

ROBERT ELBOURN

7 The Knoll,
Hayes,
Bromley,
Kent
BR2 7DD,
Tel: 07903948483/0208 4628931
Email: relbourn@hotmail.com

Enterprise Agile/Lean Coach <http://www.agile78.co.uk>
Certified Disciplined Agilist (CDA)
Certified Scrum Master (Scrum Alliance- expired)
Sun Certified Java Programmer 5.0
MSc in Information Technology
BSc Biology with Microbiology
Age 39

PROFILE

An enthusiastic, resourceful hands on Enterprise Agile Coach with experience in Agile transformations and a background in development. Over 17 years experience in software development involving the whole project lifecycle on n-tiered distributed environments in large corporations, using both Agile, Scaled Agile and (previously) Waterfall methodologies. Self motivated, goal oriented, and a team player who enjoys a challenge, will roll up sleeves and demonstrate things pragmatically, and is always learning. Thrives in a multi cultural environment. Excellent communication, people and presentation skills. Occasional blogger. Spoke at the Unicom agile methods conference in 2016 about scaling agile. Good individual coaching skills and recently certified as an accredited personal coach.

EXPERIENCE AND SKILLS

- Enterprise Lean/Agile Coach, highly accountable and responsible leader
- Experience of multiple transformations from Waterfall to Agile
- Good troubleshooting, facilitation and training skills
- Used SAFe and Disciplined Agile, and is a Certified Disciplined Agilist
- Also used "Spotify model" and am aware of LeSS
- Good understanding of DevOps including Source Control, Binary Repositories, Orchestration Test Automation, Deployment
- Very good at introducing agile concepts to sceptics as well as optimising high performing teams
- Proficient in Agile, XP, Scrum (including some DSDM historically), Kanban and Lean thinking
- Worked in a SAFe environment for 3 years
- Excellent presentation skills, keynote speaker at the Unicom agile methods conference in 2016
- Occasionally blogged/ guest blogged on a number of Agile articles <http://blog.agile78.co.uk>
- Experienced planning and workflow design and implementation of Atlassian JIRA/Confluence
- Coaches, facilitates and trains teams on Standups/Planning/Workflow/Retrospectives/Strategy Value Stream Mapping/Team sizes and cross-dependencies
- Understands stakeholder management and is also empathetic
- Is patient with volatile individuals, high emotional intelligence

TECHNOLOGY BACKGROUND

- Have personally practiced and executed Test Driven Development/BDD with pair programming using JUnit /Mocking, Java 5 (SJCP Cert)
- Experience with ThoughtWorks Twist adoption as well as FitNesse and Cucumber
- Multiple full project lifecycle experience as a developer and also Greenfield prototyping
- Java / Web development background using multiple IDEs
- Experienced with multiple source control systems and merging challenges
- Experience of content management systems including Dynamo BCC and TeamSite
- Some database admin with Oracle/SQL and TOAD, Self taught.

CAREER HISTORY

Sept 2016-Dec 2017 Lean Enterprise Coach / Enterprise Agile Coach at HSBC via emagine consultancy

Enterprise Agile Coaching to enable a DevOps and Agile transformation at HSBC for the Name Screening programme. Coached a team of 120+ employees distributed across multiple countries. (India, UK, Canada/US, China)

Work included individual and group coaching, (including director level) teaching and the facilitation of different retrospective meetings, value stream mapping and strategic leadership direction. Training also using both meeting room and WebEx on a number of different agile topics from Story Mapping, to Kanban and Retrospectives as well as introducing strategic team structural changes.

Lead the departmental team restructuring in line with HSBC's DevOps and Agile vision, involving the team setup, role mapping and project initiation. Focused on a culture of learning and continuous improvement, collaborating closely with the directors and setting up a community of practice. Helped identify and develop emerging leaders. Also lead a team to further demonstrate these principles as an example.

2010-2016 Consultant - Deutsche Bank – Agile Coach / DevOps

2013-2016 (September) – PnL Team in Deutsche Bank

Coached a distributed DevOps team providing technical and coaching support in all aspects, including environments management, release and deployment management which includes: JMS configuration, VHS, Apache/Tomcat (dWeb), Application Servers, IBM's BPM tool (now an in house alternative tool), Oracle database as well as managed feed environments. Frequently demonstrated new features (via WebEx) to own and other teams for demonstration and also team learning purposes. Have either been directly involved or performed 95% of the projects live deployments. Experienced with SAFe "Scaled Agile Framework".

This was part of a new PnL system combining multiple workflows with an ETL system. Using tools like Jenkins, ANT and Maven we managed to develop a series of smoke tests to improve DevOps delivery and code quality after deployment. I was involved in coaching an onsite multicultural consultant test team in the use of Automated Testing and Story Writing while adopting the ThoughtWorks Twist product, which as the product was due to be "sunset" I managed to refactor and improve for use in-house.

Documenting guides as I worked ensured smooth handovers with an enriched knowledge base in a wiki. Also designed and implemented new JIRA workflows to support the team's development based upon their requirements.

2010-2012 – Market Risk in Deutsche Bank

Employed as an Agile Coach in the Market Risk department to facilitate and coach a more agile way of planning and developing software, this including coaching teams, stand-ups and facilitating retrospectives. As well as trialing more agile ways of working such as demonstrating Cucumber, FitNesse and ThoughtWorks Twist using prototypic examples, and writing guides and practices for Agile based on what the department could achieve.

Was a member of the Deutsche Bank Agile leadership team part of the Deutsche Bank Agile Community of Practice, and of the DB Agile Community Coaches, volunteering time to help coach teams outside of the current department. Also has written and added significantly learning material to the Agile Practice Catalog.

Helped co-ordinate and Scrum Master an offshore Environments Team of around 6-8 with its workload and planning. Was a major coordinator and mediator of priority decisions and planning in the environments through 2011, interacting with multiple stakeholders.

Took initiative in sending team leads, senior developers and testers to Scrum training courses and was able to establish rapport with the trainers (Skills Matter) to get free tickets to conference events for the enthusiastic in the department.

2008-2010 Orange – France Telecom – Scrum Master

Team Lead, (Certified) Scrum Master and agile practitioner of 5-12 developers including testers (contractors and permanent) as part of a tactical team on the Orange ATG Dynamo based online shop.

Was the first technical point of contact for requirements from the business, taking on challenging projects and working to tight timescales. Acted as tech lead for the team providing direction on code quality, peer reviews and team motivation in an extremely high-pressure environment with the release of the iPad and latest iPhone always around the corner. Working with the strategic team in Bristol looking at ways to further improve the site, and championing cross team projects. Frequently administered cruise control to set up and bring in new builds and also work on code merging activities, as well as solving database content issues and environmental problems for developers across different environments.

Worked on a number of high profile projects against unforgiving deadlines including the launch of the micro sites for the latest iPad and iPhone, as well as introducing new ideas such as reCaptcha, all developed on the ATG Dynamo platform using Java, JSP, CSS and HTML.

My tactical team was built from scratch at the beginning of my tenure and delivered nearly 200 projects of variable length (from 1 day to 6 weeks long) which were delivered in a series of team sprints.

From an Agile perspective I led project “stand ups”, “showcases” and also “retrospectives”. I constantly sought to improve techniques and processes in the way we worked, and successfully implemented a number of “new” Agile techniques for “stand ups/daily scrums”, showcases, retrospectives, velocity tracking (burndown charts) and estimation. I worked with and supported a number of projects from inception to deployment to live also providing on-call support. I was also deeply involved in the transition from traditional “Waterfall” development to using “Agile” methodologies, specifically XP, SCRUM, DSDM as well as taking elements from “ScrumBan”.

The main technologies and process tools I used in Orange included:

- Agile DSDM, XP, Scrum and tools and methods from the wider Agile community
- Jira and Bravo for user stories and measuring velocity, and Quality Center – for bug tracking
- ATG Dynamo with BCC (Business Control Center) and ACC (ATG Control Center)
- HTML, CSS, JSPs and property file configuration
- ANT, Subversion and Cruise control for building and deployment of EAR files
- JBoss (dev), Weblogic (test and production) and Apache Tomcat (images)

2006-2008 Royal Bank of Scotland – Senior Java Web Developer

A senior Java developer / agile practitioner as part of a larger RBS Insurance team providing online quoting systems for Motor, Home, Travel and Pet insurance for multitude of household brands such as Direct Line Insurance, Churchill, Privilege, Prudential and “Tesco Compare”. The n-tier architecture system utilised a CICS/DB2 mainframe using an XML Server interfaced with a deployed web application.

- Coached by Thoughtworks and introduced to the world of agile and XP, with Spring, Hibernate, Tomcat and Freemarker, Mercurial, Hudson/Jenkins resulting in a challenge to change the company working culture
- Java with Eclipse 3.2 IDE, JRUN 4.0, servlets and JSP technology, including Apache struts
- Developed content managed areas of websites using Interwoven’s TeamSite with Perl.

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