

crisp.

Michael Göthe

2020
Curriculum
Vitae



Agile Organizations

Leadership development

Agile People (HR)

High-performing Teams

Cross collaboration

Collective decision making



About me

Agile Organizational Coach with extensive experience since 20+ years of building high performance team-based organizations working with large multi-national/cultural organizations as well as start-up companies, public sector, and non-profit.

I am passionate about transforming organizations and businesses to become truly Agile organizations that not only create fantastic value for customers but also being an inspiring place for people.

I started as an electronics and computer engineer and moved into leadership, Agile, and professional coaching early when I discovered that I could get fantastic results with my work teams if I used the same coaching approach as I did with my sports teams.

I love capturing the moment through photography, reflection, being in nature, and outdoor sports. I am a proud father of three.

Expertise & Working approach

I work with leadership teams and organizations that want to transform into becoming Agile organizations or growing companies that want to scale-up while keeping their agility.

I take a holistic approach with a broad perspective (leadership, culture & structure). I partner with the client to work towards desired business outcomes. This entails coaching, teaching, and mentoring of leaders and their teams.

A big part of what I do is creating learning environments to build an internal capability for sustainable results by delivering learning programs and mentoring for key roles such as Managers, Product Managers, Agile Coaches, HR-professionals, Scrum Masters, etc.

With my broad experience in using state-of-the-art practices, I always contextualize and adapt to client needs. Practices such as Agile, Lean, Lean Start-up, Professional Coaching, Leadership & adult development, Sociocracy 3.0, and Agile Scaling frameworks.

Education and training

University certificate in electronics and computer science.
The Royal Institute of Technology (KTH), Stockholm, Sweden, 1992

Coach training

- Advanced Coaching Program (Coach University)
- Corporate Business Coaching Program (Coach University)
- Graduate School of Coaching (CoachVillle)
- Coaching Agile Teams (Lyssa Adkins, Michael Spayd)
- The Coaching Stance (Lyssa Adkins, David Darst)

Leadership & Development

- Intent Based Leadership (David Marquest)
- Art of Action - (Stephen Bugnay)
- Leadership Decision Making Assessment (LDMA) – Lectica
- Immunity to Change (Robert Kegan)
- The Leadership Circle Certification – Jonathan Reams
- Adult Development (Thomas Jordan)
- Virtual Cycles of Learning in practice - Lectica

Change & Organization Development

- Growing organisational agility with Sociocracy (James Priest)
- Open Participatory Organization – Bonitta Roy
- Lean Change Management – Jason Little
- Lean Change Management – Niklas Modig
- Förändringsledningsexpert program 11 dagar – CHPS.se
- Developing Lean Leaders the Toyota way – Jeff Liker

Agile & Lean

- Agile HR certification – Pia-Maria Thorén
- Product Owner & Product Discovery (Crisp)
- Large Scale Scrum, LeSS (Craig Larman)
- Scrum@Scale (Jeff Sutherland)
- Lean SW development (Mary Poppendieck)
- Second generation of product development. Don Reinertsen
- Advanced Agile (Alistair Cockburn)
- SW faster (Dan North)
- Certified Scrum Master with Ken Schwaber
- Masterclass – What's next for agile (Dave Snowden)

Positions

2014 –	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, PJM, coach)

Affiliations

- [International Coaching Federation \(ICF\)](#)
- [Scrum Alliance](#)
- Co-founder of [Agile People](#) EK

Trainings and seminars that I lead.

Courses and programs är held both as internal cleint adaptade and open courses. Se Crisp.se/kurser

Learning Programs

Agile Leadership Program

Leadership development program for leading in complexity. Develops leadership skills and capabilities for each participant, their leadership team and delivers organizational outcomes.

Leading Product Teams

Advanced course for strengthening product manager, product owners and producers to create an environment where products and people can flourish

Product Manager Program

For product owners (APOs, CPOs), producers, product managers to gain a deeper understanding of what product management entails, and to learn the skills needed to be a successful product manager.

Agile Coach Program

For team leads, scrum masters, Agile Champions, product owners, RTEs, line managers to develop their coaching skills in the agile workplace.

Program Manager Program

For product portfolio and program managers. How to successful lead and manage a Product Program Portfolio in an Agile context.

Courses

Certified Agile Leadership (CAL I)

Explore leadership in an Agile context and kick-start your journey towards an Agile leader.

Agile HR certification

We explore HR's new role, as well as what principles and practices that can be used when the only competitive advantage is to learn and innovate faster than the competition

Intent-based Leadership

Servant Leadership in practice. Using the concepts from the book Turn The Ship Around, by David Marquet.

Growing Organizational Agility with Sociocracy 3.0

Navigate complexity, increase innovation, improve performance and raise engagement throughout the entire organization, with Sociocracy 3.0.

Agile Introduction

Understanding the key principles of Agile and Methods, practices, and concepts (Scrum, Kanban, Scaling, DevOps etc.)

Some of my clients



Assignments

Volvo Cars

2017-2020, Agile Organizational Coach

- **Challenge:** Drastically improve customers 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.

NordNet

2015-2016, Agile Organizational Coach

- **Challenge:** to shorten TTM and achieve agility.
- **Solution:** Agile coaching program cross organization involving product development, legal, risk, marketing (in Nordic regions), sales, operations, HR, and customer support.
- **Results:** Improved "Discovery flow". Understanding of Agile cross the organization. Improved teamwork and cross-unit collaboration

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.

Telia TV

2014-2015, Agile Organizational Coach

- **Challenge:** To establish an agile organization that can serve as a solid platform for growing the organization.
- **Solution:** Agile coaching program: Training in Agile. Setting up a flow-oriented structure focusing on the Discovery flow.
- **Results:** Improved "Discovery flow". Improved work satisfaction (80% responded Better or Much better to the question "Attractive place to work").

Transportstyrelsen

2014-2014, Agile Coach

- **Challenge:** Need to become Agile in maintenance.
- **Solution:** Agile coaching program
- **Results:** Self-designing and self-organizing cross-functional teams established.

Ericsson Supply (PIM-RBS)

2013-2013, Agile Coach

- **Challenge:** Demonstrate a competitive alternative to a low-cost outsourced unit.
- **Solution:** Agile coaching program: Introducing Agile to build a flow-optimized, high value delivering, R&D competence center
- **Results:** Cross-functional Agile teams established. Clear roles established. Much more cost-effective with fewer managers (from 18 to 7).

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 assignments & clients

Atlas Copco, Telenor, Meridium, Speed Identity, Danderyds kommun IT, GoForLife, Tyresö Handboll, Nordic Light Hotel, Ascom, Ericsson (AXE, CMW, CPP, GF, Enterprise), Semcon Project Management, Gambro, Blue Telecom, Epiroc, DEK Technologies, Svenska Spel, Försvarsmakten, Telenor, Wao, TLV, Asylbyrå, Paradox Interactive