

ORHAN KALAYCI

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PROCESS IMPROVEMENT CONSULTANT

Accomplished IT professional with 15 years' software process improvement & organizational change management experience. Adept at integrating CMMI ML3 concepts with Software Process Improvement (SPI) program & agile software development life cycles and conducting gap analysis for global companies such as Alcatel, Siemens, and the Central Bank of the Republic of Turkey. CMMI candidate instructor, committed to becoming CMMI (SCAMPI) Lead Appraiser. PMI Member. International speaker & author. Fluent in English & Turkish. Areas of expertise also include:

- ◆ Strategy Development
- ◆ Quality Management Systems
- ◆ Software Metrics
- ◆ SPI Planning
- ◆ SEPG Leadership
- ◆ Process Assessment
- ◆ Project Management
- ◆ Quality Assurance
- ◆ Process Definition

CAREER ACCOMPLISHMENTS

- Served as a Resident Affiliate for Software Engineering Institute in Pittsburgh and fulfilled final prerequisite to become an official CMMI instructor; subsequently invited to the 5th Annual CMMI Workshop, exclusive to authorized SCAMPI Lead Appraisers, CMMI Instructors, and official candidates.
- Created demand for CMM/CMMI in Turkey by developing 3-day course to educate businesses about integrating agile software development (XP) practices and CMMI-based process improvement; provided 600+ hours training to 300+ attendees. Conducted 3 CMMI-based process improvement programs.
- Presented Process Improvement & Agile concepts at 15+ conferences in the US, Holland, and Turkey including 7th Annual CMMI Technology Conference, European SEPG 2006, PSQT North 2004, and European Quality Congress, 2002.
- Authored book, "Right Questions for Managers" in Turkish, earning designation as CMMI expert.
- Developed the "Seven Success Factors for CMMI Based Process Improvement" guidelines in 2006.
- Spearheaded effort to persuade YKB Bank IT Department Head to make 20 Project Managers members of PMI; efforts eventually resulted in the start-up of PMI Turkey chapter.

PROFESSIONAL EXPERIENCE

XPI – eXtreme Process Improvement, Toronto, Canada & Istanbul, Turkey 2003 –Present
Founder / Principal Consultant

Developed consultancy & training business to educate global corporations about CMMI concepts, and served as a Senior Consultant on the following client projects:

- **SEI, Pittsburgh, PA, USA ~ Aug.-Sept. 2007:** Consulted with SEI on Improving Processes in Small Settings (IPSS), bringing state-of-the-art knowledge to the table.
- **Meteksan System, Istanbul, Turkey ~ April-Dec. 2006:** Participated in two official CMMI ML3 appraisals (SCAMPI); partnered with Senior Management to implement the "Seven Success Factors" framework; boosted product quality and enabled company to become CMMI ML3-compliant.
- **Central Bank of the Republic of Turkey, Ankara, Turkey ~ Jan. -March 2006:** Persuaded SW Quality Audit Department to develop long-term strategic road map for process improvement; conducted meetings with department heads and CIO to analyze situation; identified need for a project management office to reduce costs and expedite delivery; reengineered organization with separate roles for performer, consultant, and auditor.
- **Siemens, Istanbul, Turkey ~ Nov.-Dec. 2005:** Performed gap analysis against CMMI ML3; developed preliminary SPI Plan for focusing business on requirement development, project management, and verification using agile software development practices.
- **Yaltes (A Thales company in Turkey), Istanbul, Turkey ~ Aug.-Sept. 2005:** Trained CEO, Directors, Department Heads, Project Managers, and Developers on CMMI.
- **Bimar, Izmir, Turkey ~ Aug. 2003-April 2005:** Developed a proposal that won over IBM, HP, Accenture, PriceWaterhouseCoopers, and Deloitte & Touche; performed gap analysis against CMMI ML2; prepared and implemented SPI Plan with agile practices; built Software Engineering Process Group (SEPG); and piloted projects that boosted customer satisfaction in 2005, 2006, and 2007.

PROFESSIONAL EXPERIENCE*(Continued)***Alcatel**, Istanbul, Turkey

1999 – 2001

SEPG Leader

Served as SEPG Leader for Istanbul, Worldwide Training Process Owner for 5,000 engineers in Alcatel VND R&D, Project Quality Manager for Turk Telecom Project with \$140M budget, and team member of center Program Office in Antwerp, Belgium. Attended meetings in Belgium, Germany, Spain, and France on a frequent basis.

- Facilitated metric system, SQA plans, project plans, test plans, and project review meetings.
- Analyzed business-critical issues and provided solutions.
- Introduced new agile SDLC, Feature Driven Development (FDD), in Alcatel Istanbul.
- Led the SPI program that resulted in Istanbul reaching SW-CMM L3 from L1+ within two years, which enabled completion of project with lower costs, less duration, and fewer defects.
- Saved \$100K by developing an in-house software program coded in Java; completed project in 4 month.

YKB Bank, Istanbul, Turkey

Jan. – April 1998

Team Leader

Collaborated with Andersen Consultants (Accenture) to lead team in development of software change control procedures.

- Identified deficiencies in test environment that resulted in significant improvements in cost, duration, and quality of software changes in the production environment.

TUBITAK Marmara Research Center, Kocaeli, Turkey

1993 – 1995

(Tubitak is the Turkish equivalent of the NSF in the USA.)

Team Leader

Led team for object-oriented GUI development in compliance with IEEE 730 in a military NATO project RTP6.2 HISPARS – High Speed Pattern Recognition Systems, a collaboration of 9 countries and 11 companies with an \$8M budget; attended project meetings in Germany and England.

- Played leadership role on team that was designated as the best team project-wide.

EDUCATION & DEVELOPMENT***Master of Science in Industrial Engineering***, 1995*Master thesis:* Software process assessment and application in the Turkish software industry***Bachelor of Science in Computer Engineering***, 1991

*Bogazici University, Istanbul, Turkey, 1995

*Credentials assessed by Comparative Education Services, University of Toronto

OFFICIAL SEI COURSES

CMMI Version 1.2 Instructor Training

Intermediate Concepts of CMMI v1.2

Introduction to CMMI (Staged and Continuous) by Borland

Defining Software Processes Workshop

NON-SEI COURSES

Balanced Score Card ~ Robert S. Kaplan

High Performance Communication Networks ~ University of Berkeley

SW Project Management ~ Alcatel University

SQA- SW Quality Assurance ~ Q-Labs

SW Requirements Management ~ Object Technologies

AFFILIATIONS

SEI, IEEE, PMI, Toronto SPIN, SPI Partners