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# Michael Göthe

## 2026 Curriculum Vitae

## Leadership & Organization

– Navigating Complexity in a Changing World

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# About me

I help leaders and organizations find more effective ways to work, especially when the old playbook no longer fits.

I coach leaders and leadership teams. I design and run learning programs. I help organizations rethink how they're structured, how decisions get made, and how people work together. So they can handle what's coming, not just what's familiar.

I'm an engineer by training and a coach by conviction. The shift started on the volleyball court. As a sports coach, I saw what happens when a team really clicks: trust, clarity, shared purpose, fast adaptation. When I brought that same thinking to the team I was leading at work, the results were remarkable. That experience pulled me from systems development and project management into coaching and leadership development. The best results always came through great teams and strong leadership. Not better processes alone.

I was early to Agile, working with it since the mid-90s, and that foundation still shapes how I think. But the conversation has moved on. Today I'm most interested in how leaders and organizations can navigate complexity, integrate AI thoughtfully, and build workplaces where people do meaningful work together.

I live near Stockholm. When I'm not working, you'll find me outdoors with a camera, spending time with my family, or exploring something I'm curious about.

## What I typically work with

- Coaching leaders, teams, and organizations to build high-performing, purposeful workplaces
- Designing learning programs that develop real capability across the organization
- Helping teams and organizations work better together with AI
- Transforming organizations toward modern, product-led ways of working

## Education and training

**University certificate in Electronics and Computer Science**
The Royal Institute of Technology (KTH), Stockholm, 1992

**Coaching**
Associate Certified Coach (ACC), ICF. Art of Development Coaching (Coaches Rising). Transforming Teams (Jim Dethmer). Trained through Coach University, CoachVille, and specialized programs including Coaching Agile Teams and The Coaching Stance.

**Leadership and development**
The Leadership Circle Certification (Jonathan Reams). Intent-Based Leadership (David Marquet). Leadership Decision Making Assessment, LDMA (Lectica). Immunity to Change (Robert Kegan). Virtual Cycles of Learning in Practice (Lectica). Adult Development (Thomas Jordan).

**Change and organizational development**
Open Participatory Organization (Bonnitta Roy). Sociocracy 3.0 (James Priest). Lean Change Management (Jason Little, Niklas Modig).

**Agile and Lean**
Certified Scrum Master (Ken Schwaber). Large Scale Scrum, LeSS (Craig Larman). Scrum@Scale (Jeff Sutherland). Lean SW Development (Mary Poppendieck). Advanced Agile (Alistair Cockburn). What's Next for Agile (Dave Snowden).

## Positions

2014 – present: Crisp AB (Partner)
2007 – 2014: TeamCoach AB (Senior consultant)
2003 – 2007: Ericsson Enterprise (Agile coach)
2000 – 2003: Ericsson Spain (Organizational coach)
1993 – 2000: Ericsson Enterprise (SW engineer, project manager, coach)

## Affiliations

- International Coaching Federation (ICF), member
- Co-founder, Agile People EK
- Co-organizer, Agile People Sweden Conference (4 years)
- Co-host, Leading Complexity program (4 years)
- Inner Developmental Goals, Strategic Advisor

# Programs and Courses that I lead

## Learning Programs

**Leadership Program**
Leadership development program for leading in complexity. Develops leadership skills and capabilities for each participant, their leadership team, and delivers organizational outcomes. Combines workshops, learning labs, individual coaching, buddy groups, and structured reflection over four to five months.

**Product Manager Program**
For product owners, producers, and product managers who want to gain a deeper understanding of what product management entails and develop the skills needed to succeed in the role.

**Agile Coach Program**
For team leads, scrum masters, agile champions, product owners, and line managers who want to develop their coaching skills in the workplace.

**Certified Agile Leadership (CAL 1) – with Tomas Björkholm** Explore leadership in an Agile context and start your journey toward becoming an agile leader.

**Product Management Essentials: Leading Product Teams (with Jennie Mårtensson)** For product owners, product managers, and producers who want to strengthen their product leadership skills.

**Waysfinding: A Practical Approach for Navigating Complexity – with Sonja Blignaut** A practical approach to leading and making decisions in complex, uncertain environments.

**JoeDX: Agile SW & HW Development inspired by Tesla and SpaceX – with Joe Justice** How companies like Tesla and SpaceX organize product development for speed and innovation.

**Intent-Based Leadership in Practice – with Tomas Björkholm** Developing leaders, not followers. Based on the concepts from Turn The Ship Around by David Marquet.

## Courses

# Some of my clients

# Selected client engagements

## Mojang Studios

2020 – 2025, Leadership Development Program

- **Challenge**: A dip in employee engagement signaled the need to invest in leadership across the organization.
- **Solution**: A co-created, multi-year leadership program combining workshops, bi-weekly learning labs, individual coaching (ICF standard), buddy groups, and structured reflection. Multiple cohorts over five years, mixing leaders from different departments and seniority levels.
- **Results**: Increased engagement and confidence among leaders. A shared leadership vocabulary across the organization. Stronger cross-functional collaboration. Greater strategic alignment. What started as a management initiative became something people asked to join, with later cohorts filling through waitlists.

## Paradox Interactive

2020-2021, **Product Management Development Program**

- **Challenge**: Develop Product Managers.
- **Solution**: Three month Learning programs covering 2 cohorts and 24 managers with just-in-time.
- **Results**: Developing individual Product Management skills and a "learning community" of Product Managers.

## Volvo Cars

2017-2020, **Agile Organizational Coach**

- **Challenge**: Drastically improve customer's digital experience.
- **Solution**: Agile Organization with customer-centric product teams. Learning programs and just-in-time coaching for Product Managers, Program Managers, Scrum Masters, change leaders, and managers.
- **Results**: Agile way of working established. Improved cross collaboration and learning.

## iZettle

2016-2017, **Agile Organizational Coach**

- **Challenge**: To keep the entrepreneurial spirit and flexibility of a flat organization while growing.
- **Solution**: Learning programs for internal Agile coaches and Chapter coaches with mentoring and coaching.
- **Results**: Internal network of skilled coaches (agile and chapter coaches) with the capabilities to lead and handle org improvements.

## Klarna

2015-2016, **Leadership development coach**

- **Challenge**: Grow leadership capabilities across engineering and IT-operations
- **Solution**: Leadership development programs plus coaching and workshops on demand.
- **Results**: Improved both individual growth as leaders and as a leadership team capabilities.

## NodeOne/Digitalist

2012-2013, **Agile Organizational Coach**

- **Challenge**: Fast-growing company becomes a challenge for people engagement and project performance resulting in low customer satisfaction.
- **Solution**: Establish Agile teams. Agile, Scrum, Kanban, and organizational coaching. Scrum Master program.
- **Results**: Doubled customer satisfaction, improved customer collaboration, control over project quality, increased employee engagement

## Ericsson DUCN & LTE

2012-2013, **Agile Mentor Coach and trainer**

- **Challenge**: Need to speed up Agile and Lean organizational transformation.
- **Solution**: Agile/Lean Coaching Program. An advanced program for boosting Scrum Masters, internal coaches and managers.
- **Results**: A network of 36 internal Agile/Lean coaches with the ability to work cross-organization (end-to-end). Program ROI 700% after 3 months.

## Other clients

Atlas Copco, Telenor, NordNet, Telia TV, Transportstyrelsen, Ericsson (multiple units), Svenska Spel, Försvarsmakten, Epiroc, DEK Technologies, Rapyuta Robotics, BC Pension, Waoo, TLV, Symetri, Meridium, Ascom