Contact

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Top Skills

- Trainings: SAFe, Scrum, Kanban, Agile Mindset, Agile Leadership, Product Ownership, High-Performing Teams, DevOps, SHIFTUP
- Facilitation, coaching, mentoring

Languages

- Swedish
- English
- French (Native)
- Spanish (Elementary)

Latest Certifications

- ICAgile Business Agility Foundation
- SAFe Program Consultant
- DevOps Fundamentals

Latest Courses

- Intent-Based Leadership Train the Trainer (David Marquet)
- Forecasting and Coaching Using Data (Troy Magennis)
- Product Discovery (Jens Wedin, Marcus Castenfors)
- SHIFTUP – Business Agility & Innovation Leader
- Agile at Scale inspired by Spotify

Honors-Awards

Lean Kanban University's Brickell Key Award 2016

Main Publications

The Kanban Kick-start Field Guide

Christophe Achouiantz

Lean/Agile Enterprise Coach at Crisp

Summary

My mission is to help organizations stay relevant in a VUCA (volatile, uncertain, complex and ambiguous) world. I am passionate about Lean and Agile, and especially about engaging and inspiring people to co-create the changes needed to improve the whole. Since 2007, I have helped diverse organizations: from start-ups to public organizations, to some of the largest private companies in Sweden. My skills and experience are focused on **enabling Business Agility**, **developing Lean/Agile organizations**, and creating **Lean/Agile product capabilities**. I do so by advising, coaching, mentoring, teaching, and implementing Lean and Agile mindsets, principles and practices at all levels of the organization.

Experience

Crisp AB

Lean/Agile Transformation Agent and Coach
January 2019 - Present

Tele2 Sweden

Senior Agile Coach and Team Lead
Maj 2020 –
Supporting Tele2's ongoing agile transformation as agile coach and lead of a team of six coaches. Focusing on developing the Big Room Planning concept for more agility and better connection to strategy development and execution.

Telenor Sweden

Agile Coach and Transformation Change Agent
April 2017 – April 2020
Supporting Telenor Sweden in its agile transformation with the goal to increase business agility and deliver more value, faster in a fast moving, hyper competitive market. This includes **re-designing the organization around value streams** of insourced autonomous teams, having a product mindset with clear missions. The design is very much inspired by **Spotify** with great inspiration from **SAFe**.

Setup of an Agile Center of Excellence (ACE).
- Design, initial setup, facilitation and development of Telenor's Planning Season. The **Planning Season** is a series of events every 10th week that ensure an organization-wide alignment and the breaking-down of silos to transition to a networked organization. It starts by setting company OKRs, translating them for all tribes, engaging all product managers in a pre-planning exercise, engaging all teams in a big room planning and finally summarizing it all in post-planning event. The vision is for the planning to become more continuous, needing fewer major events.
- Onboard departments, or new tribes in the Planning Season.
- Setup and facilitation of the weekly **cross-tribe forum**, to support the tribe leaders and senior management in handling current risks, issues and opportunities.
- Support senior-management (CxOs) in better understanding how to spread the agile mindset to other parts of the Telenor Sweden organization, rethinking the organization to be organized around value streams of

insourced autonomous teams, having a product mindset with clear missions.

- Design lean/agile tools (team and leadership health-checks, agile adoption survey, tribe specific workshops, Toyota Kata, etc.), inform, train and support the tribes in their usage.
- Design and delivery of trainings: agile mindset, agile leadership, Product owner and Agile Team lead, Train the Trainer courses.
- Support the Tribes' setup, launch and continuous improvement process. Includes design, facilitation and development of the Tribe Kick-start series of workshops (Tribe leadership, Squad-Trios, Chapters, Squads).

Tribe coach for the Digital Front-End tribe (60 persons), and - for a shorter time - the Fixed-Mobile Convergence tribe (150 persons).

- Coaching, mentoring tribe leaders (Tribe leads, leaders / managers, product owners, scrum masters / agile team leads, technical leads, architects) with the goal to increase tribe performance.
- This includes designing and hosting workshops, trainings, facilitation, and supporting the squads' effort.

Betterify AB
Lean/Agile Coach and Consultant
August 2017 – Present
Founder and principal consultant at Betterify.

Aim 4 Knowledge AB
Product Manager and Instructor
January 2017 – July 2017 (7 months)
Create and deliver Lean/Agile education and training to help you succeed in a fast moving and competitive environment. I mainly focus on Lean for software/system development (from customer to production), DevOps, Kanban, Agile development, Lean Startup & UX.

Sandvik IT
Lean Coach
December 2014 – December 2016 (2 years 1 month)
Install an operational strategy of flow efficiency (Lean) at Sandvik IT Global Shared Services. The goal is to increase agility and stability of IT services. This requires installing a culture of continuous improvements at all levels of the organization, from senior management, functions and team managers to development/operation teams. The work is about initiating improvement initiatives to improve customer services or internal processes, coaching managers and teams, teaching and mentoring the use of Lean and agile methods, techniques and tools. Strong focus on using the Kanban method for knowledge work and the Toyota Kata to understand the current condition and drive improvements.

Lean/Agile Coach (Consultant)
November 2010 – November 2014 (4 years 1 month)
Install a culture of continuous improvement within development teams, coordination teams and management teams (more than 60 teams). This includes helping teams to get clarity in their work (clarity of purpose, execution and policies) and to make them use this knowledge to improve. The tools used are the Kanban method for knowledge work and the Toyota Kata.

Skills used are:

- Workshop setup and facilitation (Kanban implementation, requirements gathering, project planning)
- Coaching and Mentoring (teams and individuals)
- Educating (about Lean, Kanban, requirements gathering, project planning)
- Meeting facilitation (vision/goal, planning, retrospectives, open spaces)
- Development of models and methods to introduce and sustain a lean framework
- Speaker (conferences)

Sogeti
Lean/Agile Coach
October 2010 - November 2014 (4 years 2 months)
Help software development companies/departments to timely deliver the right thing, at the right quality and the right cost. In doing so, discovering new ways to improve continuously.
Clients: Sandvik IT, ABB, Landstinget Dalarna, Transportstyrelsen, Trafikverket, Linköping University

Avega AB
Agile/Lean Coach
February 2007 - October 2010 (3 years 9 months)
Worked in large and small companies both from the private and public sectors.
Clients: Ericsson, NetWise, PPM (Premiepensionsmyndigheten), Pensionsmyndigheten, EKN (Exportkreditnänmd), Svenska Spel, Nordea

Pensionsmyndigheten
Agile/Lean Coach
January 2010 - June 2010 (6 months)
Streamlining of the development process of the IT department using agile and lean. Coach employees in the new way of working and help manager to bridge the gap between business and IT. Special attention was set on aligning the way the business is working with the agile way used in the IT department.

Premiepensionsmyndigheten (PPM)
Scrum Master
August 2008 - December 2009 (1 year 5 months)
Reinforce the existing Scrum implementation and introduce Scrum-of-scrums, customer teams (PO forums) and PPM Integration Team. Using Scrum, I motivate, guide and educate developers, testers, product owners, scrum masters, business architects, project managers and line managers (60 persons). The result is better communication both internally and in between the various departments. This leads to streamlined teams, delivering on time and improving the return on investment in two key PPM IT projects.

Ericsson - Ericsson Multimedia Business Unit
Agile Project Manager
April 2007 - April 2008 (1 year 1 month)
Continued agile management of large customer project related to the development and implementation of a virtual mobile switchboard solution (project team of 30 persons). Due to the success of the project, also helped to introduce Scrum as development process at the department level (60 persons). Act as line manager during the transition from NetWise to Ericsson (4 months).

Netwise AB
Agile Project Manager

2007 - 2008 (2 years)

Management of large customer project related to the development and implementation of a virtual mobile switchboard solution (project team of 30 persons). Used an agile process (Scrum) and practices (XP) to successfully put back the project on track and deliver value to the customer.

Lokomo Systems AB

Co-Founder & Development Manager

January 2000 - January 2007 (7 years 1 month)

Co-founder of Lokomo Systems AB. A software company producing carrier-class products for the management of datacenters and large data sets. Typical customers are Internet operators and datacenters.

- Setting up and creation of Lokomo in 2000 together with 2 former colleagues, two American scientists from the university of Tennessee/Knoxville and a Swedish IT pioneer.
- Contact with potential investors, clients and partners.
- Business development, product development and technical direction.
- Management of a development team for in-house and consultancy projects (up
- to 10 persons).
- On consultancy project, worked with pre-studies, requirements specification, architecture design, tests specification, integration, migrations and delivery of solutions. Also, performed education and training of personnel.

Ellemtel Utvecklings AB

Junior Researcher

1998 - 1999 (2 years)

R&D company jointly owned by Ericsson AB and Telia AB.
Research on high-speed networking (Scandinavian Gigabit Network: IPv6, ATM) and content replication in the Internet.

Education

- Ecole Supérieure d'Ingénieurs de Luminy **Master, Computer Science** · (Sep 1994 - June 1997)
- Uppsala University - Department of Computer Sciences · (1995 - 1996)
- Ecole de Provence, Marseille· (1987 - 1992)