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| **Ana Maria Vintila – Agile Coach**  Email: [vintila.ana@gmail.com](mailto:vintila.ana@gmail.com)  Phone: +07397 134 654  London, UK |  |

Overview

Ana works with diverse organizations to radically improve both business performance and work culture using a bespoke blend of enterprise agility, lean continuous improvement culture and systems thinking approach.

She has international experience in the implementation of large-scale change programmes for various multinationals across Europe, Asia and America, and her delivery approach is to engage all levels of an organization to achieve a culture that is built on respect for people and teamwork, with lean inspirational leadership, better employee engagement and satisfaction, increased customer collaboration, rapid innovation and reduced risk in new product development

Ana specializes in Scrum ,Kanban, SAFe, LeSS; Lean/Agile/Digital transformations; Facilitation, Coaching and Mentoring and Value Stream Mapping at all levels. Using self developed tools like a methodology agnostic Agile Maturity Scale, Ana enables change in the organization supported by both hard data and experience.

Areas of Proficiency

**Agile Coaching/Mentoring.** Servant Leader attitude towards Agile Coaching & Mentoring for everyone with all levels of agile experience as well as all levels of the organization. Great experience helping existing Teams excel in all aspects of Agile delivery, clients and POs at getting the most out of Agility, and management at all level gain better visibility and control over the direction of their products.

**Solution Development.** Expertise in managing the full life-cycle having worked with Waterfall, Agile, and Lean techniques. Agility at Scale. Experienced with scaled Agile using recognized frameworks like Scrum at Scale, LeSS and SAFe.

**Motivational Leadership.** Provide inspiration by being an Agile Leadership exemplar within the organization and modeling desired behaviors like Servant Leadership, Coaching and Mentoring, as well as transparency at all levels.

**Lean/Agile Transformation.** Experience starting new Lean/Agile ventures within large organizations, and helping to move away from traditional frameworks to highly performing Lean/Agile teams that deliver quickly and innovate continuously.

**Product Development**. Significant experience of new business development with internal & external customers to target and exploit new market opportunities. Systems Thinking: Across entire product/service value streams.

Professional Certifications

* CSM (Certified Scrum Master) – 2012
* CSPO (Certified Product Owner) – 2015
* CSP (Certified Scrum Professional) – 2016
* SPC4 (Implementing SAFe) – 2018

Engagement Experience

**Agile Coach – Santander**

**March 2019- Present**

* Understand the transformation needs and goals of the group and how Agile can help achieve the goals at all enterprise levels
* Create, develop and own the coaching strategy, both for the group and for the individual teams : this includes scaling practices as well as cross domain collaboration
* Help the Development teams to create high-value products
* Support Lean and Agile thinking as the norm and help foster a culture of continuous improvement
* Encourage all Agile behaviors

**Agile Coach – TCS**

**June 2018 – Feb 2019**

**Engagements/Internal Clients:**

**Agile DevOPS Coach - Marks and Spencer – London**

**Period: June 2018 – February 2019**

* Define best practices and “Road to Agility” (Agile WOW and transformation Roadmap) for the

transformation across all technology Portfolios (aprox 2000 Technology Engineers and Leaders

from TCS and M&S)

* Define and Align individual Portfolios Implementation Road to Agility for the 2 in scope

Portfolios (aprox 400 Engineers and their Leaders)

* Coached Leadership of each portfolio on Lean-Agile Leadership styles to enable successful ART

launches across their teams

* Trained and Coached teams on Agile ways of working both at team level (Scrum/KanBan) as

well as at team of teams level (SAFe)

* Trained/mentored Product Owners and Product Managers to create well-defined backlogs, which

reflect business value, and are prioritized effectively

* Trained/mentored Scrum Masters to help find/resolve impediments
* Trained/Coached RTE on how to effectively organize the ART, it’s participants, and how to lead

PI planning across 4 continents

* Train Business Users, Clients and many senior managers in how Agile applies to their role,

creating a top-to-bottom, healthy & thriving Agile culture.

* At Enterprise level, organized events that promote agility across the organization (named Agile

day 1-4) and identified and coached members of the Agile CoP (who are called Agile Superstars)

**Agile Coach – Wipro Consulting**

**May 2017- June 2018**

**Engagements/Internal Clients:**

**Agile and DevOPS consultant – BP – London**

**Period: January 2018 – June 2018**

* Engaged to help deliver large and extremely complex software solutions in new ways, using DevOPS and Agile techniques to enable multiple Agile teams and outsourced suppliers to deliver successfully
* Create DevOPS and Agile exemplar team, and define ways of working for rest of engageent
* Main goal was to coach/mentor low maturity teams adopt higher maturity Agile practices.
* Trained/mentored Product Owners to create well-defined backlogs,
* Trained/mentored Scrum Masters to help find/resolve impediments
* Train Business Users, Clients and many senior managers in how Agile applies to their role, creating a top-to-bottom, healthy & thriving Agile culture.

**Agile Coach - Credit Suisse – London**

**Period: May 2017 – December 2018**

* Engage senior stakeholders on agile needs
* Define large scale transformation roadmap
* Train, where needed, teams and stakeholders on agile techniques
* Independently assess Agile Maturity of teams through extensive interviews with individuals and team, and use of Wipro Proprietary Maturity Assessment Framework
* Defining Coaching Backlog/roadmap for individual team improvements
* Set-up Agile community of practice
* One to one coaching with new and experienced SMs to upskill them towards Agile evangelists
* Empower teams on the Agile principles of self organization and cross-functionality
* Promote collaborative, learning environments that support innovation and creativity
* Educate and support individuals on their agile journey
* Guide programme towards a culture of self improvement
* Create Information Radiators using visual facilitation techniques
* Lead on enterprise level the adoption of the Agile Mindset
* Use advanced metrics to determine progress, both from methodology perspective, but more importantly from Business perspective (how much better the product is, in terms of quality, time to market, usage )

Achievements:

* Overall group maturity grew from 1.3 to 3.2 on a 5 point scale within 8 months
* Reduced time to market from 6 months to 6 weeks.
* Reduced external testing from 1 month to 1 week, while at the same time reducing bugs by 32%
* Automated all deployment , ~30% of feature testing and ~ 15% of NFR testing

**Agile Adoption Coach - JP Morgan Chase -Bournemouth**

**Period: November 2016 – May 2017**

* Engage with senior management (director level) on group needs
* If decision to go Agile – engage with teams and stakeholders to understand individual needs
* Plan and deliver initial learning activities, on group and team level. This includes:
  + Core Scrum/Kan Ban training
  + Advanced Story writing: domain modeling, story splitting, release planning..
  + XP practices: TDD, BDD, Pairing, swarming..
  + Team formations
  + Scaling methodologies: LeSS, SAFe, DAD
  + Soft Skills
  + SM/Facilitator advanced education
* Set up initial backlog and agreements between teams and with all stakeholders and clients
* Create Information Radiators using visual facilitation techniques
* Coach team with high involvement in the beginning to light mentoring as they grow and become more self-organized
* Lead on enterprise level the adoption of the Agile Mindset, through communities of practice and other events
* Work with other coaches from same or other groups to create a consistent and high performing strategy for global Agile Transformation
* Use advanced metrics to determine progress, both from methodology perspective, but more importantly from Business perspective (how much better the product is, in terms of quality, time to market, usage )

**Achievements:**

1. 100% of engaged groups chose to go agile
2. Implemented first comprehensive metrics systems for team maturity
3. Reduced time to market in 2 of the teams by more than 20%
4. Increased community of practice membership by 300% by changing the format and introducing games as forms of learning about Agile

**Agile Coach and Trainer - Metro Systems Romania – Bucharest**

**Period: July 2012 – September 2016**

* Creating and delivering workshops and training for the organization (Clients, Management, Product Owners, Teams and Scrum Masters), on the following topics:
  + Foundations - Initial team alignments (how they should set up their own team/process/activities)
  + Scrum fundamentals
  + Requirements - Advanced story creating and splitting and Product Owner responsibilities
  + Agile testing and automation
  + Agile facilitation – fundamentals of being a Scrum Master
  + Scaling Agile – comparison on methodologies + deep dive into preferred method: LeSS or SAFe
  + Soft skills trainings : Feedback, Responsibility process, Team assessment using Tuckman and Shu-ha-ri; Team assessment using TMS; Time management; Situational Leadership; Flipchart sketching; Theater Improvisation; Positive Psychology; Stress Management; Retrospectives using games
* Align beforehand expectations and needs from the Agile methodology
* Align the particularities of the team under scrum and help team create their preferred set-up from methodology perspective
* Help set-up the initial backlog and other technical aspects (Jira projects)
* Keeping management and other stakeholders informed regarding progress.
* Full time coaching for all team members at their request, or when needed: enabling the development team to continuously improve their process and product, while at the same time helping each member grow as a professional and grow the team as a whole
* Coach team on topics such as: communication, group dynamics, servant leadership, facilitation, situational awareness, conflict resolution, continual improvement, empowerment, and increasing transparency
* Raising issues and driving change to remove impediments

**Achievements:**

* Due to the pilot success, company decided to go full agile
* Trained and coached ~600 people from IT and business alike
* Introduced agile methodologies across ~50 teams complete with scaling practices
* Reduced overall time to market (average across company) from 1.2 years to ~6 months

**Scrum Master - Metro Systems Romania – Bucharest**

**Period: January 2012 – July 2012**

* Run daily Scrum meetings, sprint planning, sprint review, and sprint retrospective for non-collocated Scrum teams in DE and RO
* Working with Product Owner on Artifacts Such as Product Backlog, Sprint Backlog, Sprint Burndown
* Managing the overall performance and delivery of cross-functional team's progress and successes to make sure they are highly visible to product owner / stakeholders.
* Provide visibility to team impediments/risks and helps eliminate them.
* Coaches and mentors agile team members and provide constructive performance feedback
* Encouraging the team for self-organization to boost the efficiency and coordination
* Working with stake holders / product owners to prioritize the requirements for sprint.
* Encouraging the team to come up with reusable elements and use the best practices.
* Helped the product owners to come up with set of stories for better understanding for estimate and development. Motivated the team to come up with quality shippable product and meet the product goals.
* Tracks and reports status and other metrics against goals on an ongoing basis
* Ensured task completion to specification, on time and within budget.
* Representing the team to report overall project status and upcoming risks and suggest solutions about it.
* Keeping the team together all the time to ensure successful sprints.

**Early Career**

**EAM Governance**

Period: July 2011 – July 2012

Company and location: Metro Systems Romania - Bucharest

Responsibilities:

* This assignment involved understanding the way in which the regular software development is done in Metro Systems and what are the company constraints
* Creating a bespoke version of practices, based on ITIL to suit organizational needs.
* Defining the processes and roles
* Training the new process and roles through direct classroom trainings as well as Train the Trainer or online videos produced in how
* Documenting all processed and supporting materials
* Creating the specifications to customize the local PMO tool – HP PPM – is accordance to the processes described above.
* Auditing the adherence to the processes after implementation

**Delivery Manager and Subject Matter Expert for iZoom Store - EMEA**

Period: January 2008 – July 2011

Company and location: Procter & Gamble - Bucharest

**Responsibilities**: This assignment implies leading the project through which a POS (point of sale) data analyzing solution is implemented for various EMEA Markets:

**Achievements:** Over 90% QOD (quality of delivery: time, money and scope) for all projects

Projects offered over 1MM$ in value creation (over 1 year)

Piloting the first “National cube”, with more than 1 customer in the same application

**Active member BEST Bucuresti (Volunteering) (Internship/Volunteering)**

Period: October 2007 - October 2009

Company and location: BEST Bucharest

Responsibilities: Specific tasks in the organization of various events. These tasks included fund raising, organizing housing details for out-of-town participant, catering details, installation and use of various software, creation of banners, posters, small websites and promotional short movies and pictures.

**Achievements**: Some examples would be convincing 2 companies to participate in our recruiting event: JobShop2008, creating the promotional materials for the summer courses, and the general involvement in the entire event organized or supported by BEST Bucharest.

**IT ANALIST - internship (Internship/Volunteering)**

Period: August 2008 - November 2008 (3 months)

Company and location: Procter & Gamble - Bucharest

**Achievements:** The main accomplishment during this internship was the fact that I finalized 3 out of 4 projects, a performance much above the average of the interns in this company (only around 30% of the projects given to interns are completed by them).

Also, I would mention the great results derived from my projects: adoption rates above the global average, user feedback of 4.7 out of 5 and an estimated time saving of 30 minutes/month/employee