

Ramesh Nori - SPCT

Managing Partner

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Career Overview and Capabilities

As a recipient of SAFe® SPCT (SAFe Program Consultant Trainer) which is the highest certification from SAFe:

- I advise, coach and assist all levels of the organization from Executive to Portfolio levels in Lean-Agile practices and scaling with the SAFe® Scaled Agile Framework for Lean Enterprises.
- I guide and advise the Product Management, Portfolio Management and EPMO (Program management) in value stream mapping, backlog refinement, sizing, and prioritization in preparation and support of ART's
- I train and facilitate ART design workshops
- I train SAFe for Teams and Co-train "Big Room" style (Multiple teams and ARTs at the same time) for consistency, efficiency, speed, and value

As a Transformation Architect and Lean Enterprise coach I consistently:

- Apply Design thinking concepts with Product design
- Help understand and implement prioritization techniques for artifacts in Product development at all levels.
- Coach executives and budgetary fiduciaries on participatory budgeting practices for large initiatives
- Work with traditional PMO to become APMO with foundations on Lean-Agile Principles
- Coach APMO to build and leverage the Portfolio Kanban to manage WIP and set priorities and partner with PM's to collaborate on better Feature development
- Consult on design, formation and implementation of Agile Release Trains Facilitate ART re-design workshops and problem solving (ART tune-ups)
- Coach Program teams and Agile teams in preparation for ART launches and in support of Program Increments
- Coach Release Train Engineers (RTE's) in preparation of PI Planning and their ART level coaching skills
- Coach organizations to anchor change to a change management framework (e.g. Kotter's 8 steps)
- Design and facilitate empathy interviews, agile maturity self-assessments, and team health checks to provide feedback and inform organizations how to proceed on the path of Kaizen



The Why?

"we found a valuable partner for our lean/agile journey. Ramesh has vast knowledge and immense experience and highly versatile consulting/training skills as well as passion and commitment to coach and guide us until we achieve our goals ..

He just doesn't stop till we succeed..."

My Primary passion is helping organizations unlock their potential to improve their agility through Change management, Training, Coaching and Lean-Agile Implementation activities at Scale.

Certifications

- SAFe Program Consultant Trainer (SPCT)
- Project Management Professional (PMI-PMP)
- Agile Certified Professional (PMI-ACP)
- SAFe Program Consultant (SPC)
- Release Train Engineer (RTE)
- Agile Product Management professional (APM)
- ICAgile Enterprise Instructor (IC-ENT)
- TKMG Value Stream Transformation (TKMG-VS)
- Organizational Mindset and Enterprise Coach (OMEC)

Education

"Florida International University, Miami, FL
Master of Science (MS) in Advanced Manufacturing and Collaborative project management

In addition to the above Ramesh has master's degree in **"Collaborative Project Management"** from Florida International University, Miami, FL

Professional Experience

Managing Partner – SAFe Transformations
SPCT - Enterprise Transformation Architect and Consultant
Future Agile Group
Dec 2023 – Present

SPCT - Enterprise Transformation Consultant
CyberBahn IT | USA
Jan 2021 – Nov 2023

SPCT - Enterprise Transformation Consultant
AgileFire, LLC. | Ft Lauderdale, FL
March 2019 – Jan 2021

- I trained, coached, and mentored individuals from multiple organizations from very large (multiple ART's concurrently) to very small (no ART's at all) solution delivery mechanisms.
- I helped establish Programs, ART's, COE's, COP's, Transformation Programs, and Lean-Agile leadership.
- I was responsible for Coaching individuals on multiple ART's at the Program and execution layers in a wide variety of industries including Software development, Large Scale Cyber Physical Utility systems, Retail Goods, Medical devices, Auto-manufacturing and more...

My primary responsibilities:

- Coach, train and empower the change agents in the enterprise to become self sufficient for handling enterprise transformation activities on their own (i.e.train the trainer philosophy)
- Establish a relationship of trust built on outcomes and transparency across the enterprise matrix.
- Provide coaching and/or training to address opportunities at the appropriate level (team/program/portfolio/leadership)
- Coach with a model of shortest path to self-reliant and sustainable change

Professional Experience

Industry: Banking and Financial services

Morgan Stanley Inc. , New York USA

- Design and implement the Agile concepts in their Mortgage division at Morgan Stanley , USA starting with role identification, team formation and coaching the fleets and Tribes on fundamentals of Agile.processes.
- Establish measures and metrics to achieve a collective ownership of the value delivered by the organization.
- Work with middle management to establish servant leadership and delivery accountability at all levels of product development

Industry: Medical and Hospital services

Speckrum Health, Inc : Michigan, USA

- Design and implement the Scaled Agile transformation at Spectrum Health's Grand rapids division starting with value stream identification process
- Train, coach and design the migration of Portfolio from Tradional PMP to Lean Agile ways of working LPM (Lean Portfolio Management)
- Transform budgetary methods from traditional ways to participatory budgeting model
- Establish measures and metrics to achieve a collective ownership of the value delivered by the organization.

Industry : Hospitality and Baby care products and Retail services

Procter & Gamble – Warsaw, Poland (Pampers division)

- Design implementation plan for SAFe roll out team
- Facilitate Value stream identification session with stakeholders to result in ART design

Industry : Retail Services

BiggBy Coffee Franchise networks – Michigan , USA

- Architect and Design a consolidated operating model with Scaled Agile and EOS international method to meet their business needs.
- This is currently in progress.

Industry: Medical Device Manufacturing

Johnson & Johnson group (New Jersey USA)

- Design and develop Lean Agile ways of working at their Prosthetics division in New Jersey and Philadelphia.
- Facilitate Value stream identification workshop to implement Scaled Agile transformation roadmap
- Define, Identify and form Agile teams and Agile release trains to run product development initiatives using SAFe
- Identify and setup meaningful measures and metrics to track the success of Agile transformation
- Train and coach leadership, mid management and agile teams on all roles and responsibilities of Scaled Agile ways of working.
- and more.

- Additional client details are available on request.

Director of Agile PMO | Enterprise Agile Coach

SproutLoud Media Networks, LLC | Ft Lauderdale, FL

2/2014 - 3/2019

- As the Director of Enterprise Agility and Lean Agile Coach, I was able to champion business agility across the enterprise, lead the Agile PMO, and manage the SAFe portfolio and Program Release Train. Specific work included championing, governing, scaling, and measuring the Scaled Agile framework (SAFe) across the enterprise towards a lean transformation.
- As one of the first Scrum Masters, RTE and Agile Coach at SproutLoud, I established the agile practices and the transformation from Waterfall to Agile. I coached multiple teams while building out the Agile coaching team. During this time, we went from a release every 3 to 6 months to releasing on demand and scaled the teams from one city to 3 countries – USA, Colombia and India with no impact on performance or loss of communication fidelity.
- With consideration for the Agile values and principles, the focus of this leadership position is on delivering value over meeting constraints, leading teams over managing tasks, and adapting to change over conforming to plans. Initiated the Scaled Agile Framework Implementation (SAFe) throughout the enterprise.

SR.PROJECT MANAGER - PMO / PROFESSIONAL SERVICES

PRICE WATERHOUSE COOPERS (PWC)/BGT PARTNERS. | Miami, FL

9/2012 - 01/2014

- Incorporate AGILE and Iterative methodologies in the SDLC for Digital Ad Agency.
- Forming POD structures to increase and improve the effectiveness of Project governance.
- Manage large scale clients and projects from inception to product delivery.

Additional experience into the past timeline is available on request...