Göran Carstedt: Co-creating a Desired Future

I want to share with you some of what I have learnt, on my own journey as a leader, holding high executive positions in Volvo and IKEA, two great Swedish companies.

All organizations, whichever and wherever they are, are supposed to deliver good results, in one way or another. This is done by creating human energy in the organization. The questions are; how do we create that human energy? My experience is foremost from working in organizations in Sweden, France and America and in the very different cultures of Volvo and Ikea. In my experience, that type of energy is created when people are invited to something meaningful, something purposeful and something learningful. When people are invited to do something worthy there full commitment. That’s when human energy starts to grow. In my experience, this is done in three types of processes.

i. First of all, we have to place our mission, our work, and our organization into the bigger picture. It has to be relevant to the times we are living in. We have to be able to show that we are seeing our selves as a part of the bigger whole.

ii. We have to organize our selves by letting loose and by inviting people to co-create. The oldfashioned top-down implementation model is running into more and more problems in the complex world of today.

iii. The last process is when we as leaders start to take an outside-in perspective instead of the traditional way of looking inside-out. When we take a bottom-up instead of the traditional top-down perspective. That tends to create a lot more energy.