

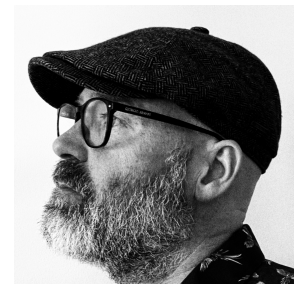
# Björn Wismén - CV

## Agile organizational product coach

I'm passionate about working with people, teams, and organizations where people have fun at work, feel safe, and can be genuinely innovative. I enjoy working with group dynamics, personal and organizational values, psychological safety, and creativity.

I'm an advocate for the product model and agile ways of working. Björn is an appreciated leader and facilitator and can engage people in workshops, meetings, retrospectives, etc.

I have been a consultant for most of my work life, and now I'm looking for a more consistent and long-lasting assignment. That's the reason why I apply for a permanent position.



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## This is Björn

As a person, I love to find improvements, and one of my core mindsets is that everything can always be a little bit better. I enjoy tech, and I find IoT solutions very fun in my spare time. For instance, I'm building a solution for connecting my boat to my home system.

I strongly believe in sharing knowledge and experiences. We are much stronger together. I'm also one of 5 people who organize Agila Sverige, an agile conference with about 350 participants.



## Work experience

### Agile coach, H&M Nov 2023 – Ongoing

At H&M's Portfolio Brands department, Björn is an agile coach for all teams and leaders. Björn also coaches the scrum masters, product managers, and team members. Björns contribution is to support the department in their agile way of working.



### Product coach, Odevo April 2023 - Nov 2023

At Odevo, Björn acts as a product coach for Odevos teams in the UK. Björn is coaching the teams in the organization on how to transform from feature teams to product teams that can take full ownership of the product. Björn also coaches managers and product experts in how they support the transformation in the best way possible.



### Agile organizational coach, H&M Jan 2022 – Nov 2023

At H&M's Cyber security department, Björn is a coach and mentor for the head of cyber security, leadership, and cyber security teams. He also coaches the other department coaches at H&M's department "Business Tech" in their next step, moving from an agile transformation to a business transformation.



### Agile organizational coach, Giesecke+Devrient Oct 2022

At G+D, Björn helped the Research & development leadership team with their vision, mission, and future plan. The leadership team leads different departments in Spain, India, Germany, and Sweden. The effect of Björns contribution was that they could agree on a common short-



term and long-term plan that they could evaluate continuously.

### **Agile organizational coach, Lunar May 2022 – Oct 2022**

At Lunar, Björn acted as a coach and mentor when Lunar reconstructed the Swedish development department. This included learning sessions about intent-based leadership, agile, teamwork, and product discovery. The department was constructed with self-selection. All people could choose a team based on interest.



### **Organizational coach at M (Volvo car mobility) Aug 2021 – Dec 2021**

At M, Björn coached, facilitated, and optimized M's strategic processes on a company level. He also improved M's existing tools and ways of working to help M build a results-focused culture and create alignment and collaboration to improve the team performance.



### **Agile coach, H&M Aug 2020 – Jun 2021**

At H&M, Björn had two major tasks. He acted as a coach for the coaches in a department of over 300 people. Björn also coached the leadership team in the customer department and taught employees on a re-skill journey to become agile coaches. In this role, Björn facilitates workshops, big room planning, etc. Typical day-to-day workshops include topics like vision/mission, roadmaps, OKRs, team building, etc. Björn is also active in H&M's agile transformation team as a senior agile coach in the ongoing agile initiative "Good Too Great."



Secondly, Björn was a coach in H&M's work toward their future network-based HR function. Björn coached the HR

manager, controller, coaches, and network leads on agile transformation. This included teaching agile, facilitating workshops, enabling an experimental mindset, etc. Björn also coached two of the network functions, Talent Acquisition and Learning & Development.

## **Agile leadership and department Coach, Hi3g Mar 2019 – June 2020**

Björn's role at Tre was to coach both Tre as an enterprise and some of their teams. Björn supports the team at the team level in becoming agile and discovering and delivering as much value as possible. Björn also supported some of Tre's more junior agile coaches. Björn worked closely with management with Tre's agile transformation at the enterprise level and their journey to bring technology and business closer to each other. Björn's contribution was, amongst other things, facilitating Value Stream Mapping, supporting managers in servant leadership, teaching agile, and supporting Tre's product owner network.



## **Founder of Emergent People, June 2017 – April 2022**

Björn was one of the founders of the teal company Emergent People. Emergent People focused on agile coaching, leadership coaching, training, and assessments.



## **Agile transformation coach, ICA Aug 2019 – Dec 2019**

Björn's role at ICA was as one of 12 coaches to teach, mentor, facilitate and coach more than 200 teams (2000+ people) in ICA's agile transformation journey towards a New ICA Sweden(NIS). Björn's contribution was, for example, giving talks, teaching teams agile, team building, working with OKRs, 1:1 coaching, and facilitating big room planning, retros, etc.



## **Coach, Vattenfall Aug 2018 – Feb 2019**

Björn's role at Vattenfall was to coach the departments "Digital Development" (DD), Customer Service Nordic, E-mobility, and Global Heat Solution. At DD, Björn's major contributions were the team and personal coaching. Everyday tasks were sprint planning, user story mapping, facilitation of retrospectives, self-selection, workshops, etc. Björn initiated the continuous work with team values and team effectiveness at DD.



Customer Service Nordic consists of about 200 people. Björn coached the director of Business Development and innovation and the director of Channel sales. Björn also worked with Customer service's overall vision and mission.

At E-mobility, Björn's contribution was to coach the department to build Vattenfall's car charging site <https://incharge.vattenfall.se>.

Global heat solution is a cross-country solution that exists in Germany, the UK, the Netherlands, and Sweden. Björn's contribution was to coach the managers in their journey towards a global solution developed with a lean approach.

## **Coach, ICA online store Aug 2017 – Aug 2018**

Björn's role as one of two agile coaches at the ICA online store (groceries) was to coach the seven teams that developed the ICA online store. Everyday tasks were facilitation of retrospectives, big room planning, supporting the teams to find the definition of done and working agreements, sprint planning, etc. Björn also did individual coaching.



## **Coach, Swedish Public Employment Service (Ext dig) Jun 2014 – Jun 2017**

Björn's role as one of two agile coaches at the Swedish public employment service (external digitalization) was to create a team of agile coaches. The team coached approximately 15 teams. Björn's contribution was to coach the coaches, facilitate self-selection workshops, facilitate retrospectives, facilitate open space, etc., and share agile and lean ideas with the department. Björn's role at the Swedish public employment service (internal users) was to coach the two teams responsible for the internal case management system. The teams were distributed, and Björn's contribution was to support them in their journey from traditional waterfall teams to true agile teams with continuous delivery, automated tests, mob programming, and so on.



Everyday tasks were the facilitation of working agreements, retrospectives, sprint planning, etc. Björn also introduced the teams to behavior-driven development and Specification by example.

## **Other work experience in short**

**Co-founder of Emergent People** Organizational/leadership coach (2017 - 2022)

**Founder of Wisebear AB** Agile organizational and leadership coach (2009 - ongoing)

**Co-founder of E-Commerce Startup** CTO and of the startup company Bra Barnkläder. (2009 - 2012)

**Co-owner of byBrick Consulting** Servant leader, .Net and Java developer (2007 - 2012)

**Consultant - The Swedish armed forces** Coach, scrum master, and .Net developer (2013)

**Consultant - The Swedish armed forces** Scrum master and .Net developer (2012)

**Consultant - friendsOf** Servant leader, scrum master, and developer of intranet (2012 - 2013)

**Consultant - Lantmännen** Lean coach for a migration project (2013)

**Consultant - Lantbrukarnas riksförbund** .Net developer (2012)

**Consultant - The Swedish parliament** Scrum master and developer (1999-2008)


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## Education

- Certified Enterprise agile coach - ICAgile
  - Certified scrum master - Scrum Alliance
  - Certified NLP-coach - Coach2Coach
  - B Sc Computer & Economics
  - Leading SAFe
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## Contact information

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