

26 March 2019

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# Geothermal project management

## Leadership, ethics and communications

**Government of Iceland**  
Ministry for Foreign Affairs

## Energy: direct use



Access; last mile users

Risks associated with different energy sources

Women's participation in energy distribution

## Secondary use



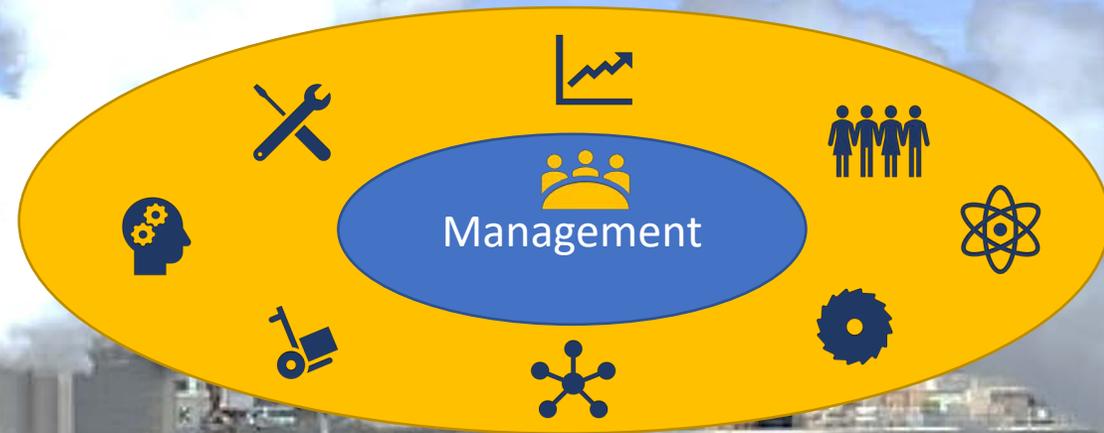
Harvesting opportunities

Diversity, innovation, joint learning

Build capacity if needed



Opportunities, support, funding,  
build capabilities and know-how



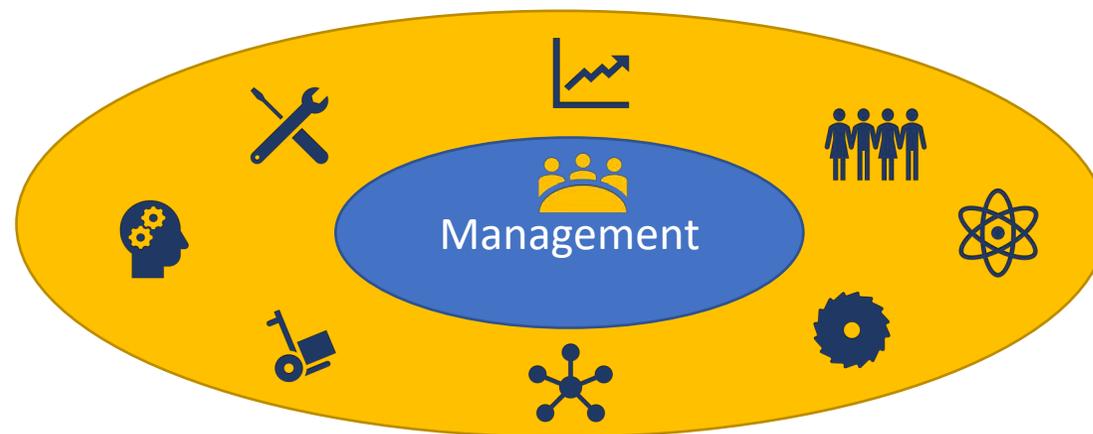
## Environmental and social risks

Men and women are affected differently

We need sex and age-aggregated data!

Upholding standards and mitigating risks





## Leadership:

We are not only suggesting that women participate – but also for full and equal participation of women

Let's not only count how many women work in the sector, but examine what they do

Remember – leadership traits can be developed

Position and advancement of women within companies often reflect the situation in society as a whole



## Global Outlook

Top 10 of the Global Gender Gap Index

- Overall gender gap takes **108 years to close**
- **74 years in the the Caribbean**
- **Economic empowerment gender gap will take 202 years to close**

rank	score
1. Iceland	0.858
2. Norway	0.835
3. Sweden	0.822
4. Finland	0.821
5. Nicaragua	0.809
6. Rwanda	0.804
7. New Zealand	0.801
8. Philippines	0.799
9. Ireland	0.796
10. Namibia	0.789

Source: Global Gender Gap Report 2018, World Economic Forum  
Note: \*2018 rank out of 144 countries

# Dominican Republic

rank  
out of 149 countries **74**

score  
0.00 = imparity  
1.00 = parity **0.701**



As Professors Wilkinson and Pickett have argued for, and provided evidence by citing years of social research and statistics in their book *The Spirit Level: Why Equality is Better for Everyone:*

“Almost everything – from life expectancy to mental illness, violence to illiteracy, is affected not by how wealthy a society is, but how equal it is.”

For example: “societies with a bigger gap between rich and poor are bad for everyone in them – including the well-off”

Does gender have an impact on leadership characteristics?

## 3 strongest behavioural traits

 **Meticulous**  
33% higher than men

 **Autonomous**  
22% higher than men

 **Socially confident**  
16% higher than men



**Rational**   
28% higher than women

**Decisive**   
21% higher than women

**Stress resistant**   
16% higher than women



## FEMALE v MALE EMERGING LEADERS DOES GENDER INFLUENCE LEADERSHIP STYLES?

We took a group of senior managers identified by their CEOs as leaders of the future and asked the question: "Does gender have an impact on leadership characteristics?"

### 3 strongest behavioural traits



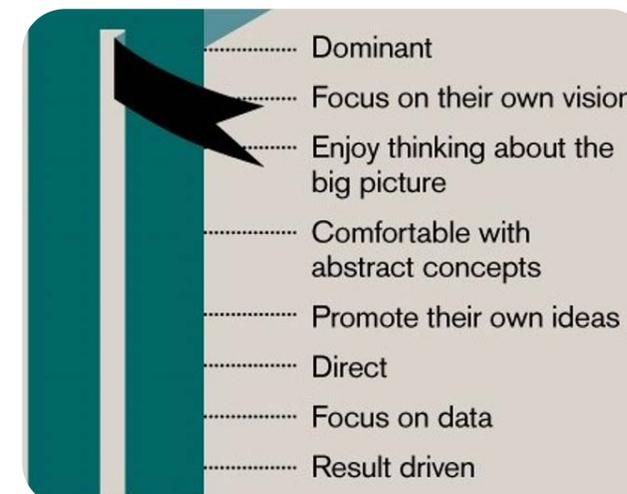
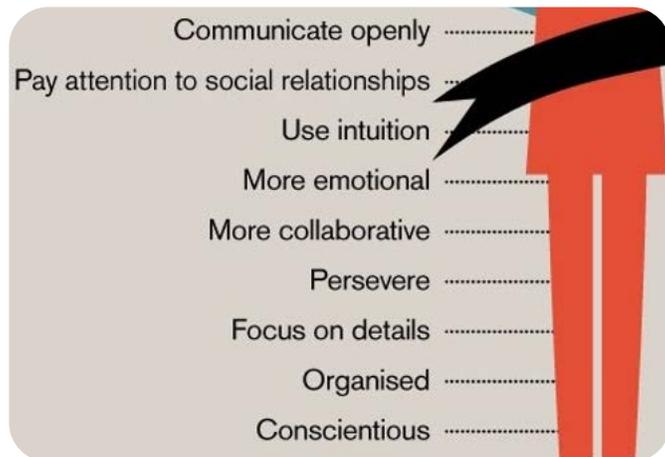
#### Typical profile



It is clear that both male and female emerging leaders have different leadership styles. To ensure there is adequate diversity of thought within leadership teams, organisations should:

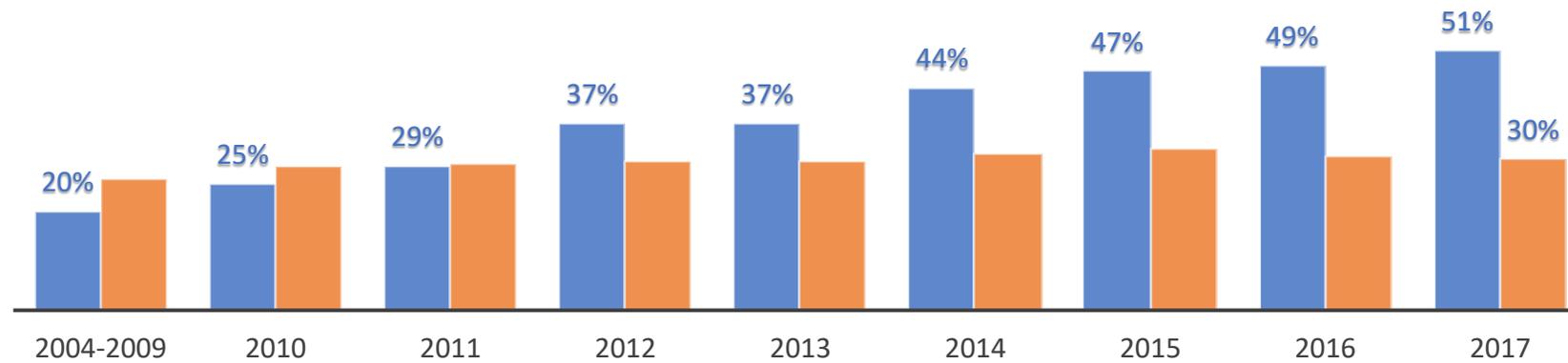
**Encourage more women** to take up leadership roles – men are more likely to make themselves known without assistance

**Use tools to assess Emerging Leaders' strengths** and development areas, build their leadership skills, and guide their ongoing personal and professional development

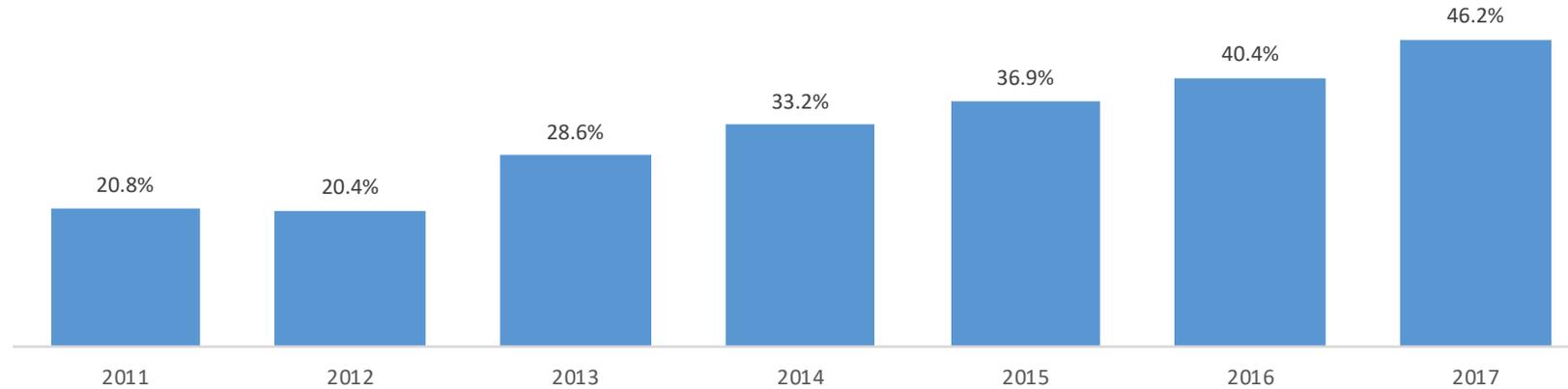




## WOMEN in MANAGEMENT

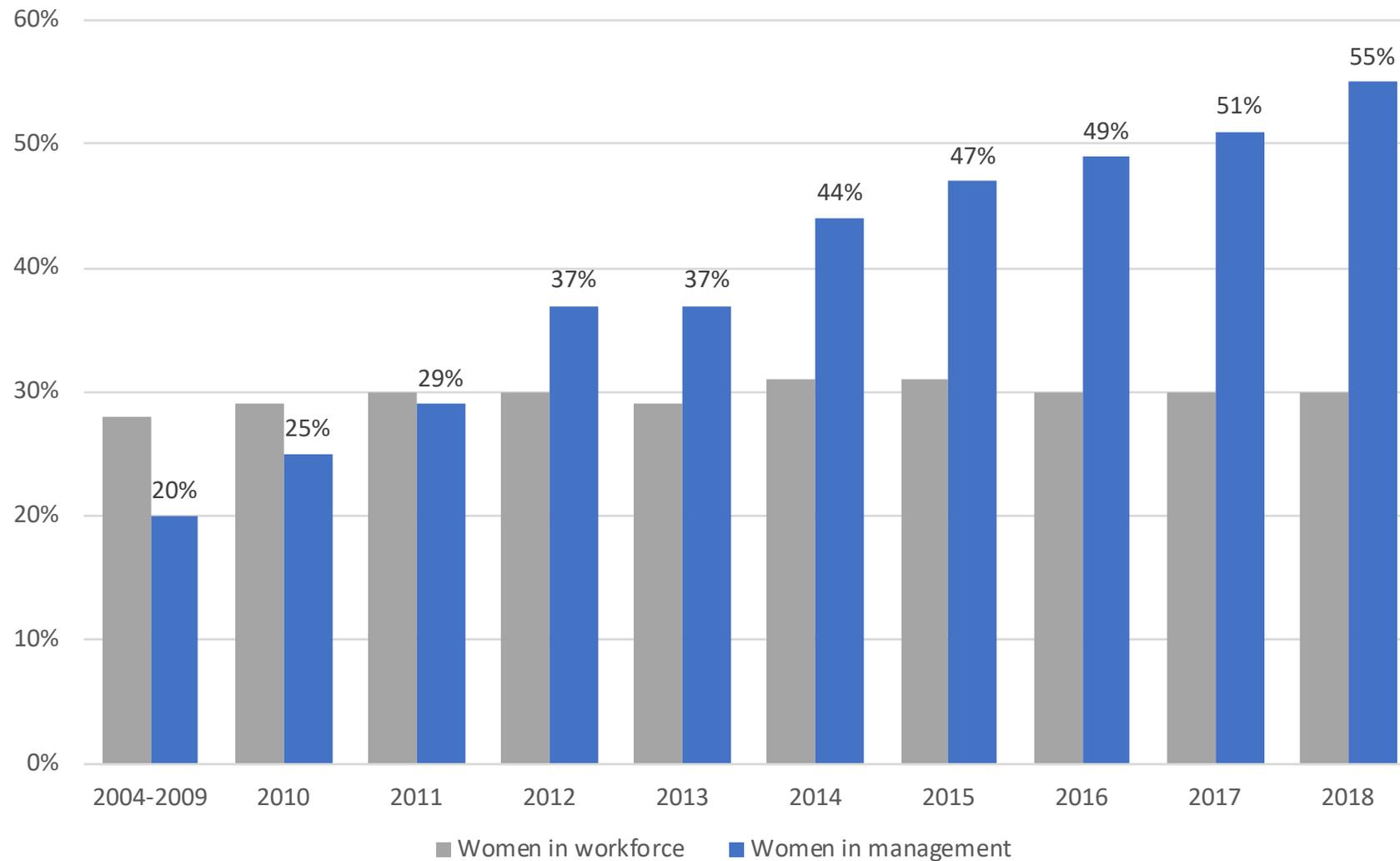


## EBIDA



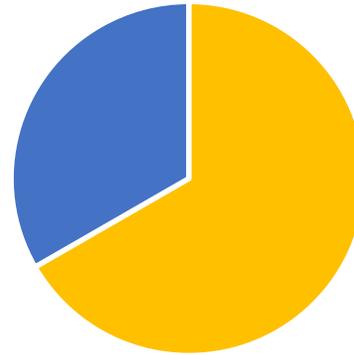


## Women in the workforce and in management



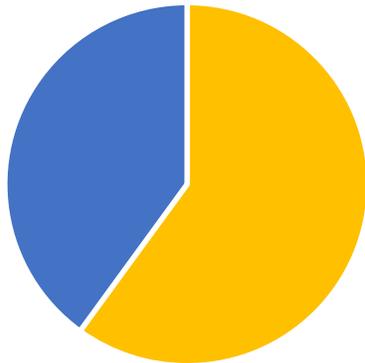
# BoDs of OR group

OR  
parent company

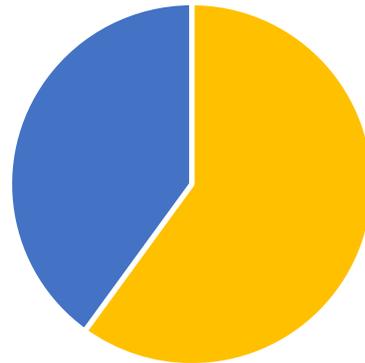


■ Women  
■ Men

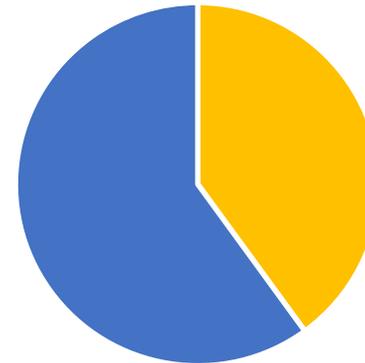
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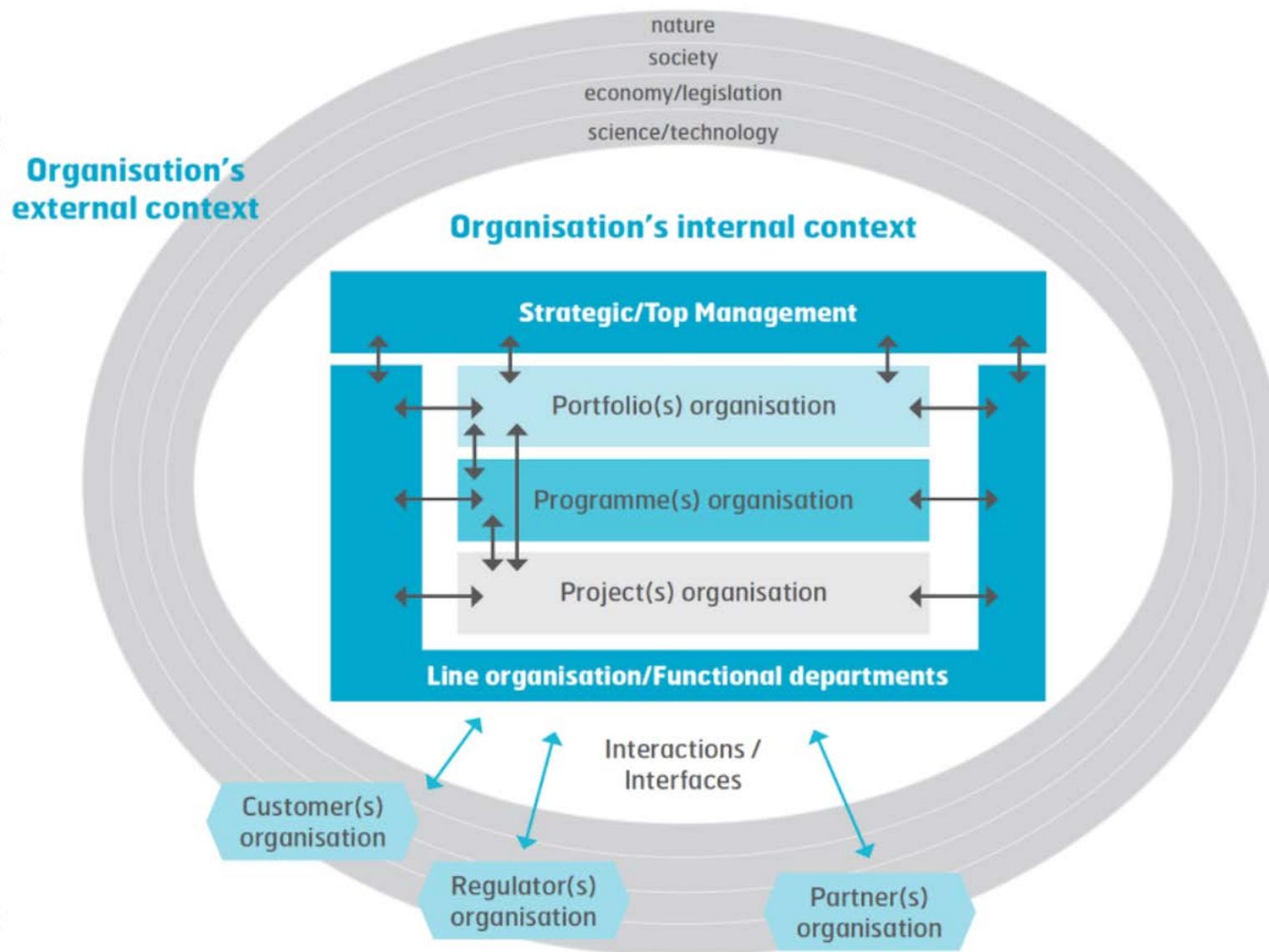


ON Power



RFN



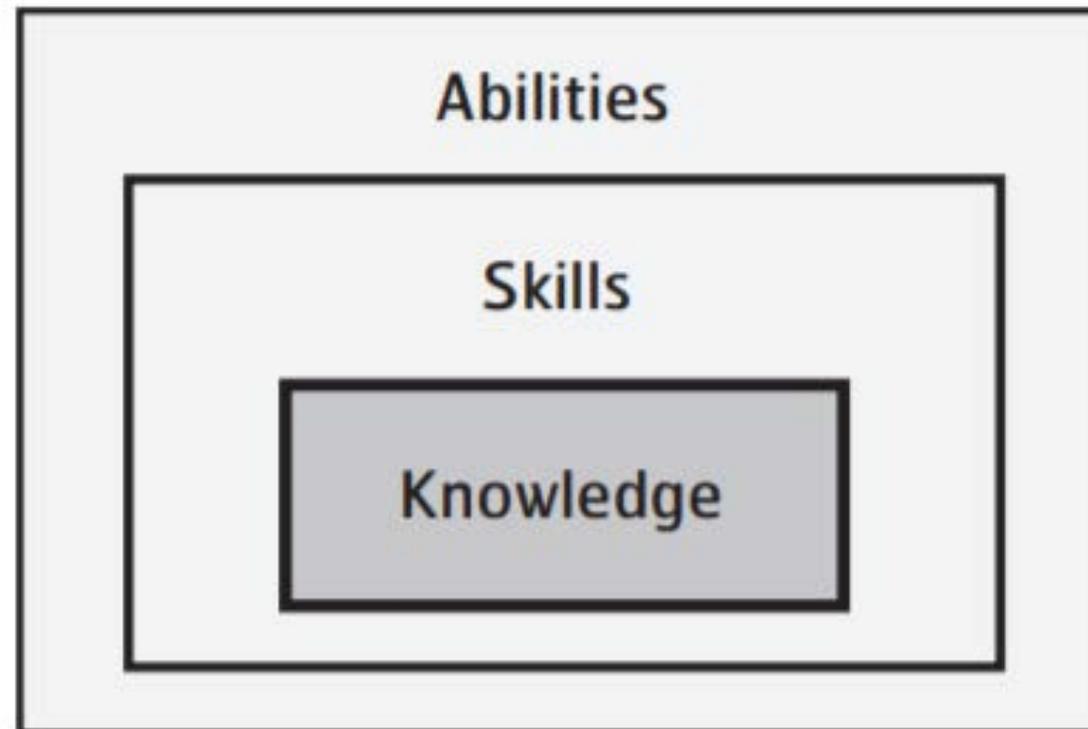




Leadership

Ethics

Communication



Note: An integration of a gender perspective does not mean the exclusion of men

# Project leadership

- **Why does leadership matter?**
  - (1) economics and a prospering society
  - (2) a more caring society, and
  - (3) a more just society with women in full participation with men.
    - David Gergen





# Practice makes perfect

- **How to enhance gender-sensitivity?**
- **Supportive organizational culture**
  - 1) Examples show that all benefit
- **Ethics tremendously important**
  - 1) Can we identify our core ethical values?
  - 2) Do we have ethical standards to rely on?

## Examples:

- **Participation**
- **Challenge existing gender norms**
- **Mentors**
- **Champions**



## GREAT LEADERS



They can see potential in people

## BAD LEADERS



They only find faults with others

## GREAT LEADERS



They inspire people to grow

## BAD LEADERS



They don't care about people's growth

## GREAT LEADERS



They're positive and always encourage others

## BAD LEADERS



They're negative and always blame team members

## GREAT LEADERS

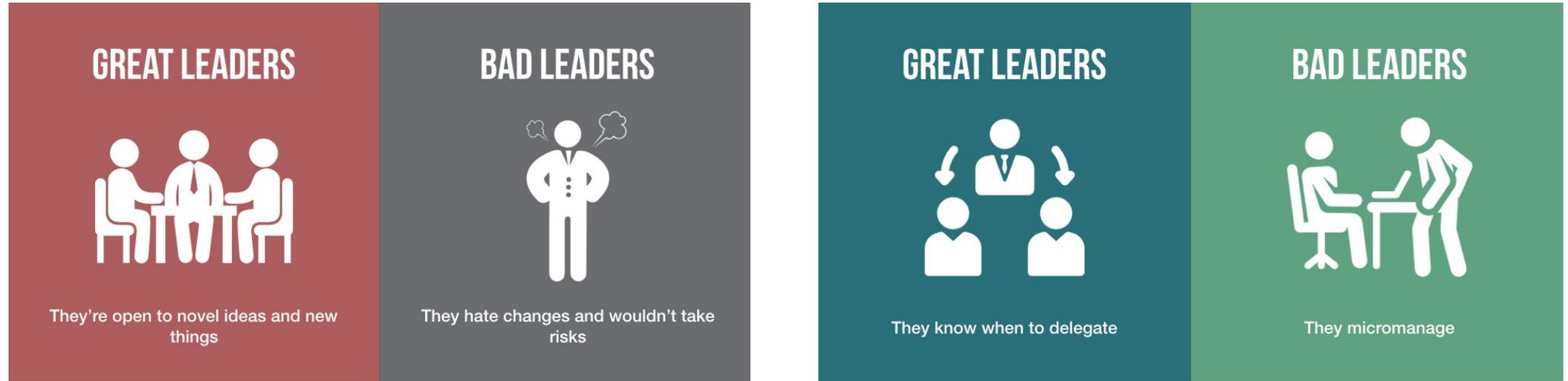


They embrace open communication

## BAD LEADERS



They don't value transparency



We have all experienced good and bad traits in the people we work with

Good traits can be enhanced; leadership and project management training actually works!



# Thank you

| **Government of Iceland**  
| Ministry for Foreign Affairs