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Curriculum Vitae

2023
Mikael Brodd

Agile Transformation Specialist

Teacher

Professional Coach

Crisp AB
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About Me

I really believe that Agile and Lean are the current best ways for a company to stay relevant in a fast-moving world. What I do is help companies adapt to Agile and Lean ways of working and make sure that the changes stick.

I have had the fortune to be part of successes, and also seen what doesn't work. I've been around long enough to have worked in both waterfall, RUP and Agile product development. I am convinced that there are no one-size-fits-all solutions, but rather create a way of work that is tailor made for your company's unique situation.

My passion is to help create an organization that challenge the status quo and implement relentless pursuit of continuous improvements. This, in combination with creating a company strategy that is understood and continuously revised, are two pillars in what I believe.

Privately I have a family with a wife and two daughters. We live in Bromma, just outside of Stockholm, Sweden. I like many things on my spare time, but mainly keeping fit (tennis), cooking and hanging out with our friends.

Expertise

Enterprise Agile, Leadership, Strategy, Professional Coaching

I spend most of my time working as an agile coach, supporting multiple teams, tribes (departments) and management. I use a combination of teaching, mentoring, facilitation and (professional) coaching to best help my clients.

Leadership experience comes from a multitude of different leadership roles. I have also been a CTO at a startup, and have worked as a board member at Crisp, both for several years.

I am a professional coach (ACC level, ICF) and help develop people, mainly managers, using strictly professional coaching.

I also have a solid background in developing products. I have more than 20 years of experience being a software developer and software architect of large scale solutions.

Education

Bachelor of Science in Electrical Engineering, Royal Institute of Technology (KTH), Stockholm, Sweden, 1990

Other Classes (a selection):

- Certified Agile Leader CAL
- Intent Based Leadersip
- Professional Coach ACC (Leapfrog)
- Lean Change Management (Jason Little)
- Modern Agile (Joshua Kerievsky)
- Problem Solving Leadership (Esther Derby, Don Gray)
- Agile Facilitator (Lyssa Adkins)
- Certified LeSS Practitioner (Craig Larman)
- Impact Mapping (Gojko Adzic)
- Coaching Agile Teams (Lyssa Adkins)
- Scrum@Scale (Jeff Sutherland)
- Coaching Beyond the team (Esther Derby, Don Gray)
- The Coaching Stance (David Darst, Michael Spayd)
- Specification by example (Gojko Adzic)
- Creating Results Based Teams (Christopher Avery)

Employments

2010-Present	Crisp AB
2004-2010	Spinator AB
2000-2004	Site AB
1998-2000	Contactor AB
1994-1998	Cap Gemini AB
1991-1994	Ericsson Telecom 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:

Programs

Leadership Programs

A continuous program over 4-6 months focusing on leadership in an agile organization.

Agile Coach Programs

A continuous program over 4-6 months focusing on developing Agile Coaching skills. Also offered as an open training

1-2 day classes

Introduction to Agile

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

The Agile Mindset

Understand what an Agile Mindset is and why that is crucial for success.

Kanban in Practice

2 day class that deep-dives into Kanban and what you need to do to succeed with Kanban.

Scrum Master and Product Owner

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

Short classes (1-4 hrs)

This is a selection of short classes;

- Scrum in real life
- Strategy with OKRs
- Definition of Done/Ready workshop
- Effective retrospectives
- Creating and slicing user stories
- Kanban intro
- Lean Thinking
- Theory of Constraints
- Tracking continuous improvements
- Using A3 to drive improvements
- Root cause analysis (5 whys, Cause-Effect diagrams)
- Impact Mapping
- User Story Mapping
- Working Agreements

Some of my clients

Engagements (selection of)

2023 — a year of teaching

During 2023 my focus has been on teaching at numerous clients. Leadership programs, Agile Coach programs, introductory classes to help organisations grasp Agile, among others.
I have also mentored junior agile coaches in their journeys onwards.

Swedish Red Cross

Coaching Management and driving change, *November 2021 — October 2022*

The department of communication and information at the Swedish Red Cross had identified a number of problems they wanted to deal with. The department head was seeking guidance in how agile ways of working could help them. This resulted in me coaching the management team of the department in how to drive change, organization, collaboration and strategy. I helped them design their new times and kick-start them into new ways of working.

H&M AB, Business Tech

Domain Agile Coach, *April 2021 — February 2022*

The Customer Domain consists of seven Product Areas (more than 1000 people) that all are going through the transformation of becoming Agile. As part of a team supporting the whole domain, I mainly focused on helping Product Area agile coaches in their work with their respective Product Area, the Domain leadership team in adopting OKRs and leadership in an agile organization.

I also helped the Strategy group in understanding and adopting strategy work in an agile setting, contributed to the whole community of Agile Coaches, and helped out wherever help was wanted.

H&M AB, Business Tech

Product Area Agile Coach, *June 2020 — March 2021*

Worked with the Customer Engagement Product Area of the newly formed Business Tech division. I came in at the launch of Business Tech, where all Product Area teams (roughly 350) was transferring to agile WoW in different "waves". My work was to guide the teams and management in the Product Area from not knowing much of agile, to having an agile WoW in place and start to act agile. Later moved to another Product Area who had a number of different challenges that needed more help in understanding and leveraging agile WoW.

In addition to that I was mentor to two internal Agile Coaches, conducted various trainings and workshops.

Telenor Sverige AB, Networks division

Head Agile Coach, *January 2020 — May 2020*

Leading a group of agile frontrunners with representatives from all departments in the Networks division. Our task is to explore where and how an agile way of work can benefit the different departments, and provide a roadmap for the departments to align to the company strategy process using OKRs and 10 weeks planning cycle.

During this time I have supported various management teams, helped many teams, educated a vast number of people in the agile mindset, OKRs and how Scrum and Kanban works.

This has resulted in the creation of teams (squads) where possible, introduced new roles, and provided a greater structure for Networks departments to understand the company strategy and start to contribute to that in a more clear and transparent way.

UNICEF Sverige

Introducing OKRs (Pro Bono), *August 2019 — December 2019*

Helping UNICEF Sverige adopt to OKRs as a strategic tool for conveying focus and alignment, at the same time as there is autonomy. Supporting, coaching and teaching about OKRs to both teams and management, reporting to the Vice Secretary General.

This resulted in UNICEF Sverige adopting OKRs, thus using the OKR format to describe how teams support the objectives coming from headquarters in Geneva.

Telenor Sverige AB, IT and Networks division

Tribe Agile Coach and part of ACE, *September 2018 — December 2019*

Working as Tribe Agile Coach with the sole responsibility for improving the agility of the tribe. Worked with the management team and squads on many things, such as setting up chapters, creating structures for continuous improvements, running inspirational talks, teach agile practices, implement OKRs as part of strategic governance, helping the management team be more agile and transparent and much more.

All tribe Agile Coaches were part of ACE, Agile Center of Excellence, where we helped Telenor in large to become truly agile. This meant running company wide trainings, developing the organization and the strategy process, introducing new parts of the company into agile ways of working, perform cross tribe retrospectives to continuously improve, etc. ACE itself was governed using OKRs to measure progress towards the goals.

Telenor Norway

Enterprise Agile Expert, *September 2018 — January 2019*

Took part in a team who's purpose was to re-start Telenor Norway adaption of Agile ways of work. We developed a roadmap for Telenor Norway to kick-start the adoption of Agile I large scale. My job as an expert in Enterprise Agile was to provide expertise in how to apply Agile on a large scale, and also bring learnings from Telenor Sweden.