



**Mattias F. Khaki**



**Logistiker**

**Flyttat Flygplats**

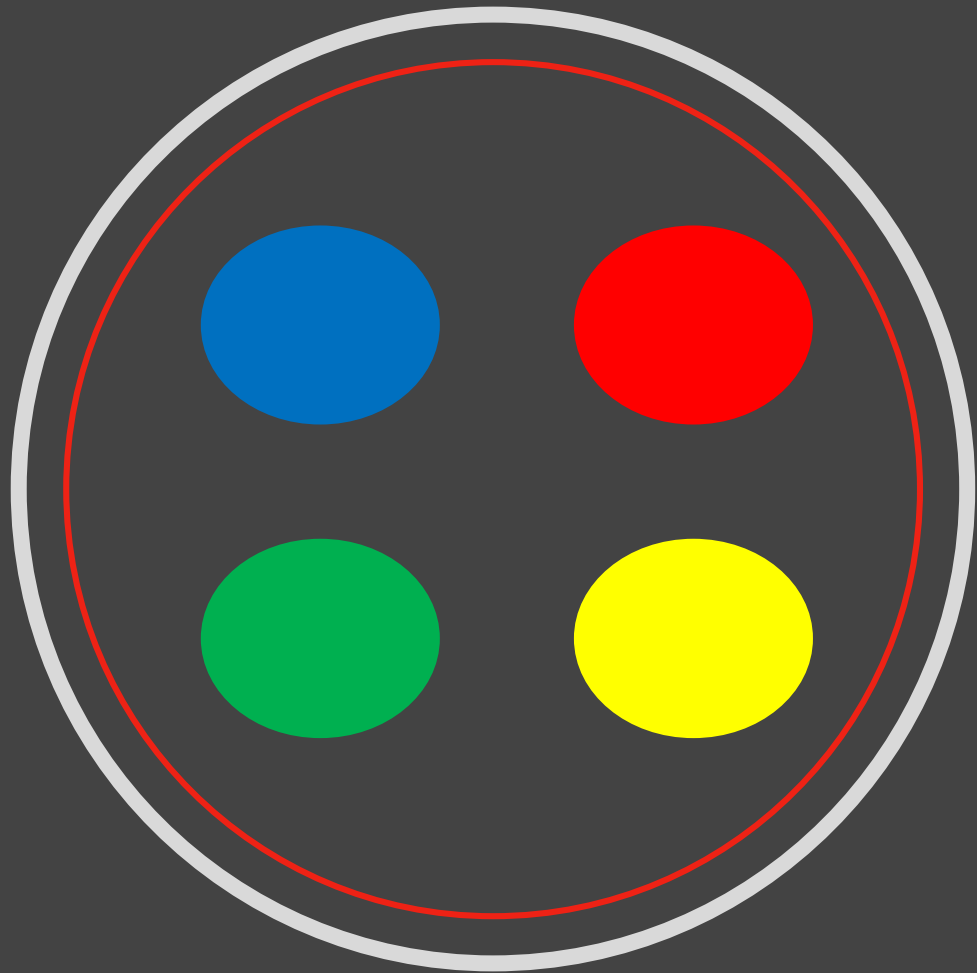
**Cloud**

**Autonomous**



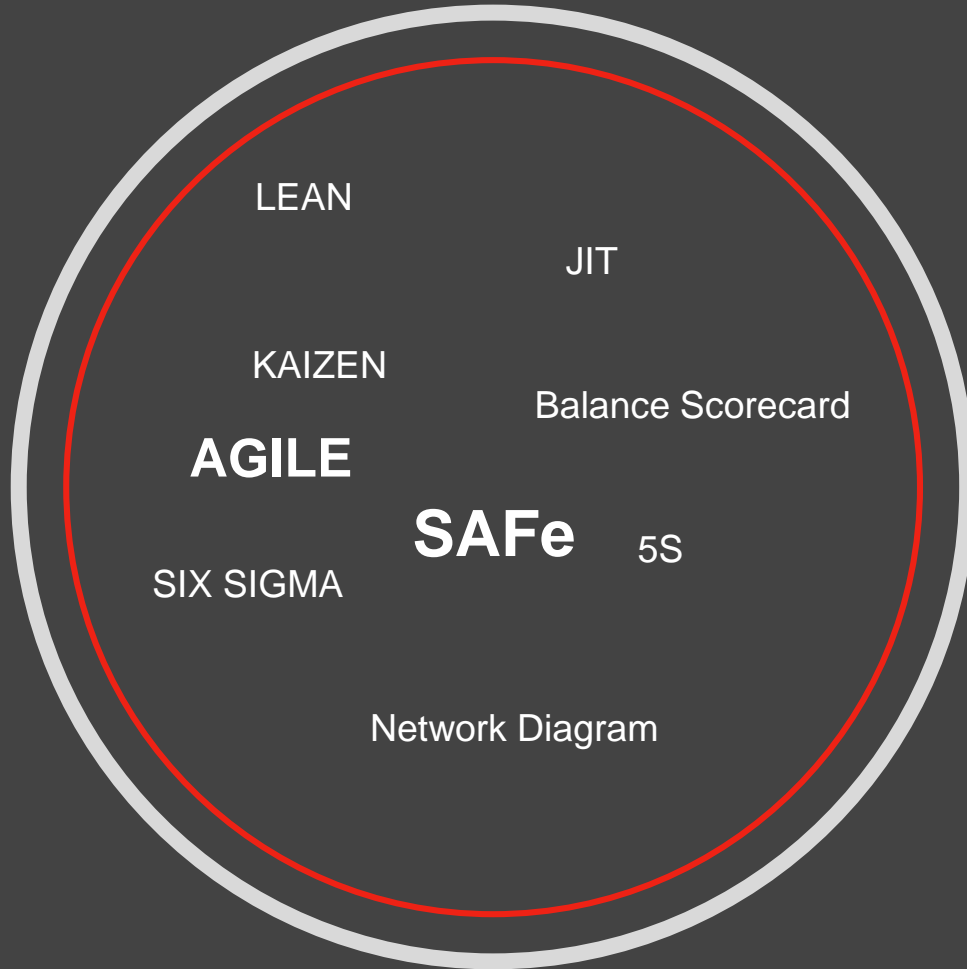
**Coachat**

**Ledare,  
Teams &  
Start ups**





**ALLA  
FÄRGER ÄR  
BRA LEDARE**





**ALLA METODER  
ÄR BRA I RÄTT  
SITUATION**

Me trying to excel in my career,  
maintain a social life, drink enough  
water, exercise, text everyone back,  
stay sane, survive and be happy

WALT DISNEY MAGIC







Who wants change?

A cartoon illustration of a speaker in a purple suit standing at a blue podium with a microphone. He is pointing his right index finger upwards. A speech bubble above him contains the text 'Who wants change?'. In front of him, a large crowd of diverse people is shown from the chest up, with many of them raising their right hands in a gesture of agreement or voting.



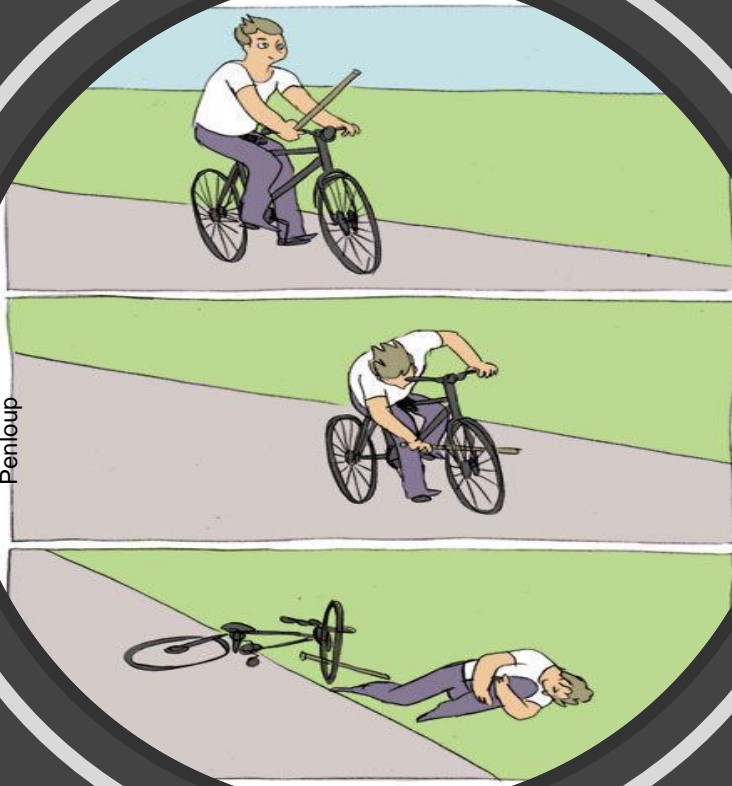
Who wants to change?

A cartoon illustration of the same speaker in a purple suit at the blue podium, pointing his right index finger upwards. A speech bubble above him contains the text 'Who wants to change?'. In front of him, the same crowd of diverse people is shown, but none of them have their hands raised.



**Förändrings-  
utmattning**

Corentin  
Penloup



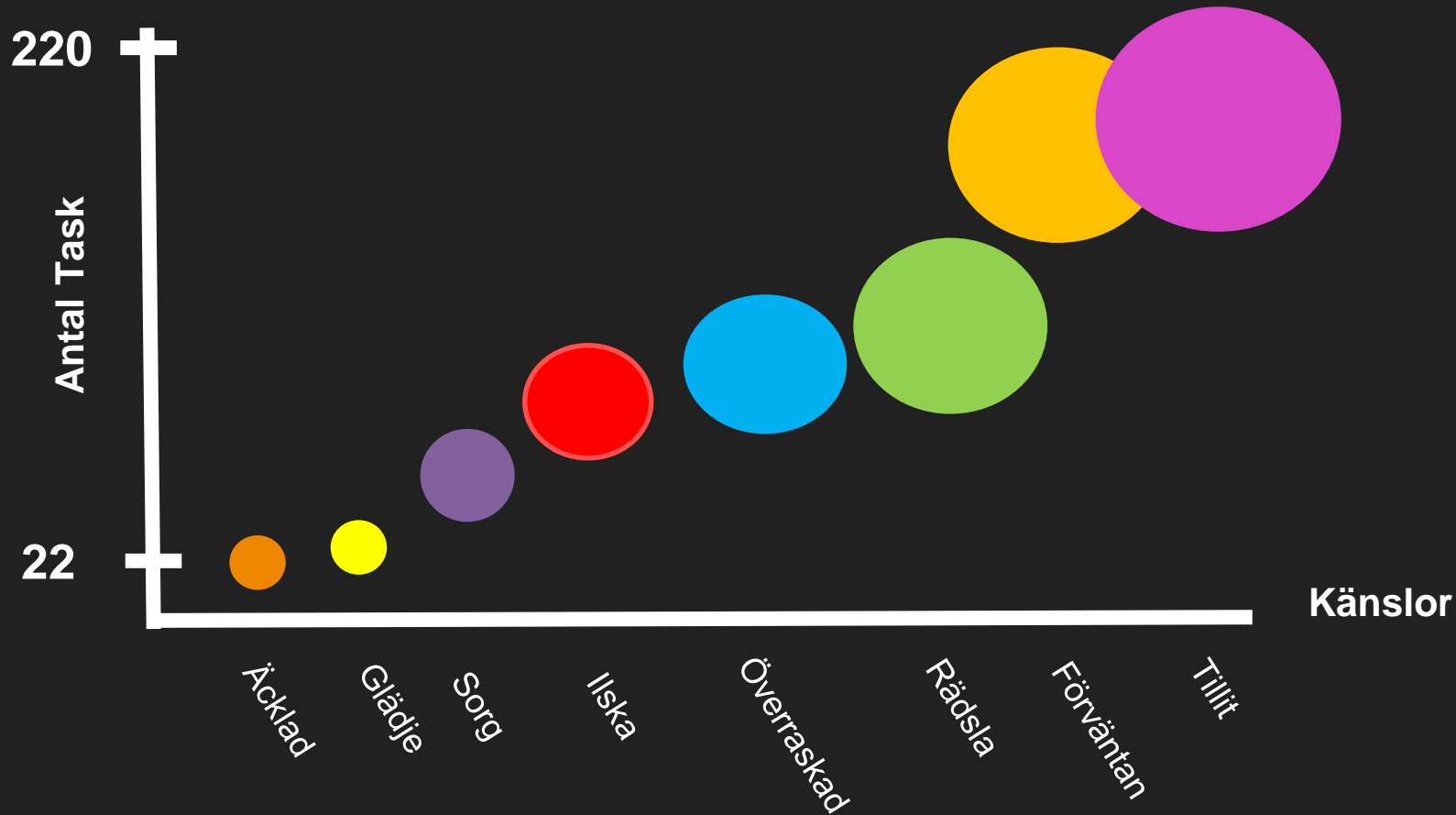


**Silver  
Kulan?**

**75-125%**



## De mest produktiva känslorna





**Kultur**



**Multi-kultur**

**=**

**Ingen Kultur**





**1 SET**  
**Värderingar**



**Varför  
Kultur?**



**Människor  
är lojala  
mot kultur**



**En dålig kultur  
kan fälla ett  
bolag/produkt**



**Vad är en  
bra kultur?**

- 
- **Man känner trygghet**
  - **Man förstår varför**
  - **Aktivt deltagande**
  - **Man känner Gemenskap**



**HUR?**



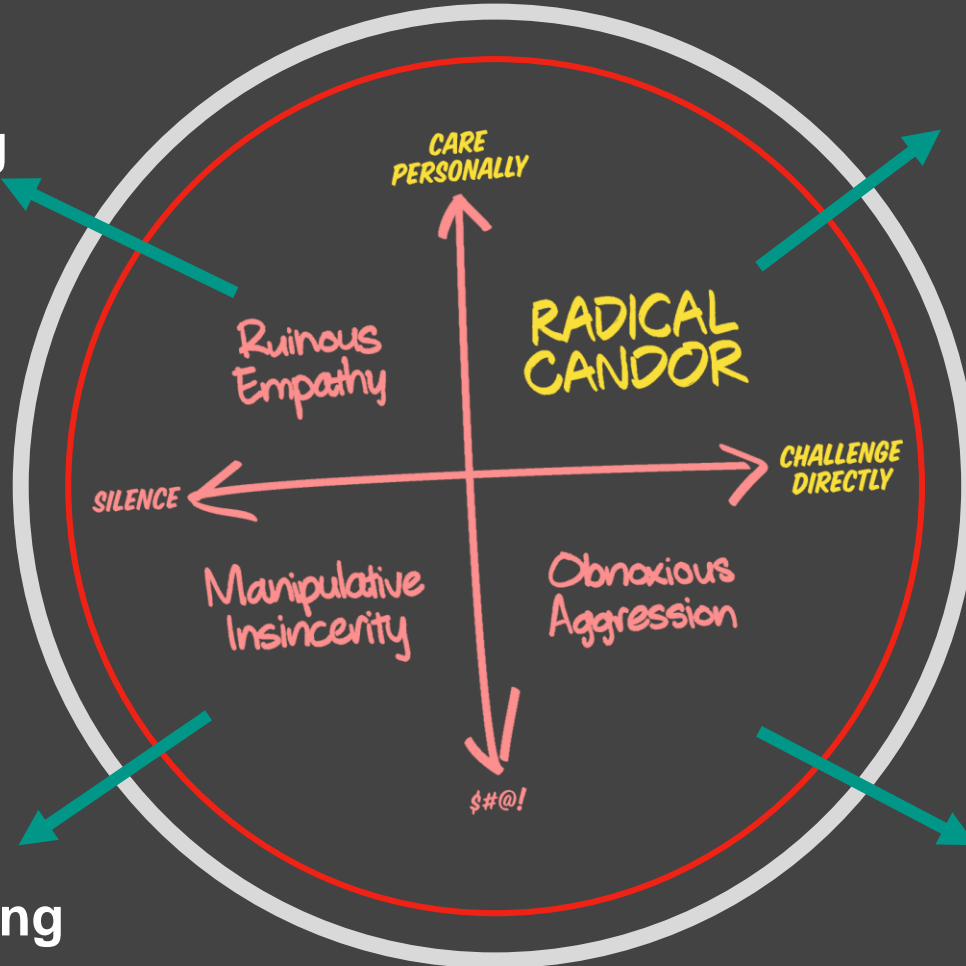
# Radical Candor

Kim Scott



Ignorans  
Ingen förändring

Tillit  
Riktig  
förändring



Otillit  
Ingen förändring

Defensivitet  
Lite förändring



**Skapa  
feedback  
loops mellan  
olika  
nivåer**



# The Peter Principle

Alla når sin nivå av  
inkompetens



**Språk**



Värdeord  
som är  
**GENOMTÄNKTA**



**Hantera  
strunt prat**



**Konflikt-  
hantering**



**90% klar**





**Agilitet**



**Taylor**



**To do WIP Done**

Recommendations:

Kim Scott /  
**Radical Candor**

Jake Knapp /  
**Sprint**

Jeremy Hope /  
**Beyond Budgeting**

David Marquet /  
**Turn the ship around**



**Mattias Khaki**

LinkedIn