



Lars Kolind

Lars Kolind, author, entrepreneur, professor, manager and philanthropist, born 1947 in Denmark, holds degrees in mathematics and business.

Strong Beliefs

We can do it - together.

Employees are partners, not production factors.

The CEO isn't the Captain.

He is also the naval architect of the ship.

Success breeds failure.

But the downward lifecycle can be broken.

Innovation is a decision.

Constant innovation is a choice.

Themes

Building sustained innovation

How to design a company for constant innovation.

Success breeds failure

How it starts; how it develops; how it can be avoided.

Break the Cycle

How companies can sustain the upward track.

The knowledge-based organisation

Building it, running it.

Leadership beyond the bottom line

Kolind saved hearing aid manufacturer Oticon from bankruptcy and turned the company into one of the world's first truly knowledge-based organizations, rewriting the script of job design, organizational design, workplace design, communication and management itself. His "spaghetti organization" case has been a management classic at business schools all over the world for a decade. Kolind turned employees into associates, managers into leaders, competitors into collaborators, customers into partners and the company as such into a living laboratory. Under Kolind's ten-year leadership, Oticon grew 19% per year and improved its return on sales 2 to 3 per cent every single year. Today the company is the industry leader.

Today Kolind serves as non-executive chairman and board member of a number of companies including Grundfos (World-leading manufacturer of pump systems), UnimercoGroup (World-leading tool management company), Zealand Pharma (Pharmaceuticals), BankInvestVenture (Venture Capital Investment Group) and Kristeligt Dagblad (Newspaper). He is adjunct professor of management at the Aarhus School of Business; he has served as associate professor of planning theory at the Copenhagen University and he has been a visiting lecturer at numerous universities and business schools around the world.

Kolind has started a number of new companies and ventures. His venture capital fund, PreVenture, is now part of the BankInvestGroup. He co-founded the Danish Network for Corporate Social Responsibility, The Copenhagen Centre for Social Partnership and the National Council for Children and Culture.

In 2000 Kolind published best-selling book "Vidensamfundet" (The Knowledge Society - in Danish), which helped set the agenda for Denmark's entry into the knowledge economy. He plans to publish his next book early 2006.

Today Kolind sits on the board of the World Scout Foundation, where he focuses particularly on developing Scouting in Eastern and Central Europe. He is personally involved in a major educational project in Nicaragua where his brother, Peder Kolind, has established the carita-feliz centre for education of young people. The centre serves 1500 young people and extends into health care and housing for low-income families.

Kolind is married and has four children.