

CV for the organization developer Tomas Björkholm

Tomas Björkholm
Crisp AB
Olofsgatan 10
111 36 Stockholm
+46-708-25 16 32
tomas.bjorkholm@crisp.se
<http://blog.crisp.se/author/tomasbjorkholm>



Personal description

I have a long history as an Agile practitioner, coach, mentor, and trainer. My interest is more about the result rather than following a prescribed framework.

With seven years as a leader on C-level and over sixteen years in leadership, organizational and process development, I have followed and helped many companies and leaders. Based on that experience together with a constant curiosity, I have learned which structures and leadership qualities give success.

I have realized that there is always something to improve but that not everything can be done at once, so a pragmatic approach is preferable. At the same time, the conditions for many industries are changing, so standing still, working as we have always done, is seldom a viable alternative.

I call myself a "full stack management consultant" because I have a master's degree in computer science and in a world that is becoming increasingly digital and where most companies are dependent on software, that knowledge comes in handy. Despite the background, I am deeply interested in business strategy, marketing, and sales.

I have been involved in Agile transformation of companies and projects of up to 900 people with everything from being an educator, a sounding board for leaders to helping Scrum Masters and Agile coaches succeed with their coaching. To stay independent, I have certified myself in the three most common frameworks for Agile in large enterprises. This allows me to find the right tool for the situation, not just deliver solutions for the sake of it.

I like to share my knowledge both as a writer and as a teacher

Classes I teach:

- Certified Scrum Master
- Certified Scrum Product Owner
- Certified Agile Leadership
- Intent Based Leadership
- Leading SAFe

Books I have written:

- Prioritera fokusera leverera – A quick guide to Scrum, Agile, Lean, Kanban, ...
- Kanban in 30 days

Latest assignments

- Teaching and mentoring. Always ongoing
- Organizing the program Leading Complexity where we invite the world's most interesting speakers to hold master classes. Sep 2022-
- Svenska kraftnät 2025-2026 Leadership and organization developer
- Symetri 2025-2026 Leadership and organization developer
- SAAB 2022-2024 Leadership and organization developer
- Arriver 2022 Product leader developer

CV for the organization developer Tomas Björkholm

- Transformation coach at SJ Jan 2021-Sep 2021
- Transformation coach and coach team lead at Tele2 Jan 2020 – Nov 2020
- Subject expert within Agile for the E-learning company Collegial (Investor) 2019 –
- Arbetsförmedlingen JobTech - Change leader Apr 2019 - Jan 2020
Helped the organization to find a good balance between cooperation and independence with responsibility.
- Leadership coaching eBay UK 2019
- Folksam – Agile coaching Aug 2017 – Nov 2018
- IMD OWP – Guest speaker Jun 2018
- ICA – Agile coaching and SAFe RTE Feb 2017-Mar 2018
- Telenor – Review and education Sep 2016 – Apr 2017
- Spotify – Agile coaching Aug 2015 – Sep 2016

Education

1991-1996

Royal institute of technology

Master of computer science and engineering

Courses

2025 AI-agentdesign with Hans Brattberg

2024 JoeDX - Agile SW&HW with Joe Justice

2023 GPT for Tech People with Henrik Kniberg and Nils Jense

2023 Compassionate Systems Leadership with Peter Senge and Gustav Böll

2022 Board education given by The Board Company

2022 Deliberately Developmental Organizations with Bob Kegan

2021 Immunity to change for teams with Deborah Helsing

2021 Teaming – Master class with Amy Edmondson

2021 Immunity to change with Robert Kegan

2021 Psychological Safety – Master class with Amy Edmondson

2020 Intent Based Leadership (train the trainer) with Peter Russian

2019 Adult development in working life with Thomas Jordan

2019 The Culture Survey Certification workshop with Jonathan Reams

2019 Art of Action - Train the Trainer with Stephen Bungay

2019 Diploma in coaching at ACC level by Håkan Schyllert at Leapfrog

2019 The Art of Developmental Coaching with Bob Anderson, Jennifer Garver Berger, Carolyn Coughlin, Robert Kegan and more

2019 The Complexity Workshop with Sonja Blignaut

2019 Intent Based Leadership with David Marquet

2018 Certified Scrum@Scale practitioner (just an online test)

2018 Cynefin – “What’s next for Agile?” with Dave Snowden

2018 OPO – Open Participatory Organization with Bonnitta Roy

2018 SAFe Program Consultant 4.5

2017 The Leadership Circle Certification workshop with Jonathan Reams

CV for the organization developer Tomas Björkholm

2017 Certified Agile Leadership with Pete Behrens

2016 Sociocracy 3.0 with James Priest

2016 Art of Action with Stephen Bungay

2016 LeSS (Large Scaled Scrum) with Craig Larman

2015 Coaching beyond the team with Esther Derby and Don Gray

2015 Scrum @ Scale with Jeff Sutherland

2013 Training from the back of the room with Sharon Bowman

2013 Agile Planning And Analysis For Product Success with Ellen Gottesdiener

2013 PSL – Problem Solving Leadership with Jerry Weinberg, Johanna Rothman and Esther Derby

2012 Leading and Coaching People with Christopher Avery

2012 Certified Scrum Product Owner with Jeff Patton

2012 Coaching Agile Teams with Lyssa Atkins

2011 Advanced Agile with Alistair Cockburn

2011 Kanban for managers with David J Anderson

2010 Lean Product Development with Don Reinertsen

2010 Leading Lean with Mary and Tom Poppendieck

2009 Roots of Lean. Study tour to Japan with i.a. Mary and Tom Poppendieck

2008, 2009 Deep Lean with Jeff Sutherland, David J Anderson and Mary Poppendieck

2008 Certified Scrum Master with Jeff Sutherland and Henrik Kniberg

2007-2008 Marketing Executive Program SSE ExEd (Former IFL)

A program given by the Stockholm School of Economics / SSE Executive Education with the aim of providing a deep understanding of marketing as a value-creating process.

2007-2008 Executive Management Program

A leadership development program provided by the Stockholm School of Economics / SSE Executive Education for consulting companies in technology, design, architecture, IT and management.

Languages

Swedish

Native

English

Good

Employments

2008- Crisp AB

Scrum-, Kanban-, Lean- and Agile-coach.

Holds lectures, courses, coaching, or acts as a sounding board for teams and managers. Has had customers such as: Folksam, ICA, Spotify, Vattenfall, Dagens Industri, Swedbank, 3, Telenor, Tele2, H&M, ComHem, IFS, Cinnober, Handelsbanken, Ericsson and Entraction.

CV for the organization developer Tomas Björkholm

Crisp is an umbrella company for self-consultants, owned by the consultants themselves, focused on Agile.

2007- Rolling Consulting AB

Founder, CEO, and consultant.

1997-2007 Travelocity Nordic / Resfeber

During the journey, the company developed from a project within Scandinavia Online to its own Scandinavian company (Resfeber) to eventually become part of the worldwide travel group Travelocity / Saber. Over the years, my tasks have changed from being a programmer and system architect to CTO and business developer. For several years I was responsible for technology development in Travelocity Europe.