

Om å lede seg selv

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A few words about me

IT studies: BSc and MSc in Informatics, University of Oslo

Academic research: PhD in Maths, Oxford University, Fellow Magdalen College

Teaching: Prof in Saudi Arabia, Advisor in China

Software Development: DEC SRC in Silicon Valley, Alta Vista

Business studies: MBA at INSEAD

Management: Fast Search & Transfer, Microsoft

Business Development: Boards and investments Technorocks

Board Work: Nordea, Statkraft, Norsk Tipping, Aschehoug, Norman, Telenor

Research: NFR, Sintef, Teknologiråde, Polyteknisk Forening



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**According to former
Secretary of Education
Richard Riley...**

**...the top 10 in-demand jobs in 2010
did not exist in 2004**

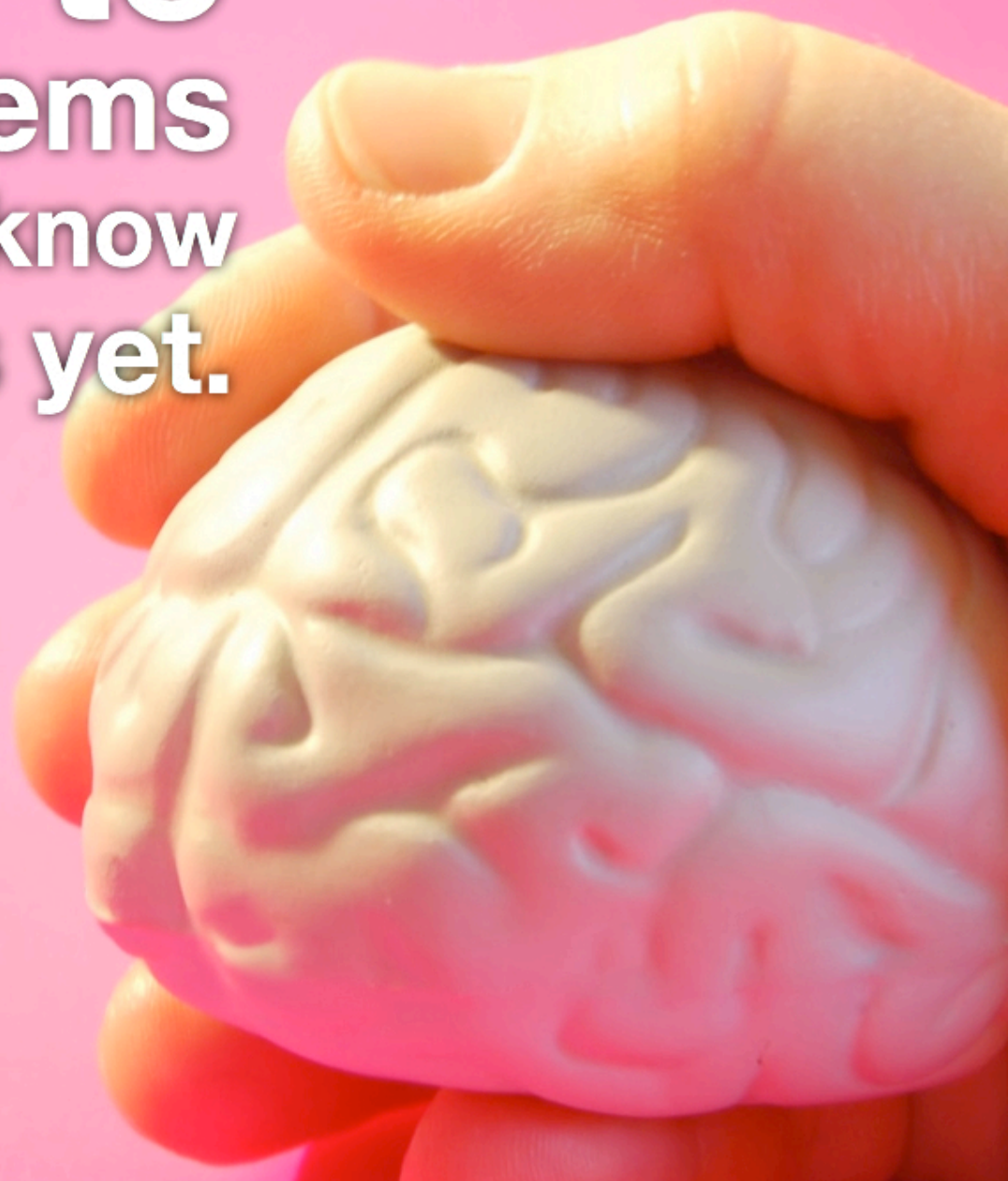
**We are currently
preparing students
for jobs that
don't yet exist...**



using technologies
that haven't
been invented...



**in order to
solve problems
we don't even know
are problems yet.**



The Road To Success



what people think
it looks like



what it really
looks like

1) Sharpen your brand


“Think of yourself as a brand. You need to be remembered.

**What will they remember you for?
What defines you?”**

— Chris Arnold



2) Get out on the dance floor

A group of dancers in long, flowing white dresses are performing in a large, modern dance studio. The studio has large windows in the background, and the floor is dark and reflective. The dancers are in various poses, with some having their arms raised and others in more dynamic, low-to-the-ground positions. The overall atmosphere is one of graceful movement and artistic expression.

“Hide not your talents, they for use were made,
What's a sundial in the shade?”
— Benjamin Franklin

Think relevant PR

3) Be proud of the diversity you bring

**“Strength lies in differences,
not in similarities”
— Stephen R. Covey**



4) Love Norway the way Norwegians do



**“When it snows, you have two choices:
shovel or make snow angels”**

5) TTT vs. career

“Don't worry about losing. If it is right, it happens - The main thing is not to hurry. Nothing good gets away.”

John Steinbeck



6) TTT vs. people

**It takes a long time to
grow an old friend.
~John Leonard**





7) Choose your company wisely

**Talent wins games,
but teamwork and
intelligence win
championships.
- *Michael Jordan***

“Don't
spend
time
beating
on a wall,
hoping to
transform
it into a
door.”
— Coco
Chanel

8) Never forget Norway's real advantages

Prosperity Is More Than Just Money. Democracy, freedom, and entrepreneurial opportunity are at least as important. – *Peter Mandelson*

#1: Prosperity Index, Legatum Institute

EIU Democracy Index

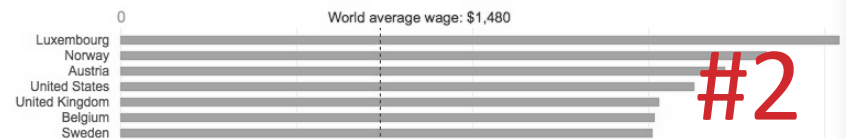
Category scores						
	Rank	Overall score	I Electoral process and pluralism	II Functioning of government	III Political participation	IV Political culture
Full democracies						
Norway	1	9.80	10.00	9.64	10.00	9.38
Iceland	2	9.65	10.00	9.64	8.89	10.00
Denmark	3	9.52	10.00	9.64	8.89	9.38
Sweden	4	9.50	9.58	9.64	8.89	9.38

#1

UN's Human Development Index (HDI)

HDI rank	Human Development Index (HDI)		Inequality-adjusted HDI		Gender inequality index	
	Value	Rank	Value	Rank	Value	Rank
VERY HIGH HUMAN DEVELOPMENT						
1 Norway	0.943	1	0.890	1	0.075	6
2 Australia	0.929	2	0.856	2	0.136	18
3 Netherlands	0.910	3	0.846	4	0.152	2
4 United States	0.910	4	0.771	23	0.195	47
5 New Zealand	0.908	5	0.195	32
6 Canada	0.908	6	0.829	12	0.146	20
7 Ireland	0.908	7	0.843	6	0.203	33
8 Liechtenstein	0.905	8
9 Germany	0.905	9	0.842	7	0.085	7
10 Sweden	0.904	10	0.851	3	0.049	1

#1



#2

Average world wages in PPP dollars:
International Labour Organization



9) Dream world-class dreams



“It’s a very funny thing about life; if you refuse to accept anything but the best, you very often get it.” — W. Somerset Maugham

10) Be flexible

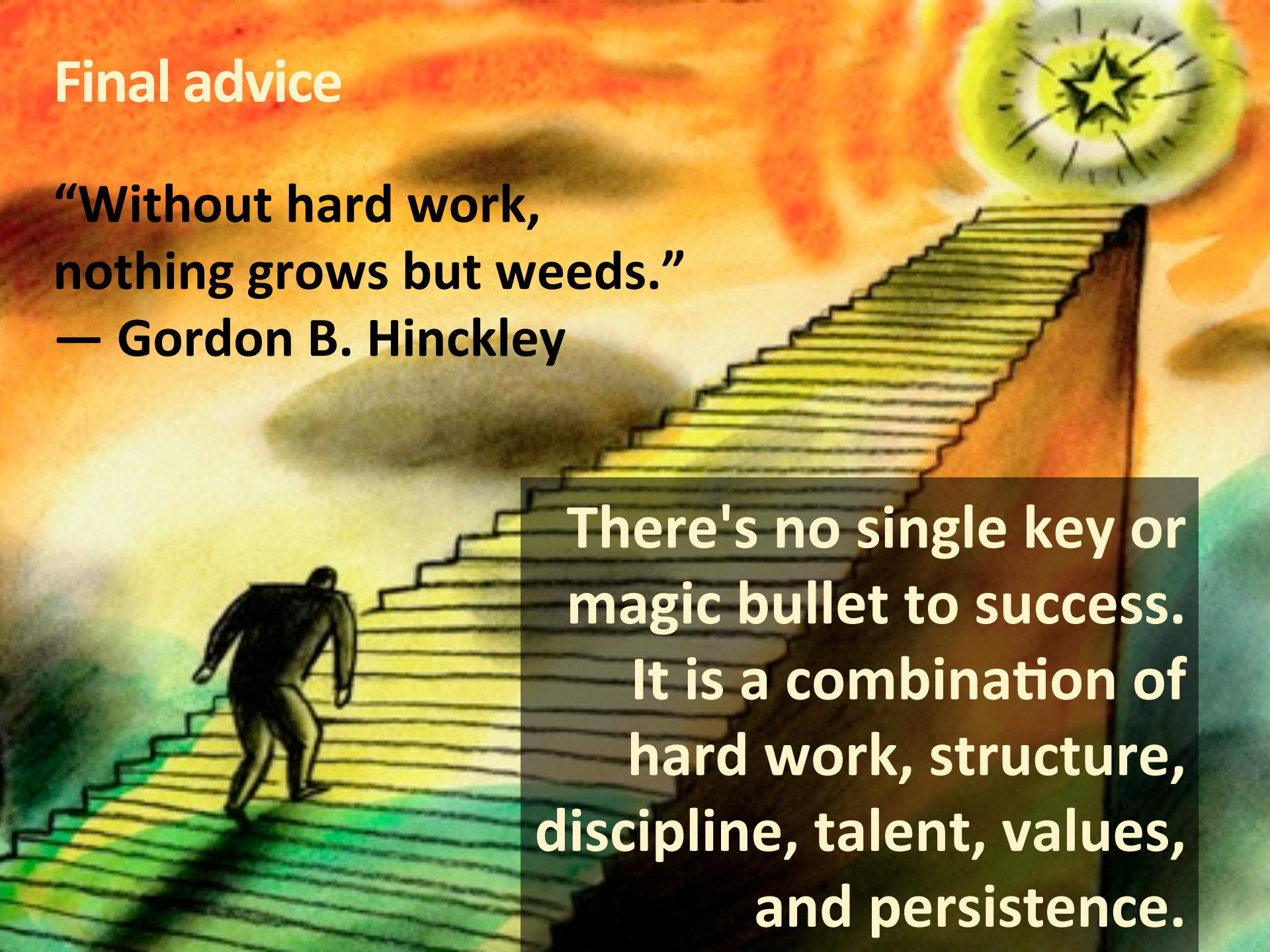
I may not have gone where I intended to go, but I think, I've ended up where I needed to be. – Douglas Adams



Final advice

**“Without hard work,
nothing grows but weeds.”**

— Gordon B. Hinckley



**There's no single key or
magic bullet to success.
It is a combination of
hard work, structure,
discipline, talent, values,
and persistence.**

And courage!



And friendliness!



“

The reasonable man
adapts himself to the world;
the unreasonable one persists
in trying to adapt the world to himself.

Therefore all progress depends on the
unreasonable man.

(George Bernard Shaw).

Fox & Hedgehog



**Long-term principles and values,
short-term goals and KPIs**

Love Diversity

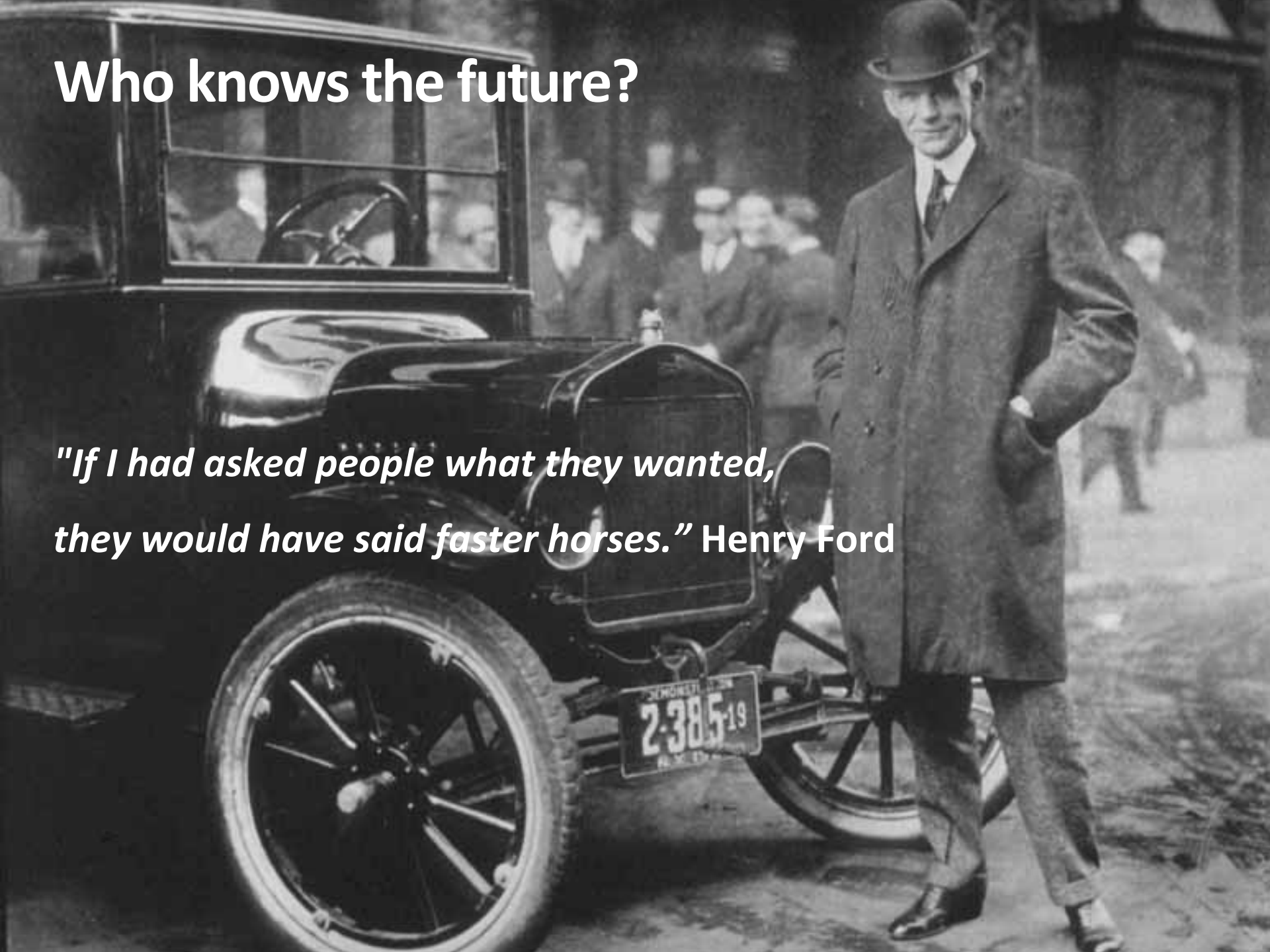
**Be proud of it;
Manage it;
Use it;**

And do NOT try to neutralize it.



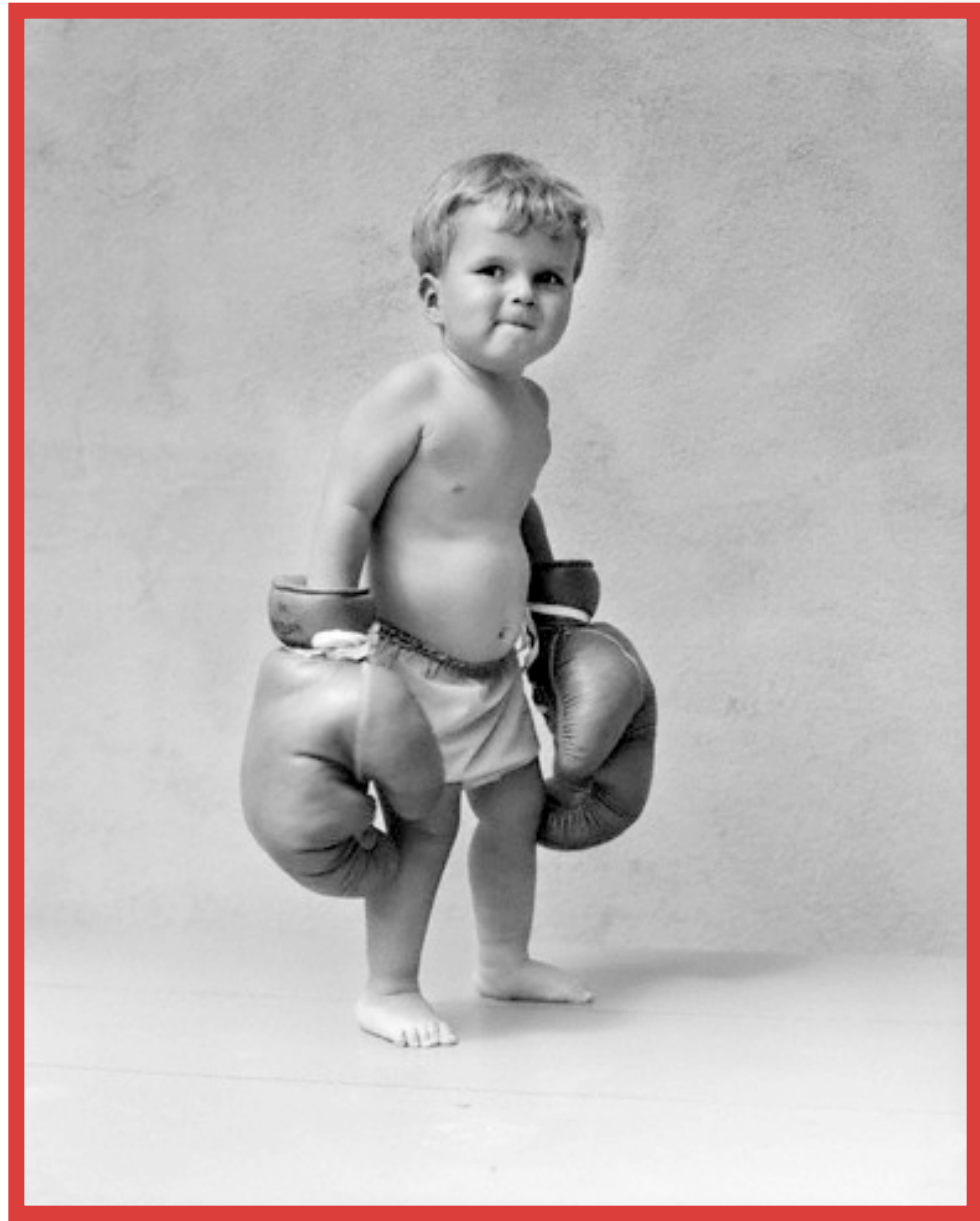
Who knows the future?

*"If I had asked people what they wanted,
they would have said faster horses."* Henry Ford



Think big!

**You are
what you
settle for**



Beware Flinkisme

Doing things right
Vs.
Doing the right things



Speed is no replacement for direction!



So what can you do?

1. Do your thing **WITH PRIDE**
2. Do your thing **WITH DETERMINATION**
3. Do your thing **WITH RESPECT**
4. Do your thing **WITH URGENCY**
5. Do your thing **WITH CLARITY**
6. *Stay curious and hungry*
7. *And never be afraid to change!*