

Om kvinner og toppledelse



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NORSK TIPPING



All kreativitet er kombinatorisk!



LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG
COO of FACEBOOK

**Mitt svar:
jobb hardt og fokusert, men tenk langsiktig**





Forskere, menn, kvinner

Vi må vise veien

#7



Ikke gå bakover i fremtiden

Fordi det er viktig

#8



Fordi vi kan!



Ingen blindvei

Utløpsdato

#10



Vi skal jobbe lenge nok



HR: altfor homogent,
altfor konservativt, altfor apatisk

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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



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

Litt mindre av dette

#14



Fordi det er umulig

Litt mer av dette

#15



Fordi det er mulig og gøy!

Takk for oppmerksomheten

#16



Spørsmål?
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WOMEN

1. Think life phases – life is long, spend each phase wisely; stay true to your priorities
2. 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
3. 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 gender 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)