



## Kari Kelly

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Enterprise Agile Coach and Evangelist, Organizational Transformation Leader, Change Catalyst, Boundary Spanner, Agile HR and L&D Expert, Trainer and Facilitator, Behavior Scientist, and Instructional Designer

My passion is bridging the gap between Tech and the business so your organization can thrive in this new paradigm of work. My experience includes work in the nonprofit sector as well as an array of industries such as insurance, biopharma, brewing, and technology, the most notable being Apple Retail.

Using lean and agile methodologies plus behavior science, I can tackle large-scale structural and culture change, boundary spanning, and leadership development so that teams stay aligned with business objectives and organizations can thrive. My main interests are in Agile transformations, scaling agile, transformational leadership, and team development initiatives to cement goals and drive competitive growth. I have extensive experience in partnering with organizations as a Coach, HR Leader, Trainer, and Facilitator.

**Specialties:** Making strategy obvious and actionable and designing ways of working for people to get aligned and move forward together. Spotting behavioral patterns holding teams and organizations back from maximizing their potential. My greatest gift is using behavior science to transform theory into concrete practice in a way that scales from the individual to the organizational level.

### Some of my Roles

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- Agile Coach (Enterprise & teams)
- Organizational Transformation Leader
- Agile Learning and Development Manager
- Trainer & Facilitator
- Instructional Designer

# Qualifications

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## Certifications

- DevOps Leadership DOL
- Kanban System Design KMP I
- Scrum@Scale Certified Practitioner
- Certified Disciplined Agilist CDA (PMI)
- Leading SAFe 5.0
- Agility in the Enterprise ICP-ENT
- Coaching Agile Transitions ICP-CAT
- Agile Coaching ICP-ACC
- Professional Scrum Master PSM I
- Certified Change Manager CCMP (PMI)
- Strategic Doing Practitioner, Trainer, and Facilitator
- Masters in Human Resource Development

## Business Areas

Insurance, Tech, Bio-Pharma, Brewing, Non-profit

## Fields of Work

Enterprise Agile Coaching, Agile HR, Transformational Leadership, Workshop Facilitation, Project Management, Change Catalyst, Business Restructuring, Process Development & Process Implementation.

## Methods

OKRs, Scrum, Kanban, Agile Portfolio Management

## Languages

English (Mother tongue)

# Employments & Assignments

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If Insurance 2020 -2022

## Enterprise Agile Coach

While at If, I was an Agile transformation leader where my primary focus was twofold: (1) decouple the strategic direction, visualized planning and progress follow-up by introducing Scrum@Scale, and (2) launch Agile Portfolio Management along with OKRs (Objectives and Key Results) for one of the Core Systems. The result was increased transparency and predictability so the highest prioritized work became the focus through ongoing joint, visualized planning and progress follow-up. Within 5 months we achieved over 80% predictability. I also helped to establish mechanisms for stakeholder conversations, coordination and prioritizations to facilitate shared understanding of problems and gaps through multiple interviews, focus groups, and collaborations at many levels. The result was a strong red-thread connecting operational level activities to

business objectives through visualized delivery plans for teams to can be trace their efforts back to the OKRs.

## Atypical Workplace LLC 2018 - 2020

### **Senior Consultant, Speaker, Trainer, Owner**

I help leaders bridge the understanding gap between people, operations (HR) and technical business functions for improved relationships, increased performance, and better Ways of Working (WoW). I do this through training and practices from Agility, Behavior Science, and innovation research that move cross-functional teams from forming to performing.

### **Some of my clients and projects include:**

- **Emerald Publishing** - *Writing book about today's innovative talent 2020 (ongoing)*
- **ABA Technologies** - *Partnering with ABA Tech, who is affiliated with the Florida Institute of Technology's Applied Behavior Analysis (ABA) group, to create a research-based tool for Enterprise Agile Coaches to use during organizational transformations to ensure sustained positive change.*
- **Looker Data Sciences** (owned by Google) - *Innovative talent workshop facilitator*
- **University of Cincinnati** - *Innovative talent workshop facilitator*
- **USDA** (United States Department of Agriculture) - *Innovative talent workshop facilitator*
- **Agile People** - *ICP TAL Workshop Facilitator*
- **Management 3.0** - *Workshop Facilitator*
- **Pep Promotions** - *Learning & Development Workshop Facilitator*
- **Cincinnati Chamber of Commerce** - *Workshop and Talent Pipeline Consulting*
- **Paycor** - *DiSC Agile EQ training*

## Kari Kelly Coaching 2017 - 2020

### **Senior Coach and Owner**

As a certified Agile Coach and member of the International Coaching Federation (ICF), I coach entrepreneurs, leaders, and teams from corporate to non-profit who want to increase agility and strategically leverage unique talents and abilities that drive innovation. My experience in behavior science, physics, technology, and people operations makes me uniquely qualified to work with multiple audiences who want to achieve breakthrough performance.

### **Some of my clients include:**

- **Linden Avenue Baptist - Agile Transformation and Team Development,**  
*July 2019 - February 2020*
  - Performed in-depth needs assessment that uncovered structures in place that were hindering communication, innovation, and productive collaboration
  - Helped operations and strategy teams transition from waterfall to Agile ways of working using Kanban
  - Coached the executive team to adopt an Agile mindset (and how to coach those they lead to adopt an Agile mindset)
- **Rivertown Brewery - Executive and Culture Coaching,**  
*2017-2019*

- o Coached the Executive Director (who later became the CEO) on organizational development and culture change
- **O’Keeffe PR - Executive Coaching and Agile Advisement,**  
*December 2017 - May 2019*
  - o Coached the Vice President of Operations on organizational behavior and Kanban
- **Construct Connect - Mastermind for HR Leaders,**  
*February 2020*
  - o Partnered with the Chief People Officer to lead a facilitated group coaching event designed to help her team uncover and leverage their capabilities
- **Vectre XR - Executive and Team Coaching,**  
*January - May 2018*
  - o I designed and facilitated a 2-day coaching experience to define team working agreements and norms and coached the managing partner of Vectre XR on team dynamics and strategies for sustaining a high performing team so she could continue the team’s development
- **Private clients and masterminds - Entrepreneur women looking for breakthrough results**  
*December 2018 - July 2020*
  - o I’ve had executive, management, and life coaching clients since 2018 where I am certified according to the standards of the International Coaching Federation (ICF).

## Alkermes Pharmaceuticals 2016 – 2018

### **Learning and Development HR Leader and Coach**

During my time at Alkermes, I oversaw all site-wide learning and development endeavors and coached cross-functional teams in Quality Assurance (QA) and Quality Control (QC) wanting to move from forming to performing using Agile approaches. Leading a team of Instructional Designers and Learning Management System Administrators, I also spearheaded site-wide change management efforts and partnered with department SMEs to create customized learning and engagement solutions.

## Construct Connect 2013 – 2016

### **Training and Development HR Manager**

While at Construct Connect, I designed and launched multiple Culture Development initiatives in partnership with the VP of HR to promote personal and professional development as well as lead Change Management initiatives with IT during the Salesforce Zuora Integration. I also developed and managed on-boarding programs that improved new-hire’s time to productivity by 65%.

## Apple 2010 - 2013

### **Sales Expert, Mentor, and Genius Admin**

During my time at Apple, I wore multiple hats. I consistently outperformed company sales goals by 20% while coaching and mentoring new and seasoned sales associates. I developed and implemented a sales training curriculum that we used in our store and spearheaded sales team development strategies to achieve 14% increase in sales metrics. I was also part of the leadership team who oversaw the team of Geniuses

(technicians), performed software and hardware repairs as needed, and worked with customers to create Apple promoters.

## Restoring Lives International 2007 - Current

### **Agile Transformation, Executive Coaching, and Team Development**

Working with the non-profit Restoring Lives International is a passion of mine that I continue in my free time. I continue to regularly coach the executive leaders in the Agile Mindset and strategy after helping their operations and strategy teams transition from waterfall to Agile ways of working using Kanban. I also help lead their instructional design team for workshops and team coaching sessions on Leadership and Interpersonal Skills for their teams and clients.

## Education

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- Certificate in Organizational Behavior (Florida Tech)
- Masters in Science (MSc), Human Resource Development (Xavier University)
- Masters in Philosophy (MPhil), Quantum Gravity (Imperial College London)
- Masters in Science (MSc), Quantum Fields and Forces (Imperial College London)
- Bachelors in Science (BSc), Physics and Philosophy (Leeds University)