



## Se med ørene og lytt med magen



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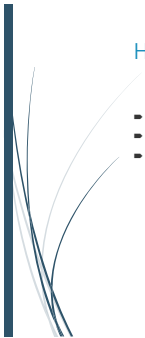
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## Hovedpunkter

- Verden vi lever i
- Krav til oss som mennesker og organisasjoner
- Å vinne frem i et krevende terreng



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## Verden vi lever i Hva skjer rundt oss?



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## Miljø

**Fra:**  
Sort gull

**Til:**  
Grønt skifte



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2015-16-2016-17

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## Næringslivet

**Fra:**  
Høy oljepris

**Til:**  
Lav oljepris



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## Lederskap

**Fra:**  
Hvor skapet skal stå

**Til:**  
Å finne balansen mellom 3 skap

- Lederskap
- Sjefskap
- Vennskap



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### Ansvar

Fra: Lyskruss  
Til: Rundkjøring



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### Informasjon

Fra: Å søke informasjon  
Til: Å sortere informasjon



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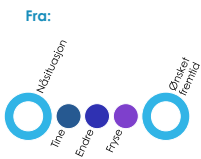
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### Endring



Til:



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Hvilke krav stiller verden vi lever i til oss?



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## Krav til oss mennesker og organisasjoner

Hvilke krav stiller verden vi lever i til oss?



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## Menneskene

**Fra:**  
Fra fokus på teknologi

**Til:**  
Fokus på menneskene



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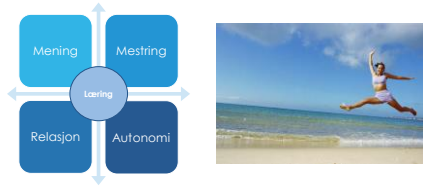
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### Grunnleggende motivasjon



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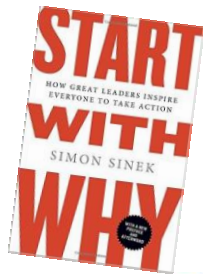
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### Tydlig retning

- Storytelling
- Fremtidsbilde
- God kommunikasjon

Hva vil det si å være en tydelig leder?



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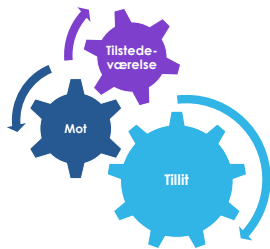
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## Å vinne frem i et krevende terreng

Hvordan skape varige konkurransefortrinn i en verden i FLUX?



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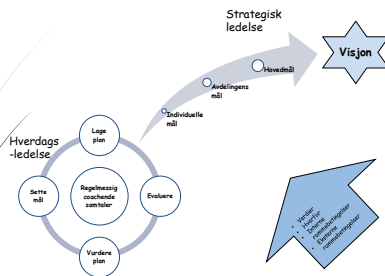
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## Coachende tankesett

- **Positive forventninger** til seg selv og andre
- Genuint ønske om å **utvikle seg selv og andre**
- Ha en **lærende holdning** til livet og jobben
- **Genuin omsorg** for andre



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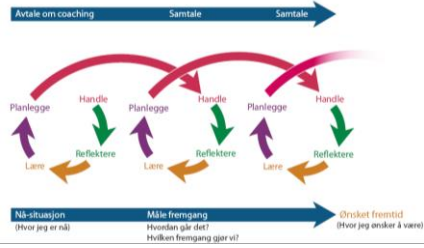
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### Situasjonsbestemt ledelse




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### Utvikle mennesker

Lederskaps-puslespillet: Utvikle mennesker




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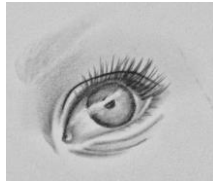
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## Lytte

- Å lytte etter det du **ser** og **ikke ser**
  - Tilstedeværelse
  - Fokus
  - Lærende holdning



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## Slutningsstigen

1. Observerer
2. Velger data
3. Legger til meningsinnhold
4. Gjør antakelser og trekker konklusjoner
5. Danner meg en overbevisning om verden rundt meg
6. Handler ut fra egen overbevisning



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## Tilbakemeldinger

- Ros
- Anerkjennelse



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### Magefølelse

Koble det som skjer i **hodet** med det som skjer i **magen!**



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OS  
ORGANISASJON

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### Humor

- Le sammen
- Klovnen
- Galgenhumor



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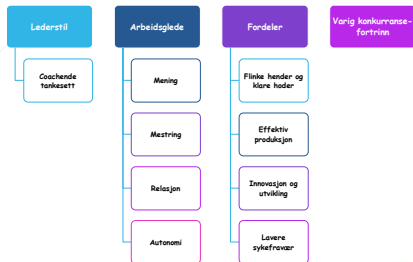
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ORGANISASJON

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Vær nysgjerrig på det du ser  
– still spørsmål og lytt

### Se med ørene

Vær et menneske som er  
tilstede. Sørg for kontakt mellom  
hode og magefølelse.

### Lytt med magen



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