**INL2: 1B 1. Explain a dynamic perspective on organizations (max 100 words)**

Good dynamic balance between relations, information and acting will lead to self-organization, the ability to adapt and transform when needed and thus to high fitness and long term sustainability as a system. This takes into the account good preparation process, redesign and implementation of results. The dynamics of the group is of central importance for group creativity and the team is the basic organizational unit of development and innovation work.

**INL 2: B 2. Present three aspects of leadership you think is important from a dynamic perspective when planning a transformation of an organization (max 100 words)**

Sometimes the borders between the different aspects of the model are hard to draw. It is not always easy to decide to which aspect a certain action or concept belongs and is important for. Leadership supports the actors in the innovation process through e.g. intellectual stimulation, motivation, or the encouragement for reflection all leading to common vision and goal. In my opinion it is most crucial for leaders to create a work environment that is open towards change. Therefore, all three tasks: Staff, Enable, and Affect are equally important in this process.