



Ashish Bhojane (He/Him/His)

Cary, NC (USA)

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Lean-Agile Thought Leader | Change Agent | SAFe 6 Practice Consultant

As a Certified Agile Professional with over 18 years of combined experience in IT, including 10 years of expertise in implementing Agile methodologies such as Scrum and Kanban, and holding certifications such as SAFe 6 Practice Consultant (SPC) and Professional Scrum Master I (PSM I), I am passionate about delivering customer-centric solutions and driving change in a fast-paced environment.

In addition to my Agile expertise, I also have experience training and onboarding leadership, including C-suite executives, to Agile principles and practices. I have successfully trained and coached stakeholders to gain buy-in and achieve successful Agile implementations.

One of my strengths is facilitating product road mapping workshops and problem-solving workshops, where I leverage my strong communication and interpersonal skills to build and maintain productive relationships with stakeholders. I have a proven track record of leading cross-functional teams, driving change, and delivering results while maintaining a focus on customer satisfaction.

In my role as Agile Delivery Manager, I have also demonstrated experience in managing and maintaining project tracking tools such as JIRA, providing visibility into project progress, and reporting to leadership. I am skilled in coaching and mentoring team members to adopt Agile practices, facilitating daily stand-up meetings, sprint planning, and retrospectives. I thrive in fast-paced, dynamic environments, and am a team player with excellent problem-solving skills and the ability to collaborate effectively.

EXPERIENCE

Equip Health

Agile Delivery Manager

Jun 2022 – Ongoing

Cary, NC (USA) [Remote]

Agile Delivery Manager and servant leader to the Engineering Team; Agile Coach and practice lead to a bigger part of the growing Healthcare Startup that helps families recover from eating disorders at home.

- Facilitating the development of user-centric applications by leading the engineering teams.
- Promoting and incorporating Agile practices throughout the organization.
- Streamlining meetings and ceremonies to increase their effectiveness.
- Collaborating with stakeholders to identify and address challenges, mitigate risks, and implement solutions.
- Streamlining workflows to improve processes.
- Supporting and maintaining team morale and knowledge through Agile workshops, trainings, games, and team-building activities.
- Keeping the team and program on track with Agile principles and continuous improvement through Kaizen.
- Ensuring the team is aligned with company goals by prioritizing value and short-term commitments.
- Continuously evaluating and assessing the team's Agile maturity.
- Tracking progress through leading indicators such as Cumulative Flow Diagram, predictability, and reporting to company executives.

Selective accomplishments:

- ✚ Orchestrated and Implemented Scrum and Kanban processes to two non-IT departments: Clinical Research and People teams.
- ✚ Led Agile Program for Engineering teams, improving team stats and reducing value delivery time while implementing effective metrics to encourage desired behaviors.

TransUnion
IT Senior Project Manager, Scrum Master

May 2021 – Jun 2022
Cary, NC (USA) [Remote]

Servant Leader for Scrum & Kanban teams, and Release Train Engineer for Network Security group.

- Guide Agile, Scrum, Kanban, and SAFe values and practices; and lead Agile delivery teams to deliver value consistently.
- Manage deliveries by network security teams.
- Organize and lead meaningful ceremonies and working meetings.
- Collaborate with stakeholders to resolve issues, highlight risks, and implement mitigation plans.
- Implement process that helps generating value, and help teams define their workflows.
- Coach teams and mentor servant leaders. Conduct training, as needed.
- Track and produce key metrics for teams and the program.
- Help teams and program stay on the agile track or adopt agile with Kaizen.
- Align teams' focus on value, priority, and short-term commitments to achieve long-term goals.
- Assessing agile maturity of teams and inducing improvements that include rectifying agile anti-patterns.

Selective accomplishments:

- ✚ Implemented Kanban methodology to the teams having a frequent impact with fly-in items.
- ✚ Engaged in driving Agile PMO undertakings, including writing newsletters, facilitating CoP, and standardizing tools.

Evolent Health
Senior Scrum Master

Jun 2017 - May 2021
Chicago, IL (USA)

Served in progressive servant leadership, coaching, and agile management roles in the Information Management program (2 ARTs /14 Teams) that supports JAVA, SAS, MicroStrategy, and DB projects.

- Handled inception to the operation of Two SAFe ARTs (US and India offices) to optimize the flow of value.
- Established the standards to connect the right metrics to the right people. Reported the metrics.
- Facilitated cadence-based synchronization meetings, including the ART sync, I&A, and SoS.
- Coached the leaders, teams, and scrum masters in agile practices, principles, and methodologies.
- Lead and facilitated PI planning readiness by fostering a continuous exploration process that drives the synthesis of Vision, Roadmap, and Backlogs, and through Pre- and Post-PI planning meetings.
- Helped associates with Lean-Agile best practices to build self-managed, self-organized teams.
- Brought teams together to actively solve project demands by removing impediments and continually refining and evolving agile processes to fit the needs.
- Provided conflict resolution by focusing on scrum values of openness, honesty, and respect.
- Empathy-focused team building with fun awards, virtual happy hours, virtual celebrations, etc.
- Helped other programs in the organization with training, workshops, and agile health assessments.
- Provided goal-oriented constructive feedback to the direct reports.
- Supported SOC-II audit compliance by contributing to audit work and generating monthly reports, resulting in a successful audit outcome.

Selective accomplishments:

- ✚ Implemented two SAFe ARTs from planning, recruitment, training, coaching, and onboarding, to fully operationalizing.
- ✚ Transformed traditional project funding to value-stream funding.
- ✚ At pandemic impact of workforce reduction, maintained Agile program as sole Agilist, kept teams motivated and leadership informed, prioritized high-priority items.
- ✚ Facilitated hackathons, book clubs, and brown bag and/or lean coffee sessions across the office/organization.

Pegasus Knowledge Solutions, Inc.**Software Engineer / Agilist****Sep 2015 – Jun 2017****Chicago, IL / Milwaukee, WI (USA)***Deployed to telecom, insurance, and finance clients to serve as Scrum Master and Agile Coach.*

- Trained and mentored teams in being self-managed, self-organized, and cross-functional.
- Coached and mentored Scrum Masters, Product Owners, and the teams.
- Facilitated effective PI ceremonies, including PI planning, sync ups, system demo, and inspect & adapt session.
- Helped to remove obstacles that negatively impact the team.
- Improved team throughput by implementing best practices, like WIP limit and pair programming.
- Assessed the agility level of the ART/teams and helped them improve faster.
- Summarized Team Objectives into Program Objectives; published them for visibility and transparency.

Selective accomplishments:

- 🚦 Scaled the agile and lean principles by implementing two SAFe ARTs and one Nexus framework.
- 🚦 Transformed budgeting model from funding projects to funding value stream for a financial client.

Anira Solutions, Inc.**Software Engineer / Agilist****Mar 2013 – Sep 2015****Bloomington, IL / Chicago, IL (USA)***Deployed to insurance and telecom clients to serve as Agile coach, Scrum Master, and Agilist.*

- Coached agile principles and values to teams and stakeholders to align the expectations.
- Enabled the transition to Agile by empowering teams to develop an Agile mindset.
- Facilitated effective agile ceremonies, including planning, stand-up, refinement, retrospective, and review.
- Removed the team impediments faster with improved communication and escalation channels.
- Worked closely with the product team to understand the vision and business priorities.
- Worked with the Product Owners to maximize the value with the prioritized backlog.

Selective accomplishments:

- 🚦 Transformed telecom client's SAS and BI project deliveries from Waterfall to Agile using Scrum and Kanban.

Tech Mahindra Ltd.**Senior Technical Associate / Scrum Master****Apr 2011 – Feb 2013****Pune, MH (India)**

- Facilitated sprint planning, daily scrum, backlog refinement, sprint reviews, and retrospectives.
- Administered and managed JIRA. Conducted tool training to associates.
- Reviewed, analyzed, and modified BO Universes (metadata) for the BI reporting solution.
- Developed reports in Business Objects (BO 3.1), dashboards using BO Xcelsius, and a POC with QlikView.
- Onsite-offshore coordination.

PRIOR EXPERIENCE**Jun 2005 – Mar 2011**

Held Positions of increasing responsibilities of development, maintenance, and production support engagements involving Business Intelligence, data analysis, and data migration.

SKILLS

SOFT SKILLS	AGILE PROCESS	TOOLS & TECH
Servant Leadership, Communication, Interpersonal Skills, Collaboration, Problem-Solving, Adaptability, Facilitation, Leadership, Emotional Intelligence, Mentorship, Continuous Improvement	Methodologies, Principles, Frameworks, Planning and Estimation, Retrospectives, Metrics, Transformation, Project Management, Testing, Training and Mentoring	JIRA, Azure DevOps, Rally, Confluence, SharePoint, MS Office, EasyRetro, Reetro.io, MS Teams / Skype, Business Objects, Cognos, QlikView, SAS EG, RDBMS, SQL

EDUCATION

North Maharashtra University (Jalgaon, India)

Bachelor of Civil Engineering

2001-2005

CERTIFICATES

Professional Scrum Master I (**PSM I**), SAFe 6 Practice Consultant (**SPC**), SAFe 6 Agilist (**SA**), SAFe 6 Scrum Master (**SSM**), SAFe Remote Trainer, AgilityHealth Facilitator (**AHF**), Scaled Scrum Master Certified (**SSMC**), Scrum Master Accredited Cert (**SMAC**), Scrum Product Owner Certified (**SPOC**), SAFe 6 Certified Practitioner (**SP**), Scrum Master Certified (**SMC**)

PERSONAL INITIATIVES

- Co-founder of a digital content creator studio - Dreaming Duo's (www.dreamingduos.com)
 - Ideated and written story and screenplay of 3 Short films, acted in one.
 - Co-directed and presented 13 videos for a Web Series.
- Agile and soft-skill blogger. Articles published on www.leapitup.com/blogs.