

## Who Is in Charge – You or the Team?

Liverpool FC is my football team. Has been since the early 80's – and will always be.

But why am I a fan – what is it I like? The players? The manager? Or the owners?

Few individual players, like a Steven Gerrard (or a Lionel Messi in Barcelona FC) embodies the club and attract crowds but as players generally come and go depending on form, injuries, contracts, and game plans the ability to bond with fans becomes a small puff of wind in a large sail.

The manager (currently Jürgen Klopp) can develop multi-year plans, instill a culture, collect a team of profiles, build team orders, and develop game plans that will excite fans. In the past managers would be in the job longer than the average player, and as such could be an instigator of a long-term legacy. At Liverpool Bill Shankly, Bob Paisley were such managers.

The owners, until decades ago, while instrumental in hiring managers and financing players to support a certain style of play were face-less businesspeople mostly only in the news when fans turned on them.

Surely, I could have mentioned many more facets of why I am a fan – not least the quality of the supporters – but I want you to start thinking about how this all relates to leadership?

To me - you are the Jürgen Klopp of your company. The center of much gravity, required to accommodate multiple agendas, constantly juggling operational challenges while heading up a team needing to be utterly customer-centric, experienced, upskilled, knowledgeable, and able to win in the marketplace.

Granted, it's a lot to ask for, and efforts to succeed increases exponentially because organizations typically herald operational skills above the people agenda and as such breed traits in managers that ultimately become bottlenecks or expire with complexity, technology or customer demands.

What you need is a team to do the job with you being the leader on the sideline to guide, encourage, grow people and re-invent the team "mid-air".

So, please allow me to ask – who is really in charge of your daily job – you, or the operational agenda of the team?

In "[Personal Leadership](#)" - *becoming a splendid proposition in business and life* – we give you back the control as we focus on team development and your personal excellence:

- Do you do your best? - 360 deg feedback
  - o You will be interviewing colleagues for a picture of yourself with no makeup. Who are you really? Do you truly do your best in the eyes of others?
- Teams – and productivity
  - o The ingredients and design of winning teams are relatively simple, but the implementation process may be tricky, and you'll – quite controversially – learn that less is more.
- What is your next learning curve?
  - o What will keep you engaged, energized and willing to learn and thrive at work for another 20 years?
- What is the best version of yourself?
  - o Who are you meeting in the mirror? What are your strengths and capabilities? What do you believe strongly in, and why?
  - o Build organizational intelligence

"[Personal Leadership](#)" is a 4 days training preceded by 1-2 months of preparations, and followed by 6 months of coaching, personalized learning and managerial exchanges aimed at expanding your perspective of leadership execution and standards.

The choice is yours!

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And yes, I'm also in the market to also sell you leadership trainings, but you decide from this portfolio:

- ✓ "[Welcome to Leadership](#)" – talents, young leaders and managers with no prior training – get off to a great start
- ✓ "[Leaders – What's Next?!](#)" – you have been a leader for 3-5 years, what do you do now to become promotable?
- ✓ "[The Management Side of Leadership](#)" – examination of the processes of the employee life cycle
- ✓ "[Personal Leadership](#)" – mature leaders aiming to improve team and personal performance to v2.0
- ✓ "[Leading Leaders](#)" – for executive ready to involve the organization in culture and performance improvements
- And
- ✓ "[Tag Ledelsen i Produktionen](#)" – team leaders in/around production environment – a splendid choice!

Kind regards,  
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