



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

