Dusan Karac

Agile Coach/Scrum Master

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Education

2001 – 2005 SPU Nitra
Master´s degree

1994 – 1999 Gymnázium Nitra
High-school diploma

Languages

Slovak – Native
English – Fluent (C level)
Spanish – Fluent (B level)

Skills

Scrum, Kanban

SAFe, Nexus

JIRA, Trello

EXPERIENCE & CAPABILITIES

Experience

Agile Coach (3-4+ years) and Scrum Master (9+ years)

Implementing Agile methods and frameworks such as Scrum, Kanban, and SAFe frameworks, determine correct metrics
Helping teams and individuals embrace Agile as a culture shift

Leading multicultural teams

Supporting and guiding teams through all lifecycle stages

Coaching individuals and teams

Dealing with resistance & conflict situations

Inspiring people about better and new ways of working

Knowledge & Understanding

Agile, Empiricism and its application across diverse industries

IT, Media, Pharma, Automotive

Project Management

Capability & Personality

Passion for Agile, continuous learning and development, as well as a deep understanding and experience of Lean and Agile values and principles at scale in large complex organizations
Excellent analytical, facilitation, and communication skills, with high situational awareness, good conflict resolution abilities, and focus on empowerment
Mentor to Agile Coaches, Scrum Masters, Product Owners, Leaders
Autonomous, organized, and delivery-focused, with attention to detail, accepting new challenges
Strong leader and coach

Certificates

CAREER & CLIENTS

Jan 2023 - Mar 2024

Jaguar Land Rover Slovensko

Freelance contract - Scrum Master/Agile Coach

Agile Transformation, Digital Transformation

Implementing Agile framework in cross-functional teams
Org structure adjustments to align with Programme setup
Training Scrum Masters and Product Owners - certification
Coaching and Support of Scrum Masters & Product Owners
Restructuring squads to be more lean, dynamic + reshaping
stakeholder and enabling functions management
realigning on squad purpose, culture and objectives
Process Review, Design & Optimization
Team/Individual Coaching (+Leadership)
Introducing JIRA/Confluence

Digitalization, automation, enhancing transparency and reporting
using Confluence & JIRA Dashboards

Jan 2019 – Dec 2022

Roche Slovensko / Roche global

Freelance contract - Transformation Lead/Scrum Master/Agile
Coach

Agile Transformation, Digital Transformation

Implementing Agile frameworks
Orchestrating Agile adoption and education
Facilitating Events
Process Review, Design & Optimization
Team/Individual coaching & support
Coaching, training and support of Scrum Masters & coaches
Leading affiliate Strategy setting workshops
Creating & facilitating custom workshops (design thinking,
strategy, objective planning, impact mapping, user journey
mapping, full-company retrospectives, etc...)
Leading HR-related workshops & activities (team building &
cohesion, feedback culture, psychological safety, communication,
culture change, NWoW, onboarding)
Digital transformation

Jan 2018 – Dec 2018

IBM Slovensko, spol. s r.o.

Scrum Master

**An application to encapsulate obsolete CHIS solutions and
make it available through newer technology.**

Success stories:

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First project delivered 1,5 months before deadline
Second project managed to meet an extremely aggressive MVP release date

Introduced and promoted Scrum to team and stakeholders
Facilitated interactions with Scrum Team and others
Helped PO to shape up and refine Product Backlog
Re-established trust between PO and Development team
Lead and facilitate Scrum events
Help Scrum team to refine Product Backlog
Remove impediments and create safe-to-fail environment
Assist to create DoD, DoR, Social Contract, Team rules
Coaching other Scrum Masters
Administer JIRA
Apart from Scrum, the team follows Extreme Programming (XP)

Mar 2015 – Dec 2017

Piano Media, s.r.o.

Project Manager/Scrum Master

Analytics tool complementing Piano´s software suite for Publishers.

Manage project lifecycle including rationalization decisions and communication. Evaluate and introduce process changes, keep projects on track through issue tracking and status reports. Understand and communicate project issues and proposed resolutions to internal team members and clients. Elaborate roadmaps, schedules for projects, spec documents, flowcharts and wireframes. Manage and lead all Agile-related meetings and activities, balance project and maintenance work. Administer JIRA to work well with internal processes and requirements. Manage a team of 10 people.

Dec 2007 – Jul 2014

Hewlett-Packard Slovakia, s.r.o.

Project manager

Revenue-Share Validation Projects

The aim was to perform an end-to-end product/process audit of HP Partner SW on HP consumer/commercial products. The goal was to identify and eliminate issues associated with backend infrastructure and payment processing. Contract sizes from USD 10M – 200+M

NOBU – Symantec Norton Online Backup Utility

HP Total Care Setup

SERVICES

Implementing Agile Frameworks, Processes, Practices & Values

Promoting & Implementing Agile frameworks, practices and values across all levels and departments

Ensuring that Agile practices are consistently used throughout the organization

Design and develop processes and practices to enable teams to operate in a collaborative and integrative way

Track deliverables, and provide ad-hoc support

Teaching & Training

Educating and coaching employees at all levels on Agile

Through training, deliver awareness on Agile to create understanding and demand within organization

Training on tools: JIRA, Confluence, collaboration tools, etc.

Shadow support of trainees to identify improvements

Organization Support

Support organizations on their Agile journey and guide them through the phases of their transformation

Restructuring organization to allow better alignment, value and information flow

Facilitate regular and recurring All Hands events that establish an ongoing sense of alignment, purpose, and belonging

Introduce scaling Agile frameworks inside the organization

Continuously improving Agile framework based on current learnings

Team Support

Support teams to become autonomous, self-organized, and multidisciplinary

Help teams plan and host regular and recurring innovation, exploration, and celebration events with key stakeholders

Help teams to define their purpose, vision, objectives and working culture

Identify and manage cross-team dependencies and advise on the prioritization of tasks based on data from KPIs and OKRs so that there is a sustainable business performance and rate of delivery

Assist in identifying and removing impediments

Leadership Support

Coaching management on Agile, Growth mindset and servant leadership

Helping to create a psychologically safe, creative environment

Facilitation

Facilitating Agile events

Company-wide events (off-sites, all hands, brainstormings, ideation sessions, strategy definitions, OKRs, KPIs, retreats, etc.)

Mediating conflict meetings

Helping to align intra-team expectations and clearing collaboration rules

Culture Shift, Collaboration, Innovation

Encouraging a culture of continuous improvement and innovation

Developing new techniques that increase collaboration, predictability, transparency, and promote a culture of experimentation and innovation

Drive cultural change by championing an Agile mindset and ensuring the organization uses proven industry practices