

SAUGATA DAS

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Agile Delivery Manager

16+ years of experience in the Software Industry with a reputation for motivating staff, achieving key performance metrics, and optimizing schedules to meet business demands of generating maximum value and meet overall strategy

SUMMARY OF QUALIFICATIONS

- Led globally distributed teams through Discovery, Delivery and Deployment (including Go-To-Market) of Product Development phases in collaboration with Chief Product Manager while maintaining deadlines to disrupt the market for end user consumption
- Ability to tie in Program Delivery and Roadmap with overall Business Strategy and organizational Vision
- Transformed large teams from waterfall to agile mechanism through Agile Coaching and creation of Communities of Practice (CoP) for Organizational Learning
- Led teams ranging in size from small to large-scale while supporting experimentation, growth in team's T-shape profile and Systems Thinking through creation of Systems Team
- Led cross-functional scrum teams through long-term software lifecycle while ensuring that the team could meet its commitments by removing any impediments they face and by implementing robust risk management
- Communicate effectively forecasts and progress extensively to key stakeholders in the form of reports, status documentation, and standard outward-facing artefacts
- Created close co-operation across all roles (including suppliers) and functions while removing barriers through Scrum of Scrum meetings
- Motivated and led Scrum/Kanban/Scrumban teams through strategic decision making to attain project goals using multiple facilitation and retrospective techniques

CERTIFICATION

Certified Scrum Master, Scrum Alliance, February 2016

SAFe® (5.0) Agilist, Scaled Agile, Inc., Nov 2017

SKILLS

Agile expertise – Agile estimation and planning, Agile coaching, Scrum Master, user stories, TDD, daily scrum stand-up meetings, sprint reviews and retrospection techniques, sprint refinement, sprint planning, release planning and forecasting, facilitation techniques, governance policy creation, product quality control, project closure, Agile Release Train, Building A Lean Portfolio, Scaled Agile process creation, continuous delivery, Continuous Integration, Scrum of Scrum

Process – Waterfall model, Agile, Scrum, Kanban, Scrumban, Scaled Agile, Critical Path detection, SAFe Framework

Tools - Visio, Ms Project Plan, JIRA, Confluence, eazyBI, Aha!, EasyAgile, Trello, Open Project, Microsoft Office (Excel/PowerPoint/Word/SharePoint/Team), Gantt chart

PROFESSIONAL EXPERIENCE

Adesa

Agile Delivery Manager / Scrum Master | Nov 2019 – Till Date

- **Launched new program through Lean portfolio Management creating a market opportunity worth \$10 million** – I have led multiple teams through servant leadership to launch Simulcast+ program within deadline

which enabled Adesa to move towards its strategy to disrupt the market. This allowed Adesa to tap into new streams of revenue generation. I achieved this using my knowledge of SAFe framework and expertise in operational processes which helped me lead System Monitoring and Capacity Planning. I am facilitating system team creation as part of resource management and management which has ensured a phased release of program ensuring maximum outreach towards customers and optimum usage of feedback. I encouraged innovation across teams and ensured high quality through implementation of shift-left testing, transparent measurement and tracking of project issues.

- **Increased Productivity by 23%**– I have developed a core set of operational and communication guidelines as part of agile leadership which has streamlined interaction between multiple departments and maximized resource utilization. This has led to productivity increase by up to 23%. I have established a mechanism of feedback loop for discovery pipeline which has been used for prioritization of product backlog and has reduced timeline.
 - **Ensured lean budgeting for program** – with an average finance budget of over \$4 million I setup workshops, forecasted cost estimates and facilitated high level forums, in order to ensure strategic budgeting towards value streams which helped generate maximum value for given budget. I used experimental tools such as Aha!, eazyBI etc, to track Programs from Discovery to Rollout (Go-to-Market) successfully. I setup sessions with stakeholders on a regular cadence and followed strict governance policies and used innovative financial reporting mechanism to ensure transparent review of budgeting as part of financial management..
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Ubisoft

Scrum Master | May 2019 – Nov 2019

- **Transforming multiple teams to Agile framework within Microstrategy (Datawarehouse) department** – I was working towards establishing Agile processes and providing strategic direction to help multiple teams within Microstrategy based Business Insight department adapt Agile Methodology. As part of my job, I coached and establishing process improvements for Product Owners and Team members in order to enhance agility and streamline the activities to maximize business value. Using activities such as User story mapping, story splitting, coaching and mentoring about Definition of Ready and Definition of Done, I ensured 25% improvement in performance within 2-3 Sprints with simultaneous quality improvement.
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TPVision

Scrum Master | Nov 2012 – Feb 2019

- **Led scrum teams of engineers and architects creating a market of 9 million devices for Europe/NAFTA (under Philips brand)**– I applied Agile Development, Software Development Lifecycle (SDLC)/ Project Management skills and continuous improvement processes in a dynamic environment to make sure scrum teams, including third-party vendors, could meet their commitments. I led up to four scrum teams/year in a flexible manner as a scrum master for geographically distributed scrum teams, which contributed to an increase in the business volumes up to 9 million devices.
- **Transformed multiple teams to Agile framework ensuring quarterly profits more than \$105 million**– I established Agile methodologies, policies, training and built Communities of Practice to manage multiple projects and to help the organization move towards an Agile Methodology. Through effective time boxing, workflows management and identification of project risks, I successfully led highly motivated cross-functional teams towards successful business launch of product lines for 2015-2019 and created Continuous Delivery Pipeline to provide upgrades and releases ensuring a quarterly profit of \$105 million. As part of leadership and change management teams, I established process improvements by teaching various retrospection techniques, facilitation techniques, agile games and time management in order to increase team's relationship building skills and ensure consistent velocity throughout technical projects.
- **Ensured 25% reduction in effort by effectively tracking team metrics** – I meticulously tracked and reported standard outward-facing artefacts (velocity, CFD, weekly reporting, risk assessment etc) to all stakeholders in an objective format through excellent communication (written and verbal) while I managed multiple projects successfully. I also ensured accurate and credible forecasting and project delivery through story selection. Through these key metrics, I was able to modify WIP and batch sizes which helped the team achieve 25% reduction in effort with respect to previous projects.
- **Increased productivity in Android Hotel TV releases for NAFTA by 52%**– Productivity increased by 52% due to implementation of best practices such as automated testing, regression testing and software architecture for NAFTA Android Hotel TV chain with a focus towards high quality standards. I proactively introduced SAFe frameworks such as Continuous Delivery Pipeline, Continuous Integration, Continuous improvement, Lean Practices, PI planning, System Demos and Business Model Canvas.
- **Ensured savings of \$150,000 while managing supplier management a budget of up to \$2 million** –

Through proper SoW negotiation, following strict governance policies, affecting internal innovations, successful project coordination and implementing best practices I have been able to effect savings of up to \$150,000 per product while handling supplier budget of up to \$2 million per product line.

- **Enhanced all-round growth for teams leading to 40% rise in overall productivity**– I was involved in Agile team building as a self-motivated coach and mentor and I helped the team through communication skills, facilitation skills, innovative conflict resolution skills and trust building mechanism while increasing the teams ability to adapt and collaborate through teamwork. I was also able to motivate and created healthy variability which reduced attrition to less than 2% for the teams for a five-year period and helped meet all KPIs. By encouraging problem-solving skills and analytical skills growth in T-shape profile I introduced innovation, creativity, diplomacy and collaborative team. The team became profitable in a y-o-y basis and achieved 40% higher productivity.

AgreeYa Mobility Pvt. Ltd.

Engineering Manager | Jan 2010 – Oct 2012

- **Established and led a team in a startup environment leading to business value of \$1 million** – Successfully managed and trained a committed team of 15 people, which resulted in creation and maintenance of business worth approx. \$1 million. Being accountable for hiring key productive resources for organizational growth, I transformed a 10-member team to a 55-member team.
- **Ensured close co-operation with client for project timelines** – Setup communication matrix with client; with continuous discussion about project scope, product management, project planning, team scope, delivery estimation, scheduling and finalization of product specification, ensured project timelines to be in sync with client's product release roadmap as part of production support.

EDUCATION

M.Sc. in Economics [WES Canadian Equivalency – Master's Degree], Lund University, Sweden, 2009

B.E. in Computer Science [WES Canadian Equivalency – Bachelor's Degree (four years)], V.T.U, India, 2002
