

# The Power of Action in Leadership

**Let's focus on what's essential**  
Our senior advisors have international experience in developing organizations and leaders to powerful results.

Discover

Identify

Empower

## **PULSE** Your Team's Effectiveness

Highly effective teams increase a business's competitive advantage. Take the Pulse!

While individual effectiveness is necessary, it is not sufficient to produce exceptional teams. To enable that properly, we developed anew.

Researching more than 26,000 teams from around the world, we now know the factors with the greatest influence on team effectiveness.

Ready to empower your leadership team?

**Vistra**  
INSPIRING BUSINESS

Uplifting People & Planet

hello@vistra.no



**Steinar Almelid** Senior Advisor

A visionary leader, Steinar combines a background in high-level military strategic work with over 30 years of experience working alongside renowned mentors for executive leaders. Understanding the deeply transformative power of the flow state, he has leveraged it to reach olympic level sport strengths. Now he utilizes it to assist people and process in better integrating flow and rich business competence, to aim for and achieve greater potentials.



**Nina Fjeldhaug** Senior Coach

With a solid corporate background from Norwegian and international businesses within shipping, HR and IT, Nina shifted gears. Through more than ten years, she has researched the human condition and sought out several powerful approaches for personal growth, leadership innovations and ways to find flow in both business and private life. She coaches and facilitates leaders and teams to greater flow, genuine thrive and a powerful new direction.



**Terje Nygaard** Business expert

A successful director and CEO for wellknown corporations and companies, Terje also has years of experience as HR director, marketing director and headhunter, in Norway and internationally. Since his commercial career, he's now a senior consultant and advisor for established organizations, start-ups and individuals. He's also a mentor helping struggling youth integrate.



**Mats Graf** Human growth expert

Assisting individuals and groups in realising their greater gifts, Mats focuses on what is here and now, applying his sharpened focus for how clients can open up to a richer field of knowledge and thrive. Over 30 years he has founded and run five wellness centers, in Oslo and Stockholm, offering a wide range of cutting-edge approaches to human growth and wellbeing.

## With High-Level Associates in Australia and USA



“ We’ve had several sessions together, and they are all professional and inspiring. Steinar sees my issues, and help me pinpoint where effort is best utilized. He is a highly capable coach holding space in a trustful, gentle and meaningful way. ”

*Børge Oftedal*  
Elite trainer and mentor

“ Last year, Steinar and I completed a World Business Advanced Executive coaching program. As a result we continued the relationship studying and developing our skills together on a weekly basis for a year. During this time I have personally benefited from Steinar’s wisdom and skills as a coach. Through his coaching he gently but firmly guides to a deeper level appreciation and sustainable action. ”

*Linda Whitman*  
Globally experienced executive,  
certified development coach

“ I just had another coaching session with Steinar. The space he creates is welcoming, spontaneous and structured at the same time. It feels so easy to trust and even take the authentic-feeling kicks to develop further as a leader. I have deep gratitude for this work, thank you! ”

*Simona Siclari*  
Spiritual teacher & Entrepreneur

Strategy >>



“Major effort”

“Highly valuable”

“Professionally held”

**AkerSolutions**

“ Vistra delivers highly valuable processes, utilizing effective and inspirational approaches. Our work together over three years, a complex Vision & Strategy process for our global and multicultural leadership group, was professionally held for the bigger picture as well as all the important details. Group feedback is unanimously positive. Our successful endeavour has been a major effort where you are key elements, and I thank you again for your contribution. It has certainly been a most rewarding collaboration. ”

-Torgeir Ramstad, CEO Aker MC

“ Steinar Almelid brings to the table a truly unique combination of experiences that will empower any solo-preneur or corporate leader. With his impressive background in high level corporate and military leadership he infuses your project with Real World Confidence that is so important to succeed. Steinar is much more than just a corporate advisor, with his long background in personal development processes – which i found invaluable. Steinar not only helped me plan and strategize, he also advised me how to master my own personal struggles and clarity finding. He is an attentive listener, genuinely compassionate and involves himself in your project dedicating himself to get you across the finish line. ”

*Meaghan Maria*  
International Historical Tour Guide,  
Musician, Singer and Entrepreneur

Let’s have a conversation to see how we connect, and how we may assist you in co-creating uplifting & inspiring changes. Email us at [hello@vistra.no](mailto:hello@vistra.no)

## Healthy Leadership

Awesome workplaces have great leaders, those choosing growth over stagnation, compassion over ignorance and inspiration over control. Our era requires expanded leadership, which we dare to deliver.

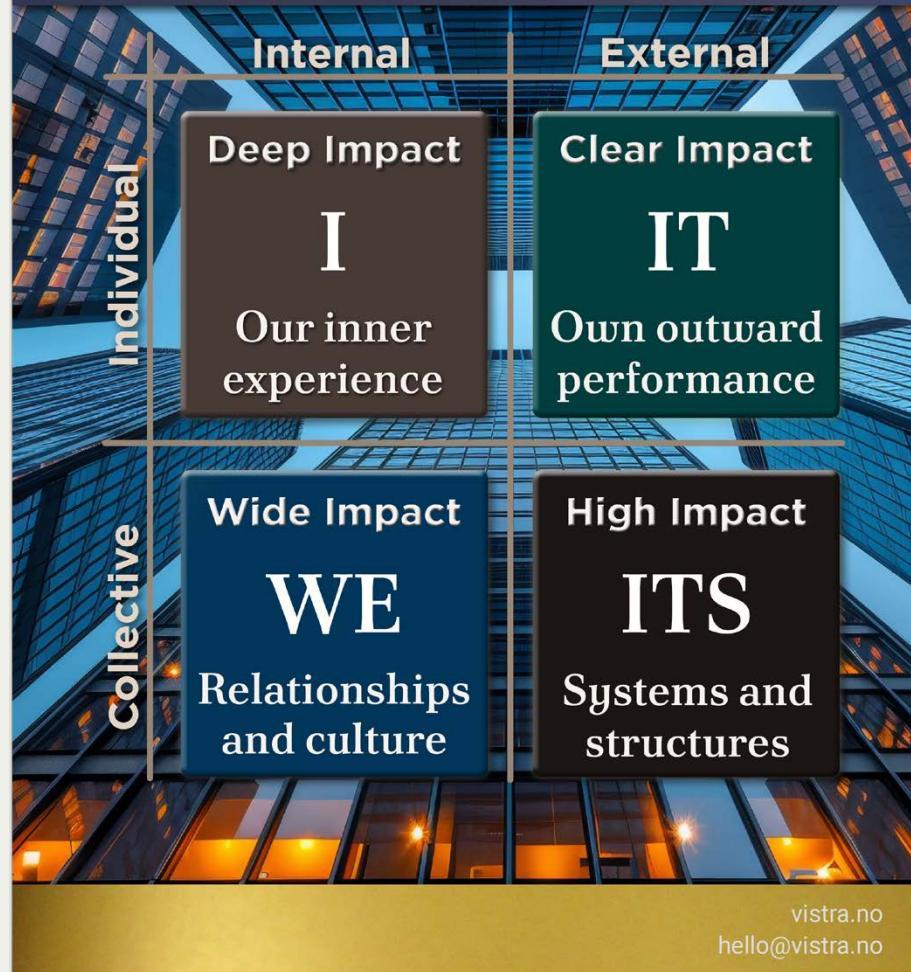
See [Coaching](#) >>

## Leadership of We

Movement from division-wise decision making, to leadership team decisions on key issues. See [Team, Teamwork](#) >>



## To Create Impact



## Strategic Growth

We facilitate growth, uplifting strategy, business culture and leadership.

See the client case just below.



## Transformation

For an integral impact solution, we transformed the Norwegian Military.

Integral impact yields long-lasting outcomes: Individually inspiring; Better relationships: Outward clarity; and Great design.

See [Strategic, Grand Strategy](#) >>

Let's begin a conversation >>