

Caglagul Turhan

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Value Proposition

As a Transformational Leader, Agile Coach, Advisor, Facilitator with 23 years of industry experience across multi national teams in different time zone and geographical environment working for increasing enterprise effectiveness and success by maximizing value and creating self-managed teams through application of proven agile leadership skills with a good blend of excellent business experience, coaching, mentoring and a technical background supporting with multi-diciplinarly educational background.

My passion is helping the enactment of business agility @ scale by working with leadership, stakeholders and the different business areas (technology and/or operations) to help gain clarity of the current systemic issues to then co-ordinate, facilitate and introduce improvements (such as lean governance) resulting in measurable business value.

Professional Summary - Highlights

Senior Agile coach, proven track of experience in establishing Agile based framework, including coaching, mentoring and teaching teams and executive managers to create new methods to form new habits and to embrace agile mindset. Providing coaching and mentoring services for creating trust within Lean and Agile environment within the Agile Transformation Programs of both IT and business divisions. Specialized in business agility, supporting team bonding, effectiveness, ensuring that the team applies agile principles, making the barriers in product development visible and developing teams that produce more qualified products in more efficient processes while maintaining transparency. Collaborating with related business units with the ability to deliver superior results under extreme pressure. Below are some highlights about profile summary as an Agile Coach;

- Accreditted Kanban Trainer
- Building the strategy for business agile transformation and solving complex business outcomes, driving value delivery
- Scaling agility in the organization including Lean-Portfolio Management and big room plannings
- Creating sustainable agility including agile practices, mindset and coaching are part of the way of work
- Leading the transformation of organization within the team of agile servants
- Supporting top management and mid-level managers for cultivating agile culture
- Experience in BusinessMap and Jira
- Mentoring Agile Product Development
- Coaching teams and individuals in giving and receiving feedback in a trusted environment, solving problems with efficient framework of patterns and practices. Conducted assessment and identified changes necessary for improvement
- Interviewed teams and conducted assessment of the tools and collaborative patterns for transition to Agile
- Faculty member and Founder of Coaching IQ – Agile Coaching Waves Programme and being a ICF Coactive and Team&System Coach

Professional Experiences

Senior Product Owner and Agile Coach at dNext-Pia Group (15.01.2023 – ...)

- Creating Strategy and Roadmap of Sales Force Automation Digital Product
- Creating and prioritizing the backlog
- Managing the Upstream Flow
- Driving cycle planning and coaching the organisation
- Coaching the organisation for evolutionary change

Enterprise Agile Coach at JanusForAll (4.07.2021-...)

- Consulting organizations for creating the structure around the Value and executing the strategy
- Driving organizational transformations with spreading Agile mindset, conducting trainings and coaching the teams
- Helping organisations to improve their value delivery process through data-driven decision making process
- Scaling agility within organisations
- Industries that are being consulted: Medical Devices, Manufacturing, FMCG, Retail, E-commerce, Airport management, Automotive

Senior Transformation and Agile Coach at Mindfuel(02.01.2023 – 31.12.2023)

- Creating and executing enablement strategy for Data Product Management transformation
- Supporting Data Strategy Creation and Execution
- Scaling
- Training
- Leadership Coaching

Agile Coach at Jaguar Landrover(01.04.2022 – 01.01.2023)

- Creating and executing agile transformation and scaling strategy and advocating agile way of thinking in the company
- Creating a strategy for developing agile organization in which teams are organized around value
- Executing Leadership coaching and team coaching for creating trust environment and leveraging the maturity of the organization
- JLR is applying agility practices across the organisation to support their long term vision to achieve net zero by being safer, leaner, improved quality and an overall better work environment for the people.
- Joined the operation engineering unit which is made up of more than 150 people to lead and support their agility transformation journey as they continue to support and deliver a number of in flight projects to build new or improve existing platforms
- Building agile organisation and scaling the practices

Agile Coach at BP (4.07.2021-31.08.2022)

- Creating and executing agile transformation and scaling strategy and advocating agile way of thinking in the company
- Executing Leadership coaching and team coaching for creating trust environment and leveraging the maturity of the organisation
- Coaching Agile Coaching Team
- BP is applying agility practices across the organisation to support their long term vision to achieve net zero by being safer, leaner, improved quality and an overall better work environment for the people.
- Joined the subsea engineering unit which is made up of 150 people to lead and support their agility transformation journey as they continue to support and deliver a number of in flight projects to build new or improve existing oil platforms.
- As the agility architect, performed design thinking, lead and facilitated a value flow mapping sessions across the unit. Identified 188 systemic issues and 389 dependency points. This activity was vital to help learn about the work and the people but also help the people plan their work, as well as, understand how they can plan improvements alongside their work. This supported the BP's desire to 'Do & Transform' concurrently in a stable and sustainable flow.

Agile Coach at Outfittery GmBH (4.07.2021-01.03.2022)

- Facilitating OKR sessions
- Being Product Owner of the data driven customer feedback management initiative
- Driving organizational transformations with spreading Agile mindset, conducting trainings and coaching the teams
- Helping organisations to improve their value delivery process through data-driven decision making process
- Scaling agility within organisations

Agile Coach at LC Waikiki (12.11.2018- 4.07.2021)

- Creating and executing agile transformation and scaling strategy and advocating agile way of thinking in the company
- Coaching for Tribes in Agile Leaders Team. One of our tribe consists of four scrum teams working on specific retail products. Teams built of people from business units of company and software developers and analysts of IT departments. The other tribe consists of 4 major squads, having Spotify model based organization
- Coaching for Kanban Maturity Model for improving the maturity of the organisation
- Coaching and mentoring for Agile Leadership
- Coaching support for scrum teams and a Kanban team
- Agile coaching and transformation management of product teams and management for data-driven value creation
- Responsible for Team Building & Leadership Development Programs.

Transformation Coach,Business Development at KeyforTeams (01.03.2016-09.11.2018)

- Coaching and mentoring for Agile Leadership
- Responsible for Skill Improvement in Agile Environment, Team Building & Leadership Development Programs
- Supporting the corporate companies' objectives by training and consulting in coaching and mentoring through CRM related areas such as; data analysis, business and system transformations, Instructor and consultant of Agile Coaching Trainings for companies

Some of the Participated Projects: Google Partner Academy, Nestle Transformation Programme, Softech AgileCoaching, Isbankası Agile Coaching Programme (P.S: Prefer to give details during face to face interview)

Product Business Development Manager at Turkcell A.S (06.2014-02.2016)

- Managing the product technology conversion of the customers(Converted ~1M lines from Fixed voice product to VoIP)
- Enhancing customer experience by developing new features that meet the customer needs
- Leading the IT teams within the projects through business requirements
- Internal Coach and trainer

Transformation Programme Manager at Turkcell (04.2007 – 07.2014)

- Programme Manager in Turkcell SFA digital transformation Programme including cultural, implementation and data transformations
- Solution Architect in Turkcell Superonline BSS transformation Project.
- Tellcom & Superonline Merger
- Technical participant of multi-disciplined technical teams through the whole solution delivery lifecycle covering definition, implementation, verification and deployment stages.
- Working directly with senior customer stakeholders to influence, define and agree the solution and systems architecture.
- Support the continued growth of the business through contributing to the wider development projects.

CRM Transformation Lead at AVEA (05.2002 – 04.2007)

Software Engineer at Nortel Networks (02.01.2001 – 30.04.2002)

ERP System Architect at LOGO Business Solution (01.11.1998 – 31.12.2000)

Professional Trainings - Certifications

- Accredited Kanban Trainer, Kanban University
- Enterprise Service Planning Expert Track, Kanban University
- DataScience, Ubiquum Code Academy - ongoing
- AKC – Kanban Consultant accreditation process is ongoing
- Mentored by Iyaylo Gueorguiev, Lukas Schimidtt, Anna Radzikowska(PM of KMM), David J. Anderson School of Management
- Implementing SaFe, Leading SaFe, Ramesh Nori, T4Agile
- KMM, KMP2, KMP 1, TKP, David j. Anderson & Kanban University
- Gamified Scrum, ACM Turkey
- Python, Women In AI
- IBM Enterprise Design Thinking Co-Creator, Coach(ongoing)
- Multi Dimensional Leadership, Blanchard
- CRR Global ORSC (Organization and Relation Systems Coaching) Training (120 hours training+120 hours supervision)
- Jungian Coaching School (80 hours in abroad-Slovenia)
- Team Coaching International, Team Diagnostic Assessment (3-day course in London, UK)
- Coach Training Institute (CTI) , Co-Active Educated Coach (104 hours education on it)

Certifications

- PSM1
- PSM2
- PSPO1
- KCP
- IBM Design Thinking Co-Creator&Practitioner
- Team Diagnostic Assessment Facilitator
- ORSC
- Co-active Coach

Education

- M.A., Clinical Psychology, Halic University, 2014-2017
- M.A., Business Administration, Yeditepe University, 2009-2011
- B.Sc., Electronics and Telecommunication Engineering at Yıldız Technical University, 1999 Graduate
- Beşiktaş Atatürk Anatolian High School, 1994

Languages

- Turkish, Native
- English, Fluent
- German, Beginner