

Women for Leaders

# LEDARSKAP I EN SNABBRÖRLIG VÄRLD



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## Att leda i förändring.

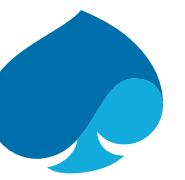
- Hur blir man en bra ledare i en samtid präglad av digitalisering, AI, och en exponentiell utveckling av data som just nu revolutionerar världen?
- Vad behöver man som ledare göra annorlunda när förändringen sker så snabbt?
- Och vad har egentligen förändrats?
- Syftet med modulen är:
  - skapa inblick och förståelse för de trender och övergripande förändringar som sker just nu
  - ge dig förståelse för och möjligheten att utveckla vad som är dina ledarskapsprinciper
  - skapa insikter i hur man kan leda och driva kundcentrerad förändring genom ett konkret case
  - prova på metodiken Design Thinking som verktyg för att utveckla samarbete i grupp



Women for Leaders

**ANN HELLENIUS**





**EVP and MD Capgemini Invent Sweden and Finland**

**Over 20 years of experience as a leader**

**+16 years of experience as a management consultant,** Ernst & Young Management consulting in Stockholm and Cambridge Strategic Management Group in London

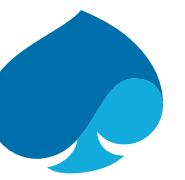
**Entrepreneur, founded and was the CEO for a management consulting company**

**Several CIO/CDO roles**

**Extensive board experience +10** from a variety of industries







# Nominated and awarded in leadership, business influence & tech agenda setter topics

Ranked as the 30<sup>th</sup> most influential person setting the digitalization agenda in Sweden 2021\*

The most powerful businesswomen in Sweden 2019, Tech top 12

Nominated to “Leader of the Year” in Sweden 2018, top 3

Winner of "CIO of the year Sweden" 2017

Winner of “European CIO of the Year” 2016

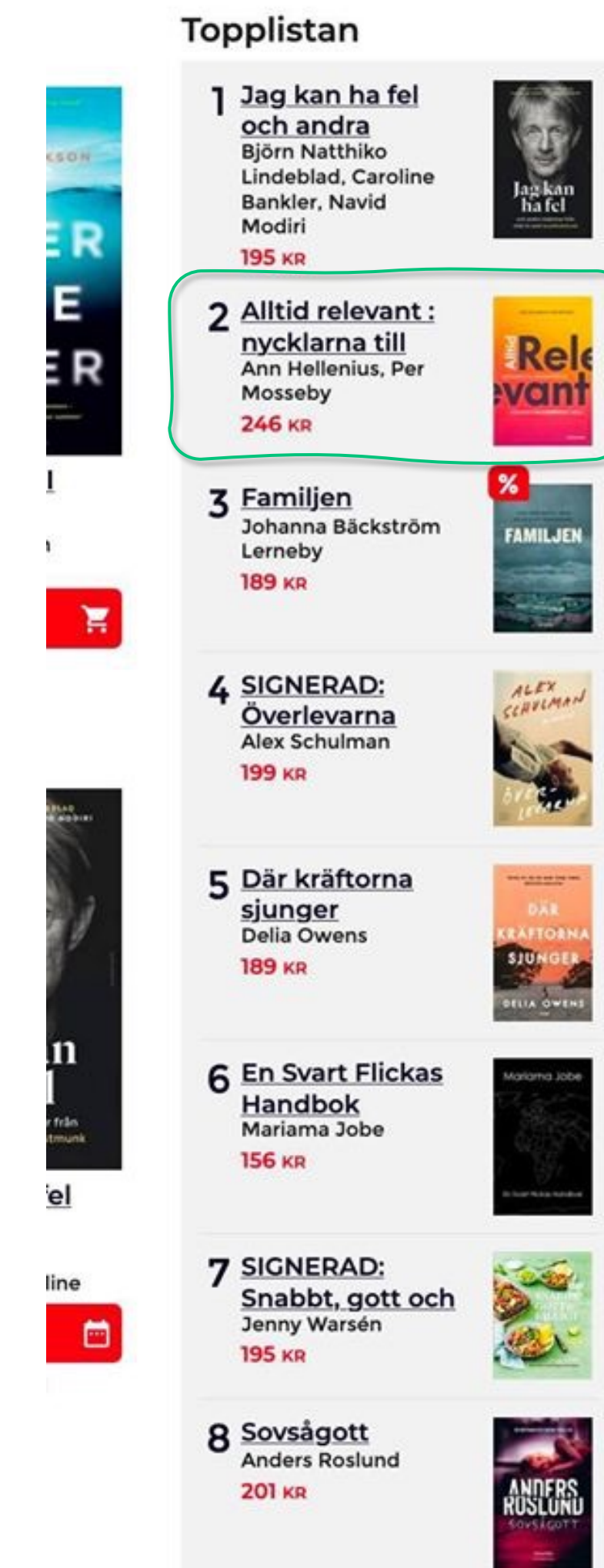
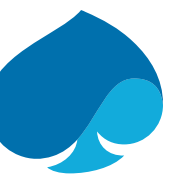
- ✓ **Nominations and awards**
- ✓ Published author
- ✓ Swedish government advisor
- ✓ Mentor & co-designer of female networks

\*) Ranked by impact on society, ability and expertise within the area, formed by “Dagens Opinion”. From professional services: BCG MD at 66 and Accenture Interactive MD at 75 place





Pulblished author to best seller *Always RELEVANT – The keys to a successful leadership in a fast-moving world*; and experienced keynote speaker



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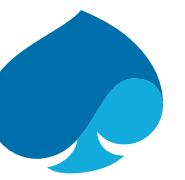


## Advisor to Swedish Minister of Digitalization, as part of the advisory group “Digitaliseringsrådet”



- ✓ Nominations and awards
- ✓ Published author
- ✓ **Swedish government advisor**
- ✓ Mentor & co-designer of female networks



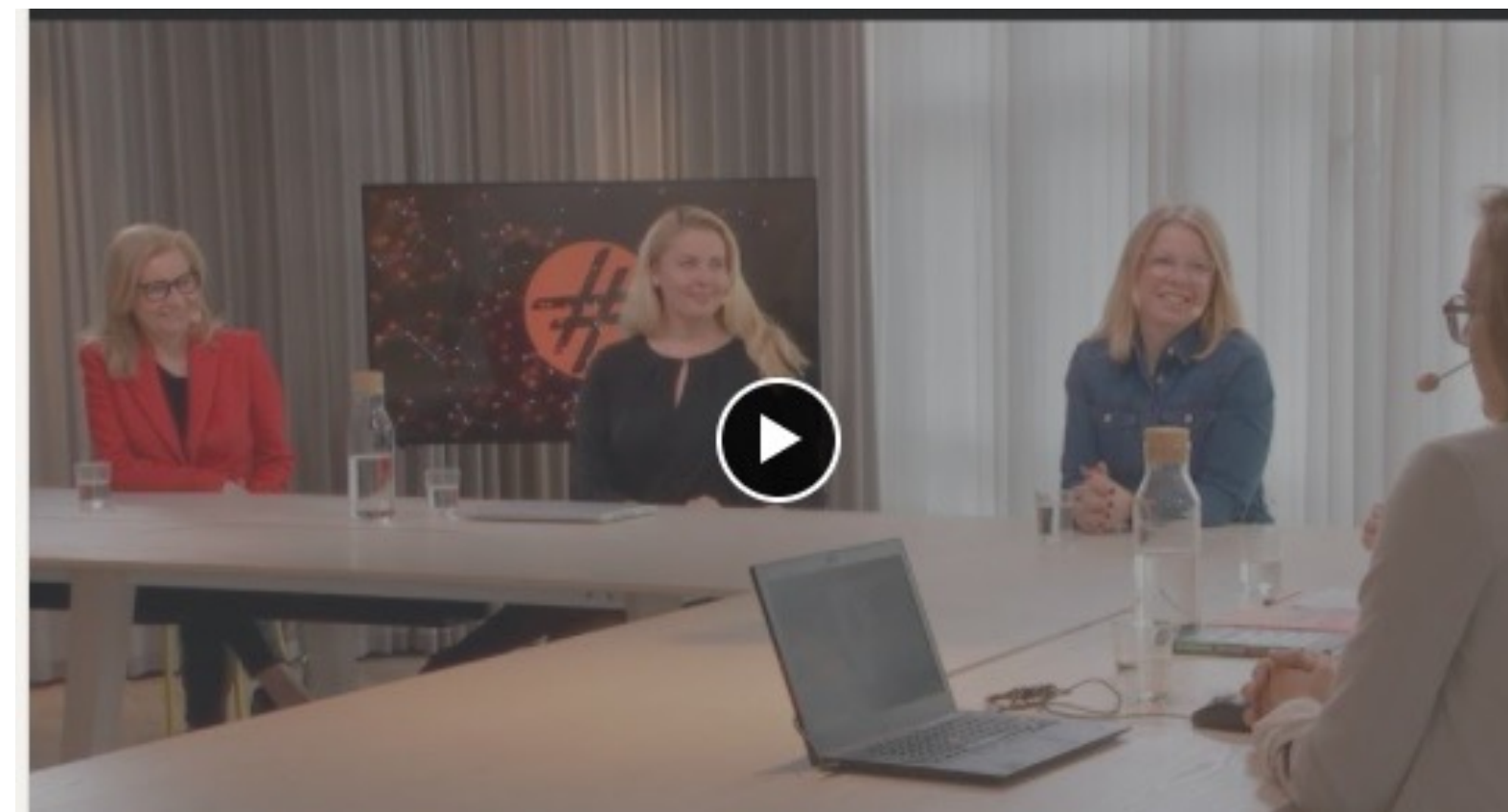


# Passionate about diversity and inclusion

**= WOMEN FOR LEADERS**

**Speaker at #Addher – Sweden's largest business network for women in IT**

800 female leaders within IT registered on the event



**Selected top 8 most inspiring leader within tech 2021 by Microsoft Sweden** at International Women's Day



**Ann inspires with her passion for tech.**



- ✓ Nominations and awards
- ✓ Published author
- ✓ Swedish government advisor
- ✓ **Mentor & co-designer of female networks**









**The importance of treating every human being with respect**



**The importance of being mindful**

**Some of my core values  
as a leader**



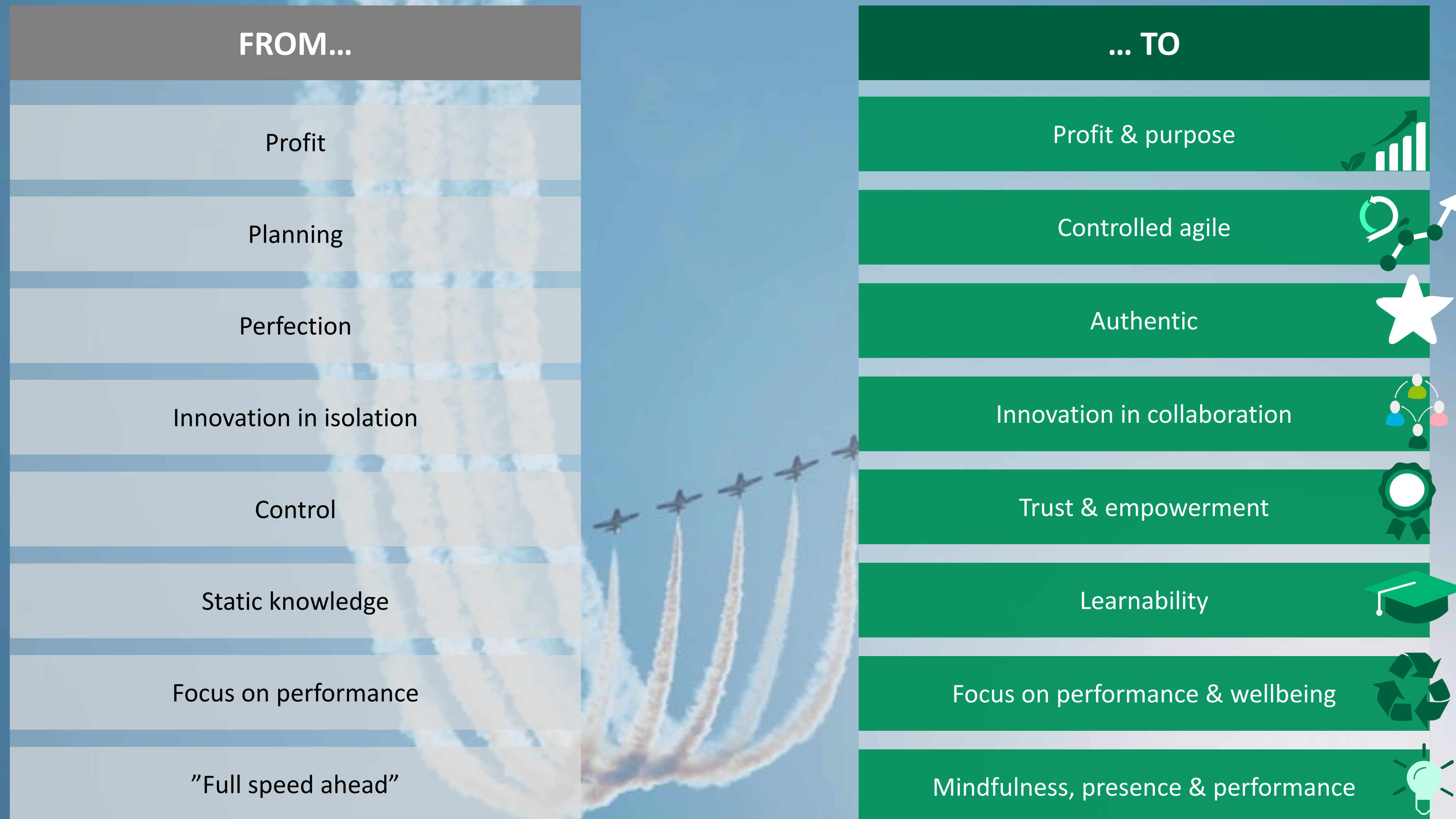
**To truly have a never give up attitude**



**Always focus on strengths and on learnability**



In our fast-moving and competitive world, with constant disruption and new trends a mind set shift is needed





Women for Leaders

**ANNE ÅRNEBY**



# Mission: Change





# Entrepreneur versus Intrapreneur (*Wikipedia*)

"The **entrepreneur** is able to recognize the commercial potential of the invention and organize the capital, talent, and other resources that turn an invention into a commercially viable innovation."

In this sense, the term "Entrepreneurship" also captures innovative activities on the part of established firms, in addition to similar activities on the part of new businesses.

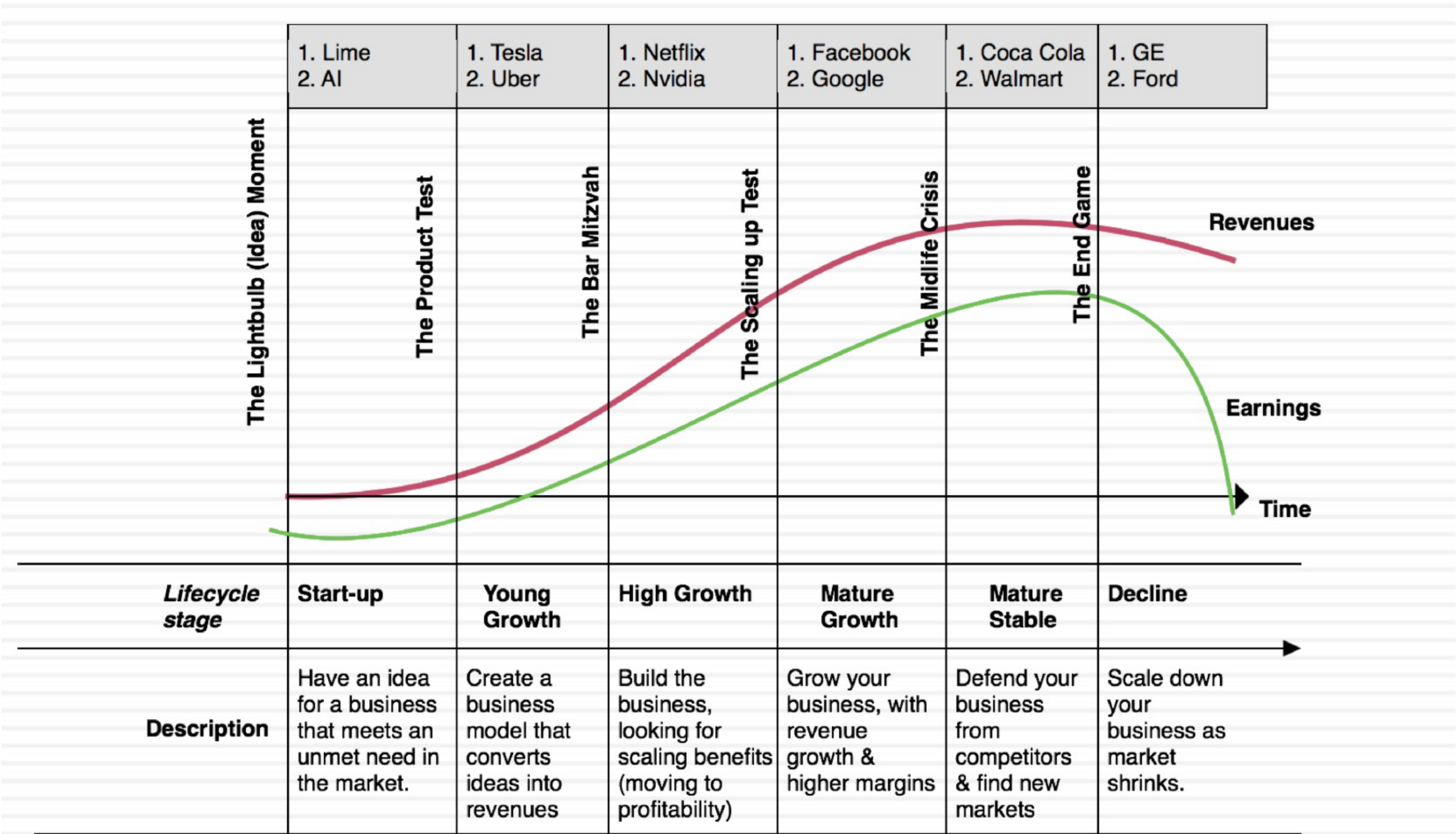
"An **intrapreneur** is a person within a large corporation who takes direct responsibility for turning an idea into a profitable finished product through assertive risk-taking and innovation".

Intrapreneurs act similar to entrepreneurs in terms of e.g. self-motivation, creativity and pro-activity. Strong leadership skills are needed to strengthen teams and to persuade others to follow and execute their ideas.

Capturing a little of the dynamic nature of entrepreneurial management (trying things until successful, learning from failures, attempting to conserve resources, etc.) adds to the potential of an otherwise static organization, without exposing those employees to the risks or accountability normally associated with entrepreneurial failure.



Response	Percentage
Yes, the current government is responsible	95%
No, the current government is not responsible	5%





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Corona pandemin har accelererat den digitala transformationen.

Recent data show that we have vaulted five years forward in consumer and business digital adoption in a matter of around eight weeks.

*McKinsey article May 14, 2020*

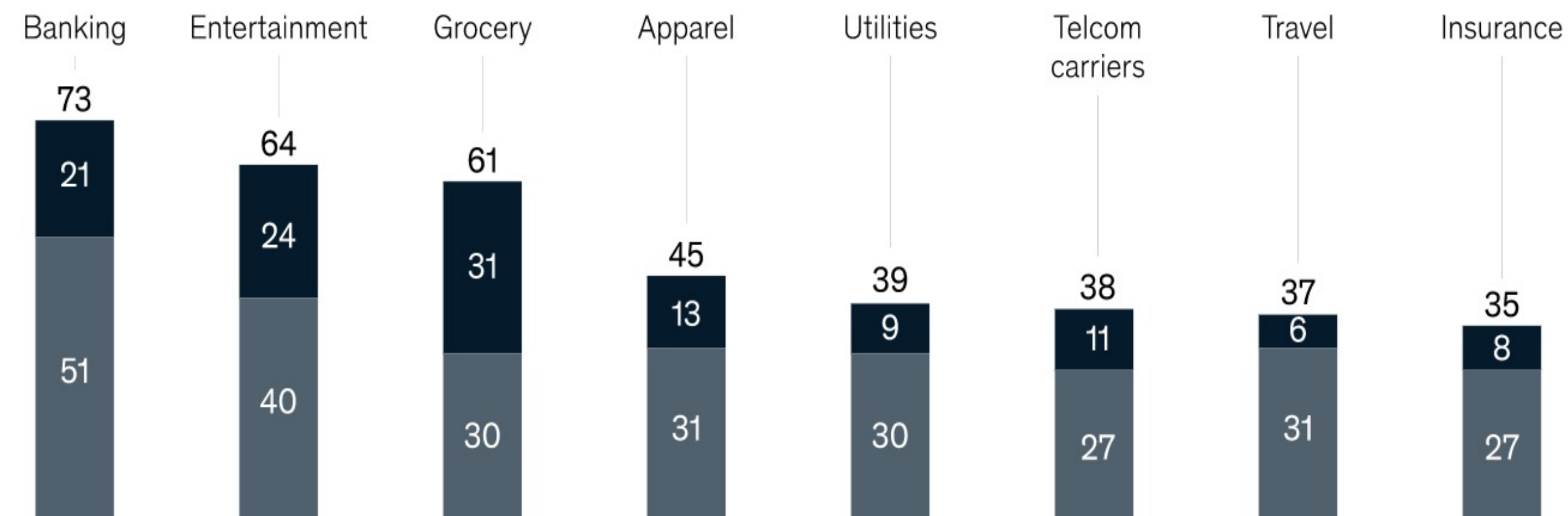


## Corona pandemin accelererar den digitala transformationen.

**US consumers are accelerating adoption of digital channels, a trend seen across global regions.**

**Digital adoption, by industry, % of digital access**

■ Regular users ■ First-time users



Note: Figures may not sum to listed totals, because of rounding.  
Source: McKinsey COVID-19 US Digital Sentiment Survey, Apr 25–28, 2020



Our shared tools

# A growth mindset

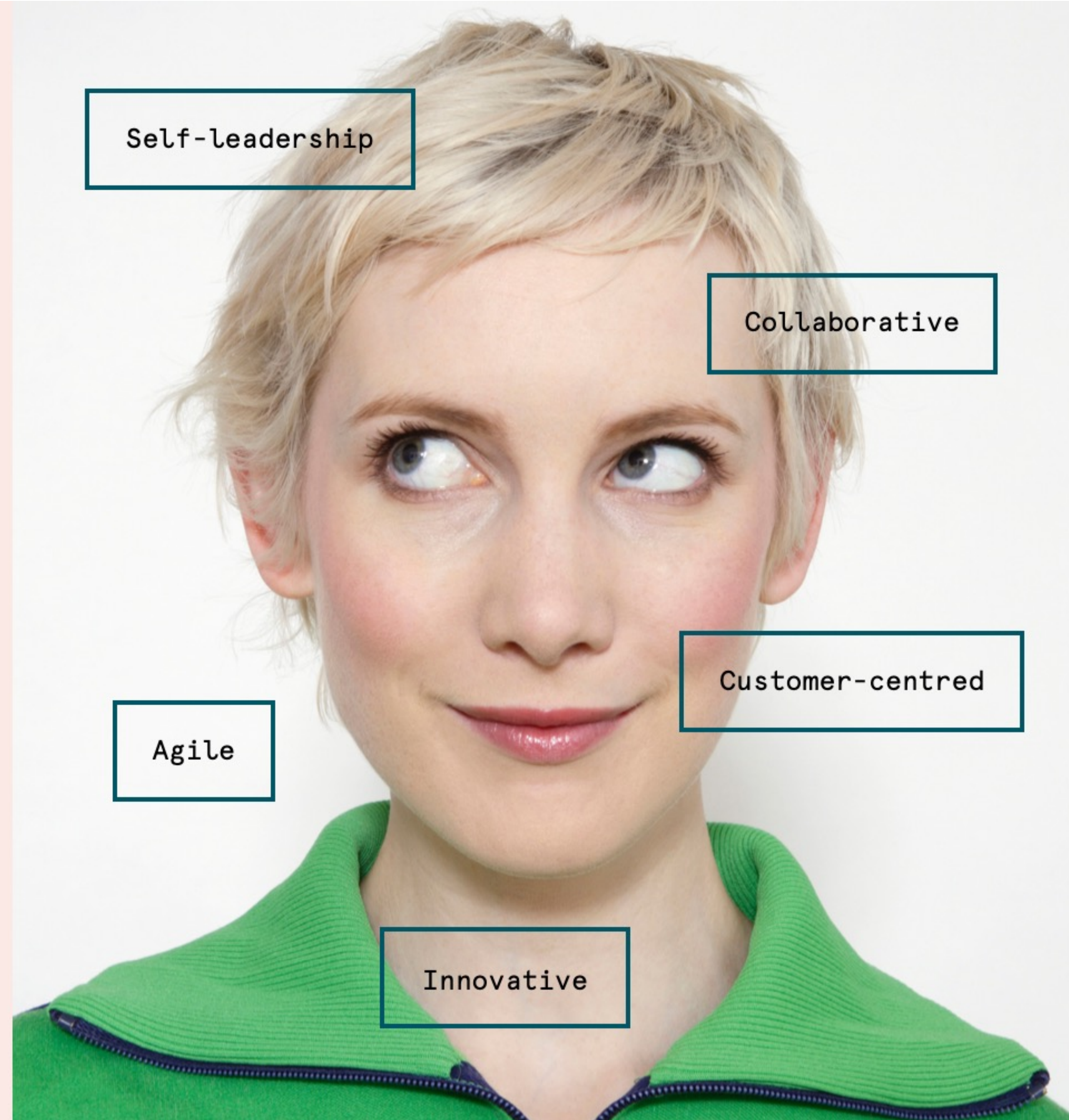
Self-leadership

Collaborative

Customer-centred

Agile

Innovative





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# LEADERSHIP COMPETENCES

**SHOW DIRECTION:** Think big, visualize the wanted state of future and communicate the strategy clearly to enable the best performance of all employees

**BUILD COMMITMENT AND TRUST:** Lead with own example, clarify roles and responsibilities and build working relationships on individual and team level across organizational boundaries

**DEVELOP PEOPLE AND TEAMS:** Coach employees to grow their own capabilities in order to meet the new business requirements

**MAKE DECISIONS:** Have the courage to make decisions and are committed to follow them through and to take corrective actions, if needed

*In addition, the following competencies are critical for all employees. Therefore we don't use them as differentiators:*

**ENABLE CHANGE:** Adapt themselves easily to changes, have high tolerance for uncertainty and drive changes by involving employees to make change happen

**UNDERSTAND BUSINESS:** Have business and customer understanding and mindset as well as ability to analyze and solve problems and provide practical but also out of the box solutions



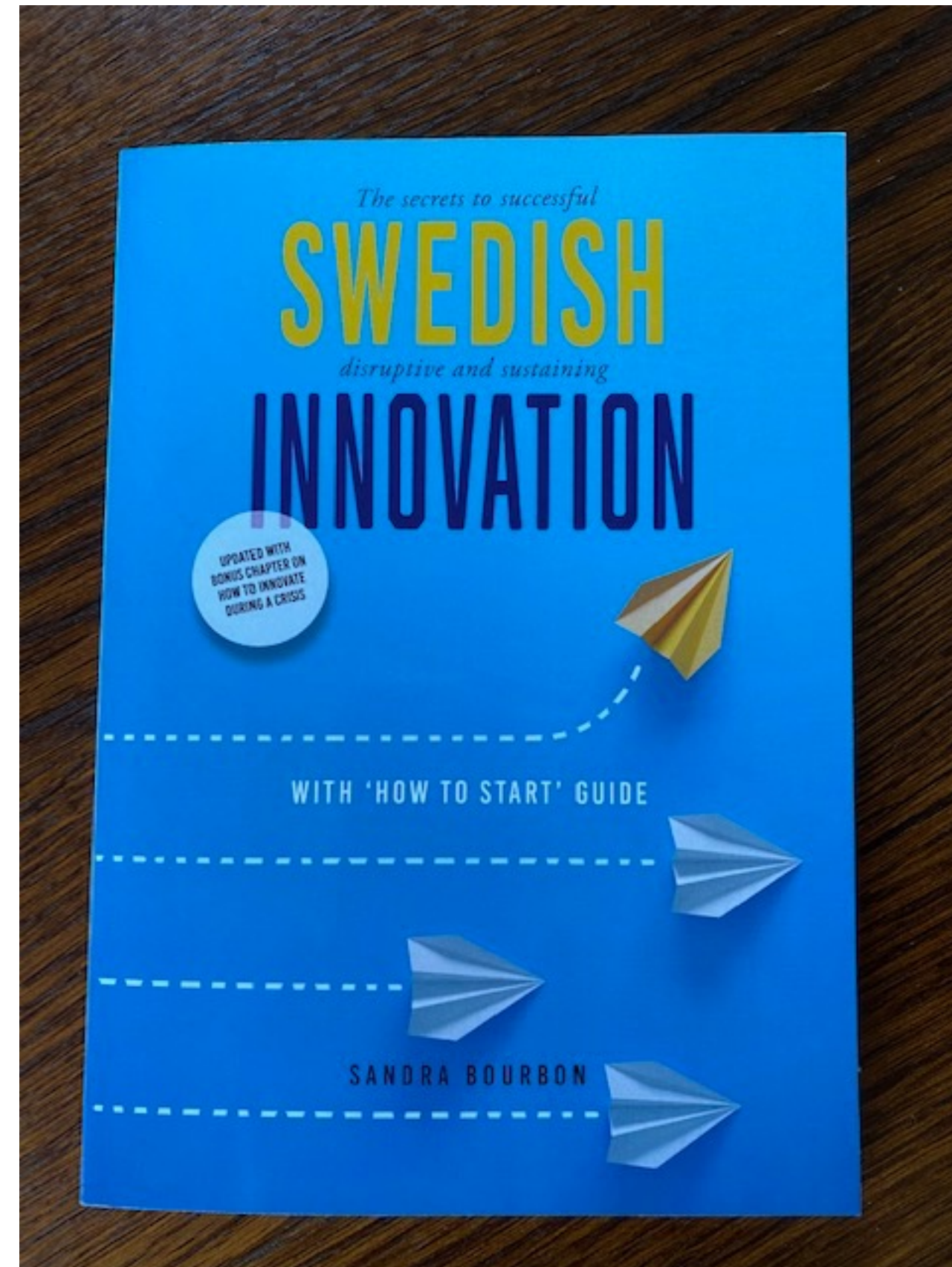
# Who am I?



- **My drivers** – Explore, Create, Integrate, Engage and Results.
- **My motivators** – Teamwork, Commitment, Engagement, Trust and Responsibility
- **My strengths** – Driven, Communicative, Innovative, Energetic and Pragmatic when needed.
- **My weaknesses** – Impatience, Demanding and sometimes too Fast.



# READING TIPS WHERE I'VE CONTRIBUTED.





A GREAT ADVICE FROM A LECTURE COLLEAGUE AT HYPER ISLAND.

**FALL IN LOVE WITH THE PROBLEM YOU  
ARE TRYING TO SOLVE, NOT THE  
SOLUTION - AND BE COMFORTABLE WITH  
ITERATION AS YOU WORK TOWARDS THE  
SOLUTION**

KAAREN HANSON, VP DESIGN @ INTUIT