Om kvinner og toppledelse



Litt om meg

Teknolog:

MSc Informatikk @ UiO

Dr Mattematikk @ Oxford

AltaVIsta @ Silicon Valley

Programmering @ NCC

Leder @ FAST and Microsoft

Internasjonal:

Forsker @ Kina

Professor @ Saudi Arabia

MBA @ INSEAD

Oppvekst @ Jugoslavia

Investor @ Scandinavia



Samfunnsengasjert:

President @ Polyteknisk Forening

Medlem @ Teknologirådet

Mentor @ Alarga

Styremedlem @ NFR, Simula, ...

Elev @ Sjefskurset FHS

Styrer og slikt























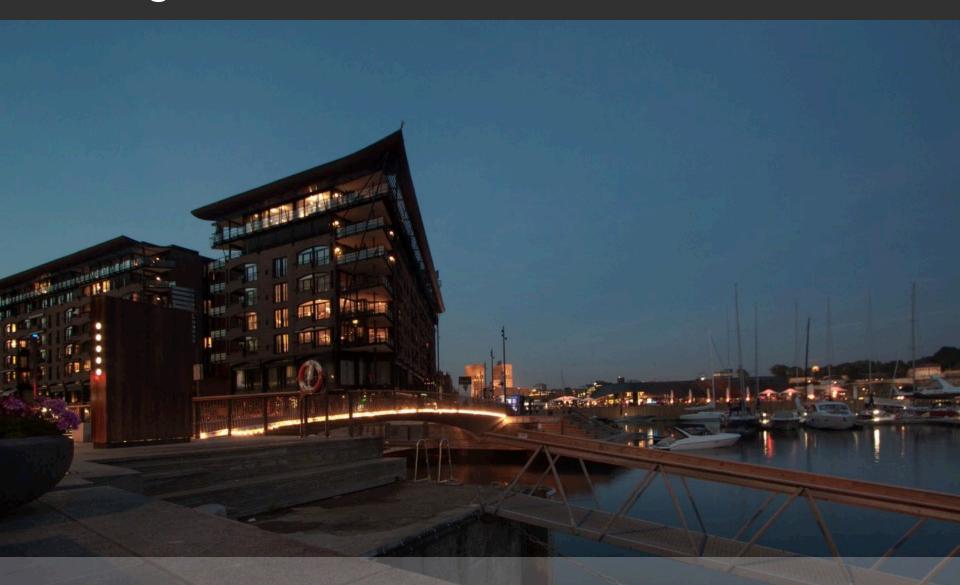


All kreativitet er kombinatorisk!

Om å satse for toppledelse

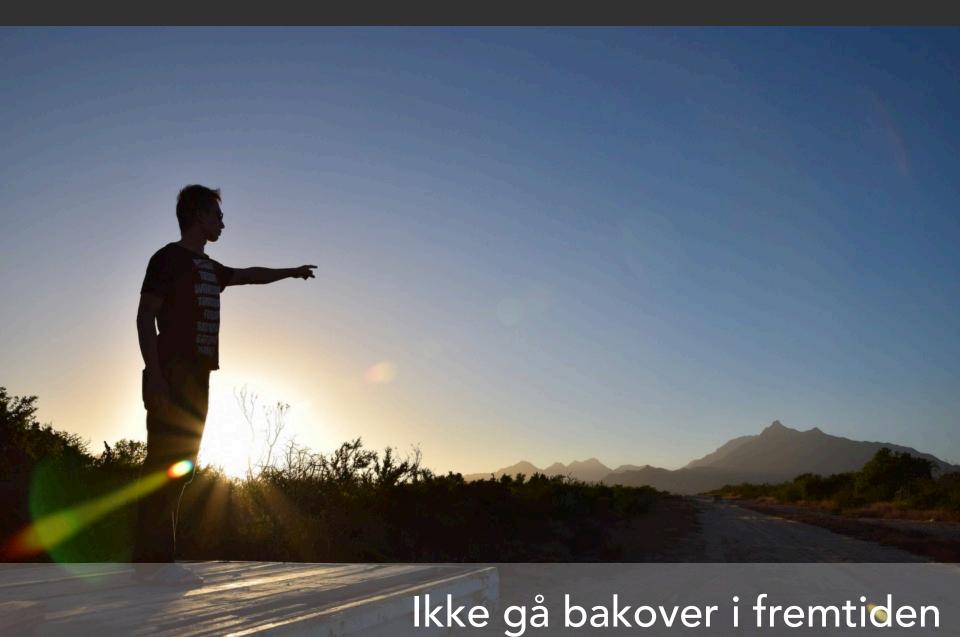


Mitt svar: jobb hardt og fokusert, men tenk langsiktig



Forskjellige argumenter

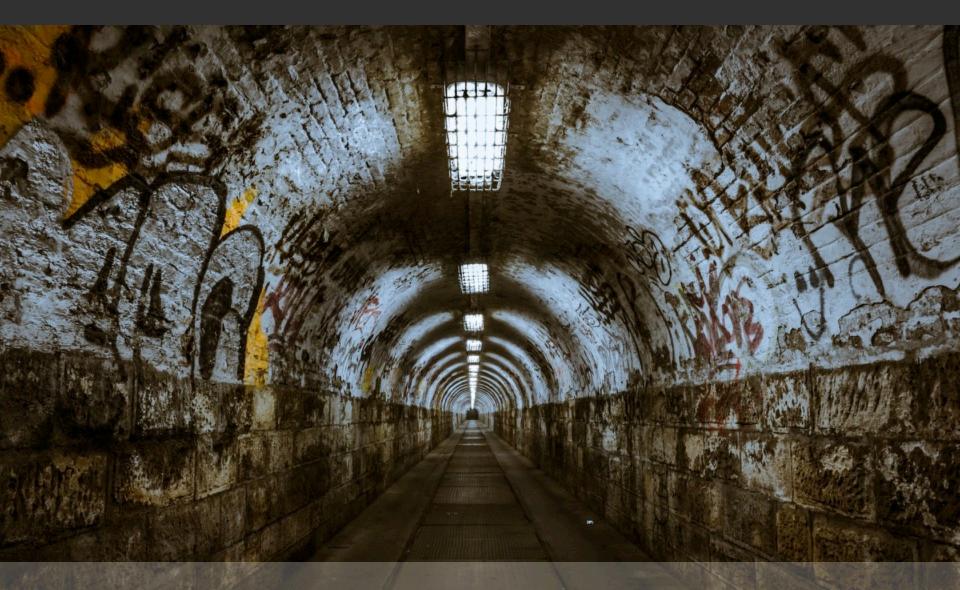




Fordi det er viktig



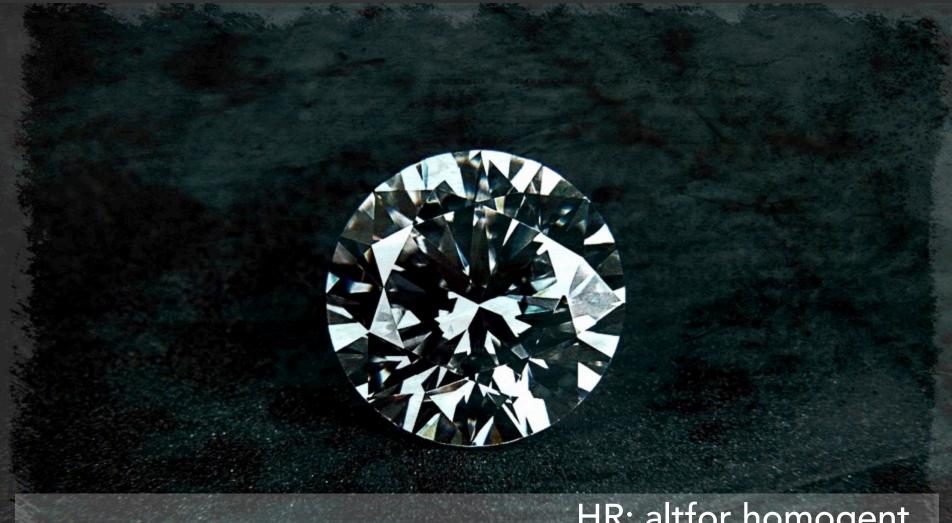
Fordi vi kan!



Ingen blindvei



Vi skal jobbe lenge nok



HR: altfor homogent, altfor konservativt, altfor apatisk

Noen råd til selskaper



- 1. Speiling
- 2. Familievennlighet
- 3. Rollemodeller
- 4. Tid vs resultater
- 5. Langsiktighet
- 6. Mellomledere
- 7. Mot og nytenkning
- 8. Mentoring
- 9. Kvantitative mål
- 10.Ekte stolthet

Noen råd til kvinner



- 1. Fasebevissthet
- 2. Prioritering
- 3. Utholdenhet
- 4. Flinkisme
- 5. Relevans
- 6. Brand
- 7. Nettverk
- 8. Selskap
- 9. Sjef
- 10.Bakkemannskap
- 11.Mot og glede







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WOMEN



- 1. Think life phases life is long, spend each phase wisely; stay true to your priorities
- Choose your partner wisely behind every successful woman...(this goes for bosses and companies too)
- 3. Control your control impulses, and accept help; time is limited, so both housework and extended family need to adjust to your work needs it is OK; stop feeling constantly guilty about children, parents, in-laws... it really is OK
- 4. Build a strong network it is both what you know and who you know; identify and listen to your mentors
- 5. Increase risk tolerance avoid non-effective perfectionism; work hours are too short, so use the 20/80 principle
- 6. Create a real and unique position combine deep skill with great commercial instincts
- 7. Do not aim to enter the boys club never loose your female identity
- 8. Be a confident, straight speaker build vision and inspiration brand YOU
- 9. See and use to opportunities that come your way perfect timing is a myth
- 10.Stay motivated, stay patient, stay hungry enjoy the journey, and remember that goals can change

COMPANIES



- 1. Think life phases allow all your employees to have a balanced life; they will repay with loyalty; there is a time for fast track and time for a family track, and back again
- 2. Expect results and growth, but allow for flexibility in "face time"; rethink your incentive structures: measure results rather than hours
- 3. Effectively recruiting, leading and coaching women requires some different techniques from the same tasks directed at men; build these skills
- 4. Establish clear and fair leadership and career development plans for both sexes
- 5. Establish mentoring structures; "adopt a boss" programs; social incentives for mixing
- 6. Showcase role models and a culture of high performance balanced with good family values
- 7. Ensure transparent leadership
- 8. Provide female networking environments
- 9. Be an attractive employer both for women and men, a good growth case worth some sacrifice; help with infrastructure, enable personal and professional growth
- 10. Beware the halo effect at hiring and promotions



REGULATORS

- 1. Build infrastructure that alleviates typical women's work: childcare, healthcare, care for elderly
- 2. Build incentives: shared parental leave, free days for parents with sick children, student financing
- Promote examples of companies with strong female participation in management and boards
- 4. Work long-term on family and work culture; be patient, and make room for a few heroes
- 5. Enable and promote continued education; establish programs a la "Female Future", "Board Skills" etc
- 6. Establish legal protection at work against any discrimination, provide whistleblowing mechanisms
- 7. Promote transparency at all levels of society
- 8. Provide good framework for part time work, and labor protection laws
- 9. Require reporting on gander pay gap and gender balance in managerial positions in companies
- 10.Support economic independence for women



Husk:

- 1. Pinnsvinen (jobb både langsiktig og kortsiktig)
- 2. Pareto (jobb smart)
- 3. Sutton (jobb med linjeansvar)
- 4. Enhorning (skap et skarpt brand)
- 5. Tinteguri (tør å vise deg frem)
- 6. Askeladden (bygg langsiktige relasjoner)
- 7. FAST og John Markus (velg riktig selskap og sjef)
- 8. Andreas (velg riktig bakkemannskap)
- 9. Stordalen (tenk stort og større)
- 10. Pippi (sett og følg dine egne regler)