

Anders Sorman-Nilsson

Anders helps companies and individuals funky-up their thinking and become street smart and result-oriented thinkers.



Clients

Kikki K - Retail

Reactive Media – Advertising
(BRW Fast 100)

Australian Legal Practice
Managers Association



He facilitates exponential learning that moves clients from talent recruitment to incubation, inspiration and perspiration.

In his role at Thinqe, Anders has co-designed the cutting-edge programs Gen Y + Gen X + Baby Boomers = Generation Talent³ and Whole Mind Communications: Integrating IQ and EQ. He helps organizations overcome the talent crisis by engaging the 3 Es – enthusiasm, expertise and experience – of three generations in today's workplace, thereby harnessing each generation's unique talents so that organizations can fire on all generational cylinders. Anders' fundamental belief is that organizations need to move from generational collision to generational collaboration in order to become true talent incubators, and he uses his Funky Thinking™ methodology to help them on this path.

Anders Sorman-Nilsson was born in Stockholm, Sweden and is a true Generation Y spokesman (some say a Generation Y Devil's Advocate). A reformed Australian-trained lawyer, he is the principal facilitator and trainer at Thinqe. Anders' passion and expertise lays with Funky Thinking™ as a platform and as a tool to facilitate change and progress in teams and individuals. He communicates a synthesized smorgasbord of perspectives, angles and opportunities to challenge existing boundaries and develop talent, cross-generational communication and innovation in organisations. Anders holds a BA / LLB (Hons) and a GDLP from the Australian National University, and a Specialisation in International Law from the University of Vienna.

Programs

Drop the Attitude: Teaching Generation Y Funky Thinking™ for career success

- Turning Generation Y into loyal performers

Moving from Generational Collision to Generational Collaboration: Harnessing enthusiasm, expertise and experience

- Getting organizations to fire on all generational cylinders

Drill Ysely: How to engage Generation Y, harness their talents, and incubate performance

- Turning managers into Generation Y talent incubators

Street-Smart Psychology: How to thinqe for a change

- Getting organizations to creatively solve their business problems

Business Smart Communication Savvy: Integrating IQ and EQ

- Boosting professionals' communication savvy for improved results



THINQUE

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info@thinqe.com.au ABN 20 117 180 935

Testimonials

'I now believe I can achieve anything, even the things I used to think were out of reach'
– Kristina Karlsson, Founder, Kikki K

'Very good. It broadened and deepened the definition of talent'
– Trevor Torrance, Learning and Development, HSBC

'Very good – relevant and entertaining.'
– Megan Lackey, Talent Technologies

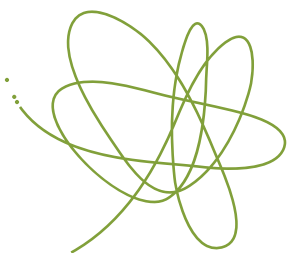
'A success. Your words were inspirational for the boys and for the parents. The manner in which you engaged over 500 people was quite remarkable'
– Simon Murray, Head Master, Canberra Grammar School

'Anders is beyond your normal thinker. If you want an organisation of people who can think smart and make things happen without the emotional chaos, Anders is your man!'
– Nils Vesik, Author of Life's Little Toolbox

'So you're smart. So what?
Old mental software can kill
your career.' Anders Sorman-Nilsson

How would your company be different if ...

- Your talent knew how to funky up their thinking and employ street smart psychology to perform at their peak?
- Your cross-generational staff were able to connect across disconnects?
- Your staff were engaged and motivated?



T H I N Q U E



Anders Sorman Nilsson - Bio

Anders Sorman-Nilsson was born in Stockholm, Sweden and is a true Generation Y spokesman (some would say Devil's Advocate). A reformed Australian-trained lawyer, he is now the principal facilitator and coach at Thinque. Having been brought up as an independent thinker in a multicultural setting, Anders' passion lays with Funky Thinking™ as a platform and as a tool to facilitate change and progress in teams and individuals. In his presentations, Anders communicates a synthesized smorgasbord of perspectives, angles and opportunities to challenge existing boundaries and develop talent, progressiveness and innovation.

Anders completed his major studies at the Australian National University on an international scholarship, and holds an Honours Degree in Law, a Graduate Diploma in Legal Practice, and a Bachelor's Degree in Arts (International Relations) from the A.N.U., as well as a Specialisation in the Law Governing International Relations from the University of Vienna, Austria. During his University studies, Anders spoke at a number of International Youth Leadership Conferences around the world, and was awarded 'Best Speaker' at the Vienna Model United Nations Conference by former Secretary-General of the UN, Kurt Waldheim.

In his role at Thinque, Anders has co-designed the cutting-edge programs Generation Y + Generation X + Baby Boomers = Generation Talent³™ and Whole Mind Communications: Integrating IQ and EQ™. He helps organizations overcome the talent crisis by engaging the 3 Es – enthusiasm,

expertise and experience – of the three generations in today's workplace, thereby harnessing each generation's unique talents so that organizations can fire on all generational cylinders. Anders' fundamental belief is that organizations need to move from generational collision to generational collaboration in order to become true talent incubators, and he uses his Funky Thinking™ methodology to help them on this path.

Anders has been interviewed by ABC and SBS Radio, and has featured in Australian, Swedish and Austrian magazines. He has authored numerous articles, is the author of the popular personal development blog - the Thinque Tanque (<http://www.thinque.com.au/blog>), and is featuring in the 2007 book 'Secrets of Great Success Coaches Exposed' by Dale Beaumont. He is a Board Member of the Swedish-Australian Chamber of Commerce, Young Professionals Division.

Anders lives in Balmoral, Sydney where he enjoys a great life. When he's not working, Anders is a keen skier and jogger, and takes every opportunity to travel to new places around the world. Having learnt to appreciate cricket in the last few years, he enjoys a quiet afternoon with a book on the couch in front of a test match.

How would your company be different if ...

1. ● Your talent knew how to funky up their thinking and employ street smart psychology to perform at their peak?
2. ● Your cross-generational staff were able to connect across disconnects?
3. ● Your staff were engaged and motivated?
4. ● You tapped the enthusiasm, expertise and experience of every generation at work?
5. ● Your managers were leading talent incubators?
6. ● Your up-and-coming leaders were taking on more responsibility and operating at higher levels of efficiency?
7. ● Your Generation Y talent were able to think innovatively, and positively influence the organisation's results?



Presentation Topics

Thinque-Be-Do-Have

What will change as a result of the presentation?

Moving from Generational Collision to Generational Collaboration: Harnessing enthusiasm, expertise and experience

Is perfectly suited to leading thinkers within the HR, LnD and Senior Executives community, whose ambition it is to facilitate high-performing, engaged and innovative cross-generational teams in corporate Australia.

Getting organizations to fire on all generational cylinders

- Your teams will learn how to quickly diffuse conflict and difficult situations, while becoming aware of key behaviours that nurture cross-pollination and implementation of fresh ideas
- The participants will learn how to turbocharge their thinking in order to creatively and collaboratively solve business problems

Drop the Attitude: Teaching Generation Y Funky Thinking™ for career success

Designed for young professionals and ambitious adolescents, this presentation delivers pragmatic tools, unique perspectives and exercises to facilitate the participants' career growth.

Turning Generation Y into loyal performers

- Your Generation Y staff will learn how to excel in their work, communicate astutely in diverse settings and take on more responsibility
- Your Generation Y talent will learn how to 'manage up' and increase their productivity by connecting across generational disconnects

Drill Ysely: How to engage Generation Y, harness their talents, and incubate performance

Designed for HR, LnD and senior executives who want to know how to overcome the talent crisis and proactively foster a collaborative cross-generational culture by getting through to Generation Y.

Turning managers into Generation Y talent incubators

- Your managers will learn how to 'get them', 'keep them', and 'engage them' while turning 'talent' and potential into performance and competence
- Your managers will learn preventative retention strategies that motivate Gen Y and build your employer brand



Presentation Topics – *continued*

Street-Smart Psychology: How to thinque for a change

Delivers the cutting edge Funky Thinking™ methodology – to solve problems, think innovatively, and move beyond challenges. It employs a blend of shifting perspectives, HBDI™, lateral thinking and NLP to spur innovation, creativity and empowerment.

Getting organizations to creatively solve their business problems

- Your staff will learn how to creatively and innovatively solve immediate and strategic business challenges to stay at the cutting-edge of 21st Century business trends
- Your staff will learn street-smart psychological tools to sustain performance and tackle business problems with confidence and flexibility

Business Smart Communication Savvy: Integrating IQ and EQ

Focuses on providing top professionals with a competitive edge, by compounding their IQ with highly astute EQ awareness. This topic gives the participants an understanding of the importance to broaden and deepen their emotional intelligence and right brain competencies. It is the perfect presentation to lay the foundations for the integration of right and left brain thinking in highly technically skilled individuals and teams.

Boosting professionals' communication savvy for improved results

- Your professional staff will learn how to use emotionally intelligent behaviour to diffuse difficult situations, create deeper client relationships, and interact productively with their peers
- Your professional staff will learn how to positively engage across generational disconnects and boost their performance

a message to generation y: old mental software can kill your career

by anders sorman-nilsson

On the 18th of November, the world's leading finance ministers and central bank governors, representing around two-thirds of the world's population and 85 percent of world gross domestic product, arrived in Melbourne for the G-20 forum.

They were met by thousands of young people protesting against globalisation. Some protesters were university students, some members of left-wing political groups (such as the 'Stop G20' and 'Stop G8' groups). Others were suited young men and women with corporate jobs who are driven to protest a concept that they feel is eroding many people's way of life.

of 'destructive vandalism' are the very same qualities that make Generation Y a paradigm-shifting generation. On the one hand they are the most medicated generation in history, while on the other hand they are very focused on personal development, evolution and happiness.

Constant change is a way of life for them, yet many strive for traditional family values. They question the sobriety in job or industry loyalty, while at the same time seeking coaching, feedback and competent leadership for their own progress. It is almost like they play Devil's Advocate with themselves. This flexibility of perceptual positions gives them a huge advantage

Remember that in China, when you are one in a million, there are 1,300 people who are just like you. That is called cut-throat competition.

However, it is the very need that drives these young people to stand up and protest the G20 forum that can make them successful in a changing globalised economy.

Now, more than ever, attitude and a willingness to adapt are critical to career success in the 21st century. Motivation is no longer a cute American 'rah-rah' phenomenon, but a serious necessity for those wishing to do well in the new market environment. As competition increases, an attitude of ferocious curiosity, adaptability and creativity is required in order not to get left behind. While some struggle to fathom the seismic shift that is occurring right before our eyes, others in Generation Y are realising, more and more, that this is the case.

This shift is a result of the flattening forces of globalisation, which have removed physical borders and levelled the economic playing field.

In this environment, humankind is destined to do things 'better, faster, quicker'; and while some streamline their energies into smashing McDonald's shopfronts and burning Starbucks tall latte cups, many in Generation Y are surfing at the forefront of global entrepreneurialism and political developments, while exploring new communication and lifestyle freedoms.

Ironically, the questioning attitudes that result in this type

in their analytical, communication and investigative competencies, and can, if used wisely, be enormously attractive attributes in the marketplace.

It is no longer enough, though, just to have brains and talent. Young Australians are now competing with a multitude of hungry global citizens from every continent. Remember that in China, when you are one in a million, there are 1,300 people who are just like you. That is called cut-throat competition.

So to compete successfully in this era, you have to constantly upgrade your skills. There will be plenty of good jobs and business opportunities out there in the flat world for people with the knowledge and the ideas to seize them. Hence, a love for learning, motivation and a passion to grow as a person have become qualities with a real price-tag attached to them. This attitude is the key to success and many in Generation Y have consciously or unconsciously made this link, while others are still struggling to find the empowering meaning behind globalisation.

Now is the perfect time for the members of Generation Y to be asking themselves some important questions. Will they choose to be involved in protests, or will they, through changes to their attitudes, become the new world leaders and make a meaningful and lasting impact on the world economy, by being involved in 'creative destruction' of the old and inefficient ways of the past rather than meaningless vandalism?

The message to all of Generation Y – stop smashing McDonald's, upgrade your mental software, find your positive meaning in life and pursue it with passion. You are bound to be met with success – however you define it.

Anders Sorman-Nilsson is Managing Director and Founder of Thinqe, a corporate training and coaching firm employing the latest in cutting-edge human communication methodologies tailored for its family of Generation X and Y clients.
www.thinqe.com.au



INTELLIGENCE

by anders sorman-nilsson

So you're smart. So what?

It used to be that just having a high IQ, often coupled with going to the right school or moving in the right circles, was enough to qualify you for leadership.

Current HR trends tell a different story, however. The new buzzwords – EQ and WQ – are making a splash among those with the task of hiring both immediate and potential leaders.

To qualify, IQ (Intelligence Quotient) is the best known. EQ (Emotional Quotient) has been the *in thing* for some time, and WQ (Wisdom Quotient) is the latest.

With all of these Quotients going around, which is better when looking at potential leaders for your business?

Is intelligence enough? Or is it more important that a manager can identify, sympathise and rally the troops? Perhaps the most important quality a leader can have is the wisdom to make good decisions and to counsel others?

Clearly, it is when IQ, EQ and WQ work in harmony that you have an outstanding leader.

No one of these areas is more important than the others. Together they form a human being with the intelligence to understand and interpret the information they receive, the emotional maturity to exercise self-control and to lead others and the wisdom to have learned from experience that things may not go the way they 'think' or 'feel' they will.

Each of these quotients is only "more" important when it is built on a solid foundation of the others.

IQ comes first – because it is pretty much impossible for a person to have a high EQ and WQ without a high IQ.

This doesn't mean your people need to be geniuses. It does mean that they need enough intelligence to analyse and interpret the information they filter from the world around them. They need to be switched on and able to take action in a logical and informed manner.

Second that emotion

Many people with high IQs have had notoriously low EQs. Think nutty professor or mad scientist. This isn't always the case. Pythagoras and Einstein, for instance, were as much philosophers as scientists. They do seem to be more the exception than the rule, however.

A good leader must have a high level of EQ. How else will they inspire the people they lead to give their best? How else can they effectively manage staff, suppliers and clients? All of the world's greatest leaders have had high EQs.

WQ has much to do with EQ. It could almost be considered the 'advanced' IQ and EQ. WQ measures how you interact with the world around you – the decisions you make, the way you feel about things.

Ideally, you want someone with high levels of all three quotients leading the people within your company. The issue, of course, is finding these perfectly balanced people. They are few and far between.



The answer here is that all the Quotients can be raised. EQ is the easiest; through coaching and training managers can be taught to understand their emotions (and the emotions of others) and can learn how to harness these to best effect.

IQ is harder to improve. However, if you look at any IQ test, a large part could be considered 'General Knowledge Skills'. Quite often, high school students will score higher marks in IQ tests than their parents – not because they are smarter, but because they are constantly engaged in the pursuit of knowledge and are being exposed to the kind of information in these tests on a daily basis.

If they are not already studying, consistent, ongoing, structured learning is almost guaranteed to lift a person's IQ level.

WQ is the most difficult to improve. A certain amount of wisdom comes from time – experience within different industries and companies helps, as does everyday life experience. Wisdom can also be passed down.

Younger leaders will, eventually, acquire wisdom naturally and without your assistance. However, they can be helped, particularly if they are given access to a mentor who can lend their own wisdom and who can help younger leaders to identify areas of growth and learning. 🦋

Anders Sorman-Nilsson is Managing Director and Founder of Thinque, a corporate training and coaching firm employing the latest in cutting-edge human communication methodologies for Generation X and Y clients. www.thinque.com.au



Personal Introduction

This interactive and internationally awarded presenter leaves his audience at once inspired, entertained and educated. Swedish by origin and design, Anders uses a spicy blend of wits, cutting-edge communication methodologies, passion and a fresh presence to make sure that each and every individual is personally touched by his presentations, both intellectually and emotionally.

Anders' specialty lays in helping really talented people facilitate a shift in their perspective in order to compound the results of their talents and IQ. Highly talented people are not always emotionally intelligent, and Anders assists people in bringing out their unique intelligence, special talents, and developing their communication astuteness. His obsession is with Funky Thinking™ as a platform and a tool for mind shifts that empower individuals and teams to create progress and change. In his presentations, Anders communicates a synthesized smorgasbord of perspectives, angles and opportunities to challenge existing boundaries and nurture talent incubation, progressiveness and innovation.

As Managing Director of Thinque, Anders has co-designed the cutting-edge training programs Whole Mind Communications: Integrating IQ and EQ™ and Generation Y + Generation X + Baby Boomers = Talent3™. He is a facilitator, speaker and a published columnist. Anders has been interviewed by ABC and SBS Radio, and has featured in Australian, Swedish and Austrian magazines. He has authored numerous articles, and is the author of the popular personal development blog - the Thinque Tanque (<http://www.thinque.com.au/blog>). He features in the 2007 book 'Secrets of Top Success Coaches Exposed' by Dale Beaumont.

Anders completed his major studies at the Australian National University on an international scholarship, and holds an Honours Degree in Law, a Graduate Diploma in Legal Practice, and a Bachelor's Degree in Arts (International Relations) from the A.N.U., as well as a Specialisation in the Law governing international relations from the University of Vienna.

Client List

- Kikki K
- Reactive Media
- Australian Legal Practice Managers Association
- International Coach Federation Australasia
- The Career Group
- Swedish Australian Chamber of Commerce
- Jay Abraham Asia Pacific
- Canberra Grammar School
- Network
- Rotary



Testimonials

'Thank you for a great [7 Steps to Success] weekend. I now believe I can achieve anything, even the things I used to think were out of reach'

– *Kristina Karlsson, Founder and Managing Director of Kikki-K, 2 time Telstra Business Woman of the Year Nominee and Ethnic Business Person of the Year 2006, Australia*

'As a young professional, early in one's career, clear direction is essential. Anders Sorman-Nilsson from Thinque showed us the power of goal setting and easy-to-follow techniques to reach these goals'

– *Per Gustafsson, President, Swedish Australian Chamber of Commerce, Young Professionals Division, Australia*

'Very good. It broadened and deepened the definition of talent'

– *Trevor Torrance, Learning and Development, HSBC*

'Very good – relevant and entertaining.'

– *Megan Lackey, Executive Assistant, Talent Tech*

'It certainly opened my eyes to some of the areas of our business that we need to focus on. The information Thinque provided pinpointed specific issues and the consultant comprehensively ran through certain solutions/ ideas of ways that we could improve our day to day business activity.'

– *Kathryn Illy, Marketing Manager, Macquarie Bank, Australia*

'Throughout the process Anders demonstrated a truly professional attitude combined with a caring and humanistic approach. I am convinced he offers invaluable help with potentially so many areas of my life. I cannot thank him enough!'

– *Mark Falkland, Guitarist, Young & Restless, Winner of 2006 Triple J Australian 'Unearthed' Competition, Australia*

'Thank you very much for making the Leavers' Dinner such a success. Your words were inspirational for the boys and for the parents. The manner in which you engaged over 500 people was quite remarkable and importantly the young men were very much listening to what you were saying'

– *Simon Murray, Headmaster, Canberra Grammar School, Australia*

'Anders provided a well researched presentation about EQ, IQ and whole brain communication. He offered insight into trends as well as tools to draw out Talent in corporate organisations. The Talent Tuesday event attracts senior managers in business and human resources who valued the perspective Anders and Thinque offered.'

– *Kirsten Daly, Director, The Career Group*



Speaking References

1. Kristina Karlsson

Managing Director of Kikki-K

Phone: 03 9645 6346

Email: Kristina@kikki-k.com.au

Event: 7 Steps to Success, May 2006

Testimonial: Thank you for a great [7 Steps to Success] weekend. I now believe I can achieve anything, even the things I used to think were out of reach'

2. Simon Murray

Headmaster Canberra Grammar School

Phone: (02) 6260 9700

Email: head.master@cgs.act.edu.au

Event: Year 12 Valedictory Dinner, September 2006

Testimonial: 'Thank you very much for making the Leavers' Dinner such a success. Your words were inspirational for the boys and for the parents. The manner in which you engaged over 500 people was quite remarkable and importantly the young men were very much listening to what you were saying'

3. Kirsten Daly

Director, The Career Group

Phone: 0400 76 45 43

Email: kdaly@careergroup.biz

Event: What do IQ and EQ have to do with Talent?

Testimonial: 'Anders provided a well researched presentation about EQ, IQ and whole mind communication. He offered insights into trends as well as tools to draw out Talent in corporate organisations. The Talent Tuesday event attracts senior managers in business and human resources who valued the perspective Anders and Thinque offered.'

4. Per Gustafsson

President Swedish Chamber of Commerce, Young Professionals Division

Phone: 02 8274 6149

Email: per.gustafsson@tricom.com.au

Event: How to develop a cutting-edge mental attitude to propel your career forward, Swedish Australian Chamber of Commerce, November 2006

Testimonial: 'As a young professional, early in one's career, clear direction is essential. Anders Sorman-Nilsson from Thinque showed us the power of goal setting and easy-to-follow techniques to reach these goals'



Confirmation, Terms and Conditions

Confirmation of Assignment:

Anders is not confirmed for a presentation until a confirmation of assignment form is completed and returned with 30% deposit of the agreed investment for the presentation.

Pre-event engagement

We recommend a combination of email and an SMS text campaign prior to an event to create a receptive environment for learning and implementing change as well as increasing anticipation and excitement.

Post event follow up

We recommend a combination of email and an SMS text campaign after the event to ensure maximum learning transfer, retention and action. This can be achieved in a number of ways and is supported by posting any referenced material, links to resources and our free newsletters and products.

Payment details

We accept electronic banking and cheques.

Cheques can be made out to Thinque Pty Ltd and sent to: Thinque, PO Box 731, Spit Junction, NSW, 2088, Australia

Or electronically via:

Westpac Mosman

BSB no. 032 097

Account no. 22 55 86

Account name: Thinque Pty Ltd General Account

We also accept all major credit cards (Visa, Master Card, Amex, Diners, BarterCard). Please see attached order form which can be completed and faxed to + 61 2 8456 57 06.

Terms and conditions

The following are the standard terms and conditions for working with Anders Sorman-Nilsson:

1. Confirmation of Assignments: To confirm Anders Sorman-Nilsson for a presentation (keynote, facilitation or seminar), a "Confirmation of assignment Agreement" must be completed and returned with 30% deposit of the agreed investment.
2. Payment of invoice: On completion of the presentation the balance of the agreed investment is due within 7 days.
3. Payment methods: Payment can be made via cheque, credit card or electronic banking
4. Cancellation policy:
If cancelled by the client, the 30% retainer is not refundable. Cancellation by the client within 7 days of a scheduled presentation date requires 100% of scheduled fees. This covers preparation, consulting time and loss of potential business due to holding of date(s) for client. Although very unlikely, if cancelled by Anders Sorman-Nilsson, the client will receive a total refund. If the client would prefer an alternative speaker to be provided instead of a refund, wherever possible, this will be arranged.
5. Accommodation: Where overnight accommodation is required, the hotel should be advised to have room and meal costs for Anders Sorman-Nilsson charged to the client master account. Note: Long distance calls, mini-bar, and incidentals are the responsibility of Anders Sorman-Nilsson.
6. Checkout arrangements: Where the presentation lasts after 12:00 noon, late check-out should be arranged for 4:00pm. If the presentation lasts after 3:00pm, late check-out should be arranged for 6:00pm. If the presentation lasts until after 5:00pm and travel connections don't work out, an extra night's accommodation may be charged to the client's master account.
7. Flight arrangements: Please arrange business class/or economy flexible travel for all flights. Transfers to and from the airport to venue or accommodation destination will be charged back to the client at cost. Our preferred flight carrier is Qantas – Frequent Flyer 4207830. We value our clients' business, and know that you will agree that clear agreements enable us to concentrate on delivering a world class presentation that will meet and wherever possible exceed your expectations. Should you have any questions regarding these terms and conditions, please don't hesitate to contact us.

PRODUCT ORDER FORM



PRODUCT DESCRIPTION	QTY	PRICE

Total GST inclusive:		

PERSONAL DETAILS PLEASE PRINT CLEARLY (*MANDATORY FIELDS)

*Mr/Mrs/Ms/Miss _____

*Home address: _____

*State: _____ *Postcode _____

Ph (H) () _____ *Ph (W): () _____

Fax: () _____ Mobile: _____

*Email: _____

PAYMENT METHOD

Cheque Cash Credit card

Credit Card Type _____ Security code: _____

Cardholder's name: _____ Expiry: _____

I hereby authorise the transaction as detailed above.

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