

BRAD APPLETON (HE/THEY)

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SOFTWARE ENGINEERING SENIOR LEADER

Agile Engineering leader, choreographer & cultivator – I guide & grow organizations to become agile delivery ecosystems with egoless collaboration, relentless improvement, and continuous curiosity & learning.

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

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, 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

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 SAFe).

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 (Cols, 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 EXPERIENCEMOTOROLA 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