

crisp.

Curriculum Vitae

2022
David Barnholdt



Transformation Coach

Team Coach

Professional Coach

Trainer

Remote workshop expert



About Me

I've been helping companies of all sizes becoming more Lean and Agile the last thirteen years with a basic aim of transforming the business to be more inspiring, innovative and customer oriented in this ever more digital world.

I've been helping and coaching development teams aswell as management teams in all levels in several big banks and other both large and small organizations to manage and drive change.

I have set up agile coaching centers, and I've been coaching on all levels, from top-management teams to business and developer teams. I am also an experienced trainer in most areas of Agile, and I have participated in several train-the-trainers programs in several organizations, helping others to train and inspire. I regularly give inspirational talks on conferences and organizational events, and I have a number of public classes that I give regularly in agile and leadership.

My passion is to help teams and organizations to become more inspiring, creative and successful to achieve their goals.

When people feel more inspired and motivated, working in empowered product teams, when they have workplaces where they can bring the best they have in terms of their creativity and competence, they will do good things, and that will benefit all of us.

Expertise

Transformation and change, Enterprise Agile & Lean, Leadership & Professional Coaching.

I spend most of my time working as an team coach, transformation coach and management coach.

I am also a professional coach (PCC level, ICF) and help develop people using strictly professional coaching.

I have a solid background as a developer. I have more than 20 years of experience being a software developer and software architect. Even though I do not code professionally on a daily basis, I still support teams with knowledge on coding, architecture and how to build a well-functioning development and devops process.

Education

Bachelor of Science in Computer Science, Uppsala University, Uppsala, Sweden, 1991

Other Classes (a selection):

- Professional Coach ACC (Leapfrog)
- SPC, Safe Program Consultant
- CAL, Scrum Certified Agile Leader
- Fifth Discipline - System thinking, Peter Senge,
- CSPO, Certified Scrum Product Owner, Jeff Patton
- Problem Solving Leadership, Jerry Weinberg
- CSM, Certified Scrum Master
- Coaching Agile Teams , Lyssa Adkins
- Creating Results Based Teams , Christopher Avery

Engagements (as Agile Enterprise Coach)

2022-	Strålfors AB
2021-2022	SSG AB + NETS AB
2021	Tillväxtverket
2019-2021	Tele 2 AB
2019	eBay, Nordea, EF, PWC, Swedbank
2016-2018	Handelsbanken AB
2016-2017	Swedbank AB
2015-2016	Bambora AB
2012-2015	SEB AB
2011-2012	Ericsson AB
2010-2011	Svenska Spel AB
2009-2010	SVT Interactive

Employments

2007-Present	Crisp AB
2006-2007	MAG AB
2002-2006	TietoEnator AB
1998-2002	Master IT AB (founder)
1997-1998	Endevo AB
1984-1997	Frontec AB, Edimed AB, PatientJournalen
AB (founder), SMC AB, UDAC AB	

Teaching

Teaching is a big part of what I do. Most of the time I do internal training for clients that want customized classes, but also public training as part of Crisp's offering. Here are some examples:

Classes & Programs

Introduction to Agile

An introduction to Agile, Scrum, Lean and Kanban for team members, managers or anyone that wants to learn about it.

Agile Leadership

What leaders who wants to exchange driving for results to create environments that generates results needs to know

Agile Management

Approaches and tools for the agile manager

Agile Project Manager

How to run projects as agile as possible

Scrum Master and Product Owner

Tailor made classes for developing Scrum Masters and/or Product Owners in their necessary skills.

Agile coaching

How to become an agile coach. Overview of all skills needed and training in some of the most important ones.

Agile coach program

6 month program to develop agile coaching skills

Short classes (1-4 hrs)

This is a selection of short classes I provide;

- Scrum
- Kanban
- Agile Architecture
- Definition of Done/Ready workshop
- Effective retrospectives
- Creating and slicing user stories
- Introduction to coaching
- Toyota Kata
- Impact Mapping
- User Story Mapping
- Working Agreements
- Servant Leadership
- Becoming a high-performing team

Some of my clients

nets

SSG

postnord
Strålfors

SEB

bambora

TELLE2

Swedbank

Handelsbanken

Nordea

SVENSKA SPEL

ERICSSON

svt

Engagements (selection of)

Strålfors AB, Customer Support

Agile Enterprise Coach, August 2022 –

I have done a current state analysis, given Agile Leadership training to the management team, coached their teams and helped initiate and facilitate continuous improvements as well as helped the management team work out an organizational vision that they started working on with set targets for 2023.

SSG AB

Agile Enterprise Coach, August 2021 – June 2022

Together with my colleague Mathias Holmström, I did a current state analysis, helped facilitate a number of improvement experiments, and helped the management team to work out an organizational vision and a setup for empowered product teams.

NETS AB

Agile Enterprise Coach, August 2021 – June 2022

Together with my colleague Joakim Sundström, I did a current state analysis, helped facilitate a number of improvement experiments and helped the management team of the Easy payment product to work out an organizational vision.

Tillväxtverket (Swedish Growth Agency)

Agile Enterprise Coach, January 2021– June 2021

I helped the agency with their COVID-19 aid project. Coached the 4-6 teams and the project management team and helped implement continuous improvement in this massive undertaking to support Swedish companies during the pandemic.

Tele2 AB, IT Consumer division

Agile Enterprise Coach, October 2019 – January 2021

I have been working with management and teams to improve the agility of Tele2 in their journey to become a disruptive and innovative organization.

Some of the major achievements I've been part of setting up and facilitating at Tele2, are;

Remote Big Room Planning with 800 participants, Remote User-Story mapping with 50 participants, Mob-programming style way-of-working with 10 teams, Coaching teams to continuously improve

eBay, Nordea, EF, PWC, Swedbank

Agile Coach & Trainer, November 2018 – September 2019

I have had a number of smaller assignments helping companies assess their agility, giving Agile and Leadership classes, and preparing for agile transformations that will start during the autumn. I have also been a trainer in an Agile Coachprogram as well as a trainer in an Agile Leadership program.

Handelsbanken AB

Agile Enterprise Coach, September 2016 – November 2018

I have helped IT & business management finding paths to begin an agile transformation, growing a change team, coaching teams, and overall helping the bank in major transition to become Agile using SAFe.

Swedbank AB, Large Corporates and Institutions Division

Agile Enterprise Coach, August 2016 – February 2017

I helped the management team in this business unit to start their agile transition, trained them in change management and servant leadership, facilitated their work to identify value stream and set up a roadmap for using SAFe. I trained their teams in Agile and since I of time reasons could not engage further in their implementation I advised them in which other coaches to take help from.

cont. Engagements (selection of)

Bambora AB

Agile Product Coach, September 2015 – September 2016

I helped this startup to explore opportunities to be faster and more value-driven. I coached the product-owner group and several teams and worked with the IT management.

Reference: Erika Boije, Development manager

SEB AB, Business Support Division

Agile Enterprise Coach, April 2012 – September 2015

I helped SEB IT to be more Agile. I assembled a change team, showed top management the benefit of an Agile transition, and got their commitment to the change. I worked with all parts of the IT organization together with business people from the division to inspire and support the change that is still ongoing and will be for many years.

Reference: Henrik Magnusson, Senior IT Manager digital platform, driving change, implementing strategy SEB

Ericsson AB, WCDMA Division

Agile Trainer and Coach, September 2011 – April 2012

During the autumn and the first part of the spring I trained and coached more than 1000 Ericsson WCDMA employees in Lean and Agile, including the top management. This as a part of their big Agile transition.

Reference: Johan Strand, Ericsson WCDMA

Svenska Spel AB

Agile Enterprise Coach, September 2010 – June 2011

I helped Svenska Spel in a change from a project-oriented to a team-oriented organisation. Working out a new agile way of working with management and coaching the organisation in the transformation.

Swedish Television, Interactive division

Agile Enterprise Coach and Developer, February 2009 – August 2010

I helped the team of teams to setup continuous improvements and create a theme oriented prioritization of their development support to the different parts of SVT they are supporting.