

Janani Liyanage

Agile Leadership Coach

Organizational design consultant
for scaling

Certified Agile Trainer

*I partner with leadership to tune up
their organizations for innovation &
speed with rhythm*



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OPENSOURCE AGILITY



- [Global 100 Incredible Women in Lean & Agile 2021](#)
- [Founder & Agile leadership Coach Agility Tune Up](#)
- Co-Founder Business Agility Fellowship Sri Lanka
- Co-Chair Regional Scrum Gathering Sri Lanka 2022
- Enterprise Agile Coach Virtusa PVT LTD (2013-2021)

15 + Agile Transformations

30+ Leaders Coached

70+ Teams Coached



EMPLOYEE
ENGAGEMENT



TIME TO MARKET



Client Satisfaction



Pace of Innovation

3K+ People Trained & Certified



700 + Certified ScrumMasters



500 + Certified Scrum POs



120 + SAFe certifications



100 + Agile team Facilitator



100 + Personal Agility & 1500
+ various other agile trainings

Founder & Leadership Coach : Agility Tune up 2019-Present

- Agility tune up was founded with purpose to grow culturally & strategically aligned organizations to achieve business agility by offering leadership coaching agile transformation consultancy , team coaching and competency development

Business Agility Transformations :Improve employee engagement, time to market & Client delight

- Organization wide business agility capability assessments.
- Culture & Strategy mapping
- Leadership alignment & visioning workshops
- Business process reengineering

Leadership Coaching: Holistic approach to uncover personal, professional and leadership potential to serve organizational transformation

- Leadership assessments
- Purpose Potential Passion & Power mapping
- Goal set up and leadership coaching
- Celebration & Reinforcement

Team coaching & Training : Improve team productivity and positivity

- Team assessment
- Responsibility mapping
- Team coaching
- Team process improvement
- Scrum, Kanban, personal agility and leadership training

Enterprise Agile Coach : Virtusa PVT.LTD 2017-2021

Served 5 enterprise-wide transformations and 10 + business unit level transformations in multiple domains : Telco, Banking, Clinical trials

Offering transformative coaching & change management consultancy to

- **Improve Speed to understanding** : Facilitate group discussion and leadership coaching for clients and senior leadership to have system view of agile transformation strategy and approach.
- **Improve speed to decision making** : Facilitate problem solving & decision making with leaders and co-Create Agile transformation strategies, roadmaps
- **Improve speed to execution:** Supporting to create alignment and collaboration across multiple business units (Delivery HR, Finance, Marketing , Sales) to drive org level transformation
- **Facilitate organizational design decisions:** Offer consultancy to design teams and organizations to optimize value streams, minimize dependencies and improve communication

Agile Coach Virtusa PVT.LTD 2014-2017

- Coaching, Mentoring & Training & Process consulting for Agile Teams of multiple domains to increase team productivity, team engagement and empowerment. **Frameworks:** Scrum, Kanban, Nexus, Scrum at Scale, SAFe and Disciplined Agile Delivery.
- **Coaching** : “Start right team coach” helping new agile teams to build confidence in delivery
- **Training** : Designer of Virtusa certified ScrumMaster, Product Owner, Developer & Business Agility For leadership program. Under this global initiative I have trained and certified more than 1000+ employees
- **Consulting** : Served as one of the Product owner for Virtusa GIP (global innovative process) and streamlined agile for teams practicing CMMI
- **Mentoring** : Mentoring new and existing ScrumMaster to build self-awareness & self confidence to rapidly establish in their role

Senior Consultant : Business Excellence Virtusa PVT LTD 2013-2014

Project management consulting –CMMI, Agile, RUP & Lean.

Coach PMs on creating & presenting for RFP, Pre Sales, bidding conferences. SOW & Project Inception reviews and provides recommendations.

Review & coach Project Governance and Communication

- Project plans, estimations & tracking (MPP, burn-down charts).
- Risk profiling, change and configuration management.
- Revenue recognition, margin improvement.
- Program & Portfolio Management.

Productivity and quality Improvement through process efficiency.

Root cause analysis and Identify goal and metrics.

Process definition, mapping and deployment.

Metrics tracking and analysis.

Statistical control on productivity and quality (Hours per FP, Defect rates)

Quality planning, assurance and control

Process and metric tailoring

Piloting process improvement & manage institutionalization.

Facilitating process adherence and ensure process compliance.

Release audit to ensure quality in deliverables prior to project releases.

Check point reviews and process audits

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ScrumMaster & Software Engineer IFS R&D International 2006-2013

ScrumMaster 2010-2013

Servant leader, partnering with team to improve effectiveness of team & the process with Agile, Scrum & Kanban practices

- Coaching & Mentoring team members
- Facilitating scrum events and ensuring transparency, inspect & adaption in team
- Removing impediments to achieve sprint goal
- Support Product owner and create alignment with senior stakeholders in practicing agile to achieve business results

Senior Software Engineer 2005-2010

- I was part of an ERP Agile development team where Agile was introduced for the very first time in Sri Lanka
- Apart from engineering experience I was able to experience engineering transformation with Agile movement
- Involved in design, develop and quality assurance of software
- Perform Product Support Operation: Case & task handling, plan and deliver patches, plan and deliver service packs.
- Run an efficient, responsive and customer focused product support operation.

Coaching & Mentoring in Non-IT Domains

- **Tech Startups** : Team coaching to help tech entrepreneurs to move “From incubation to fruiting”
- **Women Social Entrepreneurs** : Team coach helping to lead their Passion to Purpose
- **Digital marketing**: Team coach helping marketing teams to build “ Minimum Viable Campaigns”
- **Mentoring Women tech entrepreneurs** of SLASSCOM
- **Mentoring Women tech entrepreneurs**’ finalists of She Loves Tech initiative by Hatch.
- Serving as trainer- coach to SLASSCOM women tech entrepreneurs & ICTA Sri Lanka for next gen digital government officer program.
- **Personal Agility Coach** for women shifting from “Corporate to Entrepreneurship”

Trainer & Coach License and Skills

- SAFe Program Consultant (SPC)
- ICF Professional coach (PCC)
- ICAgile Authorized Instructor
- Personal Agility Licensed Trainer
- Scrum Ambassadors Licensed Trainer
- Certified Coach (CTC) : Scrum Alliance pending Oct 22
- Leadership & Team Coaching
- Agile transformation consulting
- Scrum, Kanban, SAFe, Scrum at Scale
- Emotional Intelligence
- Agile facilitation
- Product management, Design thinking
- Agile Software Engineering
- CI CD DevOps

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References

- Krishna Praveen
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