resulting in a reduction of tech debt by over 45% in six months
- Reduction in engineering dependency of support/maintenance team by 70%
- Reduction in support calls by more than 40%, improving release predictability and established release cadence.

## GAP SOLUTIONS (INDIA) PVT. LTD

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- He spearheads the firm and the advisory business unit for agile transformations and Tech. debt reduction.
- Consults, Trains and Coaches Leadership, Senior and Mid Management team for enterprise and team transformations.

## CAPILLARY TECHNOLOGIES PVT LTD.

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- Change agent, trainer and coach for various teams on Scrum and Kanban based frameworks.
- Spearheaded the enterprise agility initiative.
- Established a scalable, fully functional engineering and release engineering operations, in line with continuous integration, for multiple components comprising the SaaS system.
- Led the development of the script-less automation framework, that resulted in keeping the entry cost and, more importantly, the cost of automation maintenance very low.
- Program managed the launch of the new client module, release of which resulted in a drop of support escalations by a factor of 15.
- Played a key role in the institutionalization of the common platform for various customer facing team to interact with the technology team, resulting in reduction of time to relief by a factor of 6.

## AUTONOMY SYSTEMS

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- Led 180-member multi-site team - 4 continents - 9 offices
- Provided technical direction, training and coaching for successful agile transformation.
- Designated change agent in organizational transition from traditional waterfall to scrum -
- Trained, Coached and Mentored various teams and created customized solutions to efficiently adopt engineering practices for successful implementation.
- Spear headed transformation of conceptualized test automation infrastructure and built infrastructure for continuous integration to improve quality.
- Showcased drastic reduction in the costs and time-to-market.
- Conducted project reviews and help management revamp programs.

## INTERWOVEN INC

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- Co-owned the Bangalore Centre responsibility - operations and administrative services of the India center. Authorized signatory for all Interwoven representation.
- Spearheaded as the organizational change agent in transitioning from traditional waterfall to Scrum.
- Training, coaching and mentoring various teams and design customized solutions to efficiently engineer practices implement he same fell directly under my purview.
- Spearheaded all Interwoven flagship products
- Championed multi-level automation using tools varying from basic scripting, open source tools to commercial tools.