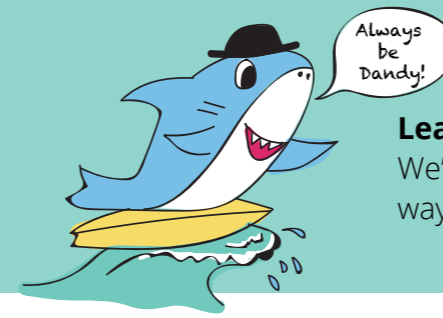


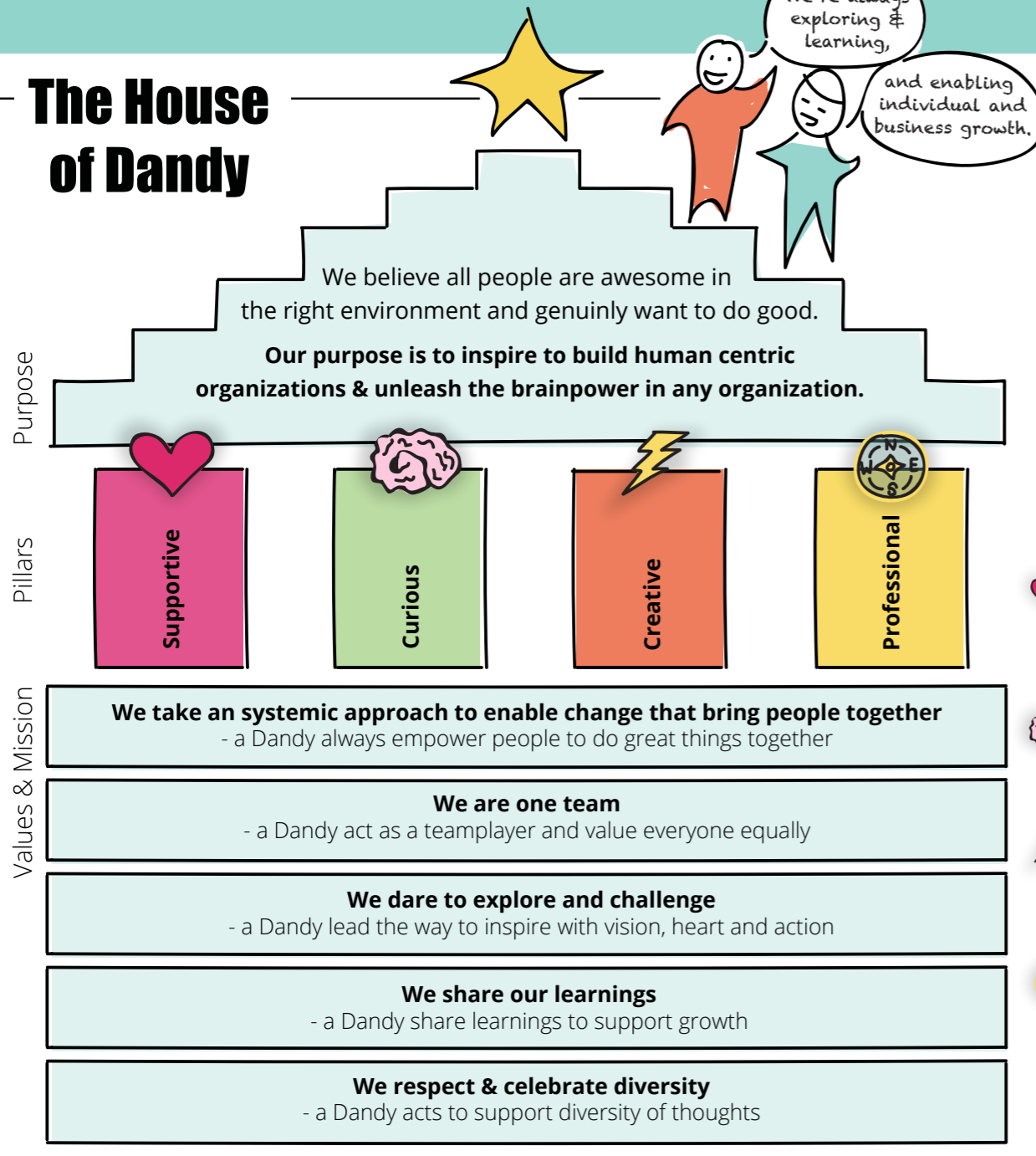
# Dandy People Foundation



Leaders have volunteer followers. We're all leaders when we act in ways that inspire others.

# DANDY PEOPLE

## The House of Dandy

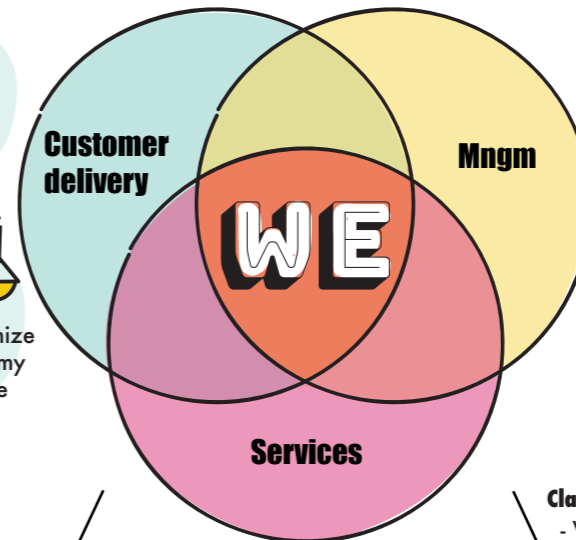


## Awesome Agile Coaching



## We are Dandy

We are all part of the Dandy eco-system taking lead of different activities.  
Together we do awesome stuff.



- Supportive**
  - Genuinly care about people
  - Supporting other Dandys & customers
  - Always give feedback with good intentions
  - Actively share my knowledge & use storytelling
- Curious**
  - Listen to understand - not to answer
  - Strive to understand and to be understood
  - Continuously practicing and taking in new knowledge
- Creative**
  - Conducts safe to fail experiments
  - Looking for creative solutions to complex challenges
  - Adapting and building on learnings from others
  - Collaborating in diverse groups - non group think
- Professional**
  - Be yourself and allow others to be themselves
  - Competent in growing capabilities in others
  - Deliver on my promises - or surprise with even more
  - Act based on Dandy values & with respect to the customer

## Management Innovation



## Smooth Services



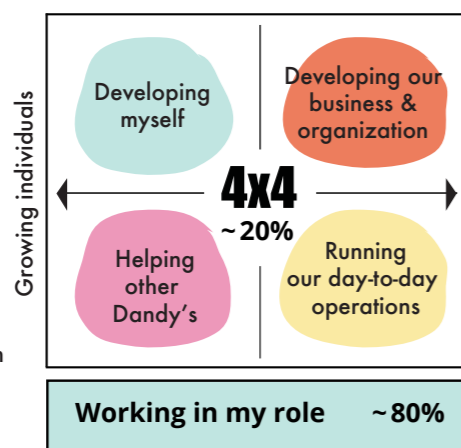
- Clarity**
  - What are we doing, who are our clients?
  - What's our purpose, vision and mission?
  - Whats the benefit of what we're doing?
  - How are we doing?
- Conditions**
  - Do we have the right conditions?
  - Can we do our work in a good way?
  - Do we feel safe?
- Constraints**
  - What are the boundaries for our work?
  - Who makes what desicion?
  - What behaviours do we want to see?
  - How do we treat our customers?

## Dandy 4x4 Development Framework

The purpose of the 4x4 is to enable all Dandy's to take part in growing our abilities to meet our vision. We are all needed!

**Develop myself**  
All Dandy employees have a 50.000 SEK yearly clearance (a total of aprox. 160.000 SEK inc. time) for personal development connected to prioritized areas.

**Develop others**  
All Dandy's are part of a ecosystem to act as Buddys to other Dandy's, and to get buddy support for ourself.



**Developing our business & organization**  
Continuously develop Dandy is a fun but not always easy task. We all are needed to succeed. All Dandy's join in Task forces based on common prioritization and interest. Ideas are put in and found on the Dandy OKR board. Together we plan on what, and when to do the work & follow up.

**Running day-to-day operations**  
All Dandy's take part in handling new customer requests, requitment or other tasks when needed.

## The Dandy Leadership Style

