

Stefan Lindbohm



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I help teams & organizations improve collaboration and ways of working to increase the value created by their efforts. I do this centered from a coaching perspective, helping you build on your existing abilities to overcome what is most relevant to your current situation.

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 - Present

Coaching teams & organizations to improve collaboration and product development abilities as an independent consultant.

Trainer – Mastering Team Dynamics

September 2017 - Present

Trainer & course co-author for Mastering Team Dynamics – a course on appropriate response to differing team dynamics in different roles of work & product teams.

Agile Coach – Beambox (consultant)

August 2018 - Present

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

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

Co-creator – GoClimateNeutral

June 2018 -

I'm one of the co-creators of GoClimateNeutral in pursuit of stopping climate change.

Agile Coach – Avanza (consultant)

February 2017 - January 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.

- 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.

Agile Coach – PriceRunner (consultant)

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.

Co-organizer – CocoaHeads Stockholm

2015 - 2018

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

Growing Organizational Agility with Sociocracy 3.0 - Practitioner Course, level 1

Learn Sociocracy 3.0, 2018

Accredited Coach Training Program (International Coach Federation)

Leapfrog AB, 2017

Coaching Agile Teams 3.0

Agile Coaching Institute, 2017