

Leadership 4.0

Responsibility

Tasks are assigned to suit the situation and in a team-oriented manner, whereby the skills of managers and employees are continuously linked; Success means that all participants contribute their competence and network intelligence.

Results

Controlling the agreement processes and discourses, evaluating tasks and results together with team members and using resources according to potential and competence (cross-functional and cross-hierarchical); Practical results are achieved through the integration of constant feedback between internal and external stakeholders.

Flow of information

Creating a transparent framework, relying on a "the obligation to pass information on" resulting from personal responsibility and proactive behaviour.

Goals and Assessments

Situations determine the need for when employees and teams are to be assessed equally, with exchange/feedback taking place continuously.

Mistakes and conflicts

An open atmosphere with an understanding of the learning effects in mistakes is supported with a focus on the company's own responsibility for solutions.

Change

The energy of managers maintains the high level of willingness and ability to change in the company and consciously promotes and demands a high level of agility between the market, clients and colleagues.

Innovation

Innovations are based on a team concentrating on a common goal and to make the best possible use of the skills of each individual. Innovation can be learned; The transformation of old structures through the use of multidisciplinary teams, flexible working environments and creative processes contribute to this.

