



Creating Healthy Impact

We assist executive teams and boards in creating strategic growth and transformation, rippling out facets of healthier leadership throughout your organization.

Business leaders face unprecedented uncertainty and complexity in today's eco system. Working across different jurisdictions, Vistra facilitates a deeper conversation that empowers leadership teams to convert challenges into opportunities, navigate complexity and optimise outcomes.

Our hallmark approach inspires practical, profound action.

Together we will:

A photograph of a slot canyon with warm, glowing rock walls. The light filters through a narrow opening, creating a bright yellow-orange glow against the surrounding red and orange rock. The text "Discover", "Identify", and "Empower" is overlaid on the left side of the image.

Discover
Identify
Empower

- Discovering new facets of your future potential, and what you want to achieve next.
- Identifying critical underlying issues, obstacles, hindrances and great ideas.
- Empowering teams in prioritising, examining and executing high-quality initiatives.

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Steinar Almelid

CEO & Partner

The Growth Strategist



Steinar's natural desire to excel has taught him how to relax and expand under extreme pressure to deliver uniquely sustaining growth solutions. As a senior strategist for the Norwegian Military, Chief Exercise and Training at the Operational Headquarters and Air Force pilot, Steinar retired a Lieutenant Colonel at age 41. Steinar's passion to soar-in the air and on the ground-has taken him hang gliding with sea eagles, motorcycle riding on superbikes and being the fastest road cycling sprinter yet.

A father and now a grandfather, Steinar is a seasoned sound healer and mindfulness meditation teacher who daily practices the applications of inner understanding. For health, he works out at the gym to uphold strength beyond age.

Education

Steinar's curiosity compels him to continually master and expand his learning horizons. Steinar was the number one student at the Royal Norwegian Air Force Pilot School, and was given the award for "Best In-Depth Report", his recognized PhD level thesis while at Air Force College. Steinar attended U.S. Navy Flight school and become a distinguished pilot, receiving the gold U.S. navy wings which are sparingly awarded. Steinar is certified by Pacific Integral in "Generating Trans-formative Change"-a 9 month periodically residential program in Seattle. Bob Anderson, author of *Master Leadership* and founder of The Leadership Circle personally trained and certified Steinar.

Pinnacle leadership experience

With a swift military career, Steinar held top positions such as Senior Strategist; transforming the bigger picture for the Norwegian Military. As Chief Exercise and Training he coordinated NATO exercises with 70,000 soldiers and 200 aircraft. In sports he has three record distance flights in hang gliders, while being national team leader. In road cycling, he was a contributor to three consecutive team wins on the worlds longest continuous road bike race. That story, including his unofficial world record for cycling sprint, [is told here >>](#)

Published works include "The Foundation of Values", reaching a publication of 100,000 copies.

As a top military strategist, Steinar created outcomes such as:

- The advancement of a Grand Strategy to create a compelling future. [Read more >>](#)
- The Integrated Headquarters for the Ministry of Defence and Chief of Staff. [Read more >>](#)

He delivers Keynote Speeches on "Reaching Olympic Level Performance" and "Finding Our Unique Talents". His life experiences beyond the norm include flying in close formation with a dozen sea eagles in a hang glider, that sport being a pastime activity while flying military aircraft for work.

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Kristen Hansen

Partner

Neuroscience on Leadership



Essential

Kristen is an international speaker, trainer and coach helping clients improve their leadership, coaching skills, sales and performance. She works with leaders and professionals who want a scientific, brain-based approach to leadership, persuasion, motivation, coaching, resilience, adaptability, sales, innovation and peak performance; to build resilience, adaptability, persuasion, coaching and leadership skills. Supporting organisational change, she provides tailored workshops, keynote presentations and coaching programs.

Education

Kristen has a Masters on Neuroscience of Leadership. She is the Australian partner for SalesBrain, and accredited in various psychometric assessments; like PRISM Brain Mapping Practitioner (world's first online neuroscience based profiling assessment), DiSC and Emotional Intelligence.

Leadership experience

Kristen has 20 years' experience as a sales manager for Australian icon companies such as Bonds, Fairfax and News Limited. She's a trained and certified coach by the NeuroLeadership Group and the International Coach Federation, facilitator for the Australian Institute of Management and Master Trainer for Genos International (Emotional Intelligence).

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Michelle Greenhalgh

Partner

Executive Facilitator & Coach



Essential

Michelle is a highly experienced executive, a registered psychologist, ICF certified coach and C-level facilitator. She has lead multi-year global assignments leading people and organisational change. With her global HR responsibilities spanning 30 years, Michelle deeply understands the challenges that executive teams face in aligning organisational strategy, culture and systems to maximise performance in complex organisations.

Passion for leaders development

Michelle is driven by a passion to maximise leaders' ability to reach their potential by making a lasting difference for themselves, their teams and their organisations – and loving the journey.

With extensive executive HR experience in global businesses across her 30+ year career, Michelle deeply understands the challenges that executive teams face in aligning organisational strategy, culture and systems to maximise performance and potential. Michelle has held global Head of HR roles between 2003 and 2020, mainly in the resources and contracting sectors. Her work has included significant multi-year assignments. She has led teams in many countries including the UK, Australia, Peru, the Democratic Republic of Congo, South Africa, Laos PDR, Jamaica and New Zealand.

Michelle's most recent role involved international strategic leadership of HR in a global mining company where she applied her insight and wisdom designing organisational interventions and supporting leaders and executives lead successfully in a complex and challenging environment of growth, business integrations and divestments.

In 2020 Michelle left her corporate role to focus on her passion for coaching and leadership development. Her executive services cover a broad area from board, through C-Level to leadership groups at NGO's.

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Mats Graf

Partner

Human Growth & Inspiration



Essential

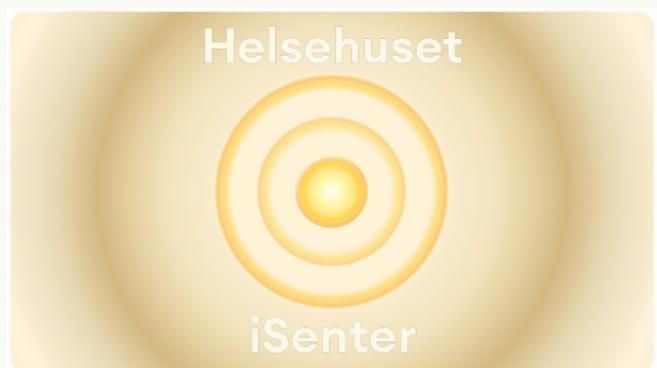
Mats assists individuals and groups in realizing their greater gifts, finding fresh avenues to actualize them in life and business. He has the ability to operate like a tuning fork for organizations, work-spaces and individuals, enabling a more harmonious well-being to arise. Masterful at what he delivers, he's also established and managed human growth centers in Stockholm and Oslo for the past 25 years. Working internationally, he serves clients in Norway, UK, Germany, USA and South-East Asia.

Realizing human growth potential

His clients report that his support is impacting both directly in the "here and now" as well as in the long run. Mats is the first certified teacher in the IKYA Meditation™ approach. It constitutes a series of groundbreaking methods to inspire people bringing out their inner depth, and reap from that growth in their work lives. He brings a multitude of approaches and methodologies for growth, and applies what uniquely suits each client at that very session.

A lifetime of deeper learning

Mats has a Master in the humanities, and has also studied medicine. With a lifetime of learning the deeper layers of human beingness, honing his masculine strength with an open heart, Mats delivers inspiring results throughout. He enables the gems within.



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Creating Healthy Impact



USA

Norway

Australia



"MAJOR EFFORT"

"HIGHLY VALUABLE"

"PROFESSIONALLY HELD"



“ 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



Bård Ljones
CEO
MAN Scandinavia

“ Our collaboration kicked-off a long-term profitable development process for my sales team.

The report became a reference for the future development of our company. ”



Rolf Sjetne
CEO

“ During my extensive time with Chevron, I have experienced all the major consulting houses. This was better.

In our leadership group we have more drive and openness. ”



Jan Reksten
Vice Admiral

“ This is a most essential strategy for our military.

Rather than holding on to what is, it compellingly describes a future to believe in. ”



Jon Sandnes
EVP

“ A demanding and complex process, and professional handling was paramount. It was conducted with compassion, strength and dignity, yielding a powerful outcome solidly beyond expectations. ”

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