

## **Bæredygtig transformation – du er af betydning.**

- Hvordan er man leder og rollemodel for en bæredygtig transformation?
- Hvordan kan vi udnytte den kollektive visdom til at skabe mod og handling?

## **Sustainable transformation – you are of significance.**

- How to be a leader and role model of sustainable transformation?
- How can we take advantage of the collective wisdom to create courage and action?

Gry Guldberg, Emerging Earth



GENERATION 2030



Nordisk Netværk  
for Voksnes Læring





Er lyset for de lærde blot? (NFS Grundtvig, 1839)

Is the light for the scholars just?  
Does Light Shine Only from the Books?

Leaving no one behind





# Longing





# Intention



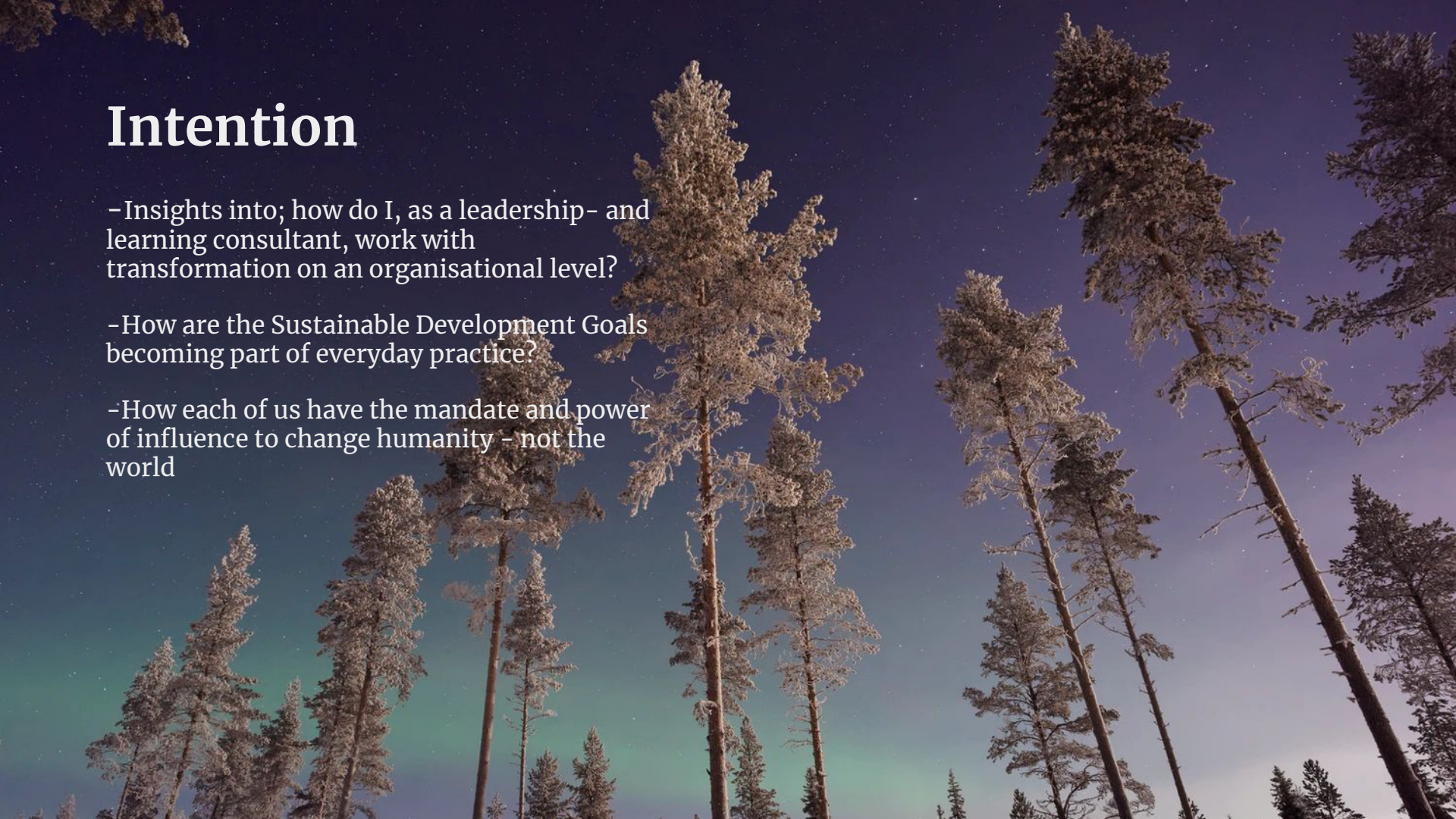


# Intention

-Insights into; how do I, as a leadership- and learning consultant, work with transformation on an organisational level?

-How are the Sustainable Development Goals becoming part of everyday practice?

-How each of us have the mandate and power of influence to change humanity - not the world



# I am you



## Targeted references

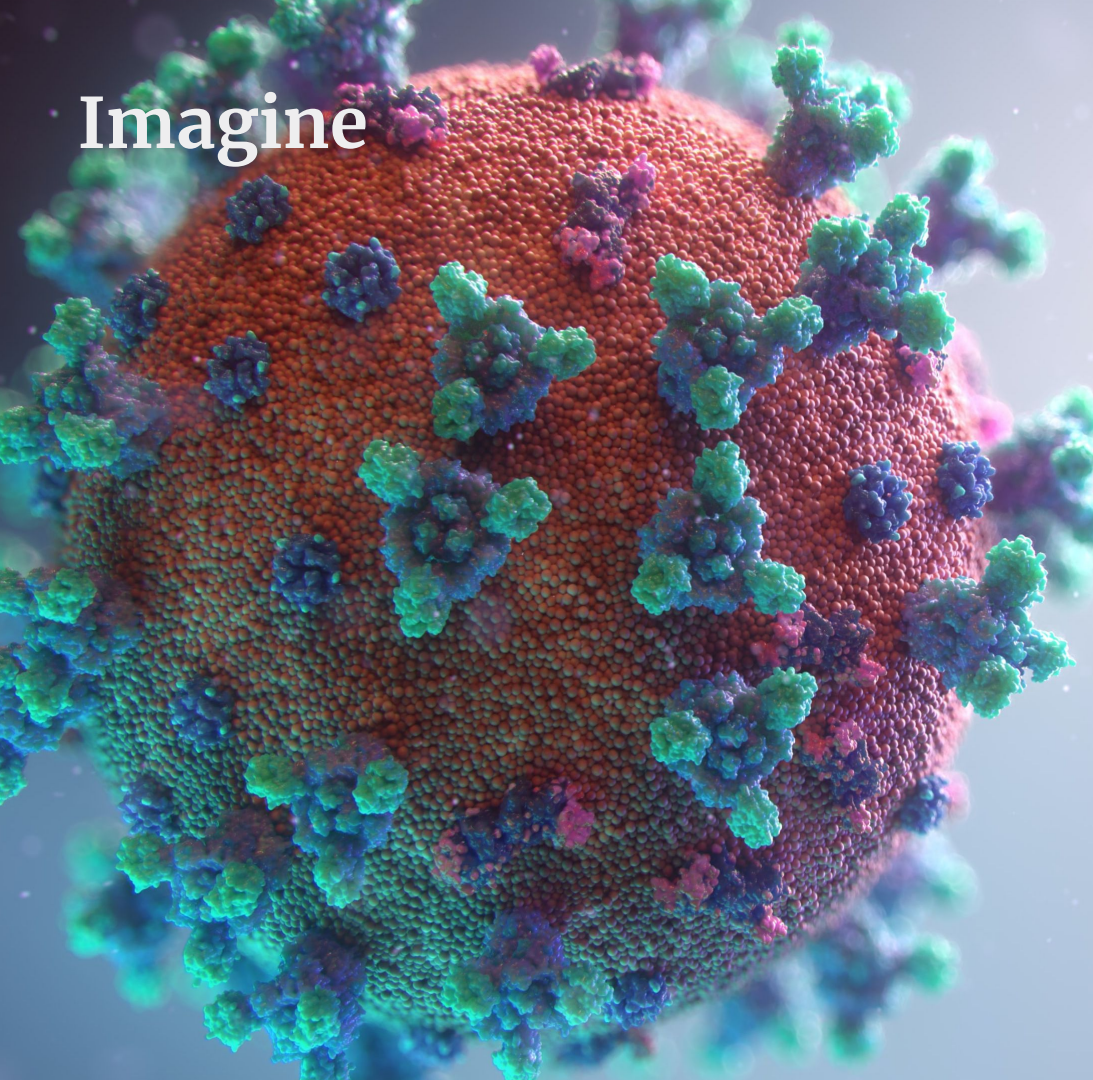
- **Organisationen Danske Museer**  
Strategy 2030
- **Niels Bohr Instituttet**  
Roundtable dialogues for the future
- **Roskilde Centralbibliotek og Orange Innovation**  
Makermethod in the libraries
- **DUF & UM**  
Ambassadors for dialogue
- **Øresundskomiteen**  
Strategy
- **Novo Nordisk**  
Strategic innovation
- **Gentofte Kommune**  
Transformative policy development
- **Den Norske Filmskole**  
Reflektion as a method for innovation
- **Frederiksberg Museerne**  
Designthinking as organisational transformation
- **3F**  
Organisational transformation
- **KADK**  
Transformative process management
- **Lokale- og Anlægsfonden**  
Transformative method development



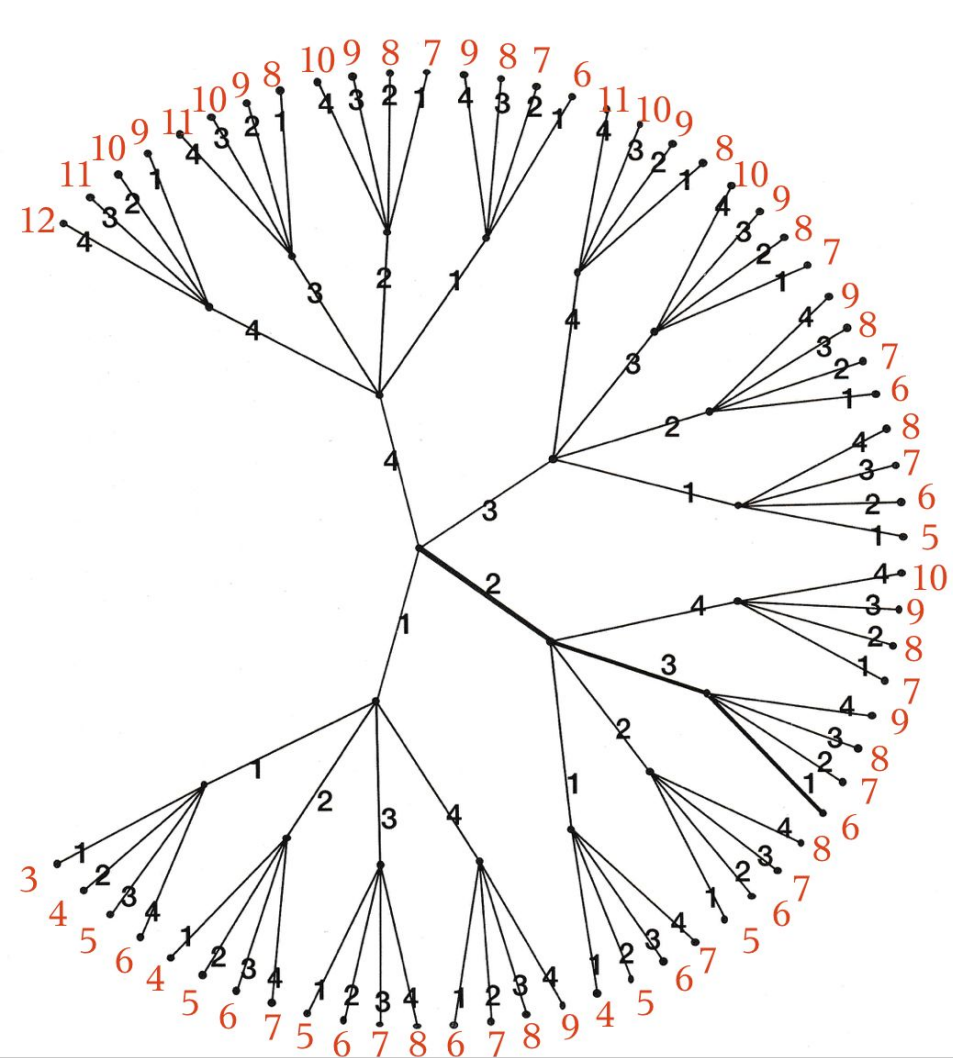





Imagine





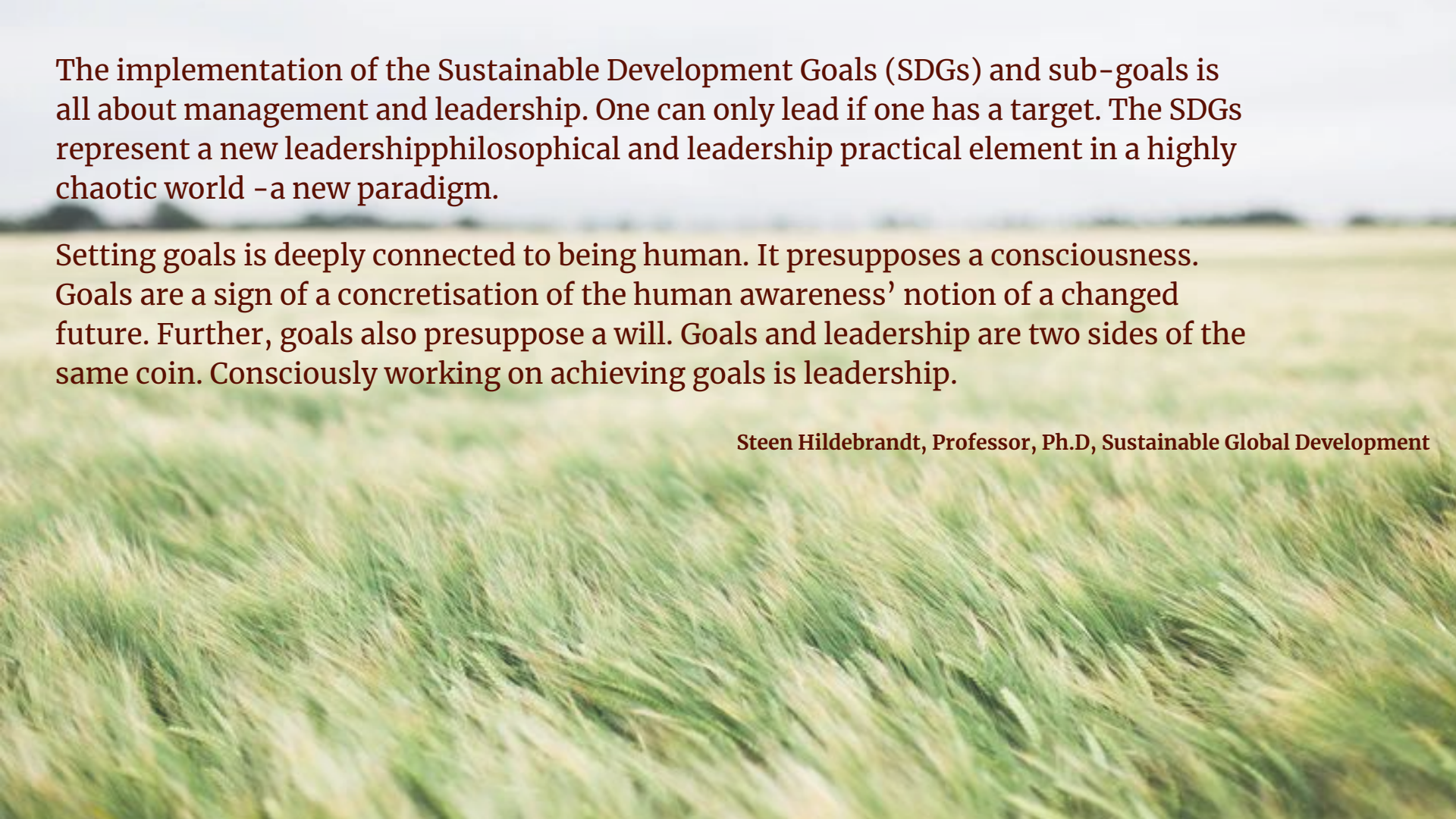




A photograph of a narrow, winding path made of irregular cobblestones. The path is surrounded by large, moss-covered rocks and trees. The ground is covered with fallen brown leaves. The lighting is soft, suggesting a forest setting. The text is overlaid on the upper left portion of the image.

Leadership is not a position  
It is a way of walking in life





The implementation of the Sustainable Development Goals (SDGs) and sub-goals is all about management and leadership. One can only lead if one has a target. The SDGs represent a new leadershipphilosophical and leadership practical element in a highly chaotic world – a new paradigm.

Setting goals is deeply connected to being human. It presupposes a consciousness. Goals are a sign of a concretisation of the human awareness' notion of a changed future. Further, goals also presuppose a will. Goals and leadership are two sides of the same coin. Consciously working on achieving goals is leadership.

**Steen Hildebrandt, Professor, Ph.D, Sustainable Global Development**

# Three levels of sustainable management

In relation to corporate governance, it is relevant to talk about sustainability on three levels;  
the individual- the organisational- and the societal level

Steen Hildebrandt & Stubberup, 2010, p.94ff

The individual

The organisation

The planet



Du er af betydning  
You are of significance





**Leav-ing no one behind**  
**Lead-ing no one behind**



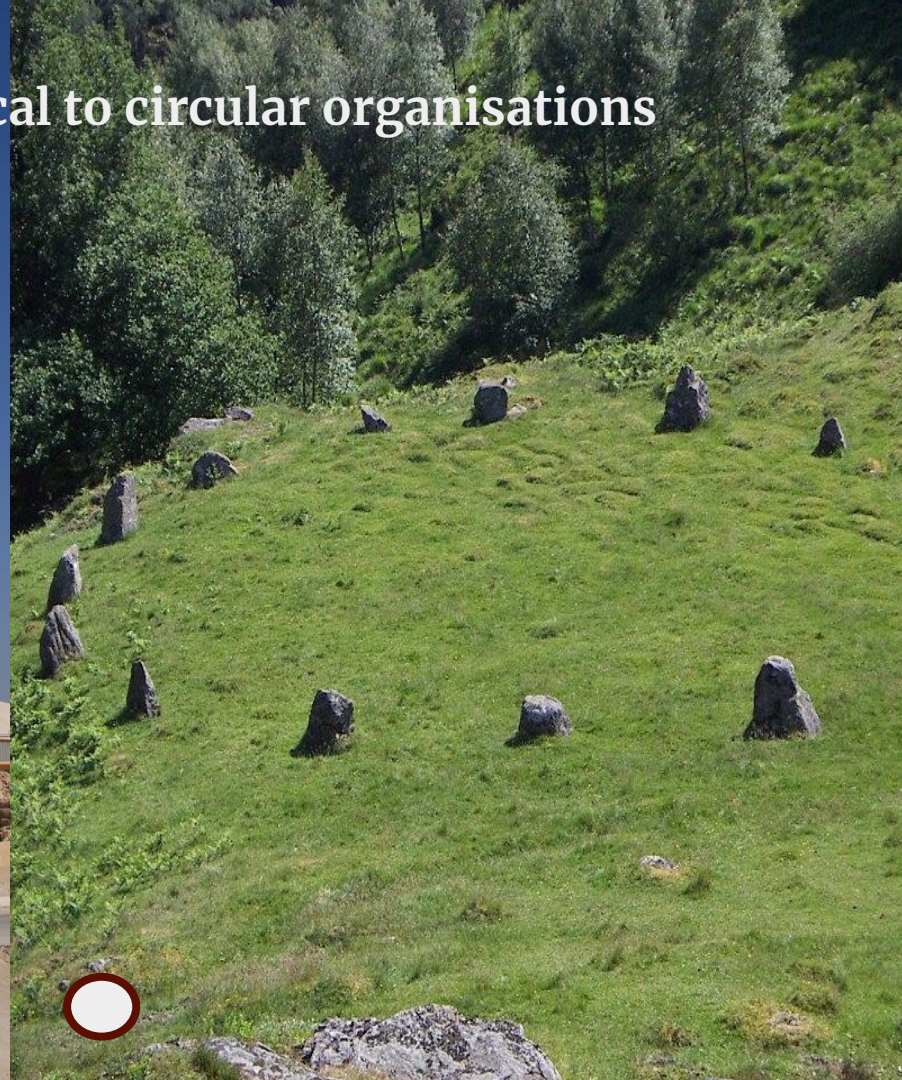


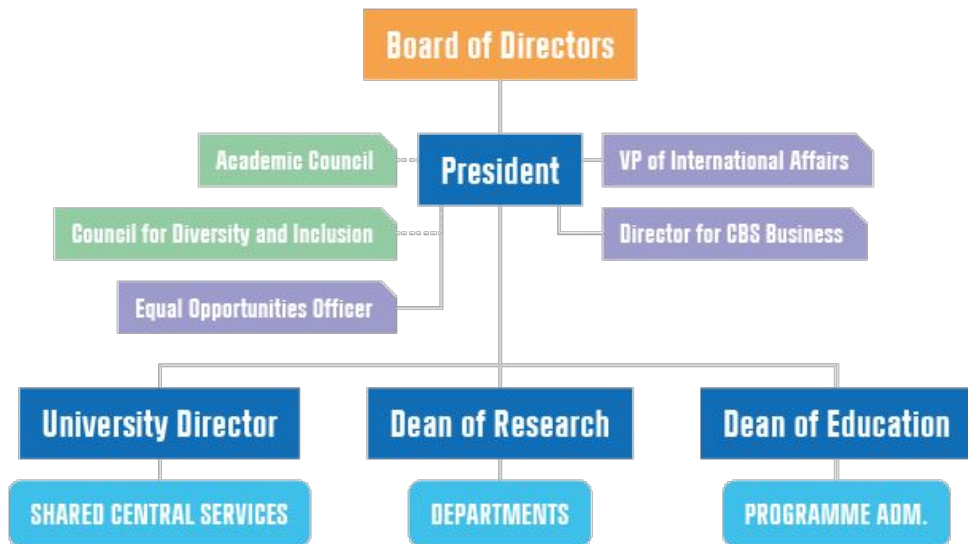
# OVERFORMYNDERIET

As institutions, how can we lead the transformation that the world needs?



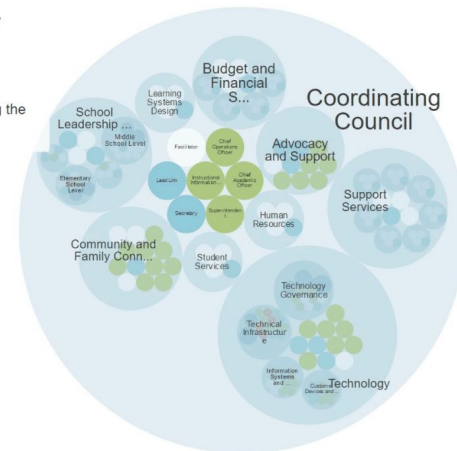
# NEW ORGANISATION - from hierarchical to circular organisations





## Mesa County Valley School District 51

**Purpose:** Design and align District operations and ensure efficiency among the supporting teams.







**From hierarchy to circles**

**From classroom to community**

**From separation to wholeness**

**From teaching to facilitating**

**From single power position to hive mind**

**From loneliness to belonging**



Be-longing









In the Nordic countries, the potential and possibility to create exist in every classroom

A community, a circle, a tribe



A place of belonging



An institution can be a big container of many communities that can change the society





How to see





**There is a leader in every chair**





We are one but not the same



Be-longing





Something wants to be born  
What is the longing?



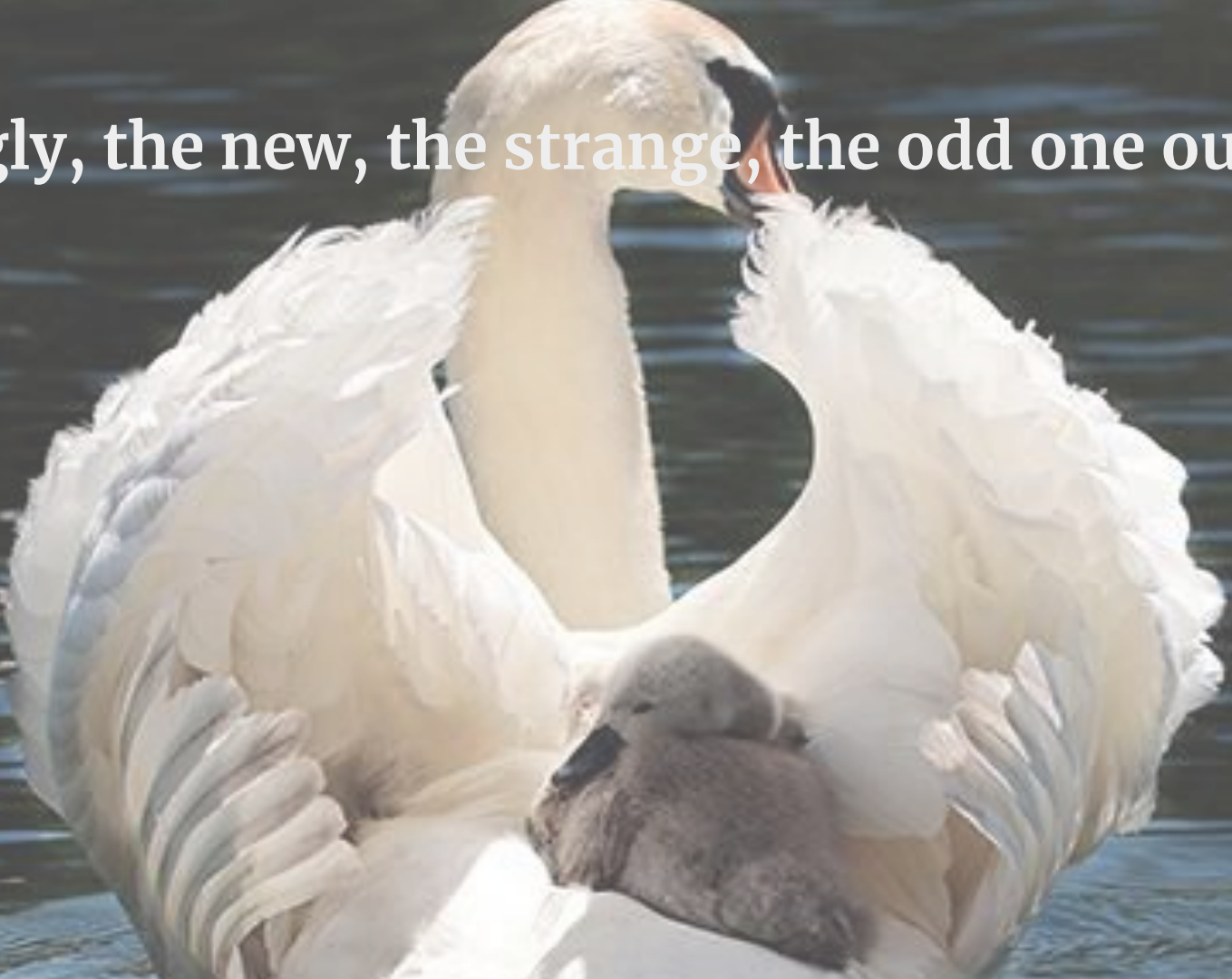
# Something wants to be born

Václav Havel





The ugly, the new, the strange, the odd one out..



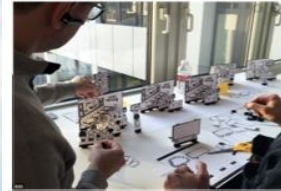
# Theoretical approach

Bæredygtig ledelse, Ida Engholm, professor, Danmarks Designskole

**Proposing mindset**– the ability to explore and try out



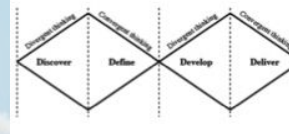
**Prototyping**– pretotypes, sketches, narratives and mockups



**Practice for the future**– what if, how might we?



**Phase-/process models**– for action modes and mindsets





How can we serve?



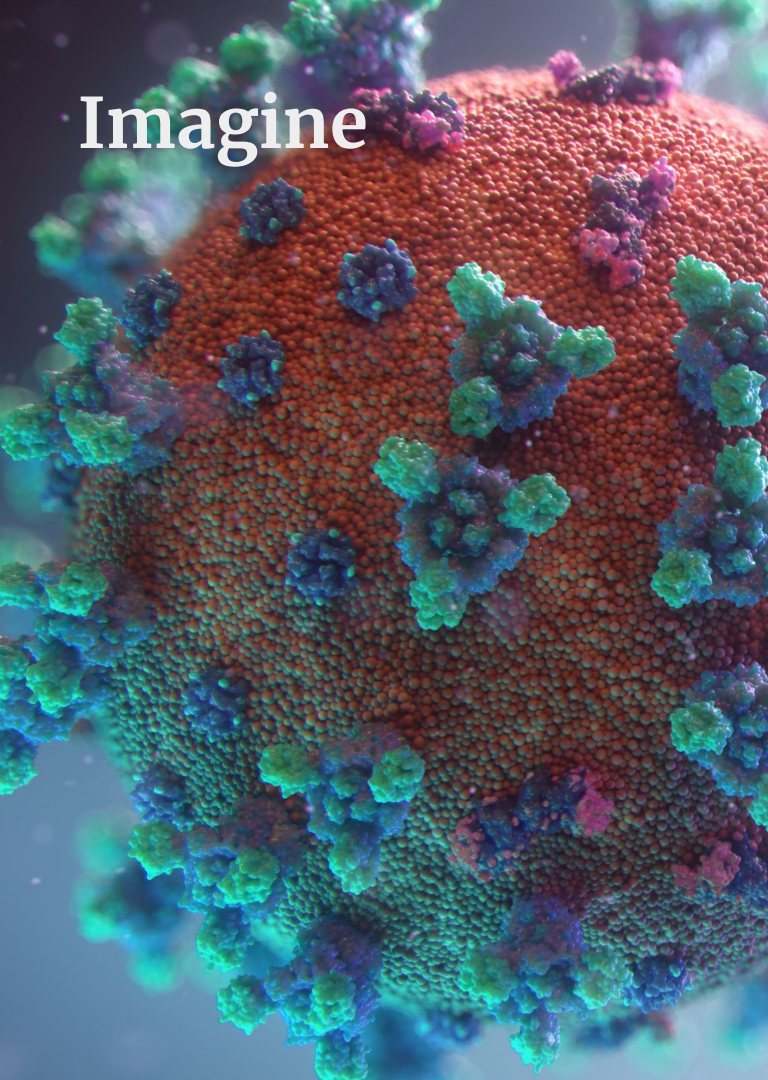


**You hold the light - and you can choose to be a leader of transformation**





Imagine





Imagine







A large, moss-covered tree trunk with distinct horizontal bark patterns stands in a field of small white flowers. The tree's roots are visible at the base, and the surrounding ground is covered with a dense carpet of tiny white blossoms. The background is softly blurred, showing more trees and foliage.

# We are the ones we have been waiting for

Rainbow Hawk & Wind Eagle



Let us go to work!



**Photo credit: Unsplash**







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