



YOU HAVE THE ANSWERS. I KNOW THE WAY.



## An experienced consultant

I am a Certified Management Consultant with specialist knowledge in the areas of business development, business support, business administration and operational efficiency. Over the years, I have gained solid experience from implementing successful change programmes within a number of different business sectors and companies.

I create the conditions for improving profitability, making processes more efficient and clarifying strategies by using process-driven work methods and taking an unbiased approach which unites all employees in the search for solutions.

As a consultant and leader, I am unafraid and curious, but also inquisitive and sometimes even a little difficult. I am personally guided by a highly positive outlook on people which constitutes the basis for the process in which your employees are to become the heroes.

## Perspective: insight from the outside

As a consultant, my starting point is this: the solutions to most problems can be found internally, although there is often a need for an outsider's perspective to pinpoint them. I contribute this perspective. Similar to an entrepreneur who launches processes externally, I function as a catalyst for internal change work – as an “intrapreneur” if you like.

Over the years, I have been entrusted with consulting projects in sectors and industries that are completely different from one another, such as the finance market, government agencies, real estate firms and industrial manufacturing companies. These projects have included a number of Sweden's major corporations, as well as a large number of small enterprises. This has enabled me to develop a sharp analytic skill that allows me to quickly understand the big picture and the questions that need to be asked. Based on my analysis, I can then sit down with you to develop an up-to-date and common view of your business and its potential – a platform for implementing change work that is only possible to create with an outsider's perspective.

## The pathway to change

I am often engaged to solve a problem, although defining the problem is not as interesting as what you want to achieve. The purpose and objective of the project may be something completely different from the perceived problem.

My first measure is therefore to clarify the purpose of the project – what do you want to accomplish? After conducting an initial analysis and compiling all the facts, the core of the project will emerge: the process in which your employees become the heroes. Different tools are employed, such as SWOT and GAP analyses and conversational processes like the World Café Model, in order to stimulate spontaneous thinking and allow all employees to contribute their view. The goal for us is to see the opportunities together and understand what the real problems are, and the actions that need to be taken to solve them in the best way.

I then make a number of recommendations that are unique to the project at hand and based on the organisation's existing resources. Your employees are to immerse themselves in this process. Releasing their energy and competence creates a force for change that is essential for implementing transitional work and ensuring that it lasts.

## Ethics & certification

An ethical approach encourages openness

My approach is based on involving the employees. The solutions will be found by getting them to open up and think along new lines. This method naturally requires that I act in the strictest ethical manner. I never point the finger at or criticise individual employees in my reports or recommendations.

The conclusions I present are based on my own observations which, in turn, are founded on the collective thinking of the employees. As a member of SAMC, the Swedish Association of Management Consultants, I have pledged in writing to abide by our professional code of ethics. Read more at [www.samc.se](http://www.samc.se).

## Certified Management Consultant (CMC)

I am a Certified Management Consultant (CMC) according to the international professional standards for management consultants of the ICMCI (International Council of Management Consulting Institutes). This certification ensures that a management consultant represents the highest standards of consulting and adheres to the ethical canons of the profession. Read more at [www.samc.se](http://www.samc.se).

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## Beware of Lars Aspling!

Employees are warned that they might be infused with the enthusiasm that Lars Aspling's fearless honesty and enormous capacity leads to – in both words and actions.

Managers are warned that they might be affected by his merciless clarity and openness when he tells you what your company exactly needs to do to improve and achieve sustainable success.

During my 30 years as an advisor in strategic thinking and human efficiency, I have yet to meet anyone who works with such a powerful combination of competence and capacity as Lars Aspling, who is also such a good model for business ethics.

In addition to the project results that Lars Aspling delivers, and the operational results he enables, the genuinely professional client also gets a professional friend in Lars. (Roland Loefler, CEO and owner of LMM – Loefler Management & Media AB)

More references can be found at [www.asplingkonsult.se](http://www.asplingkonsult.se)

## Releasing energy

It is always fascinating and stimulating to experience the energy of a company and organisation and how it can be released within so many employees. You have to win their confidence and create a secure platform on which they can formulate the thoughts they could not express before, without being afraid of reprisals, and think in an open and innovative way through a stimulating process – and all with the basic, common goal to make something good even better.

This process is successful in both large and small organisations, provided there is a sincere willingness to achieve change. The long-term survival of a company or organisation is determined by the ability of its employees to organise, lead and adapt operations, enabling the company to meet the expectations and demands of customers while achieving targeted margins.



## Contact me

Contact me if you feel that...

- your business needs to be developed,
- your organisation has stalled or is in a rut,
- the competition is getting tough and
- something has to be done, but you don't know what or how

... but only if you have the *insight* that change is necessary and the *willpower* and *courage* to implement it.

Welcome!

Aspling Konsult AB  
Grevgatan 52  
SE-114 58 Stockholm,  
Sweden  
+46 70 752 64 56  
[lars@asplingkonsult.se](mailto:lars@asplingkonsult.se)  
[www.asplingkonsult.se](http://www.asplingkonsult.se)

