



## Staffan Åkerblom, Ph.Lic.

### Personal data:

Born: 1964 in Lund, Sweden

Private: Lives in Täby, Stockholm county, Sweden with a partner and joint child, aged 2 years. Two adult daughters from previous marriage, aged 20 and 23.

Languages: Fluent in Swedish and English. Educated in German and French.

### Education:

PhD studies, Stockholm School of Economics, 1993–1999

Master of Science, Stockholm School of Economics, 1987–1992

Officer of reserves, Swedish Army, 1983–1985

Huddinge Gymnasium, Business Administration, 1980-1983

### Certifications:

DigJourney (digital transformation), 2019

Leadership Culture Survey (2019)

The Leadership Circle (coaching), 2017

Purpose in Action, 2017

Values in Action, 2016

ValuesOnline, 2014

Core Qualities, 2014

THE in Customer Relations, 2012

GDQ trainer (Susan Wheelan), 2010

The implicit career search, 2008

Clear Leadership, 2007

Negotiation for Senior Executives, Harvard Law School, 2006

Radical Collaboration Trainer, 2004

Interpersonal Dynamics Inventory, IDI (coaching), 2004

The Human Element (THE) Trainer, 2003

### Other engagements (selection):

Investor in The Hunger Project, 2001–

Member of the Board, Dalarö Sports Club, 2005–2008

Member of the Board, SSE Student Association (Media Committee), 1989–1990

### Private interests

Kitesurfing, triathlon sports, gardening, and food cooking.

## Employments

### Senior Organizational Consultant (Founder and CEO), De:org AB, Feb 2019–Current

Services offered includes design and delivery of leadership development programs, management team development, scaffolding and facilitation of organizational change initiatives, individual coaching, and key note talks.

Associated Senior Consultant to GRO Organisationsutveckling AB and SelfLeaders AB.

### Head of Leadership & Organizational Development at Telia Company Group, 2016–2019

At Telia Company, I was heading the Leadership & Org Development function (Group People & Brand). This role encompassed strategic responsibility for the change journey to become a “purpose-driven, values oriented culture”, the core of the People Strategy and the “New Generation Telco” journey. In essence, this included a build-up of digital and scalable solutions driving employee engagement (self-leadership) across all locations; a new global leadership curriculum for managers, project leaders and specialists; innovative (mostly digital) solutions for team- and organisational development (e.g. cross-collaboration, agile ways of working). The role included operative tasks such as deliveries of selected in-house leadership programmes, facilitation of strategically important management teams or in-house inspirational talks assignments. I was also often designing and delivering important internal events, such as the “Purple Boost” for the top 250 leaders within Telia Company.

### Head of Leadership & Organizational Development and Director of The Wallenberg Institute at SEB, 2009–2016

In this role, one main responsibility was to make a complete revision on the leadership curriculum from first line manager programs to offerings to executives. This task required extensive work together with a range of different suppliers, both local and international. I was also personally acting as a Program Director for the flagship program “The Wallenberg Institute”, a 30 days learning journey for carefully selected top talents within the bank. Apart from the privilege to orchestrate an acclaimed and prestigious vertical development program, this work provided an excellent platform to form close bonds with the members of the Group Executive Committee, who took active part in various parts of the program, as well as the participants, of course. Over time, this proved to be a most valuable internal network that helped leverage the new, strategic initiatives we introduced to the organization (see below).

Other key responsibilities were:

- SEB Team Development Platform, a systematic way to build high-performing teaming capability across SEB Group using internal resources (~120 colleagues trained in the platform), a handbook that provided a common language and hands-on tools, common assessments, and a digital support system for follow-ups.

This was a successful greenfield project that I can rightfully claim a large part of the credit for. As part of this strategic initiative, I personally facilitated management team development efforts in most country and divisional management teams across the SEB Group.

- Organizational development activities, e.g. change injections, cross-collaboration, and agile ways of working. In this area, I was advising management teams and their support functions in leading transformation and designing a scaffolding framework of liberating structures to drive the change. It also included facilitating workshops and trainings within these areas. The learnings we made were captured over time, leading up to SEB Change handbook and SEB Cross-Collaboration handbook, with intranet support material as well as facilitator trainings for internal resources (~60 colleagues trained in these respective platforms).

#### **IFL Executive Education at SSE, Program Director, 1999–2009**

I was working as Program Director within all three leadership development platforms offered by this organization; open enrolment, consortia programs and in-company programs. While rather different in terms of business logic and pedagogic considerations, the common denominators across all platforms were program design, orchestration, quality assurance, faculty management, as well as new sales and managing existing client relationships (KAM). More than 90% of my work was conducted in English, working mainly with international programs. A selection of key business responsibilities during those years were *International Management Program*, in collaboration with Fuqua Business School, Duke University (Atlas Copco, Sandvik, Scania, Munters, SSAB consortia); *Grow* (in-house for Tetra Pak), *Basic Leadership Program* (in-company for Sony Ericsson).

#### **Center for Advanced Studies in Leadership (CASL) at SSE, 1999–2007**

Part-time associated faculty member, being involved as an advisor and co-producer in various projects related to my previous research at this institute, such as cross-culture seminars at Astra-Zeneca or scholarly seminars around a distinguished visiting professor.

#### **Åkerbloms Kalejdoskop, owner, consulting business, 1997–2009**

Small-scale side business mainly as an inspirational speaker at various conferences, or facilitator/trainer at key client events such as Atlas Copco General Management seminars.

In 2004–2005, I was faculty member of SSE Executive MBA programs, running modules on teaming, leadership and coaching.

In 2006–2008, I was course responsible (design, delivery and mentoring) for “Group Dynamics and Self-Awareness” as part of the SSE International MBA program.

I could also conduct pro bono work in this capacity, on the side of my regular employment.

#### **SSE, Programme for Man and Organization, Doctoral student 1993–1999**

I was a doctoral candidate and associated faculty member of the Centre for Advanced Studies in Leadership, at SSE. My research focused on "Leadership and Culture", in particular connected to the Global Leadership and Organizational Behavior Effectiveness research program (GLOBE), the largest research project to date in the world studying leadership and culture in 67 nations world-wide and involving 200 scholars from all world continents. Together with professor Ingalill Holmberg, I was the country representative for Sweden in the GLOBE project. Between 1995–1998, I was a member of the GLOBE Coordinating Team; the managing body of this huge project.

Publications (selection):

- Holmberg, I. and Åkerblom, S. (2007) Primus inter pares: Leadership and Culture in Sweden. In Chokar, J.S., Brodbeck, F.C., & House, R.J. (Eds.) Culture and leadership across the world: The GLOBE book of in-depth studies of 25 societies. Mahwah, New Jersey: Lawrence Erlbaum Associates Inc.
- Holmberg, I. & Åkerblom, S. (2006) Modelling leadership - Implicit Leadership Theories in Sweden, Scandinavian Journal of Management, pp. 307-329.
- House, R.J. et al (2004) Culture, Leadership, and Organizations: The GLOBE Study of 62 Societies (co-author).
- Holmberg, I. & Åkerblom, S. (2001) The Production of Outstanding Leadership - an Analysis of Leadership Images Expressed in Swedish Media. Scandinavian Journal of Management, p. 67-85.
- Åkerblom, S. (1999) Delade meningar om ledarskap? En enkätstudie av mellancheferers föreställningar om framstående ledarskap. (Ph.Lic. dissertation in Swedish).

**Tetra Pak Pte Ltd, Singapore, 1992-93**

Internship, mainly focused on financial steering and market analyses. Provided me with an important experience as an expatriate.

**SIAR-Bossard Management Consultants, part-time project assistant, 1992**

Supporting role to the senior consultants, mainly making fundamental market analyses and miscellaneous desktop research on request.

+Taxi driver, Congress & event management, Carpenter, Garbage boat deck hand...