



*ByM*

CONSULTING AB

LEADERSHIP & TEAM DEVELOPMENT

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# Right leader. Right team. Right direction.

*Leadership is a craft – not a personality trait.  
I help leaders and teams understand themselves,  
each other, and how they create results together.*

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**The right person in the right place changes everything.**

Magdalena Hagström Ståhl · By M Consulting AB

APPROACH

## This is how we work together.

*Every engagement begins with an initial conversation – an opportunity for us to get to know each other, understand the situation and see whether we can achieve something meaningful together. If there is a shared direction, we set a plan. Nothing starts until we have agreed on what we want to accomplish.*

### Methodical

I work in a structured and transparent way. You always know where we are in the process and why we are doing what we do.

### Open & honest

I share what I observe – even when it is uncomfortable. Honest feedback is part of the value delivered, not a side note.

### Feedback-driven

I want to know if something is not working. The sooner, the better. Course corrections are a natural part of a good collaboration.

### Communication throughout

We agree on format and frequency from the outset. No surprises. If something changes – I will say so directly.

### If something does not go as planned

It happens in every engagement that reality looks different from the plan. My responsibility is to say so early – and propose how we adjust. I expect the same openness in return.

### + Digital structure as added value

I can also help you set up and structure your digital work environment – Microsoft 365, domains, licence management and basic IT infrastructure – so that your organisation has the right foundations from day one.

S E R V I C E S

# Leadership & Team Development.

I have led teams, coached managers and facilitated workshops for more than 20 years. The foundation of everything I do is the insight that we are different – and that it is precisely those differences that, when understood and embraced, create the most effective and sustainable teams. Using validated tools for personality and motivation, I help individuals, leaders and teams understand themselves, each other and how they create lasting results together.

## Leadership development – individual and group

- Leadership is a craft that can be trained and refined. I work with leaders at an individual level and in groups – focusing on self-awareness, communication and the ability to build psychological safety and genuine engagement.

## Team development and group dynamics

- Effective teams are built on understanding – not uniformity. Using Belbin team roles and validated personality tools, we make differences visible, strengthen collaboration and establish a shared foundation for how the team works and communicates.

## Workshop facilitation

- I design and facilitate workshops tailored to your conditions and goals – from a lighter team exercise during a kick-off to in-depth work on roles, communication and collaboration. It should be meaningful, and it is allowed to be fun.

## Coaching conversations with managers

- A structured conversation with the right questions can shift perspective and unlock action. I offer coaching conversations for managers who want to develop in their role, navigate a complex situation or simply have an experienced and neutral sounding board.

## Mapping of strengths and motivators

- Using validated tools, we map what gives energy, what drains energy and how the individual functions under pressure. The result is concrete self-awareness – and a clearer understanding of how to work effectively and sustainably over time.

ENGAGEMENT PLAN

## This is what an engagement looks like.

### 01 Getting-to-know meeting

We meet without a set agenda. You describe your situation, I explain how I work. If we like what we hear and see a way forward – we set a plan.

### 02 Goals & engagement plan

Before we begin, we agree on what we want to achieve, how long it is expected to take and what responsibility I will take. Everything is documented and approved by you.

### 03 Delivery

I drive the engagement – methodically, transparently and with ongoing communication. You choose the level: I run it end-to-end, or we build internal capability together along the way.

### 04 Follow-up & review

We review progress against the goals. What worked? What can be improved? The engagement concludes when we are both satisfied – not just when time is up.

## Choose your model

### Full delivery

I take full responsibility for the delivery – design, facilitation and follow-up. You set the direction, I drive the process and deliver.

### Train the trainer

I run the engagement together with you or an internal resource and build capability along the way. Suited for when you want to strengthen your own capacity over time.

## What do you want to achieve?

Mark what is relevant – we will go through the details together when we set the engagement plan.

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|--|--|
| <input type="checkbox"/> Develop leadership – individually           | <input type="checkbox"/> Develop leadership – in a group                 |
| <input type="checkbox"/> Strengthen team dynamics and collaboration  | <input type="checkbox"/> Map individual strengths and motivators         |
| <input type="checkbox"/> Facilitate a workshop or team day           | <input type="checkbox"/> Coaching conversations for a manager or leader  |
| <input type="checkbox"/> Create alignment within the leadership team | <input type="checkbox"/> Other – we will discuss it at our first meeting |



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## Ready to take the next step?

*The initial conversation is always without cost.*

*Tell me about your situation – and we will see if and how I can help.*

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Magdalena Hagström Ståhl · Founder & Senior Consultant

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