



Consult Profile

Michael
Göthe

Agile Organization

Agile Management

Team Coach

Leadership Agility

Lean Start-up

Scrum & Kanban

Sociocracy & Holacracy

About me

birth. 1965

Started as an electronics and computer engineer. Worked with agile methods since 1995 and started training in professional coaching in 2001. Combining the extensive experience in SW development, Agile & Lean, professional coaching with a sports background as volleyball player and coach.

Passionate about transforming organizations and business to become truly Agile organizations that not only create fantastic value for customers but also being an inspiring place for people. Extensive experience since 20 years of building high performance team-based Agile organizations. I have worked with large multi-national/cultural organization as well as start-up companies, public sector and non-profit.

Personally I love being in nature and outdoor sports, travel, photography and being a proud father of three.

Expertise & Working approach

I take a broad organisational perspective (holistic) looking at the wider aspect covering methods and practices as well as people, culture values and principles. I am business focused, aiming for intended business outcomes and in collaboration with the customer evaluates results and ROI.

I work in a partnership with the client to co-create what is needed for reaching targets and building internal capability by mentoring internal change agents that can take over.

I have experienced in state of the art practices such as: Agile, Lean (product development), Scrum, Kanban, Lean Start-up, Business model generation, Systems thinking, Organizational, team and individual coaching, Facilitation, Leadership Agility/development, Sociocracy 3.0, Holacracy, Energy management (Corporate Athlete), personal development, Open Participatory Organizations (OPO) and Agile Scaling frameworks such as LeSS etc.

Customer cases (selection)

iZettle 2016-2017, Agile Organizational Coach

- **Challenge:** To keep the entrepreneurial spirit and flexibility of a flat organisation while growing
- **Solution:** Building the internal minimal support structures across the Tech org through coaching programs for internal agile coaches and internal Chapter coaches.
- **Results:** Internal network of skilled coaches (agile and chapter coaches) with the capabilities to lead and handle org improvements in feature teams as well as in competence chapters (communities).

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 across 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").

Transport Styrelsen, 2014, Agile Coach

- Introducing Agile in maintenance. Resulting in self organizing cross functional teams.

Ericsson Supply (PIM-RBS), 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/Wunderkraut, 2012 - 2013, Agile Coach

- **Challenge:** Fast growing company becomes challenge for people engagement and project performance resulting in low customer satisfaction.
- **Solution:** Establish agile Scrum 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 ability to work cross organization (end-to-end). Program ROI 700% after 3 month.

Ericsson Session Border Gateway (SBG) 2009- 2010, Agile Coach

- **Challenge:** Low perception of organization. Poor track record of project performance.
- **Solution:** Agile coaching program building a team based organization on all levels.
- **Results:** Cross-functional Agile teams established. Product cycle reduced from 18 to 12 months. Improved quality (50% less bugs reported). Increased people motivation and customer perception.

Other 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

Positions

Crisp AB, 2014 – , Agile Organizational Coach.

- Coaching teams, leaders, and organizations to build agile organizations

TeamCoach AB, 2007 – 2014, Management consultant and Agile/Lean organizational coach.

- Coaching teams, leaders, professionals and organizations to high performance.
- Several large successful coaching programs primarily within IT and telecom. Focusing on transforming organisations using Leadership Agility, Systems thinking, Lean/Agile/Scrum principles and methods.
- Experience from large organization, start-up companies, public sector and non-profit organization covering multi cultural organizations.
- Teaching and training of several course and programs such as: Agile/Lean/Scrum internal coaches (The Tiger Program), Change leadership, Coaching and communication skills.

Ericsson Enterprise, 2003 – 2007, Team, leadership and organizational coach

- Coaching teams and managers on all levels. Position within R&D project office.
- Implementing a team based organization and integration driven project development.

Ericsson España (Madrid), 2000 – 2003, Project Coach, Process manager, Line manager, project manager, SW developer.

- Building teambased agile organizations and internal coaching network across multiple sites

Ericsson Enterprise 1992 – 2000 Software developer and Team leader.

- Various software engineering positions (design, test, team leader etc.)
- Project Manager for a R&D multi-site project. Line Manager of a R&D Unit for processes
- Enterprise R&D level process responsible for complete TTM business process flow.

Education

<i>From Year</i>	<i>To Year</i>	<i>Education type</i>	<i>Branch of study</i>	<i>Institution name</i>	<i>Certificate / Degree</i>
2005	2010	University	Graduate School of Coaching	CoachVille	Lifelong membership
2004	2010	University	Advanced Coaching Program	Coach University	Lifelong membership
2001	2004	University	Corporate Business Coaching Program	Corporate Coach University International	Corporate Business Coach Graduate
1989	1992	Higher University	Electronics and computer science	The Royal Institute of Technology (KTH), Stockholm, Sweden	University certificate in electronics and computer science

Most relevant courses:

2017

- Adult development in worklife (2+2) – Thomas Jordan

2016

- Leadership Decision Making Assessment (LDMA) – Lectica
- Open Participatory Organization (OPO) part 1, 2 – Bonnitta Roy

2015

- The Leadership Circle Certification – Jonathan Reams
- Large Scale Scrum (LeSS) – Craig Larman
- Scrum at Scale – Jeff Sutherland

2014

- Tuff leadership training full program – Tuff ledarskapsträning
- Sociocracy and the Art of Facilitation – James Priest
- Product Discovery + Lean UX – Crisp
- Product Owner - Crisp

2013

- Introduction to Sociocracy – James Priest
- Second generation of product development. Don Reinertsen
- Creating Results Based Teams Anytime, Anywhere, with Anyone – Christofer Avery
- Developing Lean Leaders the Toyota way – Jeff Liker
- Lean Workshop med Jeffrey Liker, Anders Hugnell och Niklas Modig
- Corporate Athlete – FlowFinder
- Higher Ground Leadership Coach Certification – Lance Secretan
- Mastering Life's Energies – Maria Nemeth

2012

- Lean Change Management – Niklas Modig
- Förändringsledningsexpert program 11 dagar – CHPS.se

2011

- Advanced Agile – Alistair Cockburn
- The Coaching Stance – Lyssa Adkins & Loy Darst
- Agile coaching – Lyssa Adkins & Michael Spade

2010

- Advanced Agile – Alistair Cockburn
- Leading Lean – Mary Poppendieck, Tom Poppendieck, Henrik Kniberg
- Deep Lean – Mary Poppendieck, Jeff Sutherland, Henrik Kniberg
- Lean Management – Dag Lotsander

2008

- Certified Scrum Master with Ken Schwaber

Language skills

- Swedish - Mother Tongue
- English – Fluent
- Spanish - Simple Conversation & Writing
- Finnish – Simple Conversation

Affiliations / Memberships

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

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