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The Ten Commandments  
for (Im)Perfect Leaders



# What's the bloody point?

If you really want to succeed in reality you have to see reality as it really is and not as you wish it were.

No recipes



# Commandment 1

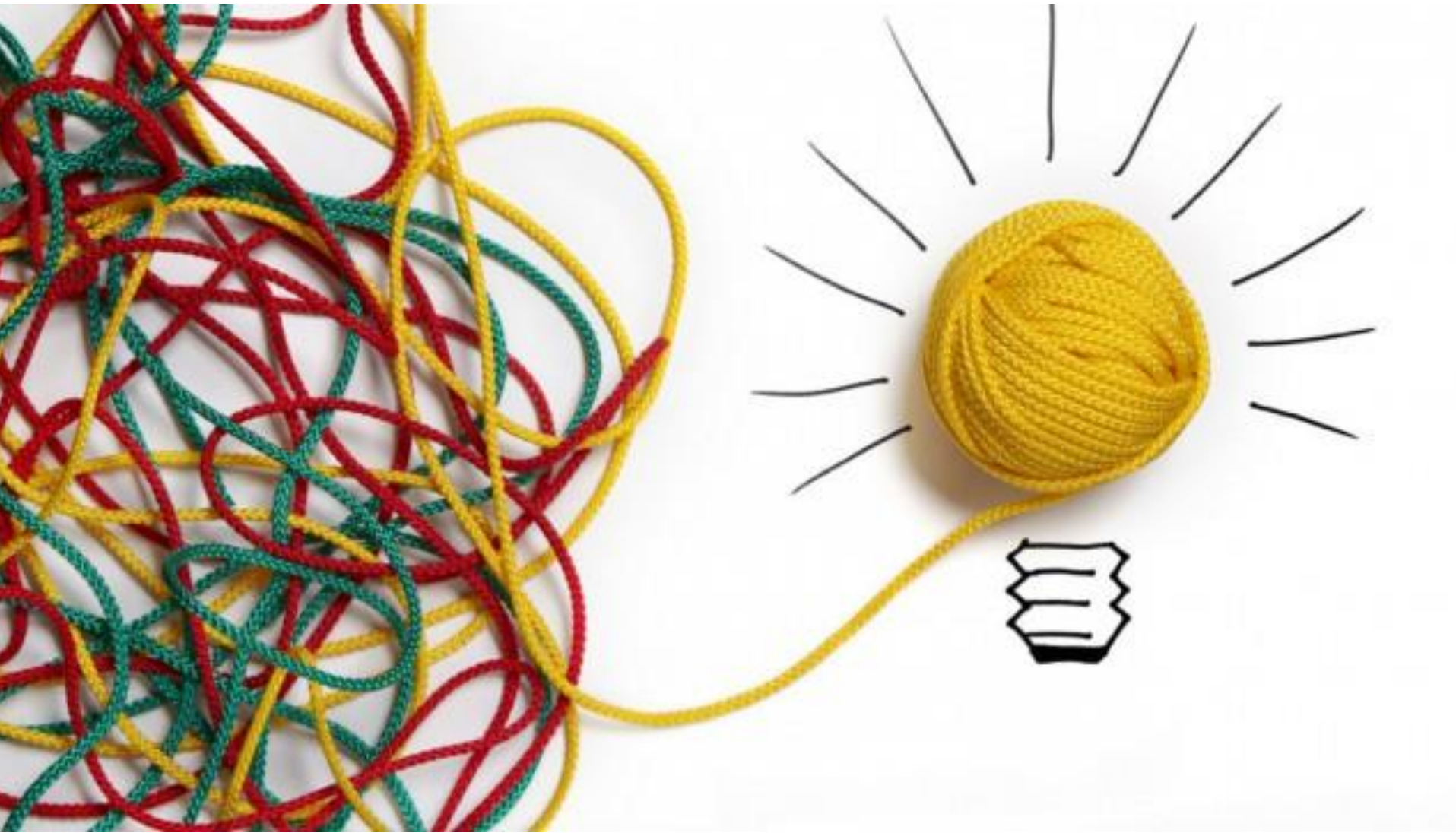
Be humble.

Remember a good leader  
is also a good follower.

# Commandment 2

Dare to delegate.  
As the boss you are expected  
to lead not have the  
answer to every question.

# Prioritize and Focus



# Commandment 3

Keep your freedom.

Never get into an economic situation  
where you can't afford to tell the company  
to go to hell.

# Commandment 4

Learn to handle risks.

You have to risk your job to do your job.  
Losing your job isn't the worst that could  
happen, it can often be the best.



# Commandment 5

Deliver real results.

Don't worry about organizational politics.  
In the long term it's the results that count.

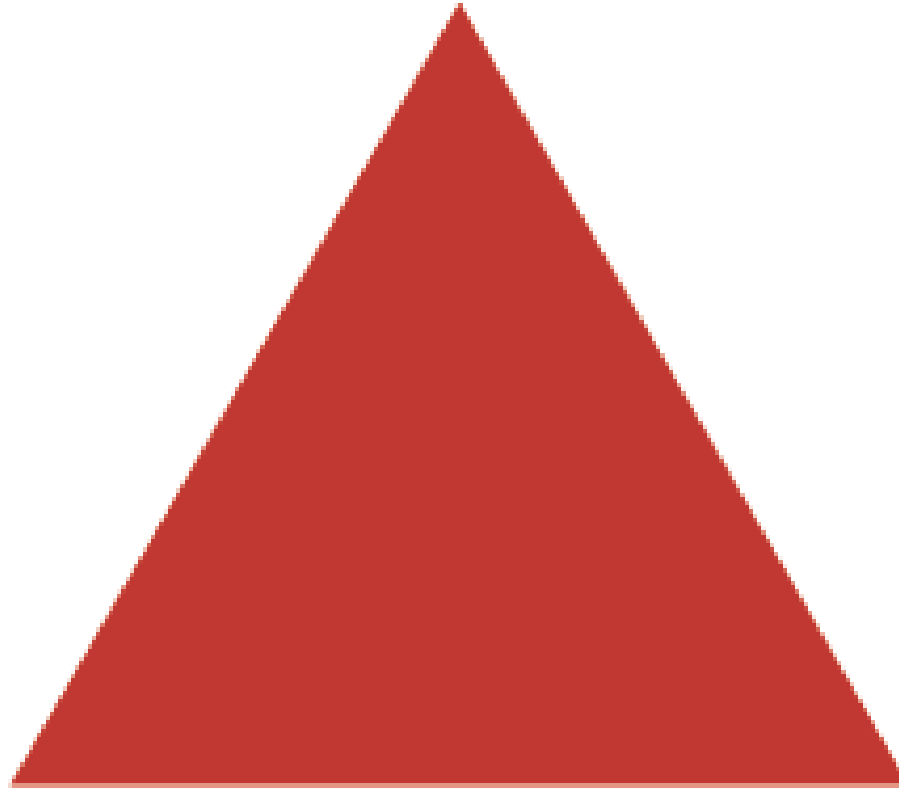
# Commandment 6

Inspire others.

If you are not passionate about what you are doing, go do something you are passionate about.

Motivation

Competence



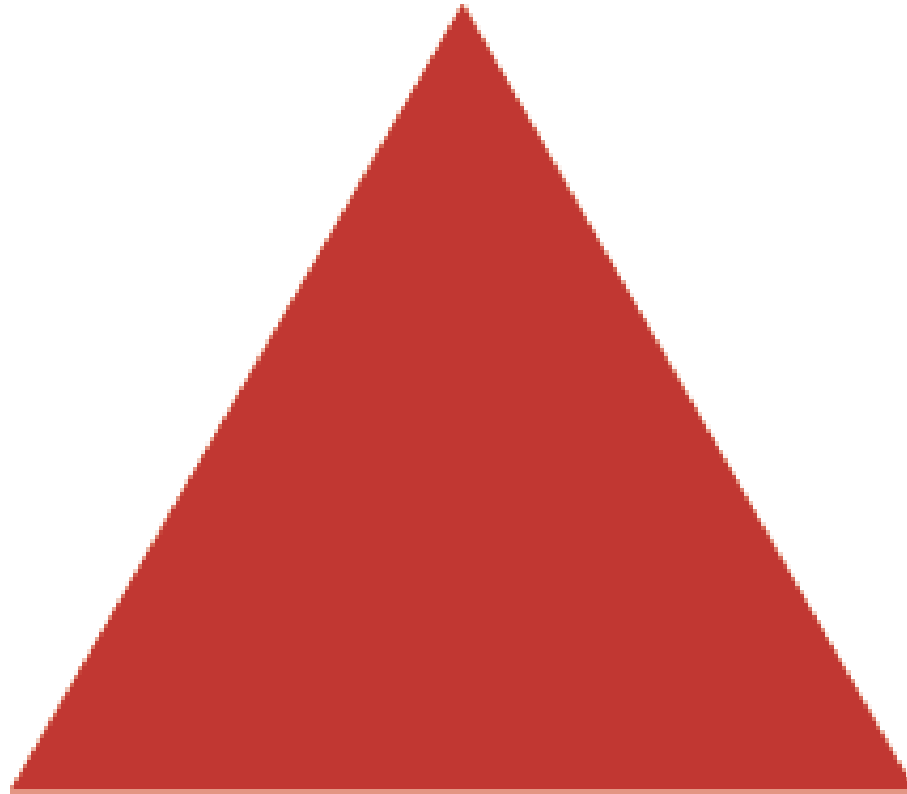
Autonomy

Belonging

Edward Deci och Richard Flaste  
– *Why we do what we do*

Performance

Purpose



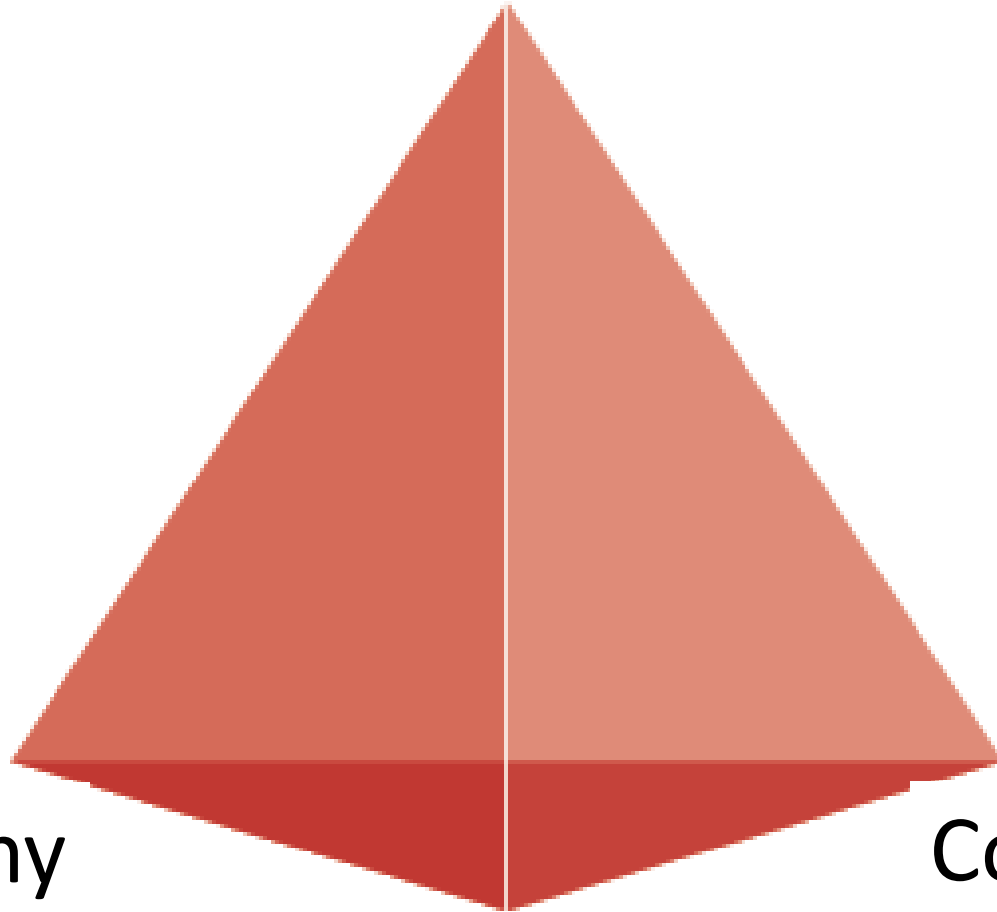
Autonomy

Belonging

*Sven Kylén - Arbetsgrupper med  
utvecklings- och förändringsuppdrag*

Balance the needs of  
the group and the  
individual.

Purpose



Autonomy

Competence

Belonging

# Commandment 7

Base decisions on facts.  
Intuition is better than no information at  
all but facts are always better.

# Commandment 8

Say what you think.  
And create a climate  
where others do the same.

# Commandment 9

Support your people.  
And remember that they work  
for you of their own free will.



# Commandment 10

Go from manager to leader.  
Remember that the company  
chose you as boss but  
the employees decide  
whether you are their leader.

Human beings may not always  
act perfectly, but they always  
act like human beings.

The best leaders throughout history may have been the ones we never knew about. They developed their leadership abilities to the point where no one even noticed someone was leading.

# THANK YOU!

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