



# Sweden – some facts

290 municipalities

Average size 20 000 inhabitants –  
90 municipalities less than 10 000

Clear-cut division between  
national and local decisions and  
responsibilities

Around 9500 school leaders, 59 %  
female



**High attractiveness**

Autonomous leadership

Support systems

Strategic recruitment

Elaborated leadership  
culture



Restricted leadership  
culture

Recruitment based on  
intuition

Lack of support systems

Dependent leadership

**Low attractiveness**

## High attractiveness



Autonomous leadership



Support systems



Strategic recruitment



Elaborated leadership  
culture

