

crisp.

Michael Göthe

2026
Curriculum
Vitae



Leadership & Organization
in the Era of AI and Complexity



About me

I help leaders, teams, and organizations become more innovative, faster, and more human at the same time. Not one at the cost of the other.

I work at the intersection of leadership, AI, and effective organizations. I coach leaders and leadership teams, design and run learning programs, and help organizations rethink how teams work, how decisions get made, and how they learn. Not by copying frameworks, but by building real capability in context.

I'm an engineer by training and a coach by conviction, with 20+ years of coaching experience across gaming, telecom, finance, fintech, the public sector, and transport. I'm a professional coach and ICF member, have studied leadership development, adult development, and complexity in depth, and serve as strategic advisor to the Inner Development Goals (IDG) initiative.

What I typically work with

- Coaching leaders and leadership teams to build workplaces where people do meaningful work and perform at their best
- Designing learning programs that develop real capability across the organization
- Making AI part of how teams actually work: trained on their own knowledge and context, used for thinking, learning, and deciding together
- Helping leaders navigate complexity and uncertainty by improving how their organizations learn, decide, and adapt
- Building effective product organizations with speed, innovation, and cross-functional collaboration

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 Organizational 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 - masterclass program (4 seasons) and ongoing podcast
- Inner Developmental Goals, Strategic Advisor

Programs and Courses I run at Crisp

Learning Programs

Leadership Program

Leadership development over four months. Combines workshops, learning labs, individual coaching, buddy groups, and structured reflection. Develops leadership skills and capabilities for each participant, their leadership team, and delivers organizational outcomes.

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.

Team Coach Program

For team leads, scrum masters, agile coaches, product owners, and line managers who want to develop their coaching skills and ability to build high-performing teams.

Courses

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.

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.

Recent workshops and trainings

2025 – 2026

- **JoeDX – Agile SW & HW development inspired by Tesla and SpaceX:** delivered at Coretura (with Joe Justice), Assa Abloy, and Permobil
- **MobAI** – teams working hands-on with AI: Assa Abloy
- **Intent-Based Leadership (IBL):** Svenska Kraftnät
- **Decentralized organization design (sociocracy):** executive intervention at Magelungen

Tutus

2024 - 2025, Leadership program and transformational coaching

- **Challenge:** Strengthen leadership capability and cohesion across the management group.
- **Solution:** A leadership development program over multiple sessions spaced over time, combining leadership models, group exercises, and workshops, so participants could test the models against their daily reality between sessions. Complemented by transformational coaching.
- **Results:** A unified leadership foundation with shared terminology and stronger cohesion across the management group. The transformational coaching was handed over to internal ownership.

Symetri

2025, Agile transformation coach and trainer

- **Challenge:** Move from a rigid SAFe setup to a modern, product-led way of working (product operation model).
- **Solution:** Training and hands-on coaching for leaders and teams through the transition to a Product Operating Model.
- **Results:** A product operating model in place, with more team empowerment, ownership, and speed.

BC Pension Corporation (Canada)

2023, Leading in complexity

- **Challenge:** Equip managers and executives to lead in increasing complexity. Planning and prioritizing work, especially unplanned work, and coaching other leaders through uncertainty and change.
- **Solution:** On-site workshops with the full management and executive group in Victoria, followed by remote workshops.
- **Results:** Executives moved from treating complexity as an individual skill to shaping the conditions for it. Clearer direction, prioritization, and new cross-functional teams.

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 coaching.
- **Results:** Developing individual Product Management skills and a “learning community” of Product Managers.

Volvo Cars

2017–2020, Agile Organizational and leadership Coach

- **Challenge:** Drastically improve the customer's digital experience.
- **Solution:** Customer-centric product teams, with learning programs and just-in-time coaching for product managers, program managers, Scrum masters, change leaders, and managers.
- **Results:** Agile way of working established, with improved cross-functional collaboration and learning.

Earlier engagements

- **NordNet** (2015–2016): Agile Organization Coaching
- **Telia TV** (2015–2016): Agile Organization Coaching
- **Klarna** (2015–2016): Leadership development programs across engineering and IT operations.
- **iZettle** (2016–2017): Built an internal network of agile and chapter coaches to sustain a flat organization through rapid growth.
- **Ericsson DUCN & LTE** (2012–2013): Coaching program producing 36 internal Agile/Lean coaches. Program ROI 700% after 3 months.
- **NodeOne/Digitalist** (2012–2013): Agile transformation that doubled customer satisfaction.

Other clients

Atlas Copco, Telenor, NordNet, Telia Networks, Transportstyrelsen, Ericsson (multiple units), Svenska Spel, Försvarmakten, Epiroc, Arrowhead Game Studios, DEK Technologies, Rapyuta Robotics, Wao, TLV, Meridium, Ascom