

Our interim Rules of Engagement.

GMMT rules of engagement:

- **This is my Go to team - for energy, inspiration, fun**
 - Pick up the phone (bollplank, bjud in, vara tillgänglig för varandra)
 - Seek to understand and share your opinion
- **Contribute beyond own team**
 - Honour our Reason to be and contribute beyond own objectives
- **Be proactive**
- **Honest peer coaching and feedback**

Hold each other mutual accountable for your rules of engagement!

You also proposed:

- Stronger feedback culture (need to decide how)
- Open dialogue, feedback => trust
- Give each other constructive feedback, support and advice. Don't let bad behavior of others be an excuse for your/my/our behavior.
- Common understanding- address important issues, more time for prepp, more time for discussions
- Avoid competing with each other
- Reach out to each other=> collaborative, horizontal collaboration. How do we reach the goal together? Discuss how.
- Find synergies to reinforce each other's messages (to the markets)
- Support each other's objectives and challenges by understanding and listening. Show interest.
- Openness and transparency; I need from you..., you can support me by...

Actions you said you need to take:

- Share with others what you do in advance (I god tid)
- Invest time in team- common goals, common message, common view on how
- Define common key messages and working approach. Clear and in advance. If late accountability is lost.
- Proactive planning of year calender
- Improve planning and structure. Smarter meetings and modern technique
- Map stakeholders and open doors.

Prioritize. Decide who, when and how. Do it. Follow-up.