



Bodil Björnberg

Bodil is an Experienced Agile Transformation Coach, Trainer and Mentor. She has a background as Developer, Tester, Project Manager and Line Manager. She started her agile journey already in 2007. At first as section manager in a big Telecom-organization, during a worldwide Agile Transformation. Since then, she has worked as an Enterprise Agile Coach and has supported several organizations in Educating, Coaching and Mentoring Agile Methods and Agile Ways of Working. Today she helps organizations change towards an Agile Mindset, with People and Cooperation as her main focus.

Bodil is a very present and caring person, always ready to listen to understand. She brings her extensive knowledge to install calm and find the right ways when people and organizations are transitioning and are under pressure. Bodil is also an appreciated Speaker and Trainer on subjects like Leadership, Change and Agile Methods.

Some Clients/Customers

- Apoteket AB 2018 – 2019
- H&M IT 2017 – 2018
- Avanza Bank 2016
- Scania IT 2015
- Ericsson 2013 – 2015

Some of my Roles

- Enterprise Agile Coach
- Agile Coach
- Interim Agile Manager, Line Manager, Development Manager
- Change Manager
- SPC
- Management Consultant
- Workshop leader/Facilitator
- Teacher/Trainer

- Mentor
- Individual Coach

Qualifications

Certifications

2018 Certified SAFe™ Program Consultant (SPC)

2017 Certified SAFe™ Agilist (SA)

2014 Professional Scrum Master – Scrum.org

1998 ISTQB Foundation

Business Areas

Bank/Finance, Telecom, Transport, Retail.

Fields of Work

Agile Coaching, Transformational Leadership, Process Development, Workshop Facilitation, Project Management, Change Catalyst, Business Restructuring, Process Development & Process Implementation.

Methods

SAFe, Lean, Scrum, Kanban.

Languages

Swedish, English, German

Employments & Assignments

Apoteket AB 2018 - 2019

Enterprise Agile Coach and SPC (SAFe)

Bodil coached Apoteket in their SAFe-implementation. She had the role as their SPC (SAFe Program Consultant) and established the LACE (Lean Agile Center of Excellence). Identification of Value Streams, education for managers and people in leading positions, setting up Structure of Teams and the work with backlog for the portfolio level. Interacted with many different roles and parts of the organization to make them understand how they can contribute in the new way of working. She coached the system team in the set up of Jira and the development teams' common Pulse board to visualize bottle necks.

H&M IT 2017 - 2018

Enterprise Agile Coach

Bodil helped the division to adjust the release process towards a continuous flow (with CI/CD). Starting point was six big releases yearly and a lot of uncoordinated smaller

releases from the single systems. The outcome was coordinated releases every second week including all systems. In parallel she had the role as Scrum Master for the E2E test team at the division. The team's responsibility developed from being a test team to becoming the start for the system team at the division, following the SAFe implementation.

Smaller Assignments 2016 - 2017

Läkemedelsverket - Organizational Support

Leadership development in a management group and workshop facilitation with its departments.

Hermods Yrkeshögskola - Teacher

Teacher within a Higher Vocational Education teaching how to run development in different contexts.

Certified Organizational Consultant (Studies) Gestaltakademin

Wrote Master Thesis for my Certification and finished the oral exams.

Avanza Bank 2016

Test Project Manager and Agile Coach

Bodil was brought in to help the project with their problem during test. She found out that the test department had not been fully involved in the project so she helped the testers understand how they could contribute. Bodil also worked with visualisation of what the different phases of test was supposed to cover, so that the development teams and the test team got the same picture of the quality of the system.

Skandikon 2015 - 2016

Enterprise Agile Coach

Bodil came to Skandikon when the company had decided to move the major part of their administrative staff to Lithuania. Her work was to both support the employees and manager in Sweden to understand, accept and adopt to the change and also to help the employees in Lithuania understand the agile way of working.

The department for insurance administration in Sweden was to teach and transfer their work assignment to Lithuania, at the same time they had to learn new assignments. In parallel, cut-downs took place which of course created a lot of uncertainties. Bodil helped management visualise and prioritize the most important both from a human and business perspective. With presence and care, Bodil made structures and situations visible for the management so they could choose how to take next step with more awareness, both for both management as well as the employees.

Bodil coached the department manager individually and mentored the management team to work agile with product planning. She also stepped in as Scrum master for a team when they needed new energy to take a step forward.

In Lithuania Bodil educated managers and teams to understand the methods, advantages and challenges with an agile way of working. She also mentored and coached them in setting up their own teams.

Scania IT 2015

Enterprise Agile Coach

Bodil supported a newly started group at the company with the assignment to support a Lean and Agile transformation. She helped them explore their purpose from an organizational perspective and from their own group. Focus was on values like flow, value, continuous improvement and experiment. The group discussed next steps, then tried and evaluated them to find which step would build value.

Bodil also worked as an agile coach for some teams together with the Scrum Masters. The challenges were different: "The people in the team works individual and not as a team.", "Who is doing what in the teams?.", "How can we start working agile?" She also initiated a network for agile coaches where they could meet, share experiences, inspire and help each other.

Ericsson 2013 - 2015

Enterprise Agile Coach & Individual Coach

Bodil coached a management team, challenged and supported them as a team and individuals to contribute with their uniqueness and strengths. At the start the managers worked mostly individually with their own teams. After two years the management team used their full potential to support the whole organization.

Bodil coached several development teams, both for longer and shorter periods. Often it started with a request for a workshop. She designed the workshop together with the team, adopted their layout as the workshop proceeded. She coached them in areas like: feedback, conflicts, team dynamics, change, communication and retrospective. This way she got to know the team, and often they wanted continuous team coaching after that.

Bodil also worked with individual coaching. Executive coaching with many managers, but also with employers with stress related issues or performance problems.

Feedback is an important tool for Bodil to improve the communication needed in an organization who wants to work flow- and customer oriented.

One of the networks Bodil supported was global, with more than 300 people spread globally. They met every second week for a "Learning Lab" to share knowledge and new ideas. When she left, this network was a well functioning Community of Practise, which operated without responsible managers.

Ericsson 2012 - 2013

Section Manager in Agile organization

The organization decided to implement Agile Way of Working and with her experience from earlier agile transformations, Bodil helped both her own teams and her colleagues in the leadership team to orient in this. In total, they were about 1500 people at five different places in three different time zones. Among others, Bodil was working with

implementing a culture of Continuous Learning to share the knowledge of the complex systems. It took two years to establish a "Learning Day", one day every third week was dedicated for sharing knowledge between each other.

Ericsson 2011 - 2012

Section Manager in Agile organization

After a reorganization to introduce agile in the whole organization, Bodil held the role as Change Manager together with the HR partner. They coached all manager teams to work with the change and how it affected them. They facilitated workshops and self diagnostic tests.

In her role as manager, Bodil was driving how to develop the manager role within the agile way of working. The team of managers experienced how to work Kanban as well as Scrum. With the co-workers she experimented with alternative ways of having the performing review with focus on cooperation in the team and how the individual could develop with help from the team

Ericsson 2007 - 2011

Section Manager in an Agile organization

Manager for about 17 people working with test. Bodil helped them to find the importance in their own competence and how they could contribute to make the products better if they stood up for their opinions. Strategically she worked with test automation, not only automate more but also how and what to automate. To educate the programmers in test was also part of her mission, and this became easier when they decided to work agile with cross functional teams.

Bodil had the responsibility for development also in teams located in Estonia, China and Canada.

Ericsson 2005 - 2007

Project Manager

Project manager for test tools. This included development and maintenance of internal tools, requirements, purchase and acceptance of external tools. Project manager for IODT (Inter-Operability Development Testing). Together with external mobile phone suppliers the team tested how the functionality worked for the end users. To plan and work together with competitors for the purpose of the end users best experience was a great experience.

ENEA 1998 – 2005

Project Manager, Test Lead, Teacher

Experience from several customers with focus on project management, test management, automation and process development. Bodil held several courses and seminars in Test Management.

AdTranz Signal 1995 - 1998

Software Developer

Being a developer at this company included being part of all parts from quotation, development, installation and operation at the customer.

Ericsson 1994 - 1995

Tester

Worked mainly with different areas within functional verification.

Speaker/Trainer at Conferences 2013 - 2019

Subjects: Change, Leadership, Agile tools and Methods.

Held several seminars and workshops at conferences like "Agila Sverige", "Sundsvall 42", NFI et al.

Trainer in Feedback 2014 – 2016

Developed and held trainings and workshops on feedback, up to 25 times a year. The trainings were followed by coaching to help the team continue on their own. Also trained trainers to teach feedback.

Trainer in Test Lead 1998 - 2013

Developed and trained a two days course on Test Lead for a number of years. Also held seminars on the subject.

Educations and Certifications

2018 Certified SAFe® Program Consultant (SPC)

2017 SAFe® Agilist (SA)

2017 Organizational Gestalt Theory

2016 Agile Requirements Management

2014 Professional Scrum Master - Scrum.org

2014 Toyota KATA Experience

2012 Practical Transformational Leadership

2011 SW Leadership

2010 Personal Development for Women Leader

1998 ISTQB Foundation

1993 M Sc. Automation Engineering, Chalmers Gothenburg