

Ledelsens utfordringer ved overraskende 😊 strukturelle endringer

Vegard Rooth, adm dir Interimleder AS
2. Mars 2017



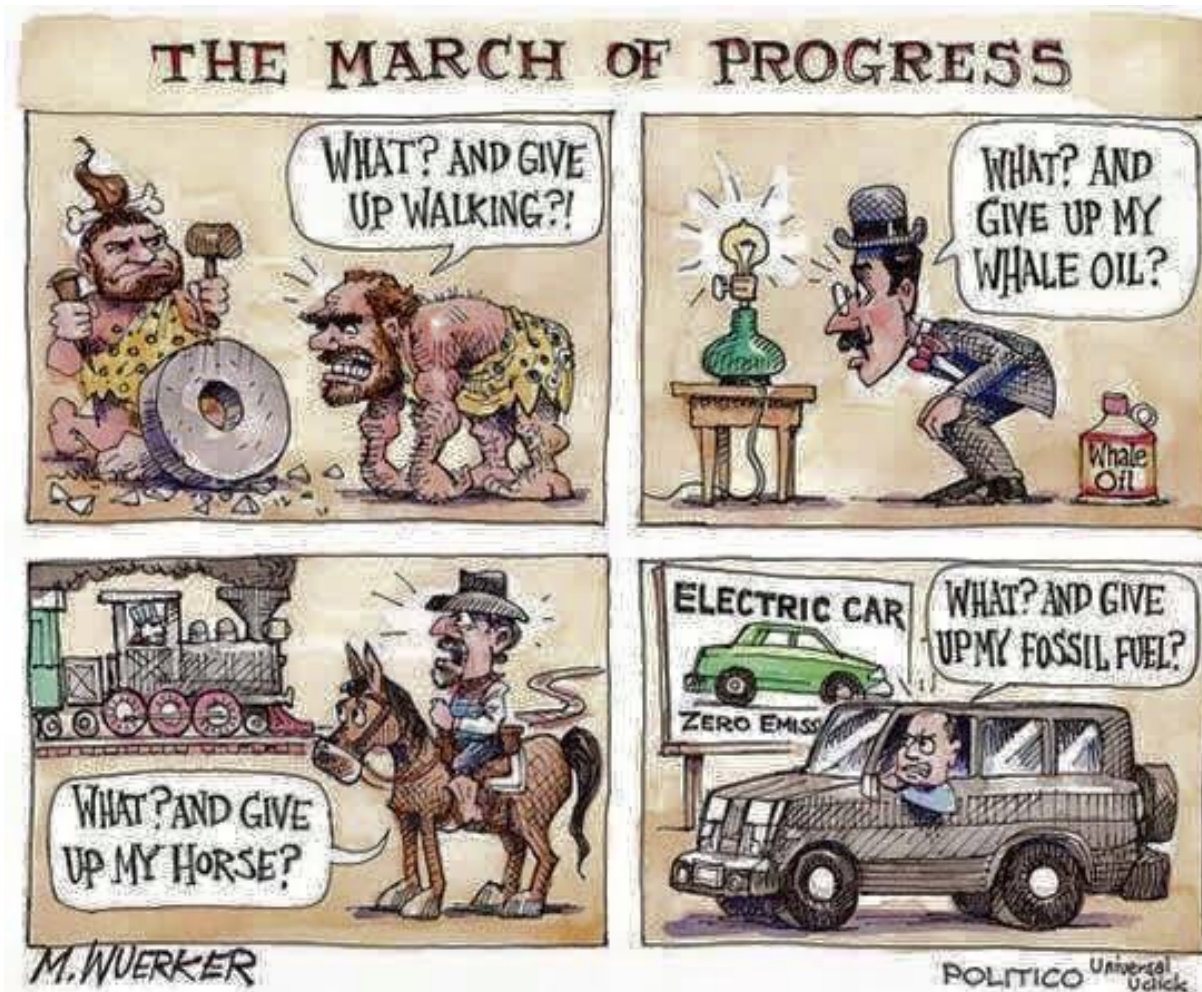
Digital disrupsjon, bransjeglidning, paradigmeskifte ...

Silicon Valley is right—our jobs are already disappearing

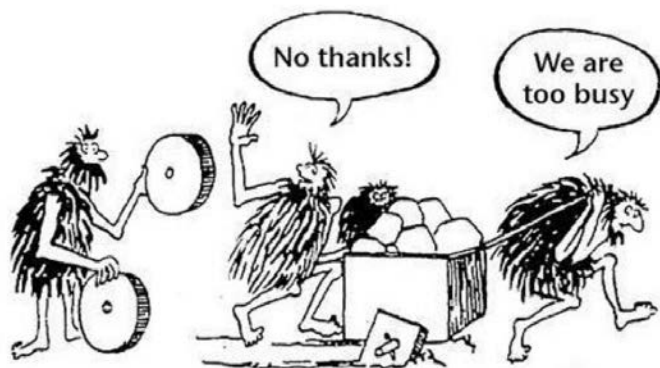
Andrew Yang, CEO and Founder of Venture For America



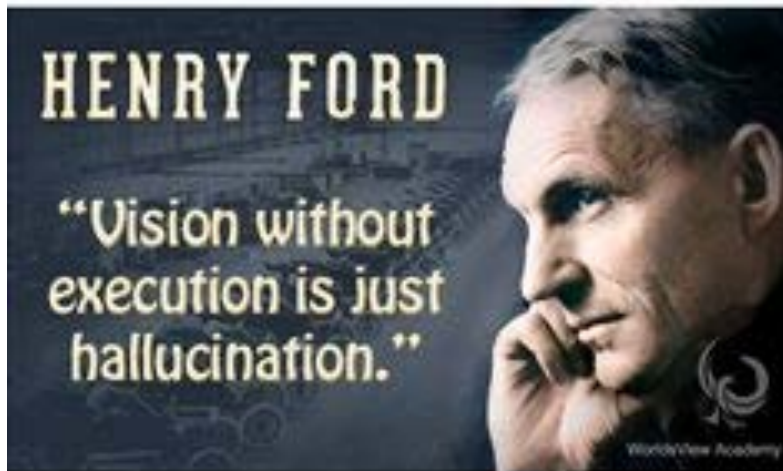
Det har aldri skjedd før



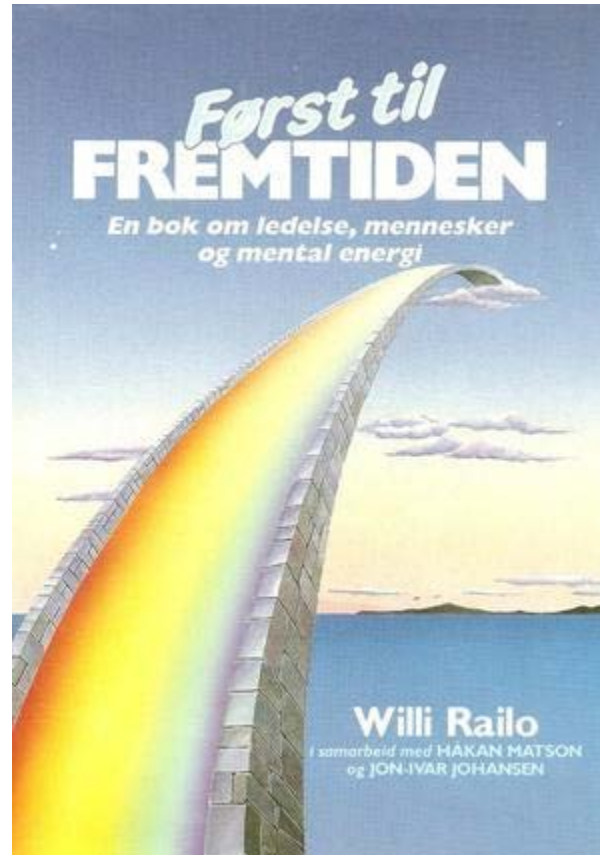
Hvordan organiserer vi oss?



Er du og organisasjonen tøff, dum, gal, ... nok til å prøve uten å vite hvor det ender?



It's a state of mind?



It's a state of mind – for us all in the team, org., ...

Kilde om Jansruds «walkietalkie»-beskjed: – Det har mye å si

ST. MORITZ/OSLO (NRK): Selv om Kjetil Jansrud kjempet om VM-gullet delte han hemmelighetene sine med Aleksander Aamodt Kilde som ventet på toppen.

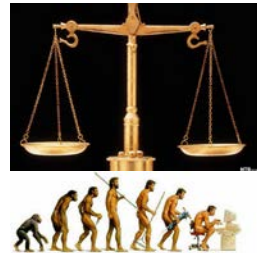
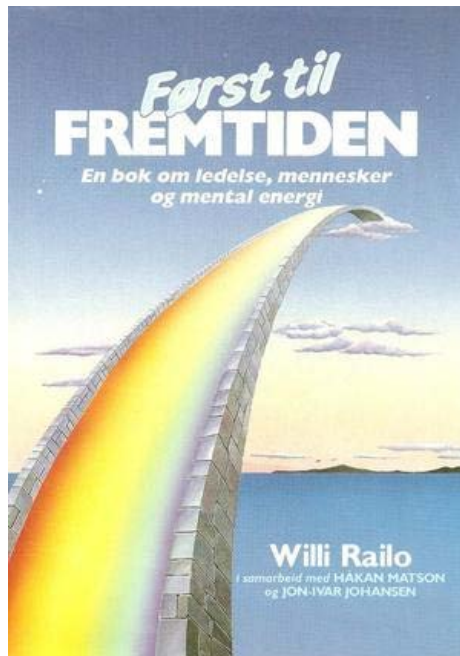


Google

Google organizes itself into flexible, diverse, and modular units of employees that can be reconfigured quickly. To enable cross-functional collaboration, Google fosters a «marketplace of ideas» in which briefs about new ideas and projects are published internally. Employees can vote for the most promising projects and choose which ones to support with their time.

BCG 2012, M. R. Love and Matur N.

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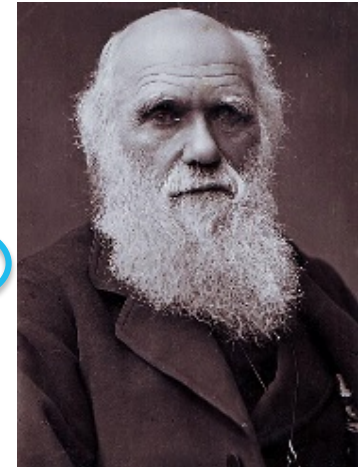


Interimledelse 2016 -> 2017 ->

	<u>2015</u>	<u>2016</u>	<u>2017</u>
Internasjonal	26 %	17 %	16 %
PE/Venture	24 %	27 %	21 %
Privat/Familie	24 %	23 %	21 %
Børs	15 %	17 %	21 %
Stat/kommune	12 %	10 %	11 %
Offentlig	0 %	7 %	11 %
	34	30	19



	<u>2015</u>	<u>2016</u>	<u>2017</u>
GAP Management	26 %	13 %	16 %
Change Management	49 %	83 %	84 %
Project Management	23 %	3 %	0 %



	<u>2015</u>	<u>2016</u>	<u>2017</u>
CEO	26 %	17 %	16 %
CFO	17 %	23 %	21 %
PRO Man.	23 %	13 %	0 %
Line Man.	11 %	17 %	21 %
Sup. Funct. Man.	11 %	7 %	16 %
S&M Man.	9 %	7 %	0 %
HR Man.	3 %	17 %	26 %



	<u>2015</u>	<u>2016</u>	<u>2017</u>
Construction	25 %	13 %	5 %
Wholesale	17 %	23 %	26 %
Manufacturing	6 %	0 %	5 %
Electr., Gas, San. Serv	19 %	0 %	0 %
EL, IT, Tele & related	19 %	30 %	16 %
Services	6 %	3 %	11 %
Bank & Finance	3 %	13 %	11 %
Petro. & Related	3 %	0 %	0 %
Food	3 %	0 %	0 %
Retail	0 %	10 %	5 %
Real Estate	0 %	0 %	0 %
Transport	0 %	0 %	11 %
Government	0 %	3 %	5 %
Member Org.	0 %	0 %	5 %



Interimledelse +

