

Kinnari R. Joshi

Certified Scrum Master

Professional Summary

Certified Scrum Master with 15+ years of diversified experience in roles such as Agile Coach, Scrum Master, PMO, and OD & Change Management. Trained and helped teams in Agile adoption. Knowledgeable in Waterfall model as well as Agile Methodologies such as Scrum and Kanban.

- Capable of transforming non-agile teams into Agile Scrum teams
- Experience in Agile/Scrum/Project Management tools like MS Project, Basecamp, JIRA, MS-VSTS/TFS, and Rally etc.
- Experience of product development frameworks like LEAN – Kanban, Agile-Scrum and Waterfall methodologies.
- In depth experience in senior stakeholder management across the Globe (APAC, Europe, USA etc.)
- Experience in managing Accounts/Programs, Quality Auditing, PMO, Clients across the Globe.
- Experience in Banking/Finance, Telecom, Consulting, Healthcare/Pharma, Manufacturing, Logistics Domain/Projects.
- Experience in handling projects in Cloud computing on Azure & AWS (Amazon web services), Sales force, E-commerce with Tight Deadlines and Budget.
- Experience in handling Distributed teams both within & outside the country.
- Experience as an effective leader with distinguished ability in hiring, managing & leading teams.

Domain Experience

Consulting/Outsourcing	2 years	ERP/CRM	2 years
US IT Healthcare(EHR,EMR)	2 years	Travel & Logistics	1 year
HRIS/MIS	3 years	Cloud Computing / SaaS	2 years

Professional Experience

Project Manager – Scrum Master

VR TechnoSol, Mumbai (Oct 2017 – Present)

Team Size: 12

Primarily responsible for development and release of wide range of web and mobile solutions for new and ongoing clients. Also acting as a Scrum Master and responsible for conducting Sprint ceremonies regularly.

- ✓ Creating & presenting SRS, SOW and Project Plans for development projects with client and stakeholders.
- ✓ Act as a Scrum Master and facilitate Sprint ceremonies like planning, grooming, stand-ups, retrospectives etc.
- ✓ Facilitate and contribute for quarterly project planning meetings for business goals and objectives
- ✓ Act as team guardrail to keep them focused on delivering as per commitment.
- ✓ Ensure scrum teams deliverables are aligned with business objectives and strategic imperatives.
- ✓ Enforcing coding best practices and release checklists are followed by team members.
- ✓ Collaborate within and outside the team and 3rd party contractors/suppliers to remove roadblocks for the team.
- ✓ Influence and coach software development team to adhere to Scrum best practices.
- ✓ Ensuring conflict free and harmonious environment is maintained in the team.
- ✓ Schedule and lead weekly project update calls for updates on project status.
- ✓ Plan and supervise pre-release and release activities.
- ✓ Create and Present yearly/quarterly project metrics to senior stakeholders and executives
- ✓ Facilitate client discussions regarding product performance, adaptability, usability and profitability.
- ✓ Collaborate with Product Management on product enhancement feedbacks and requests as per client surveys.
- ✓ Facilitate product trainings, implementation and post production support of delivered products.
- ✓ Create and maintain competency/skill matrix for the scrum teams and help people leaders in building team capabilities.
- ✓ Facilitate Sprint/Release Retrospectives and track improvement action items.

Previous Experience

Note: Made a career switch from HRD/OD Facilitator role towards the Business and Product unit role as a Project Manager in 2017. My experience as HR/OD roles is as follows:

- ❖ Managing human resources function for diverse industries with in-depth experience as a strategic business partner capable of steering strategy, vision, and cross-functional team collaborations. Passionate about driving business priorities and leading transformational changes through simple and effective HR strategy.
- ❖ Designed and developed “High Potential” Talents Development Program by conducting “Assessment Centers” and Coaching Program in areas like cross functional team collaboration, team building & motivation, building trust, creating a high performing team, leadership essentials, emotional intelligence etc.
- ❖ Partnered with leadership to resolve complex employee relations issues; conducted effective and thorough investigations keeping all cases out of litigation.
- ❖ Led the Leadership Development initiatives, Competency Development Interventions and Learning Journeys on strategic imperatives like Emotional Intelligence and Servant Leadership amongst others in various roles.
- ❖ Auditing Employee Engagement levels through structured mechanisms, identifying possible gaps and proactively addressing issues through customized HR solutions; Analyzing key attrition reasons / trends and designing retention programs based on internal and external market scenarios.
- ❖ Conceptualized, Design and Launch the “Experiential learning methodology “by Outbound Training to cascade the CREDO of organizations across all functions/levels and locations (Functions includes Sales & Marketing, R&D & Corporate Support functions).
- ❖ Design and delivered the Instructor-Led Classroom training on the subject of “Effective Feedback Conversation”, “Programming your subconscious mind for Success and Happiness”, “Goal Setting and Achieving targets”, “Customer Centricity”, “Use of Social Media” etc.

Key Achievements

- Trained on the Agile concept of “Design Thinking and Servant Leadership” at Cimpres, Boston, USA.
- Recognized as the “Global Talent” from the pool of 17000 employees across all geographies at Astellas Pharma and rewarded to be part of Global Leadership Development Program on “Organization Development & Change Management” and “Stakeholder Centered Coaching” at Astellas H.Q (Tokyo, Japan).
- Recognized as the “Global Ambassador of Astellas Competency Development Project and lead the implementation of competency development framework for India & APAC region.
- Skilled Communicator with outstanding reviews who routinely presented to audience as small as 10 and as large as 700.

January 2016 to June 2017– Cimpres India, Ahmedabad

Job Role	Responsibilities
Sr. Employee Relation Specialist	<p>Part of the Global HR Shared Service Team & Managing 2000+ headcount as Employee Relation Lead for India Site.</p> <ul style="list-style-type: none"> • Build strong relationships with the local employee and manager base to be seen as a trusted, neutral advisor • Provides HR partnership on business unit initiatives and Global HR projects as needed.

June 2012 – December 2015 - Astellas Pharma India Pvt. Ltd. Mumbai (Japanese MNC)

Job Role	Responsibilities
Sr. Manager – HR & General Affairs	<ul style="list-style-type: none"> • Partner with and coach business leadership to facilitate organization and culture change. • Manage complete employee life cycle – Talent Acquisition, On-boarding, Employee Engagement and Learning & Development • Act as a catalyst for building Organizational Effectiveness within the business. • Ensure implementation of Astellas Five Ways (core Astellas values) as part of organization culture

April, 2010 – May 2012 – IndiPharm (India) Pvt. Ltd., Mumbai (Indipharm was a US based start-up Clinical Research Organization)

Job Role	Responsibilities
Manager – HR	<ul style="list-style-type: none">• Key role was to build/hire the Clinical Research and Pharamacovigilance Professionals• Set-up HR & Admin Function.

April, 2007 – Jan 2010 – Syneos Health (inVentiv Health), Mumbai

Job Role	Responsibilities
Manager – HR	<ul style="list-style-type: none">• Build and hire the resources for the R&D center specific to the Data Management & Biostatistics department

January 2003 to March 2007 - Talent Acquisition Lead (ABC Consultants, Mumbai, IVAR Consultants, and Synergy Management Consultants, Baroda)

Education & Credentials

2011	2006	2004
M.B.A (HR), Sikkim Manipal, University	Post-Graduation- Human Resources Development from M.S. University., Baroda	B.Com from M.S University, Baroda

Training & Certifications –

- Certified Scrum Master by Scrum Alliance
- Trained on "Design Thinking and Servant Leadership".
- Trained as "Organizational Development and Executive Coach".
- Trained on "Psychometric assessment tools – Hogan, DiSC, MBTI"
- Trained as "Decision Effectiveness Coach".

Technical Proficiencies –

- Atlassian Jira
- MS Azure DevOps
- MS Office

I hereby declare that all the above information is true and correct to best of my knowledge.

Kinnari Joshi