

Charles A. Lobosco

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Summary

Agile consultant, coach, trainer and speaker practicing Agile methodologies to promote efficient delivery through Shared Leadership. With 40 years working in over 25 fortune ranked corporations, I've learned that shared leadership is a faster, smarter and more efficient strategy to deliver scalable results that hold up over time and with less risk. As an integral part of my Shared Leadership training program, I've become a Certified Agile expert, coach and trainer holding several Agile certifications including Scrum Master, Product Owner and Agile Developer.

Excellent communicator with extensive experience delivering results with onshore/offshore contractors, building shared leadership teams, managing vendor relationships and practicing agile methodologies.

Authorized training partner (A.T.P.) with VMedu conducting Agile training certifications for Scrum Master, Product Owner, Agile Developer and overall Agile expertise.

Published author, speaker and certified seminar leader.

Professional Experience

The Visionop Group LLC 5/2013 – Present

Cincinnati Ohio
Co-founder

Agile Consulting, coaching, training and speaking.

- 1/2015 – present; Authorized Training Partner (A.T.P). Currently providing Agile Certification training for Scrum Master, Product Owner, Agile Developer and Overall Agile Expertise.
- 8/2013 – 12/2015 Scrum Master and Agile Coach at several client sites:
 - Luxottica, Mason Ohio
 - Scrum Master/Agile coach
 - 3FTE/6 contractors
 - 2 week sprints delivering tested software
 - Constant backlog and pre work grooming
 - Scripted demos
 - Bare all retrospectives
 - Medical Mutual of Ohio; Cleveland Ohio
 - Scrum Master
 - Sprint Planning and delivery accountability
 - Established definition of ready criteria for stories
 - Developed “Sprint Perspective” which drives the Demo
 - Conducted Story Writing sessions
 - Humana; Louisville Ky.
 - Scrum Master/Project Manager
 - Facilitate all project meetings
 - Scrum Master for staff of 23 including on and offshore developers
 - Dual Scrum Master/PM role
- 5/2013 – Present; Various Speaking engagements and Shared Leadership Seminar Presentations.

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Citigroup, Inc; 4/2001 – 5/2013 (3 different positions) 4/2001 – 5/2013

Long Island City, NY and Blue Ash, OH

1/2009 - 2013: VP/Technology; Application Group Manager and Agile Coach

Efficiency Metrics:

- Achieved **25%** efficiency improvement of project delivery
- Reduced contractor resources by the same **25%** (**reinvested back into FTE**)
- Altered staffing practices to recruit local first then offshore
- Converted over 4000 hours of maintenance work to capitalized development work

Agile mentoring responsibilities include:

- Maintain the product backlog.
- Partner with the product owner to prioritize the work.
- Utilize Blueprint to maintain and track all business requirements.
- Facilitate the sprint planning sessions.
- Determine and validate the team velocity.
- Conduct daily stand up scrum calls.
- Analyze the daily burndown chart and Kanban
- Coordinate weekly business milestone meetings based on the Kanban/Burndown
- Facilitate the post sprint retrospective
- Developed alternative patterns specific to agile development with my team/company

11/2007 - 2009: VP/Technology; Application Group Manager

Manage all development activity for eight commercial business applications with a lean staff of twelve; including onshore and offshore consultants.

- Designed and implemented fully managed service model with offshore vendor.
- Maintain the balance between risk and compliance for all eight applications.
- Daily support and development of four applications utilizing Agile Methodology.
- Daily ownership of four legacy applications utilizing Waterfall Methodology.
- Report upwards as development manager for eight production applications.

4/2003 – 11/2007: VP/Technology; Development Manager

Managed three retail applications (two mainframe and one distributed/FileNet) within the bank and a staff of twenty which includes permanent FTE and onshore and offshore consultants.

- Managed FileNet daily exceptions workflow project which included:
 - End to end workflow from point of error through G/L posting
 - In house (internal) design and code ownership
 - Offshore managed development
- Prepared FTE/Consultant budget including hardware and software sizing.

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- Systemically reconciled the balance sheet of the bank on a daily basis and deployed exceptions into workflow engines.
- Prepared senior management reporting.
- Maintained compliance (SOX, Check21, etc).
- Received CTSG Citistar award 1st. Qtr 2005 given to top 5 percent “producers” in technology.

4/2001 – 4/2003: Consultant

- Developed conversion engine to facilitate acquisitions.
- Developed software to systemically reconcile all acquisitions.

Consulting assignments prior to 4/2001:

11/99 - 4/01	Project Leader, PRUDENTIAL CORPORATION - Roseland NJ
2/96 - 10/99	SR. P/A, CHASE MANHATTAN BANK - New York, NY
12/94 - 2/96	Systems Specialist, DIME SAVINGS BANK - Wayne, NJ
9/93 - 12/94	SR. Systems Analyst, MEDCO - Montvale NJ
8/92 - 9/93	Project Manager, CHEMICAL BANK - New York, NY
6/91 - 8/92	Manager; Technical Quality Control, GENERAL ADJUSTMENT BUREAU - Parsippany, NY
11/90 - 6/91	Conversion Analyst, MERRILL LYNCH - New York, NY
6/89 - 11/90	Systems specialist/Project Manager, MINOLTA - Ramsey, NJ
1/89 - 6/89	Systems Specialist, MANUFACTURER'S HANOVER TRUST COMPANY - New York, NY
1/88 - 12/88	Systems specialist, NATIONAL COMMUNITY BANK - Lodi, NJ
4/87 - 12/87	Programmer Analyst, LEVER BROTHERS - Fort Lee, NJ

Prior to 1987:

- AMERICAN INTERNATIONAL GROUP (AIG) - New York, NY, Project Manager
- SECURITY PACIFIC BANK - Los Angeles, CA, System Specialist
- MORGAN GUARANTEE TRUST COMPANY - New York, NY, Project Manager
- CITIBANK - New York, NY, Project Leader
- STANDARD MOTOR PRODUCTS - Astoria, NY, System Specialist
- REPUBLIC NATIONAL BANK - New York, NY, System Specialist
- SWISS RE HOLDING COMPANY - New York, NY, Project Leader
- WARD FOODS INC. - New York, NY, Systems Specialist
- EXCELL PLASTICS - New York, NY, Computer Operator

Additional information

Published Author and Co Host of Corporate Talk with Charlie and Eva internet talk radio; our mission is to use our collaborative skills to make a difference in the workplace even as 1 person.

2013 Presidents award utilizing my Shared Leadership model building teams in and out of the corporate workplace

Charliespeaking.com