



**1. Be intelligent (both IQ and EQ)**

*Being forward-looking—envisioning exciting possibilities and enlisting others in creating a shared view of the future—*



## 2. Have good values

*Walk the talk - Ensure to be a role model the organization can identify with—  
Voice from the top —*

*Compliance is on top of the agenda  
also to fulfil regulator demands*

*Corporate Social Responsibility reporting standards for large companies  
(Directive 2014/95/EU, 1 January 2017)*



**3. Be able to empower the organization to have  
Autonomy, Cohesion and Competence —**

*Creating an agile organization that can detect what type  
of change is essential and respond quickly with the most  
competitive solution —*



#### **4. Be able to challenge the process**

*Be convincing and persuade others toward a new way of thinking and foster innovation, in operations, products, business models and ecosystems—*

## Leadership skills:

1. Intelligence
2. Good Values
3. Empower the organization
4. Be able to challenge the process