ANDREAS SJÖSTEDT

KEY ACHIEVEMENTS

💡 Cross-team unification

Unified previously siloed product teams by articulating a shared product vision, implementing cross-product roadmaps, initiated shared forums for shared problems, and introduced processes for cross-team collaboration. This initiative enhanced collaboration, increased our ability to deliver solutions that uses the strength of multiple products in a holistic offering, reduced duplication of effort and lead to more cohesive and integrated product offerings.

💎 Eliminated transportation

Eliminated 700 000km of product transportation during a test-sales run for my sustainable marketplace.

⚡ Enhanced organizational collaboration & problem solving

Implemented mob programming practices, bringing together developers from different teams and skill sets to collaboratively solve problems and develop solutions. This approach improved cross-functional knowledge sharing, accelerated problem-solving, increased code quality and reduced tech-debt.

☆ Architectural Innovation

Introduced a modular software architecture at Sweet Systems AB, enabling greater cross-product integration without increasing system fragility. This architecture improved scalability, upgradeability, allowed for more flexible and maintainable product development, and enabled us to use the abilities from one solution to enhance another.

💡 Rapid Product Development & Continuous Delivery

Launched the first version of a sustainability-oriented multi-vendor marketplace within one month, with subsequent daily releases and user tests. After one year, we received feedback from 50 customers, all rating their experience 5/5, reflecting our success in meeting user expectations.

Product Leader | Organizational Transformation

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SUMMARY

Product Management and Organizational Transformation Consultant with a strong foundation in industrial and organizational psychology. Experience in leading cross-functional teams, implementing agile methodologies, and optimizing business processes. Leverages psychological principles to enhance team dynamics, leadership development, and organizational culture. Expertise in process improvement, compliance (ISO 27001, GDPR), and educational training, with additional knowledge in AI and sustainability initiatives.

EXPERIENCE

Product Portfolio Manager
04/2023 - Present

Sweet Systems AB Stockholm, Sweden

- Established a cross-product vision and accompanying roadmap. Balancing short term goals with long term goals while dealing with technical debt
- Introduced OKRs to enhance organizational alignment and performance tracking
- Helped recruit, mentored and guided Product Owners, providing strategic direction and ensuring their work was aligned with the overall product strategy and company objectives
- Optimized and standardized product management processes across the organization, contributing to more consistent and efficient product delivery
- Established the architect board, ensuring company-wide adherence to best practices and strengthening ISO 27001 compliance; led architectural design initiatives that improved software upgradeability, reusability, and testability
- Responsible for our AI product initiative through the product discovery phase

Product Owner
10/2022 - 03/2023

Sweet Systems AB Stockholm, Sweden

- Defined and communicated the product vision and roadmap for our business process management software, ensuring alignment with company strategy and stakeholder needs
- Prioritized the product backlog, balancing business goals and technical constraints to maximize the value delivered to customers
- Collaborated closely with cross-functional teams, including developers, designers, and QA, to translate business requirements into actionable tasks and features
- Led sprint planning and review meetings, facilitating continuous improvement and adaptation to evolving user needs and market conditions
- Managed stakeholder expectations through regular updates and clear communication on product progress, milestones, and challenges

Consultant & Social Entrepreneur
04/2020 - 09/2022

Intercomplexity, Inc., Mad Mud AB., Independent contractor Åkersberga

- **Business development for Open Source Ecology (OSE)**, Helped Open Source Ecology to scale by helping them organize their STEAM curriculum, recruit educators, and provide materials for their leadership development programme
- **Pivoted to developing my own 3D-printers**, introducing hardware and software innovations to a 3D-printer project that reduced printing costs by 80% without sacrificing quality. After extensive testing and feedback, I discovered the core issue was not price but matching buyers with sellers, which led me to my next pivot
- **Developed and launched a sustainability-oriented multi-vendor marketplace**, to match buyers with sellers. I built the platform from scratch in just one month. Utilized rapid prototyping and continuous delivery to reach one-day iteration cycles, incorporating real-time user feedback to refine the product and optimize the user experience
- **Conducted extensive user research**, including qualitative interviews and focus groups, to inform product design and ensure alignment with market needs
- **Managed the full business processes**, from state management of objects in the system to onboarding and offboarding of users, cross-regional payment, and ensuring efficient and user-friendly workflows
- **Data driven product selling**, leveraging external data-analytics tools like Marmalead to analyze the sales pipeline and optimize each step of the sales process

Consultant & Educator
04/2020 - 09/2022

Independent Contractor Remotely

- Provided web development consulting services to various clients, leveraging expertise in front-end development and user experience design to deliver tailored solutions

KEY ACHIEVEMENTS

💎 **Ekologiska Ungdomsstiftelsen's prize**

Ekologiska Ungdomsstiftelsen's prize 2008 for increasing the awareness of sustainability issues in the textile industry for importing and selling clothes made by organic Faitrade cotton while educating people about sustainable clothing

SKILLS

Strategic Planning ·

Process Improvement · SCRUM · LeSS ·

UX for SCRUM · Project Management ·

Product Management · Transformation ·

Kanban · Miro/Mural · Azure DevOps ·

ISO 27001

TRAINING

Professional Product Owner

Agile methodologies, backlog management, and delivering value-driven product increments.

UX for Scrum

Learnt to hold workshops to build testable hypothesis using lean business canvas, UX tools, and how to relate them to SCRUM ceremonies

Agent-Based Modeling Course (Santa Fe Institute):

Modeling complex systems and their applications in simulating and analyzing dynamic interactions within systems to increase pro-social behavior and innovation.

Deep Learning (AI)

Course in deep neuron network programming using Python and TensorFlow

EXPERIENCE

Recruitment Coordinator
04/2019 - 03/2020

IBM Svenska AB
Kista

- Swedish contact point for migration and labor law inquiries from foreign recruiters
- Invited to the Nordic operational excellence team, contributing to initiatives aimed at improving the quality and efficiency of HR functions across the region
- Simplified contracts and Digitalised parts of our contract processes

Employee Data Management and Benefit Champion
06/2018 - 03/2019

IBM Svenska AB
Kista

- Process improvement and supporting team leadership - one year after start the effectivity of the team went up by almost doubled, and increased the quality ratings from 50% to over 90%
- Swedish focal point for digitalization of HR-documents
- Helped train new HR-admin team in HR-processes and act as second level support
- Highlight your accomplishments, using numbers if possible.
- Local GDPR review and process and system adaptation for HR-admin specific processes

Project Leader (community work)
2013 - 2017

OPENA INTERNATIONAL (NGO)
Lund

- **Strategic Project Management**: Led and consulted on the development of open-source circular economy infrastructure projects, providing expert guidance in project management and organizational development. Developed and implemented processes and tools to optimize project execution and efficiency.
- **Web Development and Design**: Created and managed websites for various projects using CMS, Wikimedia, CiviCRM, and Trello. Notably designed and implemented a pure HTML/CSS website for Amnesty International's China group in Lund, ensuring a user-friendly and impactful online presence.
- **Workshops and Training**: Organized and facilitated workshops on sustainable open-source circular economy technologies, empowering participants with the knowledge and skills to drive sustainable initiatives.
- **Partnerships and Resource Acquisition**: Successfully partnered with organizations to secure free training, facilities, and other critical resources, enhancing the capacity and reach of the projects.
- **Leadership and Team Development**: Oversaw multiple projects, coached team leaders, and expanded the organization's network, fostering collaboration and innovation within the NGO.
- **Fairtrade Advocacy**: Served as a Fairtrade representative through Coop-Solidar, advocating for ethical practices and sustainability in global trade.

University Lecturer
2017 - 2018

Malmö University, Rochester Institute of Technology
Malmö

- Guest lecturer in project leadership, where I built and delivered a live case about volunteer run projects
- Temporary lecturer for summer course in Industrial and organizational psychology, joint Malmö University and Rochester Institute of Technology
- Create examination and lecturing material
- Help refine course content
- Support and asses student group discussions
- Grading examinations and providing student-feedback

EDUCATION

Master of Leadership for Sustainability
01/2014 - 2015

Malmö University
Malmö, Sweden

Bachelor of Arts in Human Rights, minor in Math
2008 - 2013

Lund University
Lund, Sweden