

PERSONAL RESUME

Sudhakar Naik, Agile Evangelist

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Professional Summary

Experienced Agile evangelist and Transformation Leader with 20+ years in IT and over a decade driving large-scale agile transformations across complex, distributed ecosystems. Skilled in SAFe, Scrum, Kanban, DevOps, and Lean practices with a strong foundation in coaching teams, leaders, and organizations to scale agility and deliver business value.

A proactive AI advocate integrating GenAI, Agentic AI, and automation into agile workflows to boost productivity, streamline delivery, and unlock innovation. Known for blending a strategic mindset with hands-on enablement — empowering teams to adopt responsible, human-centered AI in their product and service lifecycles.

Value Propositions | Responsibilities as an Senior Scrum Master / Release Train Engineer

Agile Transformation Leadership: Led enterprise-level Agile transformation programs aligning with strategic business outcomes and organizational maturity. Designed and implemented Agile operating models tailored to client contexts (tribes, ARTs, squads, CoEs), ensuring cross-functional alignment and sustained agility.

Mentorship and Coaching: Provided hands-on coaching to Scrum Masters, Product Owners, Agile Teams, and leaders to embed Agile behaviors, foster team autonomy, and scale delivery impact.

Coached leadership on Agile mindset, Lean governance, prioritization, and participative decision-making.

AI Enablement: "As an Enabler in AI, GenAI, and Agentic AI, I empower teams to embed intelligence into their workflows—improving speed, quality, and innovation. My focus lies in non-coding AI applications that directly enhance agile delivery, product lifecycle management, and business agility. I specialize in integrating no-code AI agents, orchestrating automation, and coaching organizations through AI-powered agile transformation.

Training and Development: Designed and delivered experiential workshops and capability-building programs on Agile frameworks (Scrum, SAFe, Kanban, LeSS), DevOps practices, and value stream thinking. Created organization-specific training roadmaps for onboarding, role-based learning, and continuous upskilling.

Continuous Improvement: Cultivated a culture of Kaizen by embedding Lean thinking, feedback loops, and outcome-driven retrospectives at team and program levels. Introduced agile health assessments and maturity models to baseline, measure, and improve Agile performance over time.

Technical Guidance: Partnered with engineering leaders to uplift technical agility — promoting practices like CI/CD, automated testing, TDD/BDD, and clean code principles. Coached teams on tech-enabled agility to improve lead time, release frequency, and defect density.

Stakeholder Engagement: Engaged business and technology stakeholders to understand impediments, manage change resistance, and co-create a path to Agile maturity. Facilitated leadership alignment through OKR workshops, Agile strategy offsites, and product visioning exercises.

Agile Tools and Practices: Enabled high-performance teams by optimizing the use of Agile tools such as Jira, Confluence, Rally, and Clarity. Standardized backlog hygiene, user story writing, acceptance criteria definition, and agile metrics usage.

Cultural Change Agent: Acted as a servant leader and transformation catalyst — guiding cultural shifts towards trust, collaboration, and iterative value delivery. Evangelized Agile values and principles through storytelling, role modeling, and recognition frameworks.

Citi Corp – Agile Transformation Lead (Pune, Maharashtra, India 03/2023 – Till Date)

- Setting up strategic direction for Agile teams, while enabling and supporting Business and Technology Leaders and teams to drive, steer and deliver the work;
- Collaborating closely with stakeholder groups to understand business needs, set and manage priorities, and provide communications and updates as to progress;
- Partnering with technology, business leadership, and the team of Product Owners to carry out the day-to-day operations of the Global Functions Fleet
- Driving collaboration and knowledge-sharing at all levels of the organization to break down silos and achieve the best results for the organization;
- Assisting senior management with the management of the ART's backlog, coordinate inter-dependencies between teams and drive high performance across;
- Coordinating with Product Managers / Owners and Technology leaders to identify the right staffing to support the ART's priorities;
- Escalating and problem solving with executive sponsors when projects are at risk, have roadblocks, or are running long;
- Facilitating Agile adoption and passionately delivering great customer experience as well as operational excellence.
- Promoting the technology vision, development and delivery, operational stability and quality process improvements, adhering to and implementing Agile principles.

Certifications

- SAFe Program Consultant (SPC)
- ICP-ACC, ICP-ATF
- Certified Scrum Professional (CSP)
- CSM (Scrum Alliance)
- SAFe DevOps, SAFe RTE, SAFe LPM
- AgilityHealth Facilitator
- Kanban Management Professional
- Management 3.0 Practitioner

Professional Experience

- Enterprise Agile Coach, Citi Corp (Mar 2023 – Present)
- Agile Transformation Consultant, US Technologies (Aug 2020 – Mar 2023)
- Agile Coach, Tata Consultancy Services (Dec 2015 – Aug 2020)
- Lead Scrum Master, L&T InfoTech Ltd (Mar 2012 – Dec 2015)
- IDEaS A SAS Company (Jun 2011 – Mar 2012)
- Global logic India Pvt Ltd (Mar 2010 – Jun 2011)
- AVAYA India Pvt Ltd (Apr 2007 – May 2010)
- Bitwise Solutions Pvt Ltd (June 2006 - Apr 2007)
- Penguin Soft India Pvt Ltd (Jun 2004 - May 2006)

Education

- PG Executive Education – Senior Management Programme, Indian Institute of Management (IIM) Nagpur
- Bachelor of Engineering (IT) Dr. Babasaheb Ambedkar Marathwada University, Aurangabad