

Women on board: Lessons from Norway

Workshop panels about achieving gender-balance on corporate boards

Wednesday March 2nd 2011, Oslo

Venue: BI Norwegian School of Management, Nydalen

Room B2-060



Organisers/sponsors

BI Norwegian School of Management, Innovation Norway, Royal Norwegian Ministry of Children, Equality and Inclusion, Catalyst, Board Governance/Denmark, Frauen in die Aufsichträte (FidAR)/Germany and Fondazione Bellisario/Italy

Objective

The workshop has the objective to provide reflections on gender balance in the boardroom. There are various reasons for the efforts now internationally being made to achieve gender balance. There are societal reasons about democracy, conventions and equality, there are objectives related to overcome problems that may have career-wise and to pass the “glass-ceiling”, and there are reasons related to board and corporate effectiveness and value creation.

Norway has become a benchmark for other countries in achieving gender balance, and through the workshop we will make reflections on what has happened in Norway. Can we now conclude whether the Norwegian law about gender balance in the boardroom has been positive for the society, for women and corporations? What more do we need to know before we can make conclusions, and which are the implications for other countries?

Similar workshops for thought leaders are being held in various countries. This seminar will have a particular focus on the lessons from Norway, and we thus organize it in Norway. Lessons about policy issues, from the women being on boards and from research will be highlighted. In this workshop we aim at moving beyond the metrics and general assumptions, but explore real contributions and consequences.

Format

The reflections being presented in the workshop will be published in a forthcoming book with the same title as the workshop.

We are planning five panels on different topics each lasting one hour. Each panel will consist of one keynote speaker (10 minutes) and three to four panelists each having a short introduction (5 minutes). That will leave twenty minutes for panel discussion including questions and comments from the audience. Lessons and implications are key questions being raised in each panel.

There will not be any fee paid to presenters, and none of the invited participants will pay for attending. The timing is set so that many will be able to arrive and leave the same day, but we are planning an informal dinner after the workshop.



Programme

11.00-11.20 Welcome

- Morten Huse, chair, BI Norwegian School of Management (Morten.Huse@bi.no)
- A representative of the Norwegian Cabinet
- Eleanor Tabi Haller-Jordan, Catalyst Europe

11.20-12.20 The Norwegian Case

- Arni Hole, chair, Royal Norwegian Ministry of Children, Equality and Inclusion
- Laila Dāvøy, keynote, Member of Parliament, Norway
 - Elbjørg Gui Standal, BI Norwegian School of Management
 - Benja Stig Fagerland, "Female Future"/Talenttuning, Norway
 - Elin Hurvenes, Professional Board Forum, Norway

12.20-13.00 Lunch

13.00-14.00 Lessons from research

- Fredrik Engelstad, chair, University of Oslo
 - Junko Takagi, Essec, France
 - Andrea Bührmann, University of Münster, Germany
 - Vibeke Heidenreich, ISF, Norway
 - Mariateresa Torchia, Tor Vergata University, Italy

14.00-15.00 Experiences from various countries

- Katrin Hansen, chair, FidAR, Germany
 - Gay Charles, Odger Berndtson, Belgium
 - Ruth Sealy, Cranfield University, UK
 - Marina Brogi, La Sapienza University/Fondazione Bellisario, Italy
 - Aaron Dhir, York University, Canada

15.00-15.30 Coffee break

15.30-16.30 Women on Boards

- Pernille Dysthe, chair, journalist, Norway
- Norwegian women directors presenting various perspectives, incl
 - Ingvild R Myhre
 - Merete Lütken
 - Thorhild Widvey
 - Nini Høegh Nergård

16.30-17.30 International Policy Implications

- Randi Lund, chair, President Board Governance, Denmark
- Heather Foust Cummings, keynote, phd senior director research, Catalyst, USA
 - Monika Schulz-Strelow, President FidAR, Germany
 - Dorothy P Moore, Professor Emeritus, Citadel, USA
 - Sally Wheeler, Professor Queens University Belfast, Northern-Ireland

17.30 Summary and adjourn

- Silke Machold, University of Wolverhampton, UK

17.45 Mingling and light dinner

Participants

Participations are by special invitation only. We are planning for a total of 50 participants, among whom about 25 will be panelists. All participants are expected to participate from the audience throughout the whole workshop. Panelists and other participants are nominated by the organizers/sponsors.

Participants outside the panelists:

- Anne Rosken, consultant, FidAR, Germany
- Gro Ladegård, phd, associate professor, UMN, Norway
- Cathrine Seierstad, assistant professor, phd, UK/Norway
- Katherine Johnston, consultant, Norway/Canada
- Charlotte Hartvigsen Lem, editor Magma, Norway
- Aagot Storvik, researcher, ISF, Norway
- Anne G Solberg, consultant, Norway
- Michele Mörner, professor. dr.dr., University of Witten-Herdecke, Germany
- Taina Tukiainen, professor, phd, Metropolia, Finland
- Andrea Calabro, researcher, phd, Tor Vergata University, Italy
- Maitii Österberg, gynocologist, Norway
- Denise Weishapl, BI, Norway
- Trine Karlsen, BI, Norway
- Yvonne Aarestrup, BI, Norway
- Ellen Arnstad, editor, Norway
- Eileen Larsen, phd, BI Norway
- Jamie Moore, phd, professor emeritus, USA
- Anne Marie Kittelsen, Innovation Norway
- Jan Cailleoux, consultant, France/USA
- Aud Schønning, phd student, UK/Norway
- Amy Dittmar, associate professor, University of Michigan, USA
- Ursula Ammon, Senior researcher, Technical University of Dortmund, Germany
- Valgerd Svarstad Haugland, Past Norwegian minister of Equality, Norway
- Cecilie Ditlev-Simonsen, Norway
- Cornelia Horn, Norway
- Tone Bjørnov, Norway
- Inge Simons, consultant, Austria/Switzerland/Belgium
- Patience Allen, Forretningsutvikling Oslo, Norway
- Sue Shoormans, Complete People Management, London
- Alessandra D'Ambrosi, Tor Vergata University, Rome, Italy
- Haavard Klementsén, Odgers Berndtson, Norway
- Bente Dale, Universitetet i Stavanger, Norway

(Programme and participants per February 16)