

# BRAD APPLETON (HE/THEY)

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## ENTERPRISE DEVOPS/AGILE ENGINEERING & SOLUTIONS LEADER

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*DevOps/Agile Engineering leader, cultivator, choreographer & transmogrifier – I help organizations advance and accelerate their engineering/delivery capabilities with effective leadership of people, process & product!*

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

## TECHNICAL SKILLS

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**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, SAgE, LeSS, DA, Scrum@Scale, Cynefin, Lean Startup, Spotify, SBE, HDD, Story Mapping, Journey Mapping, 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

**Programming:** Java, Python, Groovy, Scala, Ruby, C#, C++, Perl, SQL, DDD, Design Patterns, UML

**Change Mgmt:** Kotter, ADKAR, Lean Change, Lewin, Nudge Theory, LaMarsh, Satir, AgendaShift

## PROFESSIONAL EXPERIENCE

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**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.

**PRINCIPAL FINANCIAL GROUP [Contract], Senior Agile Technical Coach** **01/2022 – 03/2022**

- Coach/train engineers on Refactoring, TDD, Emergent Design, Git/GitHub, and Design principles & patterns.

**WELLS FARGO [Contract], Senior DevSecOps & Agile Transformation Coach** **03/2021 - 08/2021**

- Guided and trained coaches and delivery teams in DevSecOps practices, automation & pipelines (CI/CD, Git SCM & Branching strategies, Continuous Testing & Test Automation) across the enterprise.
- Coached & assessed Teams-of-teams on Agile (Scrum/Kanban) mindset & practices within LeSS (and SAgE).

**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 develop and advance team/organization 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 (and their coaches) in the adoption of Lean-Agile practices & principles, resulting in 2X–5X productivity improvement (on average), 30%–40% reduction in defect density, and 4–6 week reductions in release cycle-time.
- Organized and led internal agile communities of practice and internal agile symposiums.

**MOTOROLA NETWORKS, Arlington Heights, IL****05/1998 - 10/2006****Principal Process & Tools Architect | Manager | Lean-Agile Adoption Leader**

- Manager of CM process/tools development, deployment & support (feature/change/defect mgmt, VCS branching+merging, build+release automation) and process improvement (7,000+ users, \$23MM budget).
- Enterprise community leader and evangelist introducing Agile and Lean development practices to >24 new 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 established a predictable iterative delivery schedule with onsite customers.
- Agile adoption leader and coach for several application development teams.
- Technical lead, then manager, for development and support of sector-wide SCM system (3,000+ users).

**EARLIER EXPERIENCE**MOTOROLA AUTOMOTIVE, Northbrook, IL: **Senior Staff Software Engineer**HARRIS COMPUTER SYSTEMS, Fort Lauderdale, FL: **Senior Software Engineer**SEIDL COMPUTER ENGINEERING, Ann Arbor, MI: **Senior Software Engineer****EDUCATION**

NATIONAL TECHNOLOGICAL UNIVERSITY, Fort Collins, CO

**Master of Science (MS), Software Engineering** (with highest distinction)

UNIVERSITY OF MICHIGAN, Ann Arbor, MI

**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