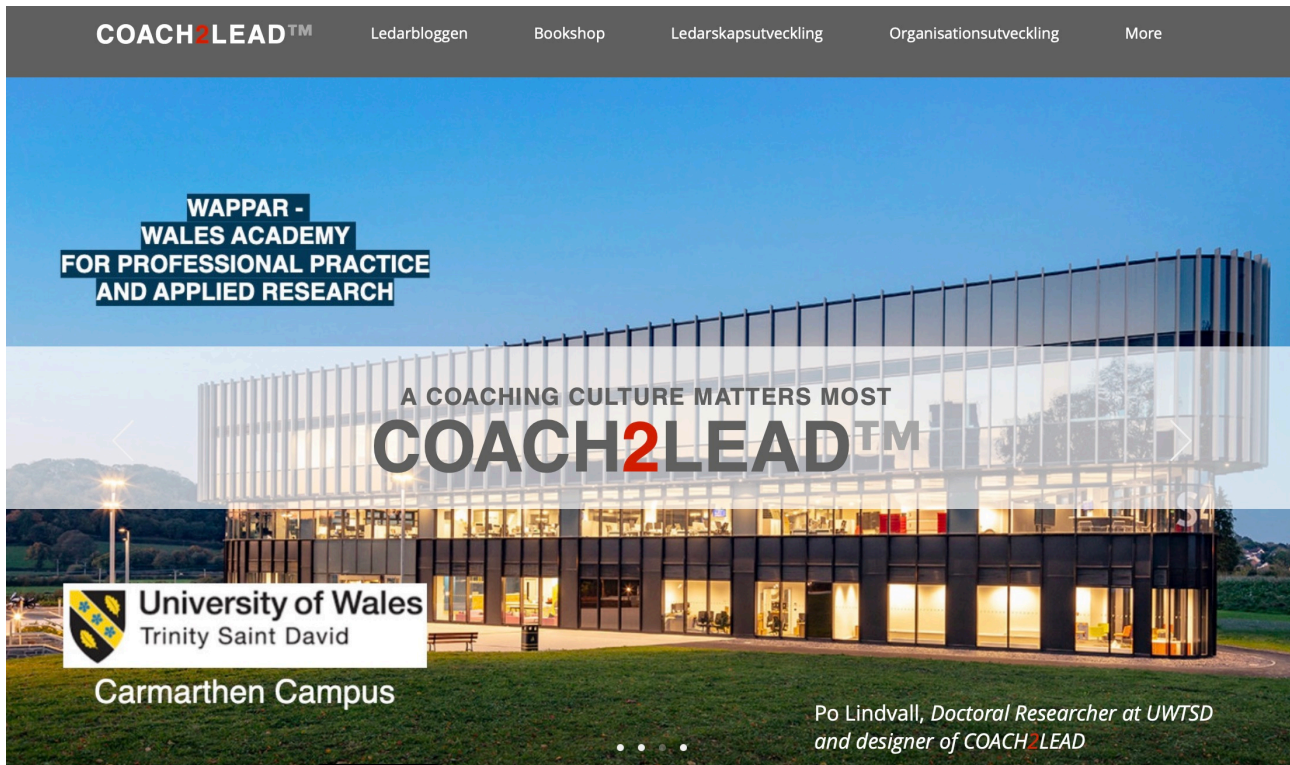


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# LEADERSHIP AND TEAM DEVELOPMENT

by Success Cultures Research Centres head coach and researcher, Po Lindvall.



**Success Cultures Research Centres Leadership and Organisational Development Programs are evidence-based, and developed with a clear purpose to challenge managers and leaders who want to develop into the best leaders, and at the same time get tools to create the organizational culture they want.**

'Head Coach' is Po Lindvall who is a leadership trainer, executive coach, researcher, team developer and management consultant since 1990. He has experience from a wide range of industries, and a wide range of assignments in organizational and leadership development, executive coaching, facilitating management groups in strategic planning, organizing different events and performing presentations to boards and bigger audiences.

Po's individual coaching practice exceeds 3500 hours and he has even more hours in team coaching, leadership training, as well as individual and group supervision of managers, sport coaches and athletes. He was awarded **EMCC:s Master Practitioner Coach accreditation** in 2010 (EMCC; European Mentoring and Coaching Council is the largest coaching association in Europe).

In a current research project leadership practices and leadership development that leads to increased efficiency and productivity, at the same time as people's well being improves, as shown by decreases in sick

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leave and employee turnover is studied. The initial findings show not only great improvements in leadership, but also in employee motivation and in the creation of a coaching culture. As also Po's earlier research has shown:

A Swedish success story of Coaching Leadership in practice, comes from 'ModulTech', a pseudonym used in the book 'Coachologi' and the article 'Creating a Coaching Culture' (Lindvall, 2005, 2014). The results over time are interesting (Lindvall, 2016, p. 52-53):

	2000	2001	2011
Productivity	37 vehicles/day (800 workforce)	43 vehicles/day (800 workforce)	80 vehicles/day (1100 workforce)
Sick leave	9%	4,5%	3,3%
Employee turnover	35%	6%	4%

Table 2: Changes in productivity, sick-leave and employee turnover over time.

Clients comes from a variety of industries as: Pharmaceutical, Media, Telecom, IT, Finance, Hospital, Mechanical Workshops, Auto dealerships with owners, CEO:s, MD:s, Nordic region managers, country managers and managers in HR, IT, sales, production and teams in different functions etc. As well as managers on most levels in Retail, Law Firms, Schools, and the Public Sector.

Below some examples of programs that Success Cultures Research Centre works with and also have developed.

## TEAM DEVELOPMENT

### **How do you create effective high-performing teams that achieve an average of 25% better results?**

To succeed, you need to create a team culture with expectations and basic assumptions that create a productive social environment. An environment where constructive interactions, collaboration and efficiency come naturally. As a bonus, the results will be improved more than you might think possible.

**Success Cultures Research Centres** approach is based on a scientifically evaluated development program for team development - TEAM EI. Teams that have developed Emotionally Intelligent standards work better and achieve better results according to Druskat & Wolff (2001 & 2003).

Leaders' behavior has proven to be one of the most important factors in creating emotionally intelligent teams. Coaching Leadership, where the leader creates a feeling of autonomy, competence and relatedness in coworkers, are a prerequisite to create emotionally intelligent teams. As coaching leaders lays the foundation for the norms and basic assumptions that create emotionally intelligent teams according to Professor Vanessa Druskat at the EMCC's Research Conference in Dublin 2012.

Target groups: Management teams and work teams.

## LEADERSHIP DEVELOPMENT - THAT MAKES A REAL DIFFERENCE!

Our own and others' research shows that organizations that have developed a Coaching Leadership achieve greater success than other organizations. In one year, an organization increased its productivity by almost 20%, while sickness rates were halved (from 9 - 4.5%) and staff turnover decreased (from about 30 - 6%) in

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the first year. What was it worth? Already in the first year approximately SEK 65 million. Can you afford not to find out how you can achieve greater success by developing a Coaching Leadership in your organization?

We usually implement **COACH2LEAD™** as internal program in organizations, but also offer open programs on demand.

Target group: Experienced, new and future managers and leaders who want to develop a Coaching Leadership, for the employees, the business and their own best.

**eCOACH2LEAD** - now also online at Zoom! Both for internal and open programs!

Participants who have completed and evaluated Coach2Lead online on Zoom are amazed at how well it works to keep up and focus even during a 6 hour workshop! The triad exercises work especially well in breakout rooms, also from the training leader perspective, because the 'trainer' can jump around and visit the groups, observe, answer questions and coach the participants.

Our main program **COACH2LEAD™** has been very well received in the organizations we have implemented this. Or as one participant puts it:

"Engaging, research-based education / coaching that I can directly apply in the daily activities as a coaching leader."

#### **COACH2LEAD™**

**Success Cultures Research Centres** leadership program consists of ten modules that give the development process a clear structure, purpose and meaning, while the implementation is adapted to your needs and challenges as a leader. Additional advanced modules can also be added based on need (see below).

The ten modules consist of 10 workshops of 6-7 hours at a time for group programs (depending on needs-adapted content and number of participants).

The modules can also be divided, for example into 2 x 3 hours over two days. Especially useful when conducting workshops online.

Also included are a number of texts, tests and exercises.

In addition, we advocate a 360-degree leadership survey before and after completed programs and 1-2 'go and see coaching' opportunities.

- The main content of the ten modules is:

- Needs analysis
  - Leadership theory in practice
  - Coaching leadership
  - Your leadership philosophy
  - Coaching in application
  - Communicator
  - Strategic change management
  - Follow-up leadership
  - Cultural architect
  - Evaluation
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## **COACH2LEAD™ Advanced Modules:**

Each advanced module is individually and organizationally adapted and can consist of a number of subjects, tests and implementation phases or developmental projects. Here are some examples of common advanced modules:

- Difficult conversations in-depth
- Team development
- Continuous improvements - LEAN / Agile
- Strategic change management



Po Lindvall giving his farewell speech when leaving the EMCC VP Research role at Lazarski University in 2015.

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