



## Björn Sandberg

---

Team- Leadership- and Organizational Development,  
Agile HR, Coach, Trainer, Speaker

**Björn** is a very innovative and curious change leader with extended experience within Agile HR, leadership och Agile change management from both global companies as well as medium size organizations and the public sector.

To support the development of sustainable results and inspire a learning lifestyle, he has a development-oriented approach to learning. This is important both within organizations and teams, and of course to individuals.

## Roles

---

- Enterprise Agile Transformation Coach
- Agile Team Coach
- Transformational Leadership Coach
- Agile HR Coach
- Change Manager
- Trainer
- Facilitator
- Interim management role to support Agile transformation

## Education & Certifications

---

- **Certified Professional and Authorized Trainer, My Needs**, (My Needs) 2018
- **Authorized Instructor & Trainer in Agile HR**, ICAgile – (ICP-TAL Instructor) 2018
- **Certified Professional**, ICAgile – Agile Talent (ICP-TAL) 2018
- **Indirect Leadership (IL)** 2017

- **Development of groups and leaders (UGL) 2016**
- **Scrum Master (Lean & Agile) 2015**
- **The Institute of Business Administration – FEI, Diploma in Financial Management 1997-1998**
- **Swedish Defense University – Captain 1994-1995**
- **Umeå University:**  
**Organizational Psychology B (15p), 1994**  
**Organizational Psychology A (20p), 1995**  
**Pedagogics; Test, ratings, exams and assessments (5p) 1995**

Björn's experience spans through the entire area of People, HR, Leadership and Transformation. Including business transformations, inspired by Lean & Agile and what really can be achieved with it, but also traditional process and improvements work. Used to maintain a holistic approach in a rapidly changing and complex business environment.

His experience has given him a deep knowledge of both large global multicultural organizations as well as government agencies, but also the challenges small medium-sized businesses encounter. His responsibilities have shifted from operational to strategic questions via tactical ones, both at the functional and general business level. He has held a wide number of different roles, both as a direct and indirect leader with and without direct reporting and as a consultant.

**Specialities:** Have a passion for making complex transformations user-friendly, by breaking down processes into pedagogical steps for all levels in the organization. I strongly believe that by developing people at all levels in the present, we build the foundations of the autonomy needed for the future.

Björn is running the Certified HR Agile Processional trainings at Dandy People together with Frida Mangen.

# Some of my Clients

---

- Länsförsäkringar Fond/Liv 2019-2020
- Scania IT 2019
- Dek Technologies 2018-2019
- K-Rauta 2017-2018
- Royal School of Technology (KTH) 2016-2018



## Career

---

### **Dandy People – Enterprise Agile Coach**

**2019 – now**

### **Preparatus – Senior consultant and owner**

**2016-now**

Organization and business development at the crossroad of leadership, learning, leadership and team development in a fast-changing and complex world, with HR as main focus.

### **Ericsson, Business Unit Cloud & IP – Global HR Business Partner**

**2014 – 2016**

Sweden, Finland, Germany, Hungary, Italy, Croatia, China, Canada

Driving strategic HR tasks for global Organizations, during the ongoing Lean & Agile transformation and beyond. Responsible for two to five leadership teams with up to 2500 employees in 8 to 9 countries.

**Ericsson, Business Unit Network – HR Manager**

**2006 – 2011**

Member of leadership team. Responsibility for approximately 700 employees in two sites in Sweden. Lead and drive strategic and operative HR initiatives in the line organization.

**Ericsson, Shared Service Center – HR Project Manager**

**2003-2006**

Supported operational development as an internal consultant and project manager.

**Ericsson, Shared Service Center – Manager PA HR Service Desk**

**2002-2003**

Lead, stabilize and develop the operations, in order to meet users and functional requirements, while securing a good sustainable work environment. Responsible for approx. 12 employees on two sites split into two teams.

**Ericsson, Shared Service Center – Team Leader PA Service Desk**

**2001-2002**

Leading the operative work in close cooperation with another team leader and the tactical together with our manager. Responsible for approx. 6 employees.

**Ericsson University, Leadership & Communication – Internal Consultant Competence & Learning**

**2001**

Internal consultant focusing on supporting the way of working with competence and learning.

**Doctus AB, Consulting and education company focusing on Rescue and Emergency service – VP, HR Manager, Assistant Principal and Psychology Teacher**

**1996-2000**

Operational and tactical responsible to lead the staff, school, courses and consultant activities.

**Swedish Armed Forces – Captain, Platoon Leader and Company Commander, Logistics and Infantry**

**1986-1996**

Staff, operations, development and training responsibilities for 2-3 officers and up to 40 soldiers in the training organization. Corresponding in the war organization as Company Commander of 150 soldiers and officers.

**Special focus;** management, learning and leadership and what is possible to achieve with it, by creating a psychologically secure development-oriented environment.

# Training & Courses

---

2018 **Authorized Instructor & Trainer in Agile HR, ICAgile – (ICP-TAL Instructor)**

2018 **Agile Talent (ICP-TAL) – Agile HR**

2017 **Certified in MyNeeds® (Self Determination Theory)**

2017 **Indirect Leadership (IL)**

2016 **Developmental Leadership (DL)**

2016 **Development of groups and leaders (UGL)**

2016 **Leadership & self-awareness (LS)**

2015 **Sociocracy 3.0; Dynamic Governance**

2015 **Scrum Master (Lean & Agile)**

2015 **Agile Management**

2015 **Change Management Training**

2014 **Beyond Budgeting**

2013 **Lean Basics Course; This is Lean**

2011 **Introduction to Lean, Agile and Scrum**

2010 **Set Advisor training for Leadership Assessment**

2008 **Leadership@BNET; Leadership, Communication & Coaching**

2007 **HR Toolbox; Ericsson Global HR Processes**

2005 **Consultative working methodology**

2005 **Change management**

2003 **Leadership Core Curriculum**

2001 **To Work with Competence Management**

2001 **PROPS (project management) Introduction**

2000 **Moderation and Facilitation Training**

1993 **Debriefing leader (Crisis Management)**

1993 **Psychiatric reactions to accidents and threat situations**





## Contact Björn

[bjorn.sandberg@dandypeople.com](mailto:bjorn.sandberg@dandypeople.com)



### Agil HR – Certifiering – 2 dagar

**Target Group:** Alla som arbetar med HR och personalfrågor - HR-chefer, HR business partners, HR-specialister, linjechefer, verksamhetschefer, konsultchefer.

**Teachers:** Björn Sandberg, Frida Mangen

Läs mer och boka din plats



### Agile Leadership in a Nutshell – 1 Dag – Grundutbildning i Agilt ledarskap

**Target Group:** Ledare och chefer, oavsett branch eller nivå. Alla som vill öka sitt teams, arbetsgrupp eller organisations innovationskraft och effektivitet. Ledare som vill leda en snabbriörlig agil organisation.

**Teachers:** Björn Sandberg, Mia Kolmodin

Läs mer och boka din plats