

# Stefan Lindbohm

## Organizational & Product Development Coach

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I believe it's time we shift focus to the human side of our organizations—ourselves the people. Our current societal challenges can only be solved through the very direct realization that all our systems and organizations are created by us, and it's on ourselves to make them work for us.

With a background in engineering, product, user experience and leadership, I focus my efforts as a coach within topics such as teams, leadership & strategy. My north star is to increase levels of collaboration to develop organizations that take part in creating a sustainable future.

## Some of the things I can help with

- **Team & organizational performance & happiness** - I bring extensive experience working with group dynamics, leadership, practices for continuous learning, patterns for cross-team collaboration, team structures, and the like to help improve performance and happiness across teams.
- **Outcome-oriented product development** - Product development is about both achieving a process of high flow, as well as setting the right structures to not only meet goals, but meet the goals that have a real impact for your users. I work within both of these qualities to help you get the most of your product efforts while reducing stress among product team and stakeholders.
- **Values-driven strategy** - Taking next steps beyond profit and values being in constant conflict requires new structures for strategic work. I'll help you create an organization where values and traditional metrics are stronger because of, not weakened by, their coexistence.
- **Empowering decision structures** - If you ever thought "wouldn't it be great if everyone here would be able to make decisions on their own?" but was left with the feeling that would just lead to chaos, we should talk about this. Distributed decision making is made possible by structures that support it.

## Expertise I bring

- **Change leadership** - All improvement starts with the realization that we are indeed change leaders. I bring an holistic approach inspired by tools such as Kata and the Cynefin Framework.
- **Organizational theory** - Foundational understanding of organizations using ideas such as Systems Thinking as well as a broad experience of organizational patterns.
- **Patterns for self-organization & evolutionary purpose** - I bring expertise gained as co-founder of a self-managed and social startup, as well as from working to increase levels of self-organizations within existing organizations.

- **Agile & Lean principles and methods** - I'm an agile native with 15 years of experience working and learning in agile environments. I bring deep understanding of principles and practices of Lean, Kanban, Scrum, XP and others.
- **Leadership and team dynamics** - With solid experience as a leader and deep knowledge of motivation & group dynamics, I know what's required for healthy and motivated teams. Tools I use frequently include the Integrated Model of Group Development (IMGD), Five Dysfunctions of a Team and Drive.
- **Product management & UX** - From my experience as a product manager, I bring experience and knowledge of tools such as User Story Mapping, Impact Mapping, Jobs to be Done and Lean Startup.
- **Entrepreneurship and strategy** - Experience from leader roles in multiple startups.
- **Software development** - Extensive experience developing front end, back end and API's for web products in cross-functional teams embracing test driven development working with areas such as BDD and continuous delivery.

## Highlights

### Us at work • Organizational & Product Development Coach

*Jan 2017 - Present*

### GoClimate • Co-Founder, Product Leader & Coach

*Jun 2018 - Present*

We're a social enterprise with the sole purpose of doing what we can to stop climate change. Our mission is to make it easy for everyone to be climate friendly. We're self-managed and fully directed by the impact we can make for the climate.

My role includes:

- Coaching us as a team to set up the structures required for self-managed work to work, within areas such as collaborative strategy, decision making, budgeting, hiring, salaries, co-reflection and team dynamics.
- Leading and facilitation of our product development work, using tools such as Jobs to be Done, theme-based roadmaps and North Star thinking.
- Strategic work and supporting sense-making materials, focusing on balancing our impact goals with strong financial & practical factors to support it.

## **Scania Group • Trainer & Coach**

*Oct 2019 - Jan 2020*

Assignment with Scania IT with the goal of increasing stability and performance with a group of teams. Done together with Viktor Cessan and based on our Mastering Team Dynamics training.

Our role:

- Run the Mastering Team Dynamics training course with all teams within the group.
- Coaching support for group managers and the teams in support of deepening and applying the learnings.

## **Avanza Bank • Agile Coach**

*Feb 2017 - Jan 2019*

I supported Avanza and their product teams in the transformational journey from a component based team structure to establishing end-to-end product teams with both the environment and practices necessary for high performing collaboration.

My role included:

- Co-coach and co-facilitator for Avanza's product development & engineering management teams in their transformational journey.
- Coach for, during the course of the assignment, 12 different product teams including bootstrapping of new teams, reboots for existing teams, and establishing a safe environment where continuous improvement drives high performance and a good working environment for team members.
- Held trainings for product owners, scrum masters and engineering managers, most notably in effective ways of acting in their own roles based on differing team dynamics.
- Coach and mentor for product owners, scrum masters, team members, project leaders and engineering management team through individual and team sessions addressing their most relevant improvement areas.

## **Hemnet**

### **Product Manager, Platform**

*Feb 2016 - May 2016*

- Managed the high-level product roadmap for two product teams, bringing forward clear and understood cases for proposed projects and following through on their way into development.
- Iterated with the product management team on Hemnet's process for coordinating roadmaps and collaboration between all six product teams and company leadership.

## **Product Owner & Team Lead, Platform**

*Sep 2014 - Feb 2016*

- Actively built a self-empowering team with clear goals and the right environment.
- Lead the planning of an inside-out rewrite of legacy code in core components without impacting stability and other teams' ongoing development.
- Managed development & operations tools and partners, contact with publishing partners and recruiting for the team in the interim period of 9 months between CTO's.

## **Developer & Team Lead, New maps experience**

*Dec 2013 - Sep 2014*

- Led the team designing and building a new maps search experience, delivering the project on time within six months.
- Actively involved in improvement of the process while growing in team size.

## **Developer**

*May 2012 - Nov 2013*

## **Education**

### **Accredited Coach Training Program (International Coach Federation, ICF)**

*Leapfrog • 2017*

### **Courses**

- Coaching Agile Teams 3.0 (Lyssa Adkins & Michael Hamman)
- Coaching Beyond The Team (Esther Derby & Don Gray)
- Growing Organizational Agility with Sociocracy 3.0 Practitioner Course Level I (James Priest & Liliana David)

### **Languages**

English, Swedish

## **Previous positions**

### **Beambox • Agile Coach**

*Aug 2018 – Mar 2019*

Supporting in improving overall product development abilities through continuous improvement and with the help of modern tools for team collaboration and product development.

My role included:

- Coaching CEO and management group in their individual and team goals.
- Training, facilitation and coaching for the full team to improve product development abilities and establishing continuous improvement practices.

### **PriceRunner • Agile Coach**

*2018*

I helped PriceRunner establish a transformation group with broad representation across product teams and with the tools necessary for leading change in an effective way.

### **Hem.com • Head of Product & Technology**

*Jun 2016 – Dec 2016*

I worked with Hem during a transformational period of re-establishing the brand and products with a new Stockholm-based team. My role as a member of the leadership team was to establish necessary technical support and product-thinking for the web shopping experience.

My role included:

- Established technology strategy and process for the e-commerce and marketing website, laying groundwork for quick iteration in content and features while keeping the technology footprint small.
- Facilitated product-thinking for the web shopping experience, in support of the experience of the physical products.
- Facilitation of company and team-level workshops focusing on establishing a learning culture of continuous improvement.

### **iZettle • Systems Developer**

*Jan 2012 – Apr 2012*

### **Valtech • Technical Consultant**

*Nov 2010 – Jan 2012*

**MSB (Swedish Civil Contingencies Agency) • Software Developer**

*2011*

**Nobina Sverige AB • Software Developer**

*2011*

**Com Hem • Software Developer**

*2010 - 2011*

**Fareoffice Car Rental Solutions • User Experience Developer**

*Jun 2008 - Nov 2010*

**Ericsson • Administrator**

*2005 - 2007*

Summer job for three consecutive summers.

## **Volunteer experience**

**CocoaHeads Stockholm • Co-organizer**

*2015 - 2018*

CocoaHeads is a local community of developers for Apple platforms in Stockholm.