



**Ebru Yalçinkaya, PSM I, PSPO I, CSM, CSP**

## **Agile Coach**

Istanbul, Turkey

**Top Skills:** New business development, Business Process Outsourcing, Agile Training & Coaching, Sales and post sales operations management, Change management

## **Certifications**

Professional Scrum Master, Professional Scrum Product Owner; **Scrum.org**

Certified Scrum Master, Certified Scrum Practitioner; **Scrum Alliance**

Gamification; **University of Pennsylvania**

## **Professional Experience**

### **Agile Coach-Trainer agile42**

August 2014- to present

- Agile&Scrum Trainer for Management and Teams
- Agile& Kanban Trainer for Management and Teams
- Agile Coaching and Consultant in Transformation of Project Lifecycle To Agile Framework
- Agility Assessment for Organizations and Teams
- Transition Team Coaching
- Agile Coaching for Teams and individual roles
- Training and coaching professional team coaches , delivering “ Advanced Team Coaching Course”
- Working as a volunteer to the Translation Group that is for Translating English Agile books to Turkish versions.
- Volunteer and supporter of Agile knowhow transfer , a member of Open Agile Turkey

Some of the Clients worked with:

TT Group: starting up a virgin Scrum Team, starting up virgin Kanban teams , Training and coaching Scrum, Kanban Teams ,PO and ScrumMaster coaching, auditing Agile Teams’s maturity assessments

Innova: Organizational Assessment for assessing readiness of the company to Agile journey with management team and Scrum training

Kafein: Scrum trainings, Kanban assessment

Etiya: Transition Coaching, Organizational Assessment and agile Strategy workshops for building up company Agile Roadmap, Management workshop, Transition Team Coaching, starting multiple Scrum teams, training, team setups and coaching, PO and ScrumMaster coaching for building up internal Agile Coaches for the company.

Doğuş Müşteri Sistemleri: Agile Awareness Training, WS for Assessing and Building up a Kanban Portfolio system to speed up the time to market.

N&N Insurance: Agile Awareness WS, Coaching for Building up a Kanban Portfolio System to speed up time to market.

Solar Group- Denmark: Organizational Assessment for determining company's readiness to start Agile with management team.

Turkish Airlines: Agile introduction and how to manage Agile Journey Management workshop with THY management team

Doğuş Teknoloji Sistemleri: Scrum trainings, Kanban Pizza Game Workshop

Garanti Teknoloji: Kanban Pizza Game Workshops

Danske Bank- Denmark: Advanced Team Coaching Course

Ekol Lojistics: Scrum team trainings

Scrum and Agile Project Management Trainings for various clients: Abank, Pia, EVAM, Universal Bilgi Teknolojileri, Yıldız Holding Operational Excellence Directorate, Pegasus Airlines ,etc

**Agile Coach/Organizational Development/Avea**  
September 2012 - July 2014

To enhance agility in Avea, which means delivering products and service with high speed and quality, focusing on value when delivering. To find out processes and organizational units for Agile transformation working as an internal consultant in Avea's Agile Studio.

Coached diversity of work groups;

- Sales; Corporate Direct Sales Channel- Dealer Channel
- Technology; Transformation Office, Agile Solutions Directorate- Operations Group
- Human resources
- Customer care groups
- Responsible for
  - Internal trainings on Scrum, Scrum Master and Kanban, Product owners
  - Competency development programs for Scrum teams, Scrum Masters and product owners.
  - Coaching service for teams, Scrum Masters and product owners.
  - Learning platforms for the entire organization, including Agile Café, Agile Library, Agile Summit and Agile Studio Intranet Portal.
  - Organizational agility assessment and agile organization design.

**Consumer Sales Support Department Manager/Avea**

January 2008 - September 2012 Istanbul, Turkey

Controlling and giving the operational support to all consumer sales channels and sales executives, managing consumer channels life cycle.

**Sales Planning and Control Manager /Avea**

February 2004 - January 2008

Operate, develop sales group budget figures and control

Prepare all sales related reports, analysis

Plan all types of channels and sales group people compensation systems

Follow up performance of sales groups.

Plan short and long term sales groups targets, forecasts, plans. Plan channel training programs

**Flagship Sales Supervisor 2002-2004**

Operation consultant/ McDonald's Restoranları A.Ş İstanbul

December 1997 - December 2001

**Personal Info:**

**Date and Place of Birth:** 24.05.1975 - Düzce /TURKEY

**Nationality:** Turkish

**Marital Status:** Married

**Address:** Site Mah.Yenişehir Soyak Manolya Evleri B1 D:5 Ümraniye / İstanbul

**Telephone:** +90 532 391 9092

**E-mail:** ebru.yalcinkaya@agile42.com

**Education:** Hacettepe University/ Faculty of Food Engineering