

Ralf Klemmer Teamflowencer | Technical & Agile Coach | Software Architect

Technical Agile Coach, Developer, and Software Architect with 18 years of experience, specialized in:



- Transforming teams into high-performing units
- Reducing complexity in system architectures and legacy code
- Agile methodologies and Software Craftsmanship (exclusively agile working methods since 2007)
- Advanced coaching techniques (Certified NLP Master, Certified Facilitator, Certified Hypnosis Coach)

Proven success in reducing time-to-delivery from 3 months to 3 days and successful leadership of teams with 20-30+ developers in banking, e-commerce, and industrial sectors.

Professional Experience

Technical Agile Coach, IDS Imaging Development Systems GmbH

March 2023 - present

- Introduction of agility in 3 development teams (32 people) at a worldwide leading manufacturer of industrial cameras
- Improvement of time-to-market and economic efficiency through tailored agile practices
- Reduction of time-to-delivery from 3 months to 3 days while simultaneously reducing error rates
- Coaching of Scrum Masters, Product Owners, and Agile Developers

Technologies: Embedded Programming, Scrum, LeSS, Theory of Constraints

Technical Agile Coach, Virtual Minds GmbH

March 2022 - December 2022

- Deep complexity reduction in an 8-year-old codebase
- Coaching of two international teams (20 developers) in XP practices, Clean Code, and TDD
- Successful refactoring of a 16,000-line codebase with 70% reduction while maintaining full functionality

Technologies: Java 11/17, Spring Boot, Angular 12, MySQL, Docker, Kubernetes

Technical Agile Coach, ADITION technologies GmbH

April 2021 - March 2022

- Leading the development of "Addressable TV for Pro7/Sat1" across three cross-functional, international teams
- Mentoring of 25 developers in Clean Code, Refactoring, Design Patterns, and TDD
- Implementation of Hexagonal Architecture and Clean Architecture in distributed systems

Technologies: Java 11, Spring Boot, Angular 12, Microservices, DevOps, Scrum, LeSS

Lead Java Developer and Architect, Atruvia AG

April 2019 - March 2021

- Architecture of an automated credit consulting and lending system
- Integration of 18 different interfaces using SOAP, REST, and GraphQL
- Enabled banks to be among the first in Germany to offer instant Corona loans

Technologies: Java 8, Spring Boot, Angular 8, Camunda BPMN, Oracle 12, Docker, OpenShift

Java Developer, Atruvia AG

January 2017 - March 2019

- Further development of the central banking framework for over 800 developers

- Coordination of development in a 50-person team across three locations
- Rapid technical support and code optimization

Technologies: Java 8, Spring, Vaadin, Tomcat 8, Gradle, Jenkins

Java Developer, 1&1 Internet SE

January 2016 - December 2016

- Further development of middleware systems for GMX and Web.de shop platforms
- Optimization of complex BPMN processes and improvement of test infrastructure

Technologies: Java 8, Spring 4, BPMN, ActiveMQ, DevOps

Earlier Positions 2006-2015

Managing Director, Code Camp GbR

- Founded and managed a company focusing on GWT and JEE development
- Partner in planning and implementing three major projects for BMW AG
- Development of a data processing program for the insurance industry
- Implementation of a planning tool for the Baden Judo Association
- Supervision of a master thesis on test-driven development

Technologies: JEE 6, Java 7, GWT, Oracle, MySQL, Twitter Bootstrap

JEE Developer/Architect, AlgoTec GmbH

- Development of a reporting system for risk analysis for BMW AG

Technologies: JEE 6, BIRT, Oracle 11g

Java Developer, Atruvia AG

- Migration and further development of the central banking workplace

Technologies: Java 7, Spring, Vaadin

Senior Java Developer/Architect, T-System GmbH

- Further development of a residual value calculation system for the automotive industry
- Agile project approach and implementation of complex business logic

Technologies: Java, JSP, OSE-Framework, Rest/SOAP, GWT, DB2

GWT and Java Developer/Architect, Tomcom GmbH

- Development of a web application for TÜV Süd
- Assessment system for cars and tour planning

Technologies: GWT, EXT-GWT, Hibernate, Postgres

Java Developer, T-Systems GmbH

- J2EE development for automotive and telecommunications industries

Technologies: J2EE, JSF 1.2, Swing, Hibernate

Java Developer, univativ GmbH

- Business Consultant and Software Architect in the telecommunications sector
- Development of a metadata system
- Extensions of a service portal

Technologies: J2EE, Maven, Swing, Hibernate, Oracle

Project Team Leader, CAS Software AG

- Conception and realization of an exclusive customer club
- Development of portals www.crm-erfolg.de and www.crm-verzaubert.de
- Restructuring of data handling

Technologies: ASP, VB, CSS, HTML, CAS genesisWorld

Areas of Excellence

Technical Excellence

Programming Languages & Frameworks

Java (23+)
Spring Framework / Spring Boot
Angular
Typescript
Git
Maven

Practices

Refactoring
Pair & Mob Programming
Trunk-Based Development
Software Craftsmanship
Clean Code
Code smells
CI/CD
Code Reviews
+ additional eXtreme Programming practices

DevOps & Cloud

Docker
Kubernetes
OpenShift
Kafka
Jenkins
Elasticsearch
Prometheus
Micrometer
Kabana
Railway
Heroku
GitLab CI

Databases

Oracle
MySQL
PostgreSQL
MongoDB
Redis

Design, Software/System Architectures

Domain-Driven Design (DDD)
Test-Driven Development (TDD)
Hexagonal-, Clean-, Onion Architecture, Ports & Adapters
Microservice Architectures

Methodological Excellence

Agile Frameworks (Selection)

Extreme Programming (XP)
Kanban
Scrum
LeSS (Large-Scale Scrum)
SAFe

Agile Methods (Selection)

Value Stream Analysis
Theory of Constraints
User Story Mapping
Domain Mapping
Discovery Tree
Opportunity Mapping
Event Storming
Slicing the Elephant

Testing / Quality Assurance (Selection)

Behaviour-Driven Development (BDD)
Acceptance Test Driven Development (ATDD)
Automated Testing (at all levels)
Performance Optimization
Vulnerability checks
Static Code Analysis
Metrics (McCabe, Cognitive complexity)
KPIs

Coaching Excellence

Certifications

Certified NLP Master (DVNLP)
Certified Hypnosis Coach
Certified Facilitator

Coaching Methods

Samman Technical Coaching
Systemic Coaching
Team Coaching
Individual Coaching

Teaching and Training Methods

Learning Days
Learning Hours
Technical Training/Coaching
Workshop Facilitation
Training from the Back of the Room
Mentoring

Case Studies

Team Transformation at ADITION

Challenge: 30-person development team with varying skill levels, stuck in discussion phase for 6 months

Solution: Introduction of Learning Days, Pair Programming, and agile practices

Result: United team with regular releases and improved code quality

Legacy Code Modernization

Challenge: 16,000 lines of codebase with high complexity

Solution: Systematic refactoring and architecture improvements

Result: 70% code reduction while maintaining functionality

Banking Framework Optimization

Challenge: Supporting 800 developers using the critical framework

Solution: Implementation of robust test and support processes

Result: Improved framework stability and developer productivity

Education & Certifications

Certified NLP Master (DVNLP)

Certified Hypnosis Coach

Certified Facilitator

Various technical certifications

Additional Activities

Academic Engagement

Lecturer, "Modern Software Architectures", DHBW Karlsruhe (2021 - present)

Lecturer, "Methods and Tools in Software Development", DHBW Karlsruhe (2024 - present)

Presentations

"No Excuses or Software Craftsmanship" - XP Days Germany, 2024

"No Excuses or Software Craftsmanship" - Karlsruhe Developer Days, 2024

"Xtreme Learning as a Team with Samman Coaching" - XP Days Germany, 2023

"Turbo Introduction to Mob/Ensemble Programming" - Karlsruhe Developer Days, 2023

"Die Hard: 5 Unnoticed Things That Destroy Your Team" - Karlsruhe Developer Days, 2023

"Learning Clean Code as a Team" - European Software Crafters Community, 2022

Community Engagement

Member, Samman Technical Coaching Society

Member, Softwerkskammer Karlsruhe

Member, Java User Group Karlsruhe

Member, European Software Crafters Community

Legal Information

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