

Stefan Lindbohm



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Expertise

- **Agile & Lean principles and methods.** I have 10+ years of experience working and learning in agile environments, building a strong understanding of the principles and practices of Lean, Kanban, Scrum, XP and others.
- **Leadership & group 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.
- **Organizations & change.** I work with organizations from a foundational understanding of organizations and change with ideas such as Systems Thinking, the Cynefin framework and the Virginia Satir change model.
- **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.
- **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.

Experience

Agile team & organizational coach – Stefan Lindbohm Consulting

January 2017 -

Coaching teams & organizations as an independent consultant.

Agile coach – Avanza (consultant)

February 2017 -

- Co-coach and co-facilitator for Avanza's product development management team, product teams and individuals in their transformation from a project-driven and component-oriented engineering organization into 15 fully cross-functional product teams with end-to-end responsibility organized by missions.

- Mentored team members, product owners and project lead in the transition from project team into establishing three continuously learning and improving product teams.
- Coach and interim Scrum Master helping one team resolve churn and coordination issues to become high performing and succeed in iteratively delivering a completely new product offering.
- Bootstrapping of teams formed in Avanza's reorganization. Coaching, facilitation and mentoring to create highly autonomous teams with strong collaboration and focus on outcomes.

Co-organizer - CocoaHeads Stockholm

2015 -

Co-organizer of iOS & Mac developer meetup group CocoaHeads Stockholm.

Head of Product & Technology - Hem.com

June 2016 - December 2016

- Set up product strategy, 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 company- and team-level workshops to establish a culture of communication and continuous improvement.

Product Manager, Platform - Hemnet

February 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.

Team Lead & Product Owner, Platform - Hemnet

September 2014 - February 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.

Developer & Team Lead, New maps experience - Hemnet

December 2013 - August 2014

- Lead 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.

Team Lead, Crew Services - Dreamhack

March 2013 - January 2014

- Recruited and lead a team of 8 volunteers.
- Improved the service and efficiency of internal functions by focusing on a happy team and the right tools & processes.

Developer - Hemnet

May 2012 - November 2013

- Learnt the challenges in developing a product with millions of users, both technical and product-wise.

Systems Developer - iZettle

January 2012 - April 2012

- Contributed to the new marketing site and localizing the product for global launch.

Technical Consultant - Valtech Sweden

November 2010 - January 2012

- Part of a team of consultants developing web solutions in a corporate environment.
- Gained experience with company cultures and technologies in a number of projects.

User Experience Developer - Fareoffice

June 2008 - November 2010

- Developed a payments system within the course of one summer with a small team.
- Learned Agile & Scrum in practise and developed a deep understanding of the web.
- Played a key role in the design process of client & marketing sites and admin tools.

Education

Accredited Coach Training Program (International Coach Federation)

Leapfrog AB, 2017

Coaching Agile Teams 3.0

Agile Coaching Institute, 2017