BRAD APPLETON

AGILE/DEVOPS SOFTWARE ENGINEERING SENIOR LEADER

📍 Arlington Heights, IL | ✉ brad@bradapp.net | 🔗 linkedin.com/in/bradappleton

Software Engineering leader, choreographer & cultivator – I guide & grow organizations to be successful digital delivery ecosystems with egoless collaboration, relentless improvement, and continuous curiosity & learning.

Pragmatic enterprise leader of Lean-Agile Development, DevSecOps, and Agile ALM/CM solutions with 20+ years of expertise guiding, growing, and transforming teams & organizations into effective digital delivery ecosystems.

KEY SKILLS

DevOps:	CI/CD, Pipelines, TDD/ATDD, BDD, Infrastructure-as-Code (IaC), DORA Metrics, Agile CM/ALM, Feature Toggles, Trunk-based, Git*Flow, GitOps, ACT, Microservices, SRE, Chaos Engineering
Cloud:	Azure, AWS, Google Cloud Platform (GCP), SaaS/PaaS/ITaaS, Cloud Architecture Patterns
Agile:	Scrum, eXtreme Programming, FDD, Lean, Kanban, ScrumBan, SAFe, LeSS, DA, Scrum@Scale, Portfolio & Program Mgmt, Product Mgmt, Cynefin, Lean Startup, User Stories, OKRs, JTBD
Software Eng:	SixSigma, CMMI, SWEBoK, ISO 9000/9001, ITIL, IT4IT, CM, STQE, ODC/RCA, RM, TOGAF, Sw PLE
Tools:	JIRA, Confluence, Azure DevOps, Jenkins, Bamboo, SVN, Git, Bitbucket, Gerrit, GitLab, Nexus, Artifactory, SonarQube, JUnit, Cucumber, Chef, Puppet, Docker, Kubernetes, TerraForm, ELK
Development:	TDD, BDD, Refactoring, Pairing, Emergent Design, Evolutionary Architecture, SBE, HDD, DDD
Programming:	Java, Python, Groovy, Scala, Ruby, C#, C++, Perl, Design Patterns, UML
Leadership:	Adaptability, Conflict Resolution, Mentoring, Problem Solving, Strategic/Systems Thinking
Change Mgmt:	Kotter, ADKAR, Lean Change, Lewin, Nudge Theory, LaMarsh, Satir, AgendaShift

PROFESSIONAL EXPERIENCE 💼

BRADAPP.NET, DevOps & Agile Engineering Senior Leader/Consultant   **05/2020 – Present** 📅
- Drive DevOps & Lean-Agile adoption, transformation, assessment, and measurement.
- Develop, evaluate, and deploy Agile/DevOps frameworks, practices, tools & platforms.
- Adapt the practical application of mindset & principles to the disciplined execution of practices.
- Maximize simplicity, quality & learning-velocity by minimizing duplication, dependencies & delays.
- Continuously deliver stakeholder value, by continually valuing all stakeholders across the delivery cycle.

WELLS FARGO, PRINCIPAL FINANCIAL [🌐 Remote, Contract], Senior DevSecOps/Agile Coach   2021 – 2022 📅
- Guided/trained DevSecOps coaches and delivery-teams in DevSecOps practices, automation & pipelines across the enterprise (CI/CD, Git SCM & Branching strategies, Continuous Testing & Test Automation).
- Coached & assessed Teams-of-teams on Agile (Scrum/Kanban) mindset & practices within LeSS (and SAFe).
- Train/coach engineers on Refactoring, TDD, Emergent Design, Git/GitHub, and Design patterns & principles.

WALGREENS, Deerfield, IL 📍   **09/2016 – 04/2020** 📅
Senior Manager, DevOps & Agile Engineering Center of Enablement (CoE)
- Developed/deployed Enterprise DevOps strategy & framework (operating model, practices, tools, mindset, metrics, assessments, change-mgmt) across >100 teams & 1000+ applications/services ($142MM budget).
- Delivered Enterprise DevOps delivery pipelines & workflow-mgmt with TDD/BDD, static analysis, and config-templates across 10,000+ users & 100+ pipelines (using Atlassian & MS Azure DevOps toolchains).
- Realized 2X-5X improvement in development/deployment cycle-times, MTTR, and 20%-50% fewer defects.
- Coached business & IT to embrace Agile + DevOps, 'grok' Digital transformation, set OKRs & create roadmaps.
- Partnered with Sr Leadership, Vendors & EA to develop strategies, roadmaps & deploy/support technologies.
- Spearheaded Agile/DevOps expert community-groups (CoIs, CoPs, and CoEs) to define and advance team & organization-wide standards, methods, and sharing best-practices + lessons-learned across all businesses.
- Trained 100+ senior leaders, organizations & teams in Agile/DevOps principles, practices & pipelines.
- Led workshops and assessments for organizations to learn & improve their Agile/DevOps capabilities.

MOTOROLA SOLUTIONS, Schaumburg, IL 📍   **10/2006 - 06/2016** 📅
Enterprise DevOps & Agile ALM Solution Leader/Architect, Product Manager, Distinguished MTS

- Created framework (and training) for Lean-Agile practice adoption and scaling (including applications of SAFe, DAD, XP, Kanban, Distributed Scrum, LeSS & Lean Startup).
- Partnered with VPs, IT & Vendors to drive new strategies, and deploy & support new tools/technologies.
- Developed enterprise-wide strategy to deploy & support multiple DevOps toolchains, using a tri-modal approach to minimize total cost-of-ownership while maximizing engineering effectiveness.
- Obtained EVP sponsorship for Lean-Agile adoption (@ Scale), created training materials, and led workgroups in applying & scaling agile principles and practices across the business (1000+ engineers).
- Agile Product Owner for company-wide Git + JIRA deployment (with Artifactory), onboarding over 40 new teams and organizations from ClearCase & ClearQuest.
- Solution Architect/Product Owner and Technical Manager for ALM/CM tool development and deployment across 8 design centers and 6 countries (12,000+ engineers, $127MM budget).
- Coached and trained new agile teams & coaches in Lean-Agile adoption, resulting in 2X–5X productivity improvement, 30%–40% reduction in defect density, and 4–6week reductions in release cycle-time.
- Organized and led internal agile communities of practice and software engineering symposiums.

MOTOROLA NETWORKS, Arlington Heights, IL 📍   **05/1998 - 10/2006** 📅

- Principal Process & Tools Architect | Manager | Lean-Agile Adoption Leader
- Manager of CM process & tool development/deployment/support and improvement [change/defect mgmt, VCS branching & merging, build + release automation] for 7,000+ users ($23MM budget).
- Enterprise community leader and evangelist introducing Agile and Lean development practices to >25 recent programs/projects & teams across 4 divisions spanning 8+ sites, and 5 countries.
- Led turnaround of waterfall project using agile development practices, resulting in: 2X improvements in quality, cycle-time and application performance; 50% reduction in code-size; and achieved a predictable iterative delivery schedule with onsite customers.
- Agile adoption leader and coach for multiple application development teams.
- Technical lead/manager for development and support of sector-wide SCM system (3,000+ users).

EARLIER EXPERIENCE 💼

MOTOROLA AUTOMOTIVE (Northbrook, IL)	**Senior Staff Software Engineer**	**1994-1998**
HARRIS COMPUTER SYSTEMS (Fort Lauderdale, FL)	**Senior Software Engineer**	**1990-1994**
SEIDL COMPUTER ENGINEERING (Ann Arbor, MI)	**Senior Software Engineer**	**1989**
NORTEL, **APPLICON** (Ann Arbor), **PANSOPHIC** (Naperville)	**Programmer/Analyst**	**1986-1988**

EDUCATION 🎓

NATIONAL TECHNOLOGICAL UNIVERSITY, Fort Collins, CO (🌐*Remote*)   **1990-1995**
Master of Science (MS), Software Engineering (with highest distinction)

UNIVERSITY OF MICHIGAN, Ann Arbor, MI 📍   **1983-1988**
Bachelor of Science (BS), Computer Science and Mathematics (with honors)

SCRUM ALLIANCE, **Certified Agile Leader (CAL I), Certified Scrum Master (CSM)**
SCALED AGILE, INC., **Certified SAFe® Program Consultant (SPC), Certified SAFe® Agilist**

PROFESSIONAL ACTIVITIES

Meetup Member/Presenter: APLN Chicago, Suburban Agilists, CAOS, PSOS, LADTLN Chicago, BA Chicago
Contributing Author/Curator: Business Agility Institute, InfoQ, DZone, Agile Connection, CMCrossroads, STQE
Co-founder, Chicago Agile Developers & Chicago Patterns Groups; **Section editor**, The C++ Report (SIGS)
Technical Reviewer: Manning, O'Reilly, AWL/PTR, NoStarch Press, Pearson, IEEE, Pragmatic Programmers