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WHOLE FIRM

*Our readers have decided that Martin Lagerström
at Statistics Sweden should win the ACQ5 Global
Award for the second time in a row!*

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How to combine four principles in brand-new ways to create great results for managers, co-workers and the whole firm

Our readers have decided that Martin Lagerström at Statistics Sweden should win the ACQ5 Global Award for the second time in a row! Once again, our voters gave his work top-score ratings. Comments in the poll this time were: “Martin’s tailor-made support walk its talk when it comes to going from what, how and how to achieve excellent outcomes. His support has vastly improved our results for our users, management teams, managers and co-workers. Moreover, our results have improved with reduced costs and higher joy of work at the same time”. We invited Martin to tell us more.

HOW DOES IT FEEL TO WIN TWO TIMES IN A ROW?

I am honored that so many of your readers have voted me game changer and strategic advisor a second time in this field. I just realized that if I win the ACQ5 Global Award again 2019, I will have a hat-trick in ACQ5 Awards. The interview from last year (<https://lnkd.in/gXqRq2D>), which contains results others have achieved, has increased interest for my tailor-made support a lot. Firms from Sweden, Europe, and Africa now want this support.

WHAT HAS HAPPENED SINCE YOU RECEIVED THE ACQ GLOBAL AWARD LAST YEAR?

So many good things have happened since I won last year. One example is that I have won several other awards such as e.g. the Award “Statistician of the Year” given by the Swedish Statistical Society. I won this for helping leaders on how to use statistical methods to improve results, reduce costs and boost joy of work. I feel honored to receive the same Award as Professor Hans Rosling. Managers from other countries have asked me if I could add english text to the presentation, which I did, in relation to this award. It can be viewed here: <https://goo.gl/3LnEMj>

Other examples are that many more firms from Sweden, Europe and Africa want me to help them with my tailor-made support. They too want to achieve the same outcomes that others have achieved. Knowledge that is not put into practice well is not true excellence. It is mediocrity at best. It is important to measure the effects on several levels, and in the right way. That is why they want me to teach them how to measure the effects on several different levels, and in the right way. You need to know how to transition well from knowledge and skills to abilities. You also want to know if the benefits exceed the costs for training, and by how much.

I have also been invited as head speaker to several new events. For example, recently I was invited to the Stockholm Criminology Symposium where I spoke about “Culture eats strategy for breakfast, lunch and dinner” <https://goo.gl/UkFiF8>

To be brutally honest, I did not think I would be so happy with all these Awards. Those who know me, know that this is true. I am so passionate about just doing this work, that I have never ever thought about receiving any Awards for it. What makes me most happy still is to see the joy and great improvement in the people I support.

CAN YOU TELL MORE ABOUT YOUR TAILOR MADE SUPPORT ?

The process for my tailor-made support is briefly described in the interview last year. Instead here, I will elaborate the different parts of it a little more.

“I am honored that so many of your readers have voted me game changer again...”



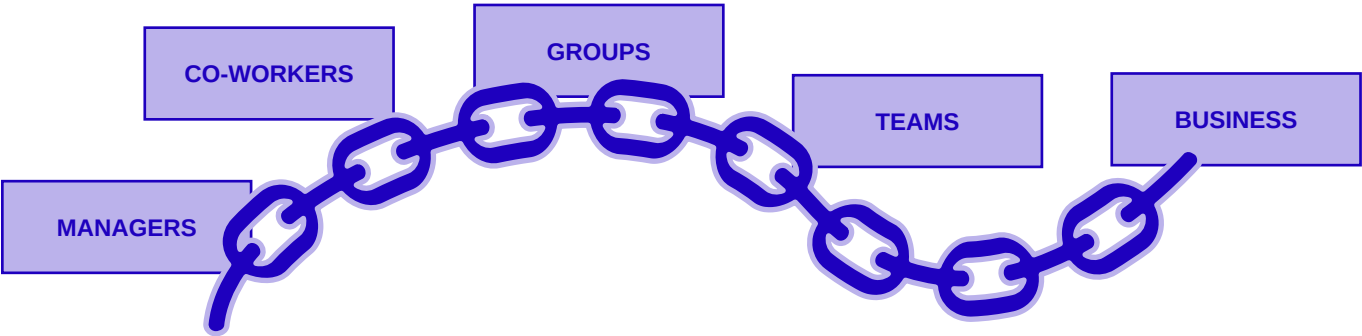
The figure below shows the essence of my tailor-made support over time for organizations, management teams and managers. The essence of the support is my adage “As managers lead themselves, they lead their co-workers. As they lead their co-workers, they lead their groups. As they lead their groups, they lead teams. As they lead teams, they lead entire businesses and organizations”. It is like the links in a chain. It hangs together. My tailor-made support creates excellent results for all links or quadrants in the chain.

THE ESSENCE OF MY TAILOR-MADE SUPPORT OVER TIME FOR ORGANIZATIONS, MANAGEMENT TEAMS AND MANAGERS

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<div><div>Lead Self</div><div>Competencies & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div><div>Personal Traits & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div></div>	<div>1. LEAD SELF</div>	<div><div>Lead Co-Workers</div><div>Competencies & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div><div>Personal Traits & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div></div>	<div>2. LEAD CO-WORKERS</div>
<div><div>LeadGroups, Lead Teams</div><div>Competencies & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div><div>Personal Traits & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div></div>	<div>3. LEAD GROUPS LEAD TEAMS</div>	<div><div>Lead Business, Lead Organizations</div><div>Competencies & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div><div>Personal Traits & Approaches</div><div><ul style="list-style-type: none">WhyWhatHowResults</div></div>	<div>4. LEAD BUSINESS LEAD ORGANIZATIONS</div>



“Power is organized effort.” Henry Ford.

“My tailor-made support is applied as a system, i.e. the quadrants affect each other. That is due to how the competencies and traits that you will learn in each quadrant are combined and used. What and how this is done is why it creates such powerful results.”

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First, managers need to develop the right type of competencies and approaches for achieving great outcomes in each quadrant. Second, they need to develop the right type of personal traits with the right types of approaches. The subheadings under each of the two main areas in each quadrant (Why, What, How and Results) illustrate why certain approaches work and others don’t, what approaches to use, how to use them and expected results. Improving all these quadrants or links in the chain as a system takes a concerted, well-planned, usually cross-functional effort. My tailor-made support achieves this end with excellent outcomes.

HOW CAN YOU IMPROVE TO LEAD YOURSELF?

In order to improve how managers lead themselves in excellent ways many competencies and personal traits need to be developed, changed and improved. The wider and deeper skills you have about how to manage yourself, the better your well-being, performance and outcomes will be for yourself and others.

The first quadrant is about going from words, action to results when it comes to these issues. It gives know-how in such questions such as e.g. How do you learn better, faster and easier than

others? What drives and motivates you? What is stressing you? What are your strengths and natural talents? What do you need to develop? What limits you? What are your blindspots? How do you improve your mental strength? How do you use these things to develop goals that steer and motivate you to action and better results? How do you use it to prepare, execute and follow up changes for improvements? For your personal growth? For your management? Your leadership? Your groups? Your teams? Your business? Your organization? How can you combine and use these abilities, approaches and traits in an excellent and proven system for personal achievement to feel and perform better results in all aspects?

The next focus area is how to apply these competencies and traits to lead your co-workers in a better way.

HOW CAN YOU LEAD CO-WORKERS IN BETTER WAYS?

Managers need to apply the competencies and personal traits from the first quadrant well to sharpen how they lead their co-workers. In addition, they need know-how about their staff. Some samples are

- What motivates your co-workers? What stresses them?
- What are your different co-workers strengths? What limits them?
- What do they need to develop, change and improve?



- How can you use this information to make them feel and perform better results?

My tailor-made support doesn't develop goals in the usual way for the stakeholders in the chain. They learn how to combine and use coaching with Integrated Mental Training, which in turn helps them achieve goals with less effort, create flow on commando, increase mental strength, and cope with stress.

HOW CAN YOU ENHANCE GROUPS AND TEAMS?

To improve outcomes for groups and teams you need to combine and use the information from the first two quadrants. They will also learn many new abilities and traits and know-how approaches in this quadrant. One common example is how to develop, change and improve group and team culture for better performance. Some of the things they learn in this quadrant are:

- What is group and team culture? Why is this culture important to understand?
- How does a group and team culture occur? What are the benefits of different cultures? What are the disadvantages?
- How do you get hard facts about your group and team culture? Which approaches should you use? How do you use them to improve the daily work?
- How can you use them to develop, change & improve culture for better well-being and performance? How can you use it to develop groups into high performing teams? What results can you expect? How do you measure the effects of it in the right way?

"A leader gets results by others. Leader and co-workers are two sides of the same coin."

HOW CAN YOU ELEVATE RESULTS, REDUCE COSTS AND BOOST JOY OF WORK?

The fourth quadrant combines and uses the output from all of the previous quadrants. Besides that, better ways in how to manage and lead is new learning in this quadrant. How well this type of management could be applied depends on the width and depth of the abilities acquired in the previous steps. A leader gets results by others. Leader and co-workers are two sides of the same coin. To make this happen a leader needs to use other management processes. That is to say, how to lead, govern, develop, follow up, and constantly improve the entire business and organization for your stakeholders in a different and much better way. My clients are better to tell you about the results they have achieved. The last page in the interview from last year (<https://lnkd.in/gXqRq2D>), contains sample results for each part of the chain. For much more detailed results I refer to my clients.

Several of my clients want me to write more about my tailor-made support. Both the whole chain and its links, so that these approaches are spread to more managers. Magazine's have asked me the same, so maybe I will start to do that soon too.