**MARIE THERES KIDZE YAAYA PSM, BACHELOR’S DEGREE, AGILE TEAM COACH, SAFe AGILIST CERTIFICATION**

Dayton Ohio, 45426. (937)9311944

[kidzeyaaya@gmail.com](mailto:kidzeyaaya@gmail.com) . <https://www.linkedin.com/in/marie-kidze-yaaya-b85097249>

**SUMMARY**

I am a hard working Scrum Master with 7 years experience in Leadership management in an engineering and software development environment. An accomplished and result-driven scrum master with a strong background in agile project management, software development life cycle (SDLC), requirement analysis, change management, Risk management, IT Infrastructure strategies, product planning, conflict management, risk mitigation, team management and collaboration, problem solving, multi-tasking, innovation management, and strategic planning. Proven track record of success in implementing and developing skills in scrum, launching software development products and services, automation, testing, monitoring processes, facilitating, coaching, teaching, mentoring and leading teams to achieve an Agile mindset. Leverages exemplary servant leadership, emotional intelligence, Analytical/ Critical Thinking, organizational collaboration and communication skills to contribute to team development and maximize performance while perpetually redefining expectations.

**PROFESSIONAL ATTRIBUTES**

* Expertise in working with Coaches and other Scrum Masters to grow within the role, as well as contributing to the advancement and improvement of agile practices within the organization.
* Skilled at facilitating and supporting all scrum events: Sprint planning, Daily scrum, Backlog Refinement, Sprint Review, and Sprint Retrospective.
* Ensured continuous improvement, continuous integration, continuous testing, and continuous delivery/deployment practices.
* Expert at monitoring and measuring customers experience and KPIs (metrics), as well as managing periodic reporting on progress to management and the customer.
* Reduced team burnout and deployment pain by adopting CD practices.

**TOOLS**

ALM tools Jira and Confluence, Azure DevOps, MS Excel, PowerPoint, User Stories, Agile Development and Best Practices, Miro, Sheets, and Slides.

### **EXPERIENCE**

PRIME HEALTHCARE

**Senior Scrum Master/Agile Team Coach -------------------------------------------------------------August 2019-present**

Led three cross-functional teams to adopt scrum processes while delivering business value and partnered with product owners to maintain a healthy backlog. Improved team efficiency by managing outside distractions, incorporating capacity planning into sprint planning sessions, and implementing issue tracking to track impediments, against user stories effectively. Utilized Organizational skills on change management and leadership experience to use modern approaches/tools in order to maximize quality, productivity and value delivery. Established partnerships with product managers and effective collaboration with all support teams to understand and develop plans to meet MVP.

* Motivating new and existing agile teams to establish new ways of working and deliver working software every sprint through usage of DevOps, ATDD, Extreme Programming XP, BDD, TDD, FDD CI, CD and test automation, improving quality and thus our Return on Investment ROI by 40%.
* Helping scrum teams reach peak productivity by facilitating Scrum ceremonies, assisting the Product Owner with maintaining a healthy and actionable backlog (backlog grooming), making sure user stories meet the INVEST criteria, has a description, estimated and has Acceptance Criteria’s.
* Facilitating the adoption of agile development practices by the organization and evangelizing best practices.
* Worked on several software development projects while cooperating with PO’s, upper management and other scrum masters to derive solutions that drive progress achieving a 30% reduction in product finish time.
* Redesigned various Metrics or KPI’s to exhibit highest level of transparency to stakeholders, measure and report performance progress of teams, resulting in increasing continuous improvement across teams by 30% and reduced distraction rate by 40%.
* Participate in product road maps and release planning, identify and anticipate bottle necks and provide escalation if necessary.
* Facilitating the Scrum events as needed: Program Increment PI Planning, Release planning, Sprint Planning, backlog refinement, Daily Standup, Sprint or Iteration Review (Demo) and Sprint Retrospectives, and other company required meetings.
* Mentoring other scrum masters on better delivery strategies which let to 40% performance increase.
* Collecting, developing and analyzing data and metrics.
* Assisting Subject Matter Experts SMEs and upper management in agile estimating and planning at Portfolio, product and release level.
* Facilitated a complete data center migration of over 1000 servers to the cloud platform.
* Ensuring that products are exactly as customers User Interface designs (UI demand) and User Experience UX.
* Working in a Scaled Agile Environment and facilitating PI planning sessions, collaborating across the ART to create transparency, visibility and drive commitment. Equally worked with RTE, POs and others to ensure team is meeting PI objectives.
* Facilitating Release and Iteration Planning ensuring that all requirements needed to get work and scheduled releases done are in place.
* Facilitating Scrum teams creation and adherence to team agreements such as Definition of Ready (DoR), Definition of Done (DoD) and other working agreements.
* Promoted to manage three cross functional teams that contributed to 20% increase in revenue.

FINANCE OF AMERICA

**Senior Scrum master--------------------------------------------------------------------------------------------------------2017– 2019**

Drove projects and prepared client delivered artifacts on time and on budget as expected. Communicated effectively with CEO and upper management and worked cross-functionally with others, including client delivery teams, firm clients, etc. facilitated large and small teams through requirements planning, prioritization, implementation, review and retrospectives. Mentored team members to find ways to increase quality of client delivery and implement best practices across all levels. Assessed scrum maturity of teams and coached teams to higher levels of maturity at sustainable and comfortable pace for team and organization.

* Assessed process health and identified areas for process improvement which influenced continuous integration, frequent deployment, and test-driven development, increasing time to market by 40% for new business products.
* Coached the teams to improve collaboration and self-management, promoting healthy interactions both within the team and with external stakeholders.
* Provided hands on guidance on different agile frameworks, including Lean, Kanban, LeSS, DevOps, and Scaled Agile or SAFe practices, saving up to 40% on costs for organizations.
* Enforced time boxes, guided decision making and proactively remove impediments such as conflict resolution and dependencies.
* I introduced the utilization of KPI Metrics and this helped to improve track teams performance resulting in 10% improve in the usability of metrics to evaluate performance and drive continuous improvement.
* Coached teams in self-organization and cross-functionality.
* Facilitated team collaboration, decision making and conflict resolution.
* Helped the teams build a trusting and safe environment where problems can be raised without fear of blame, retribution, or judgment with an emphasis on problem solving.
* Introduced engineering sync sessions for pair programming and code review, reducing silos and increasing code quality and team velocity by 20%.
* Assisted the Product Line Release Manager in preparing for release planning and deployment activities and in coordination with the appropriate stakeholders.
* Be part of a team by participating in delivery sprints, detailed design, code reviews and learning to be a creative problem solver.
* Helped the teams learn and mature so they can reduce their dependence on the Scrum Master.
* Participated in Scrum Master Communities of Practices to learn from and share experiences and apply learning to improve team performance and grow within the role.

UNITED AIRLINES

**Scrum Master……………………………………………………………………………………………….2016-2017**

Coached and taught scrum teams to self organize and have customer/product–centric culture that focused on delivering sprint goals and business value. Established backlog grooming practices that resulted in healthy backlog with value-add and predictability. Exhibited excellent time management and deadline tracking thus helped in organizing new and existing programs, leading cross-functional teams and successfully delivering difficult projects and goals. Introduced and taught scrum while fostering an environment of functional testing, performance testing, test case management and release version planning.

* Led and coached the scrum teams and upper management in its Scrum adoption and against scrum

anti-patterns.

* Helped the teams deliver business value faster and in a more quality way where we have limited mistakes and it improved Return on Investment by 20 %.
* Ensured I bring obstacles and dependencies if any to the Scrum of Scrum meeting and communicate

between Scrum of Scrum and the respective teams.

* Ensured the Scrum Team, remains on task (Goals and objectives) and focused with priority deadlines and work.
* Coached team having significant carry-over (average of 75% per sprint) and poor team utilization (10%-30%) to one that established to one that established a 90%+ successful delivery per iteration.
* Ensuring deliverables are up to quality standards at the end of each sprint.
* Coaching the teams through a set of demos in the Sprint Review and ensuring the Product Owner accepts or rejects all stories.
* Identifying, communicate, and remove daily blockers, impediments or barriers such as conflicts and dependencies to the Scrum Team’s progress.
* Encouraging quality testing, ensuring teams implement pair programming, writing test before codes and followed up with lower environment testing for Q/A, UAT and production database testing before deployment or go live.
* Launched customer’s workshop with Product Owners which doubled customer’s feedback and enhanced customer satisfaction by 20%.
* Coordinated Agile and Technical Learning in the team and actively participate in a variety of learning opportunities such as Communities of Practice, conferences, classroom training, and independent study to further develop self and community.