

Mohammad Bayat

Founder, Software Engineer, and Leadership Facilitator

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Professional Profile

Founder, software engineer, and leadership facilitator with more than 15 years of experience building web, market, and quantitative software systems. Founded and continues to build [K2Quant](#), combining software engineering, artificial intelligence, quantitative systems, technical operations, and company-building.

Professional work also includes organizational leadership, coaching, facilitation, and the design of group-learning programs. Current independent inquiry examines reflective practice, durable learning, leadership, and what happens when people move from supportive learning environments into contexts that do not reinforce the same ways of thinking and acting.

Education

Bachelor of Science in Civil Engineering

University of Zanjan, Iran | September 2009 - June 2013

Coaching and Professional Credentials

Master Coaching Certification

Farsi Coaching Academy | 2021 - 2023

Professional Coaching Certification

Farsi Coaching Academy | 2019 - 2021

Business Coaching Certification

IBC Academy | 2019

Selected Professional Experience

K2 Group / K2Quant - Founder and Software Engineer

May 2010 - Present

- Founded and continue to build quantitative, market-related, and artificial-intelligence-assisted software systems.
- Work across software architecture, front-end and back-end development, infrastructure, data analysis, technical operations, testing, and reliability.
- Lead technical and organizational decisions, contributor coordination, and the development of sustainable operating structures.

Radin Bourse - Full-Stack Developer

March 2020 - Present

- Develop test infrastructure, contract and end-to-end tests, and maintainable TypeScript and Angular application code.
- Collaborate with Java back-end developers on shared design principles, architecture, accessibility, and delivery quality.

Eghtesad Bidar Securities - Full-Stack Developer

October 2018 - March 2020

- Built real-time market-data processing and technical-analysis charting for an online trading platform.
- Expanded automated test coverage and contributed to prototyping, interface testing, continuous integration, and continuous delivery.
- Trained team members in object-oriented design and reusable application structure.

Alibaba Travels Co. - Full-Stack Developer

May 2017 - October 2018

- Worked across the development lifecycle of a single-page booking back-office application.
- Built a Node.js template compiler that reduced a multi-day manual process to under an hour.
- Contributed to application design, debugging, performance, maintainability, and user experience.

Tadbir Pardaz IT Group Ltd. - Developer

February 2016 - April 2018

Developed and designed single-page interfaces for capital-market products, with responsibility for implementation, maintenance, and UI/UX work.

Independent Software Project - Full-Stack Developer

April 2012 - May 2017

Built JavaScript libraries for stock-market visualization, interactive charting, SVG and Canvas drawing tools, DOM and event utilities, and functional reactive data flows.

Leadership and Facilitation Experience

Leadership, Life, and Business Coach

Transformation and Personal Development | April 2020 - Present

- Completed more than 2,000 hours of direct individual, group, and organizational coaching, excluding teaching, leadership facilitation, and program delivery.
- Work with individual contributors, managers, teams, and business leaders on listening, feedback, responsibility, decision-making, relationships, and action.
- Maintain confidentiality and keep client experience separate from public research claims.

Leadership Facilitator

Gruccia | July 2024 - Present

Work with the organization on leadership practice, employee well-being, team coordination, organizational communication, and sales strategy.

Organizational Leadership and Facilitation

K2 Group / K2Quant | Since approximately 2017-2018

Facilitate leadership and coordination work, examine recurring operating problems, and develop structures for shared responsibility, communication, and decision-making.

Mastery for Life - Program Designer and Facilitator

2020 - Present

Design and facilitate a recurring Persian-language program concerned with language, identity, worldview, responsibility, relationships, reflection, and human change.

Selected Projects

K2Quant

Company-building and technical work around quantitative systems, software engineering, artificial intelligence, agent-based workflows, and the operation of a technical organization.

Vocora

An open-source research-and-building project that turns questions about vocabulary learning, memory, retrieval, feedback, motivation, and measurement into working software.

Learning Circle

A practice-based field project about independent learning, peer teaching, group coordination, and what may continue after the facilitator withdraws.

FamilyLink

A family-support and social-impact initiative led for approximately ten years. The project is currently paused, and its public record separates services delivered from outcomes that were not consistently measured.

Selected Writing and Research-Related Work

The work in this section is independent and practice-based. It is distinct from professional employment and is not presented as peer-reviewed academic publication; no peer-reviewed academic publications are claimed at present.

- **Research focus:** [Research Profile](#) - reflective practice, durable learning, changing contexts, leadership, and group coordination.
- **Essay:** [What Remains When the Learning Space Disappears?](#) - a synthesis of published scholarship and bounded professional observation.
- **Research Note:** [Can the Learner Carry the Context?](#) - an inquiry into whether reflective learning remains available across changing settings.
- **Research Note:** [Commitment, Context, and Learning](#) - a field-based examination of commitment and learning in project-based leadership education.
- **Technical Essay:** [Designing Large Agent Skills as Deterministic, Phase-Oriented Systems](#) - an architecture for reliable, resumable agent workflows.
- **Leadership Essay:** [When the Question Changes, the Organization Changes](#) - a practice-based account of leadership inquiry and organizational possibility.

Technical Skills

- **Programming:** C++, Java, Python, JavaScript, TypeScript, C#
- **Front end:** Angular, RxJS, responsive web interfaces, SVG, Canvas
- **Back end and data:** Node.js, SQL Server, MongoDB, MySQL, WebSocket systems
- **Testing and delivery:** Unit, integration, contract, and end-to-end testing; Jasmine, Cypress, Cucumber; CI/CD
- **Systems:** Quantitative and market systems, software architecture, server operations, technical indicators, AI-assisted and agent-based workflows

Languages

- Persian - Native
- English - Working proficiency

Contact

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