



Ralf Klemmer

The Teamflowencer

Hi! I'm Ralf Klemmer.

I help teams find joy in their results and take pride in their responsibilities.

Beginning my career as a developer in 2007, I've progressed through roles such as team lead and architect. Along the way, I discovered that technical and methodological excellence is crucial, but not enough. True success lies in sparking enthusiasm for continuous improvement and challenging the status quo. I have had the pleasure of working with outstanding developers from around the world, speaking at conferences, and lecturing on "Modern Software Architectures". Most importantly, I enjoy helping people surprise themselves with their passion and abilities.

Contact

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Here's the problem ...

- Shouldn't your developers deliver faster?
- Struggling to take responsibility?
- When do you hear about delays?
- Does code complexity kill productivity?
- Living in a bubble?
- Wasting time in meetings?
- Knowledge bottlenecks?

There must be a better way

Imagine

... predictable deliveries

... trust into your team

... shared responsibility & knowledge

... transparency within teams and throughout the company

... customers experience your professionalism

... people loving their job

Four ways I can help ...

1. Join my mailing list

Every week, I send a short, useful tidbit of information, inspiration, or insight to help folks like you improve your expertise-based business. You'll get a ton of value delivered in small bite-sized chunks.

 [Join mailing list ...](#)

2. Join my coaching community

Inside my Teamflowencer coaching community, you get instant access to 24/7 support, workshops, and more.

 [Get on waitlist ...](#)

3. Exclusive Team Coaching

If your team needs coaching on technical, methodological or teamwork skills. I'll be with your team and help you through. Typically, this is a 3-6 month engagement. Fully customized to the team's needs.

4. Private Coaching Call

Are you facing a specific business challenge and need expert advice quickly? Book a private 1:1 coaching call now. I'll give you no-nonsense advice that you can put into action immediately, guaranteed.

Book your call now





Why “Teamflowencer”

The complex problems of today need to be solved by teams, not individuals.

Teams need focus. Focus creates flow, and flow gives us the wings to produce surprising and outstanding results.

Outstanding results keep us in business, which pays our salaries and supports our families.

Sometimes, things get lost along the way, and we need a helping hand to get back on track and readjust. A helpful voice can influence us positively.

“Teamflowencer” aims to express this concept in a single word (and it’s searchable on Google).

I worked with ...

DAIMLER



ATRUVIA



tom.com

iDS



T Systems



Kind words from clients & colleagues

“Ralf is an outstanding Senior Lead Developer and Coach, whose contributions to any team are simply invaluable.”

“When thinking about Ralf, first his inspiring and motivating mood came into my mind. He is really great in building and growing teams as well as challenging ideas and thinking out of the box.”

“He is definitely an expert on topics like clean code, clean architecture, and agile methodologies and consistently demonstrated a deep understanding of these concepts through his work.”

“Ralf significantly improved the software development practices of the project, [...]. On top of that, he built a foundation which allowed the teams to sustain this positive trajectory and keep improving even after his departure.”

More feedbacks can be found on www.teamflowencer.de or LinkedIn.

Too good to be true?

I’m very serious when I say: Pay me for results, not the time I spend. This means we need to define clear goals and align expectations. Typically, you can expect the first results after 2-4 weeks, depending on the level of access I have to the team(s). I offer different options for collaboration. To find out what fits best for your situation, we should talk.

Please don’t be surprised, but I’m quite selective about whom I work with. My promise to you is that I won’t waste a minute of your time if I think it’s not a fit.

So, what do you think about booking a call with me?

Guarantees

I offer a 100% no-bullshit guarantee and a money-back guarantee if you’re not satisfied.

[Book your call now](#)





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I'm the wrong guy

- If you think it would be just "nice to have" better ways of collaboration.
- If you think just following framework X will solve it.
- If you can't live with the consequences.
- If you think software development should be like working at an assembly line.
- If you want to pay me by time instead of results.
- If you think, I will do the change for you.

In any other case, I'm happy to get to know your situation.

[Book your call now](#)



Recent Work Experiences

Mar 2023 - present

IDS Imaging Development Systems GmbH

Agile Transformation Lead and Teamflowencer

- revealed potential of a 50% decrease in time-to-market
- restructured for maximum flow in revenue-generating processes
- Coached 3 teams to take responsibility for results
- reduced delivery time from 3 months to 5-10 days

Mar 2022 - Dec 2022

Virtual Minds GmbH, subsidiary of ProSiebenSat1

Technical Agile Coach and Teamflowencer

- Mentored 20 developers across two teams to foster teamwork, responsibility, and professionalism by working Agile.
- Significantly reduced code complexity, resulting in a 70% decrease in LOC while maintaining the same functionality.
- reduced time-to-market drastically to daily deliveries
- System Architecture Consulting

Technologien:

Java 11 + 17, Spring Boot, Angular 12, MySQL, Docker, Kubernetes, Jenkins, Liquibase, JUnit, Mockito, Sonar, Maven, Git, REST, Domain-Driven-Design (DDD), Microservices, DevOps, Scrum, LeSS, Grafana, Prometheus, Kibana

Apr 2021 - Mar 2022

ADITION technologies GmbH, subsidiary of ProSiebenSat1

Technical Agile Coach and Teamflowencer

- Formed 3 cross-functional international teams with 25 developers
- Role model for Agile Software development
- Training of XP practices, Clean Code, Refactoring, Design Patterns, TDD
- System Architecture Consulting

Technologien:

Java 11, Spring Boot, Angular 12, MySQL, Docker, Kubernetes, Jenkins, Flyway, Cucumber, JUnit, Mockito, Sonar, Maven, Git, REST, Domain-Driven-Design (DDD), Microservices, DevOps, Scrum, LeSS, Grafana, Prometheus, Kibana

2021 - present

Baden-Württemberg Cooperative State University

Lecturer for Modern Software Architectures

Introduce students to

- Dependency Inversion and Dependency Injection
- Hexagonal Architecture / Clean Architecture
- Domain-Driven Design
- Microservices
- Architectur documentation
- Classic and modern role of an architect



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Experiences

- 18 years of coding
- 6 years of coaching
- 300+ developers, POs trained
- ~80 given talks
- Software Craftsman and eXtreme Programmer
- Lecturer of "Modern Software Architectures"
- Member of Softwerkskammer Karlsruhe
- Member of Java User Group Karlsruhe

Main topics

Java, Spring Framework, Code Smells, Clean Code, Domain-Driven Design, Design Patterns, Hexagonal-/Clean Architecture, Refactoring, Code Complexity, Unit Testing, TDD

Methodical experience

- 18 years of working Agile
- XP, Scrum, LeSS, Scrum@Scale, Nexus, SAFe
- 4 years of Samman Coaching
- 5 years of Mob/Ensemble Programming
- 5 years of training, mentoring Agile Coaches & Scrum Masters
- 5 years of coaching leaders
- 7 years of NLP, Hypnosis, Systemic Coaching
- Professional facilitator

Talks, publications, communities (excerpt)

2024 - No Excuses or Software Craftsmanship as you mean it

[2024 - Architecture Evolution - Discovering Boundaries with Java Champion Victor Rentea](#)

[2024 - Software Evolution - Concentric Architectures with Java Champion Victor Rentea](#)

2023 - Die hard: 5 hidden things that destroy your team

2023 - Turbo Live Introduction to Mob-/Ensemble Programming

2023 - Xtreme Learning as a Team with Samman Coaching

[2022 - Learning Clean Code as a Team](#)

[2022 - Live Mob Programming with Java Champion Victor Rentea](#)

[Book your call now](#)

