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Profile as Coach and Business Leader

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Objective

To use my leadership and management experience to help businesses and individuals solve current problems and create future opportunities.

Career Highlights

- ▶ Started a non-profit activity (SPARK Institute) in the area of “learning through programming”. Designed and taught courses in Logo/Alice/Scratch at schools in Pune and Seattle. Wrote and published a book on “Logo Programming” for children. (August 2007 – till date)
- ▶ Executive VP at Aztecsoft: Headed the iTest independent test practice (which was formed through the acquisition of Disha Technologies), and was responsible for R&D, Training, Process, Sales support, and Delivery Excellence activities related to Software Testing. (4 years)
- ▶ Co-founder of Disha Technologies – a company co-located in Bellevue USA and Pune India that specialized in independent software testing for ISVs. (7 years)

Positions Held

- ▶ Teacher at SPARK Institute (August 2007 – till date)
- ▶ Director at Cognisha Consultancy, Pune, India (September 2008 – March 2010)
- ▶ Technical Advisor of iTest Practice at Aztecsoft Limited, Pune, India (April 2007 – Mar 2008)
- ▶ Executive Vice President at Aztecsoft Limited, Pune, India (Dec 2004 – Mar 2007)
- ▶ CEO at Disha Technologies (also Co-founder) (offices in Seattle and Pune) (Aug 1997 – Dec 2004)
- ▶ Independent Consultant (trade name: Disha Software Technologies) at Champaign, IL and Bellevue, WA, USA (Dec 1993 – Jul 1997)
- ▶ Software Developer at various firms in USA (Jan 1988 – Nov 1993)

- ▶ Application Engineer at Datapro Electronics, Pune, India (Nov 1985 – Jul 1986)
- ▶ Research Scientist (B) at DEBEL, Bangalore, India (Oct 1984 – Oct 1985)

Experience Details

Independent Coach (April 2010 – till date)

Pune, India and Seattle, USA

- Business Coach for Raykor Technologies, Pune (April 2010 – till date)

Weekly interaction with the CEO on a variety of organizational challenges such as, Sales, Marketing, and Leadership development.

- Technical Advisor – iTest Practice, Aztecsoft Limited, Pune (April 2007 – Mar 2008)

Involved in helping the iTest practice group with issues related to technology, organization building, thought leadership, and talent transformation.

- Career coaching provided to many mid-level and senior leaders in the IT industry.
- Contributing writer at a web magazine focused on “Happiness at Work”. (April 2011 – till date)

Co-founder of SPARK Institute (August 2007 – till date)

Pune, India

- Organized and trained a team of teachers to deliver programming courses at schools in Pune, notably Aksharnandan School.

Executive Vice President at Aztecsoft Limited (Nov 2004 – Mar 2007)

Disha Towers, Plot No 3, S. No. 127/1, Off ITI Road, Aundh

Pune - 411 007, India

Involved in all aspects of Engineering of the ISV and IHV-focused STQE business. The business focus was “helping customers build high quality software and hardware solutions by providing world-class engineering and consulting for testing and quality assurance”.

- The team grew from 400 to 700 employees. The company’s services revenue grew from US\$ 9M to US\$ 16M with a profitability of

20+%.

- Created independent delivery groups of average 150 size each containing a balanced structure of test managers, test leads, automation engineers, and test engineers. Created robust dashboard metrics to monitor the delivery function. Helped the Delivery Heads foster a collaborative environment for knowledge sharing, resource sharing, and high quality project delivery. Put emphasis on customer satisfaction (which was monitored through a quarterly feedback) and employee satisfaction (which was monitored through a semi-annual reverse feedback).
- Established a Research Group (team size 10) focused on Advanced STQE Services in the areas of Performance Testing and Security Testing. The effort included creation of marketing collateral, training courses, technical documentation, tool library, customization scripts, sample test cases, and pilot projects for real customer requirements.
- Built a team of test analysts and architects to execute work in areas of Product Test Strategy and Automation Strategy.
- Worked with the team to increase participation in “thought leadership” in Software Testing – the following papers were presented:
 - Challenges in Security Testing of Web Applications at the STEP-in Conference in Bangalore (January 2006)
 - Scrum QA Assessment at the STEP-in Conference in Bangalore (January 2006)
 - Methodology for Automation Strategy at the STEP-in Conference in Bangalore (January 2007)
- Established a Process Group (team of 4) to leverage the past experience to create Project and Quality Process Management unique to the STQE business. This effort included creating workflows, templates, quality measurement metrics, and test management tools.
- Participated in the HR/recruiting effort – by helping create a competency matrix, recruiting process, interviewing guidelines, and ladder and role description.

- Established a strong training program. This effort included creating training tracks for fresh hires and lateral hires, creating content for the core courses in testing (e.g. Test Fundamentals, Automation Fundamentals, Test Case Design), creating a training calendar to ensure new and existing employees benefited from the training, and experimenting with e-learning technology.

CEO (and Co-founder) at Disha Technologies (Aug 1997 – Oct 2004)

(offices in Pune, India and Bellevue, WA)

2375 – 130th Avenue NE, Suite 210, Bellevue, WA 98005, USA

Involved in all aspects of building the ISV and IHV-focused STQE company. The company's business focus was "helping customers build high quality software and hardware solutions by providing world-class engineering and consulting for testing and quality assurance".

- Grew the business to US\$ 9M, 400+ employees, and 14 customers with consistent profitability of 25+% throughout.
- Secured preferred test vendor status at Microsoft and HP
- Established test labs in Bellevue (USA), and Pune, Hyderabad and Bangalore (India)
- Built a strong team of senior managers and project leaders
- Created intellectual property in the STQE space such as, methodologies and tools.
- Participated in business strategy, sales and marketing, customer relationships, project and quality management, establishing processes, recruiting and mentoring teams, and building and delivering training programs.
- Executed more than 300 projects involving test strategy, test planning, test automation, test execution, and tool development.
- Tested products: OS components, device drivers, infrastructure tools, storage, online games, n-tier applications, database, mobility.

- Types of testing performed: functionality, localization, performance, security, compatibility, compliance, usability, setup/migration.

Computer Skills

- ▶ Comfortable with a variety of productivity tools.
- ▶ Comfortable with the art and science of computer programming in a variety of languages (can pick up any new language in a short time). Have written programs in: C, C++, LISP, x86 Assembly, Logo, and Scratch.
- ▶ Comfortable with Windows and Unix environments (used a variety of operating systems and machines)
- ▶ Working Experience in: Computer Networking, Operating Systems, Software Security, Software Testing, E-learning, and many others.

Academic Record

- ▶ **Master of Science in Computer Engineering** (December 1988)
Syracuse University, Syracuse, NY 13244
- ▶ **Bachelor of Engineering in Instrumentation** (June 1984)
College of Engineering, University of Poona, Pune, India

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