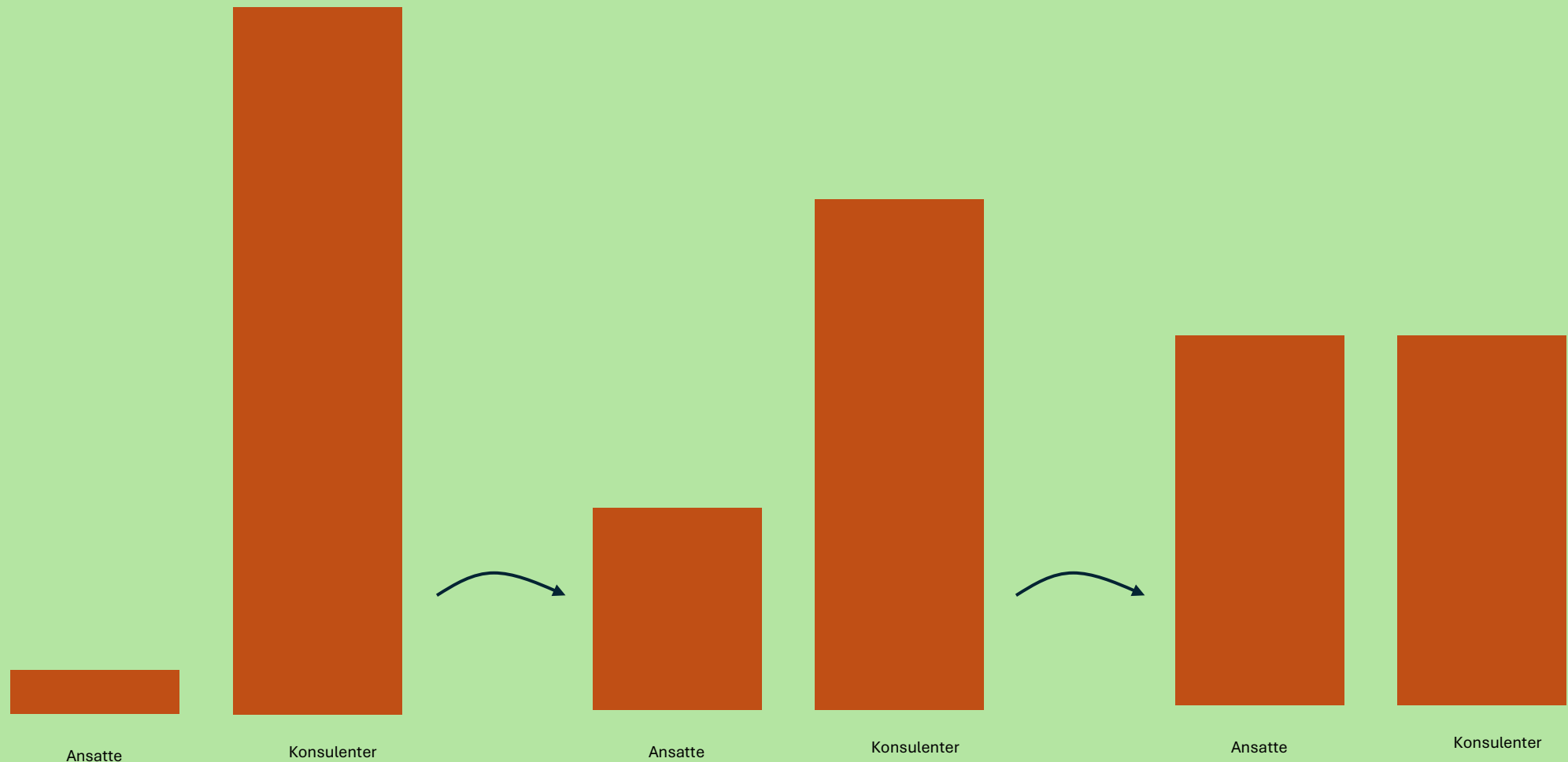


Hvordan lykkes med produktorganisering i Nav?

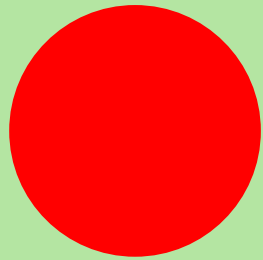
Vegard Storstad
Teknologidirektør

ENDRINGSEVNE

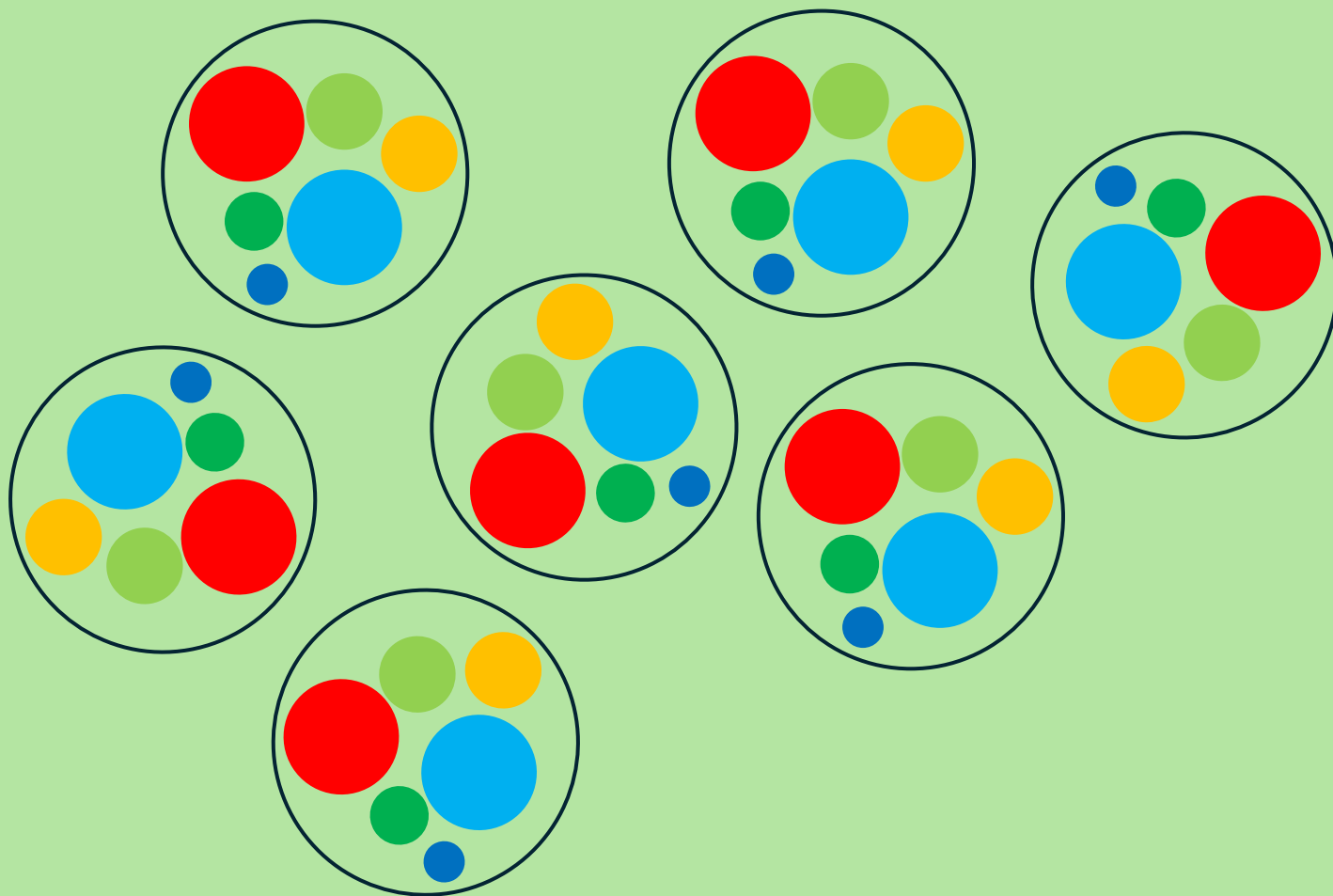
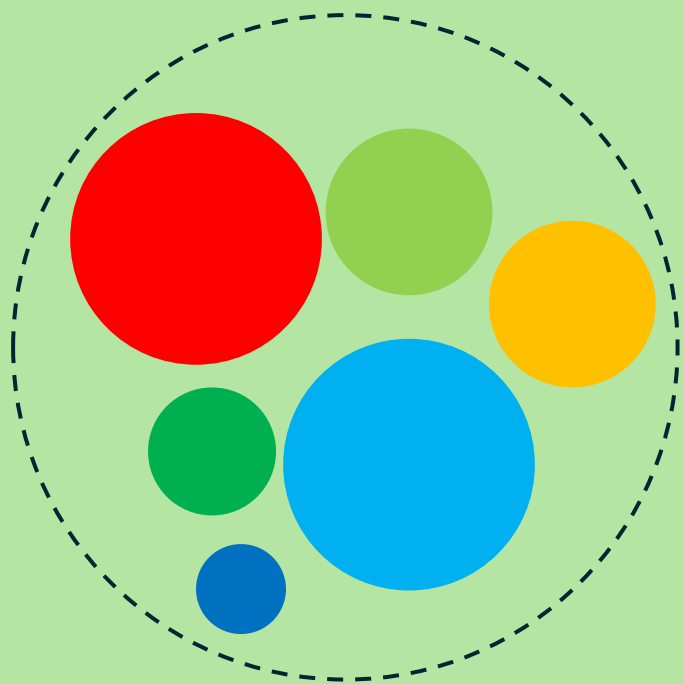
2016: Bygge kompetanse



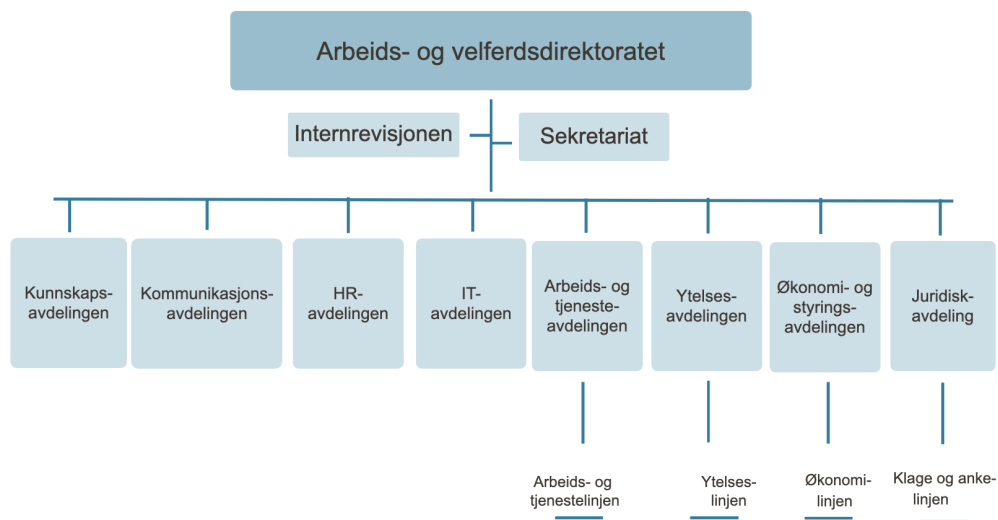
2017: Tverrfaglige team



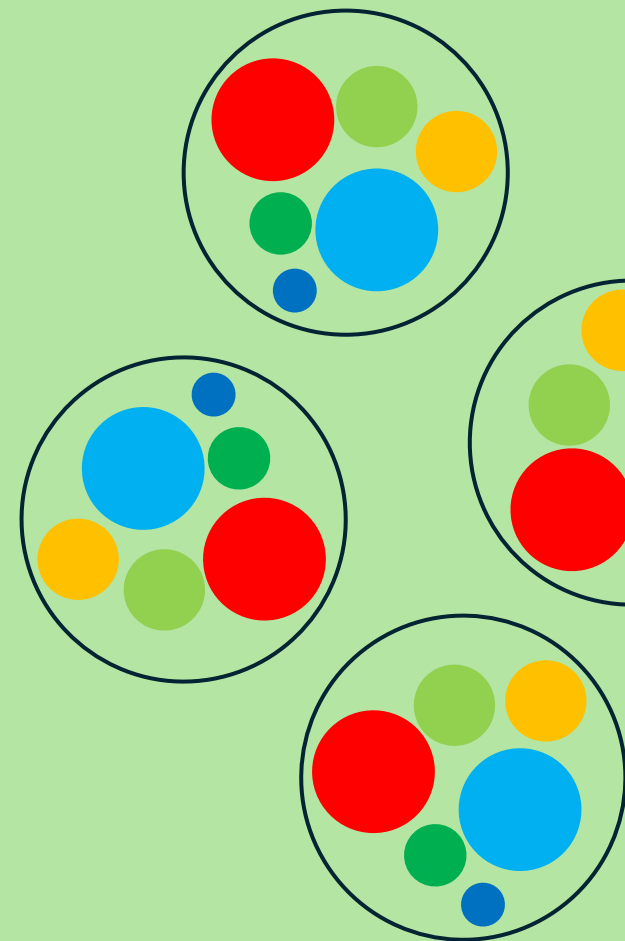
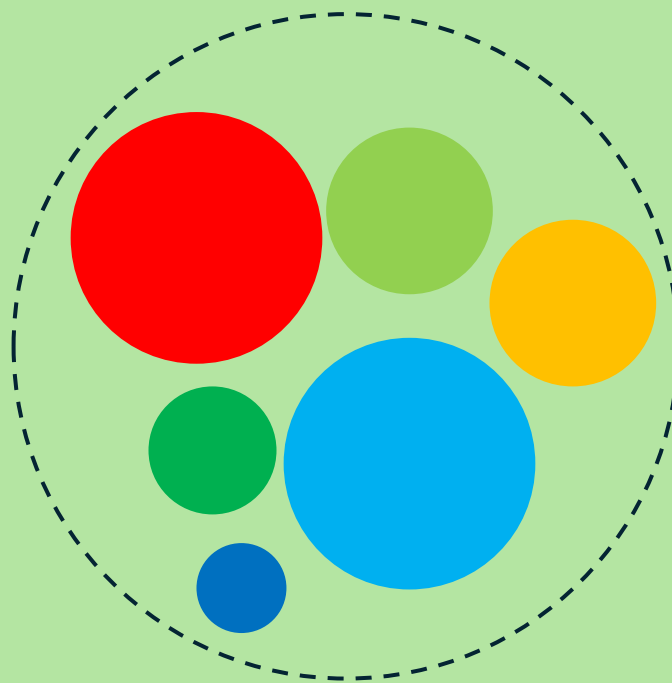
2018 – 2021: Produktområder



Linja



Produktområder



2022: (enda en) Rapport



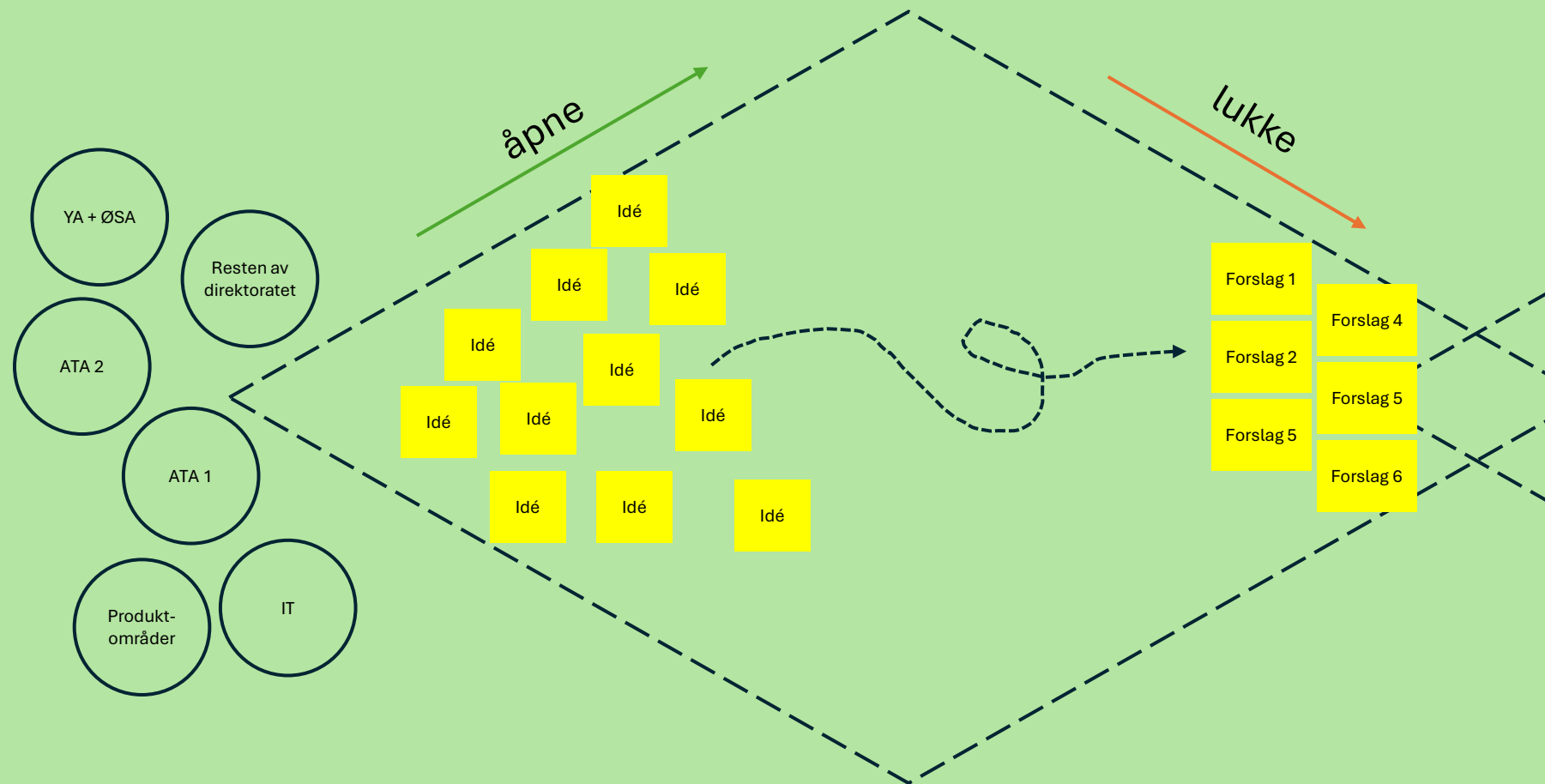
2006 – 2025: **Makt**



2023 – 2025: Organisasjonsutvikling

NAV
2030

Virksomhetsstrategi

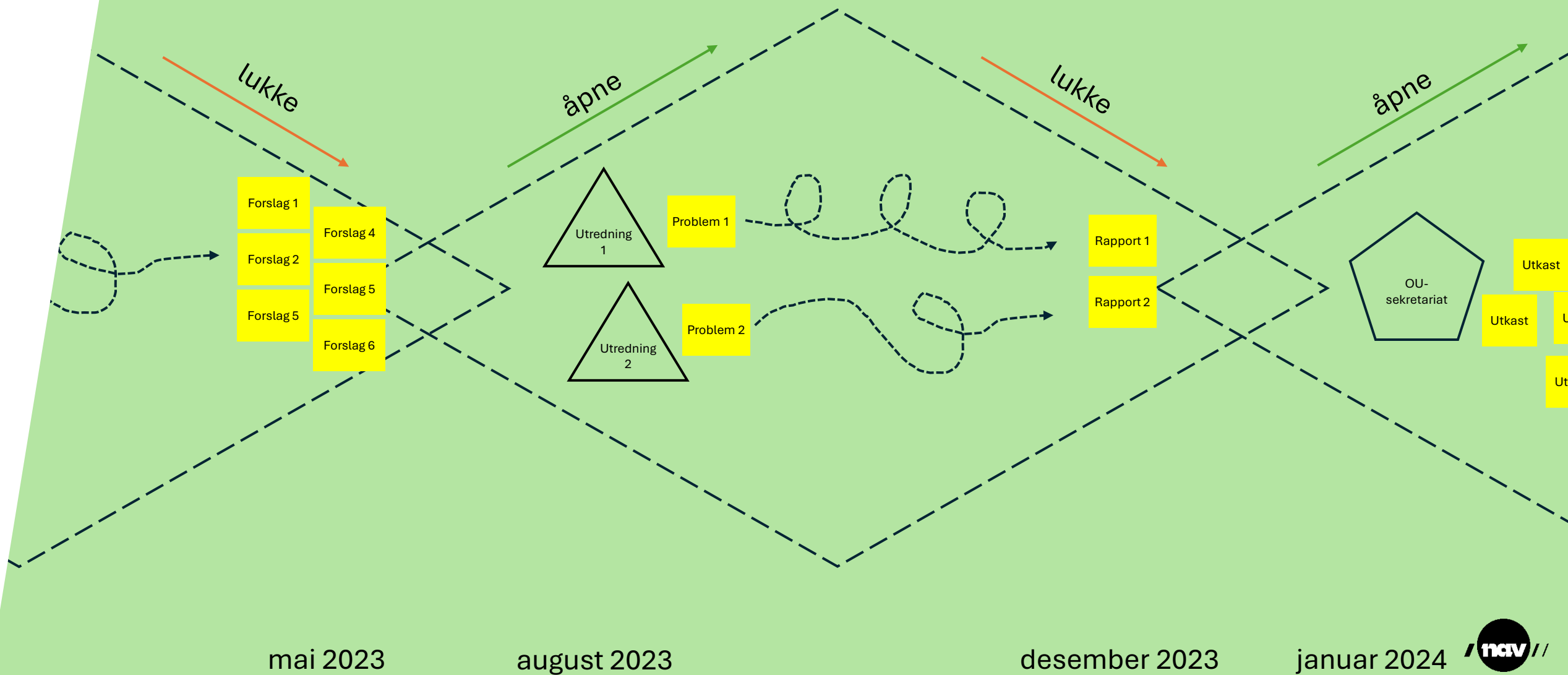


august 2022

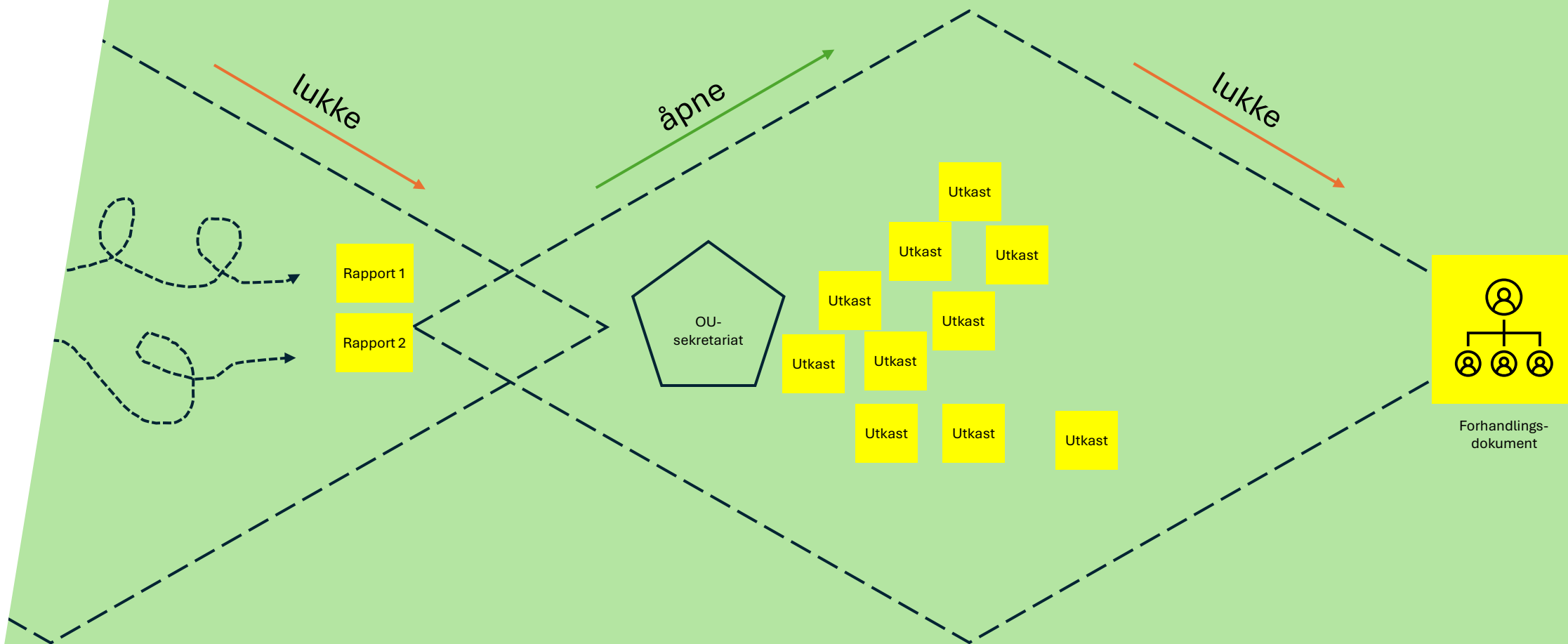
februar 2023

mai 2023

2023 – 2025: Organisasjonsutvikling



2023 – 2025: Organisasjonsutvikling



Forhandlinger om org

Prinsipper for person

Modell for ledelse

Bemanningsplan

Innplassering ledere

Innplassering medarb

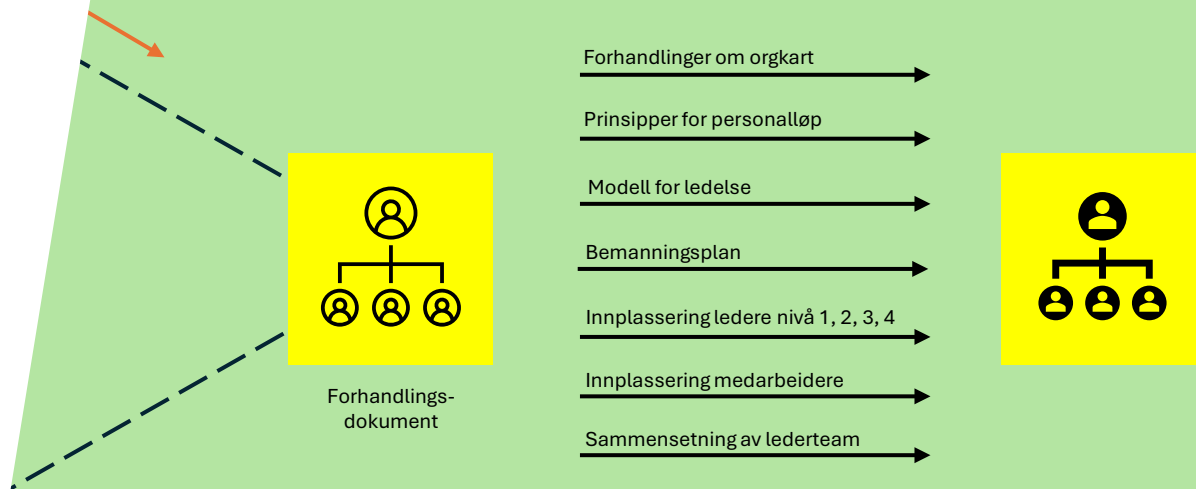
Sammensetning av le

desember 2023

januar 2024

oktober 2024

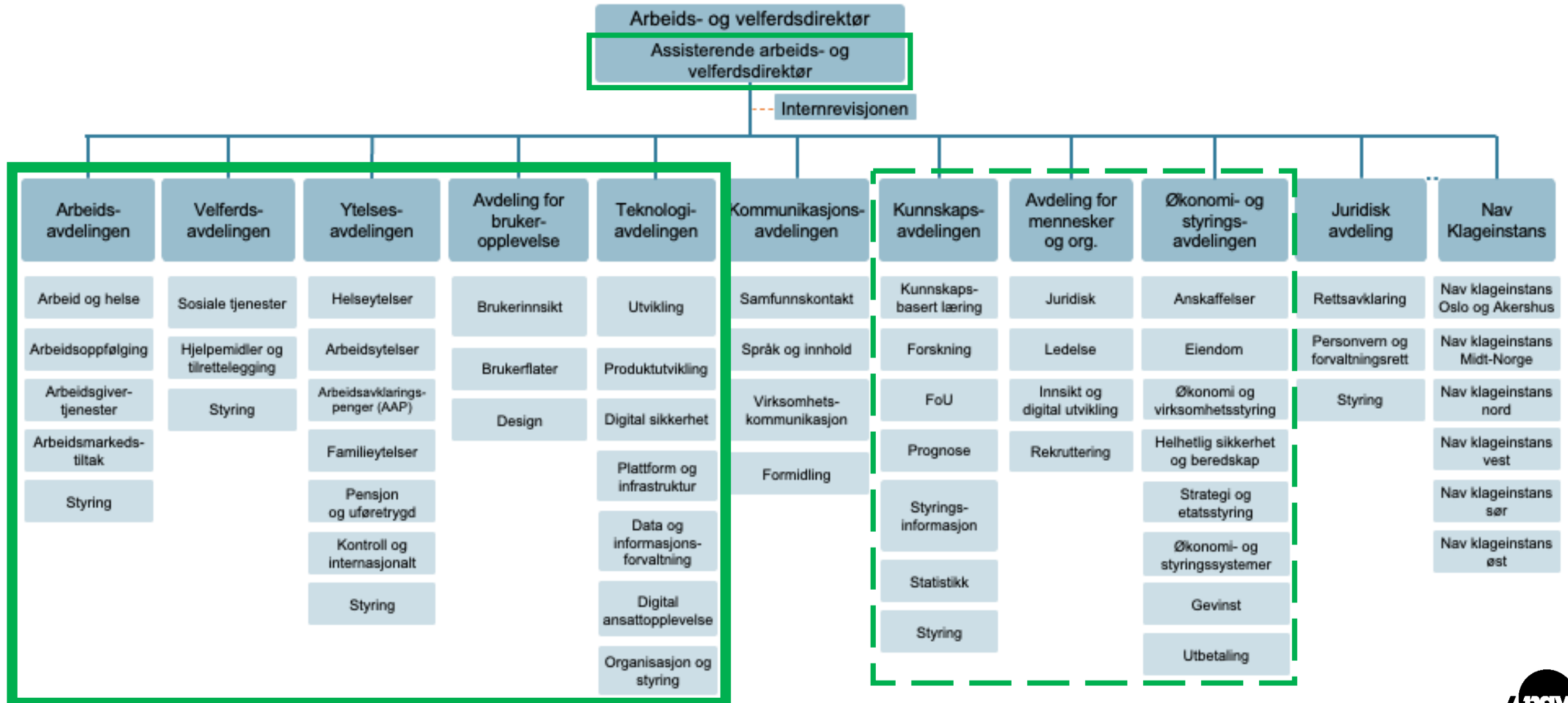
2023 – 2025: Organisasjonsutvikling



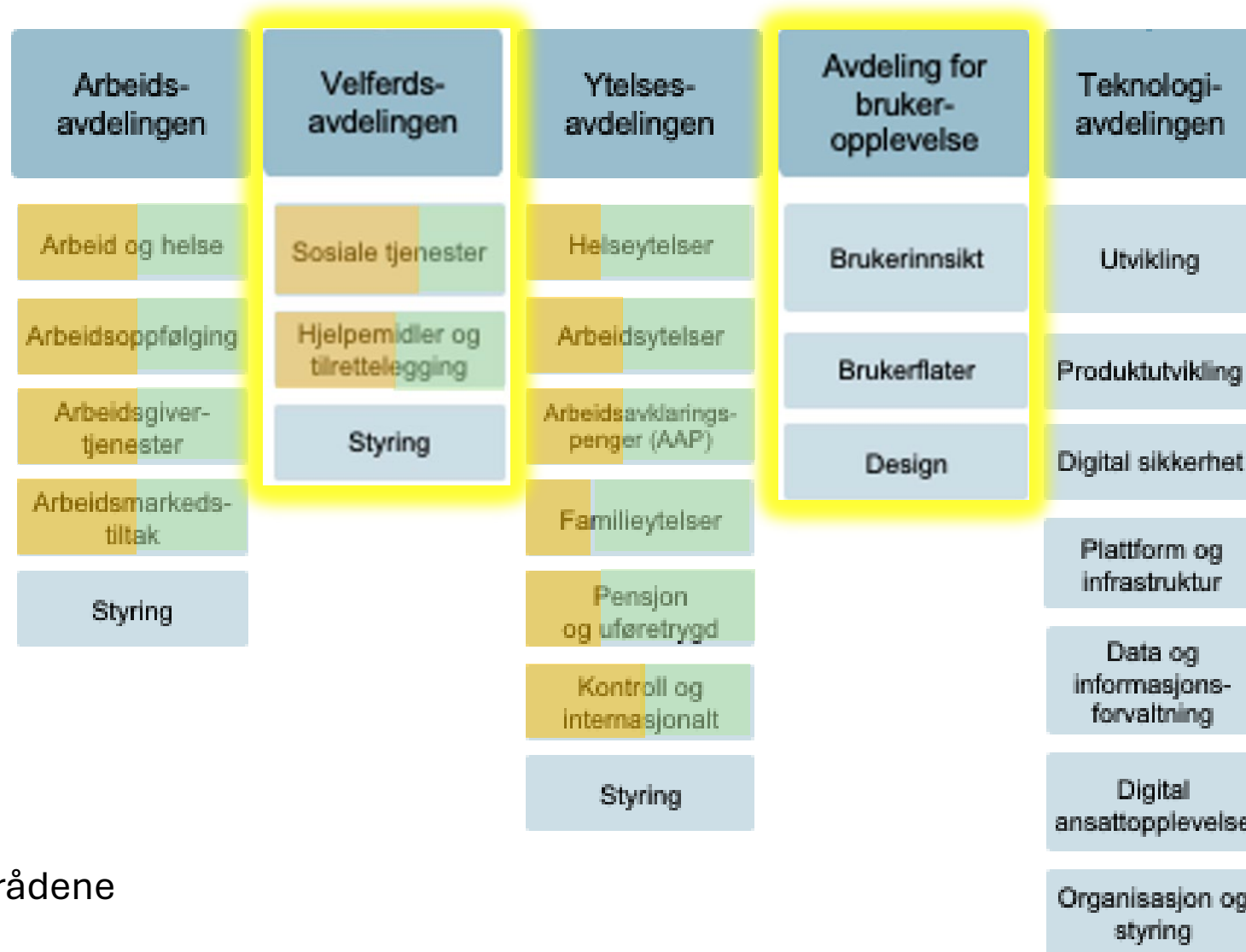
oktober 2024

1. mai 2025

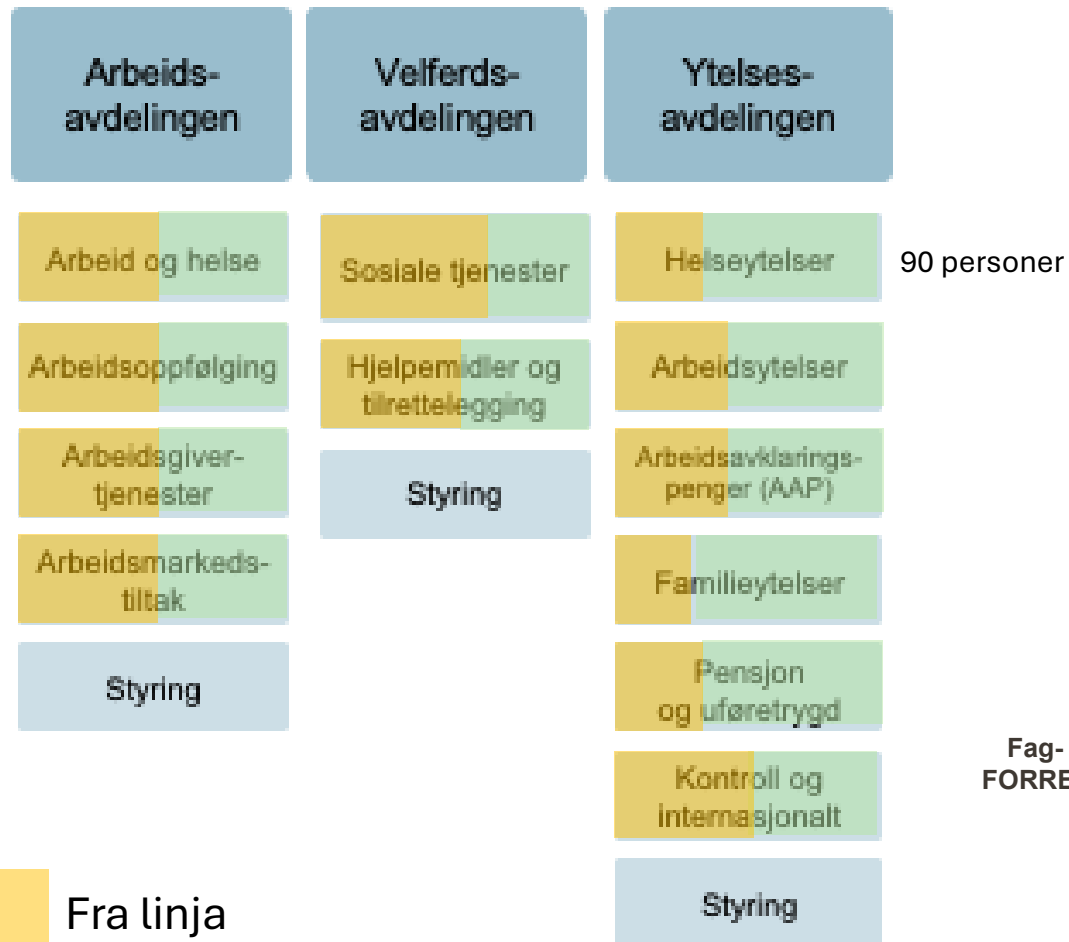
1. mai 2025: Ny organisasjon



1. mai 2025: Ny organisasjon

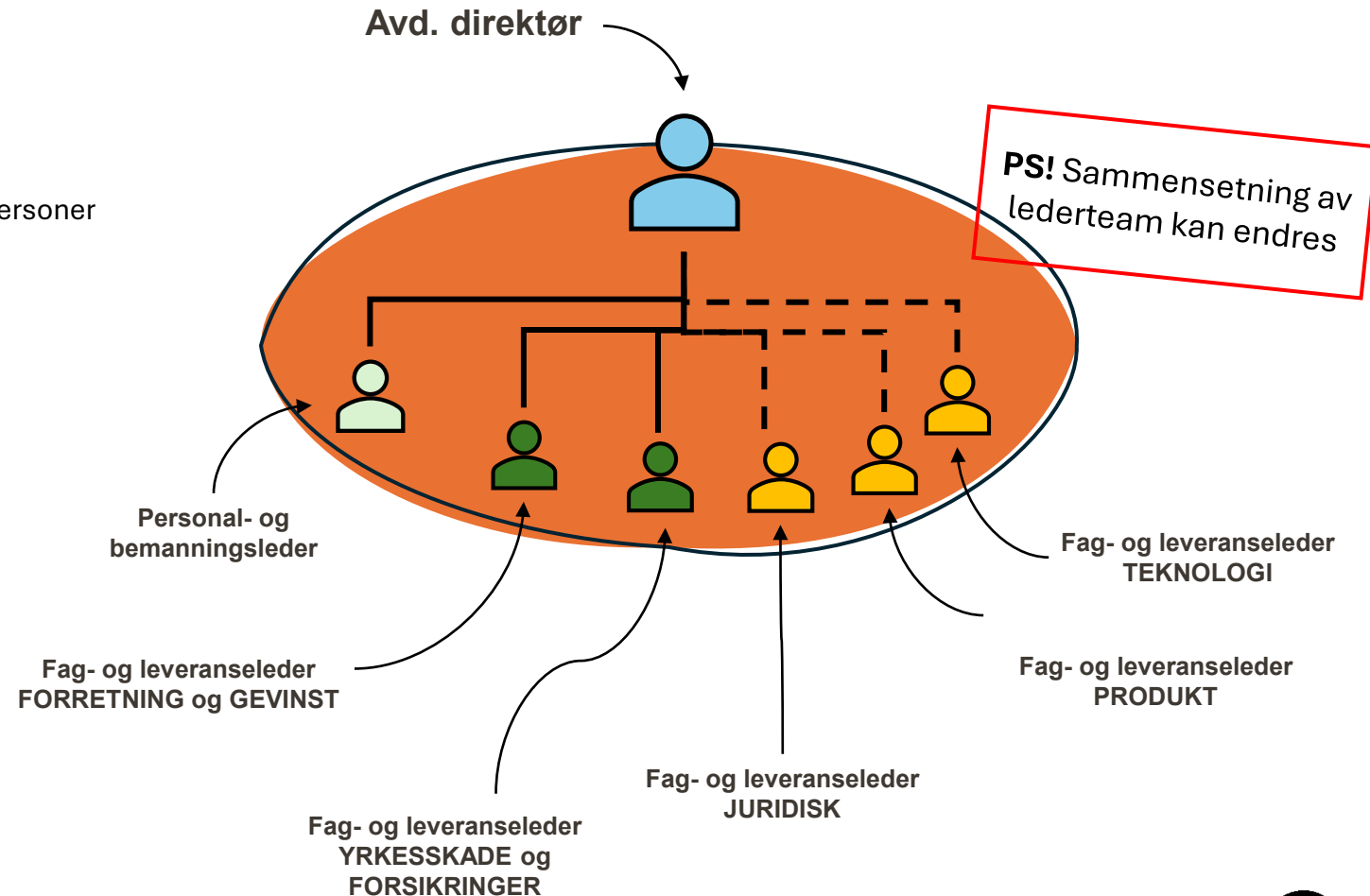


1. mai 2025: Tverrfaglig ledelse



 Fra linja

 Fra produktområdene



Oppsummert

- Individ → team → produktområde → **virksomhetsovergripende**
- «Sense of urgency» er avgjørende for å **utløse energi**
- Ikke gjør det vi har gjort, men **still spørsmålene vi har stilt**
- **Absolutt ingen ledere er skjermet** for endring og utvikling
- Kombinér **signaler ovenfra + kreativitet nedenfra**
- Endring er **ikke risikofritt**, alternativet er værre
- Investér i **kultur** – det handler om **folk** ❤️