

## Lay the high way

What can I do so that we can get to our desired team culture?

Write down simple actions that you can take to get us there..

Choose 3 actions that you will start doing immediately.



- Give feedback
- Give more and clear feedback
- Ask for feedback
- Focus
- Take our global market external events to a new level-successful events
- Learn more about the 3 franchises- insights, challenges
- Share our planning and execution “think”
- Support differences, accept and allow different views
- Take some time informally , talk to people; non business related topics, build relations and trust
- Come closer to sales manager community; support execution=faster results
- Reach out/integrate more with the team; listen
- Involve the team
- Increase interactivity with stakeholders; HQ, markets, -create forums
- Be open and tell my opinion, build trust
- Team building activities with team; social, build trust
- Create trust by being open
- Think new, inspire and engage
- Non-prestigious and positive support to colleagues
- Make sure to give positive energy in every interaction
- Take time with team
- Focus on GMLTs best
- Learning and development
- Show how training can support franchises even better; services
- Sync our activity plan
- Always keep our “vision –picture” in mind in discussions and decisions
- Leave comfort zone more often
- Develop team
- Reflection
- Contribute in teamwork
- Recruit talents
- Be the link between organization and GMLT
- Quality time 1:1
- Want to listen, hear the truth
- Engagement
- Develop and demonstrate leadership; cross functional surgical franchise
- Have fun
- Create trust and confidence within team
- Be safe, release the super heroes
- Celebrate success

# manuel knight ACADEMY

- Wise, sound leadership compass
- Joint planning- yearly calender
- Ask: How can I contribute to help you?
- Give clear direction- priority and focus
- Live and act –walk the talk
- Delegate more: develop coworkers, time management
- Develop and demonstrate leadership: with local markets-be more visible in local markets, listen and questions, increase presence, leverage own team
- Learn from colleagues, great marketing marketers
- Focus on positive, strong leadership “super powers”; analysis to reduce complexity and find solutions, communicate and visualize direction, creative catalyst and out of the box thinking
- Define 3 top priority things that my team should do differently/better
- Take more space, drive the agenda I’m responsible for- next level of performance
- Talk in terms of global marketing as One Positive Force
- 1:1 consistency
- Contribute and participate to 110% as member in GMLT
- Be more visible to stakeholders; local markets seniors
- For GMLT: contribute and support; teambuilding and coordination/alignment , positive environment
- Be clear in my expectations; increased quality in 1:1
- Focus on support GMLT
- Lift our internal meetings to a new level; ie GLW1
- Be better at seeing the overall (helheten) and talk about solutions
- Develop and demonstrate leadership; own team- listen and questions, coach, delegate, support, continue to invest in team
- Clear direction NPWT, AC solution
- Listen, listen
- Block time in calendar for home office
- Contribute with roll-out and implementation knowledge (“tänk”) in our work
- Inspire honesty in team
- Contribute with management knowledge (“tänk”) in team
- Visible and accessible to local markets and HQ functions
- Feedback culture
- Use phone instead of email-build relation

