

Profile - Anne-Leé Holmberg

“I have a longing, a desire to contribute to a more clear, sustainable and communicative leadership or people in working life and in life in general.”

Behind Lead by Profession is Anne-Leé Holmberg, driven by a desire to create leadership that makes a real difference - for individuals, teams, executive groups and organisations. At the core lies the human dimension: how we lead ourselves, each other and our organisations in a way that brings together clarity, care and direction. For more than 20 years, she has worked with development and transformation assignments, with a particular focus on communicative leadership - a form of leadership that strengthens organisations by aligning people and strategy towards clear, measurable results.

Freedom and joy in life are strong driving forces, together with the conviction that we are already more than enough. When we listen to our inner wisdom, choose what is constructive and focus on what works, a strong positive potential is released. Anne-Leé believes in the inherent goodness of people, in the power of trust and in the courage to lead both ourselves and others with presence, curiosity and warmth. Leadership is about both competence and heart.

As a consultant and strategic guide, she supports leaders, executive teams and key individuals in navigating a changing environment, finding balance between responsibility and freedom and growing in their leadership - with clarity, empathy and a focus on what truly creates value. Self-leadership forms the foundation: understanding oneself, increasing awareness of values, meaning and energy, and using tools to manage both one's own and others' reactions.

Anne-Leé also designs and leads leadership programmes, always tailored to the client's culture and desired leadership behaviours. The most recent programme, developed and delivered during 2025/2026 - *Sustainable, Human and Business-Driven Leadership* - builds on self-leadership as a foundation and focuses on leading others through communicative leadership that aligns people and strategy towards clear, measurable results, integrating both tangible and human values.

Some customers about Anne-Leé Holmberg, Lead by Profession AB

“Lead by Profession translates complex challenges into concrete solutions. Through structured processes, reflection and action, Anne-Leé creates long-term results.”

“Working with Anne-Leé brings both development and inspiration. She helps leaders lead themselves and others with clarity, trust and a balance between human values and business goals.”

“With Anne-Leé's support, our executive team has strengthened alignment, clarity and our ability to make decisions together. The impact is visible in both engagement and results.”

“Anne-Leé Holmberg combines professionalism with a genuine commitment to people. She creates trust and clarity that make a difference for both leaders and organisations.”

“She combines strategic focus with a human perspective in a way that enables both individuals and organisations to grow sustainably.”

“Anne-Leé asks the right questions, challenges in a constructive way and provides tools that lead to concrete action — always with warmth and empathy.”

Professional Experience

2012 – present

CEO & Senior Consultant, Lead by Profession AB

Leading the consultancy with a focus on leadership development, organisational change, culture and team development, and coaching of managers, leaders, executive teams and key individuals.

Developer of the methodology *Human Leadership — as a Lifestyle*.

2010 – 2011

Independent Consultant, ALH Consult

Consulting within leadership development, organisational change and coaching.

2003 – 2010

Senior Consultant, Talent & Career Management, Right Management

Responsible for leadership programmes, talent management and organisational development.

2000 – 2003

Management Consultant & Career Coach, The Empower Group

Leadership development, coaching and organisational change with a focus on both strategic and human development.

1999 – 2000

Executive Recruitment Consultant, Manpower AB

Recruitment for senior positions and career development.

1997 – 1999

Independent Consultant, ALH Consult

Consulting assignments within recruitment and HR processes.

1992 – 1996

Consultant Manager, Teamwork AB / Manpower AB

Manager within staffing and recruitment with personnel responsibility.

1989 – 1991

Sales, Teamwork AB

Sales responsibility within staffing.

Education and certifications (selection)

Education

Board training

The Human Element

UGL (Understanding Group and Leader)

Systemic Leadership

TUFF Leadership Training

Ongoing coach education

Training in HR, sales and labour law

Certifications

Management Research Group: LEA 360°

TMP – Team Management Profile

Hogan

Human Design

Leadership Coaching, ICF

The Human Element, Beyond Conflict, Element B

SHL 360°, OPQ, MQ