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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



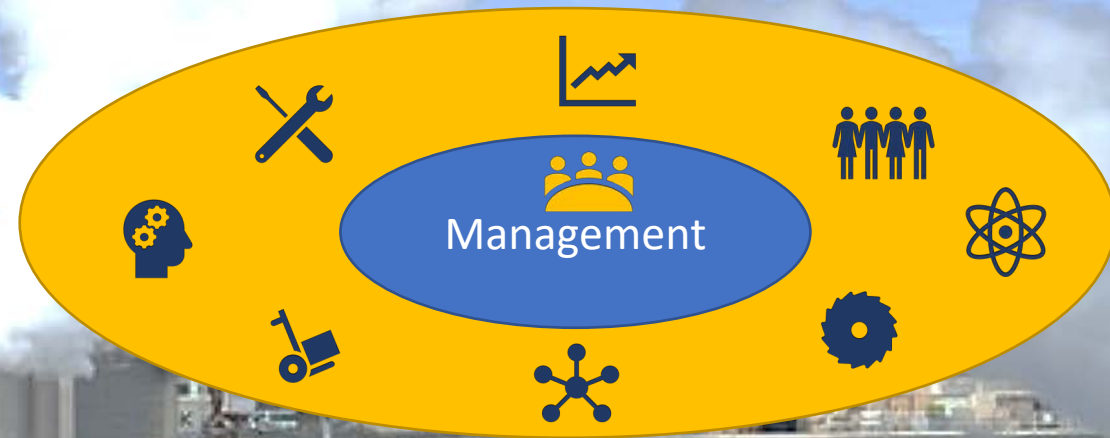
Harvesting opportunities

Diversity, innovation, joint learning

Build capacity if needed



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



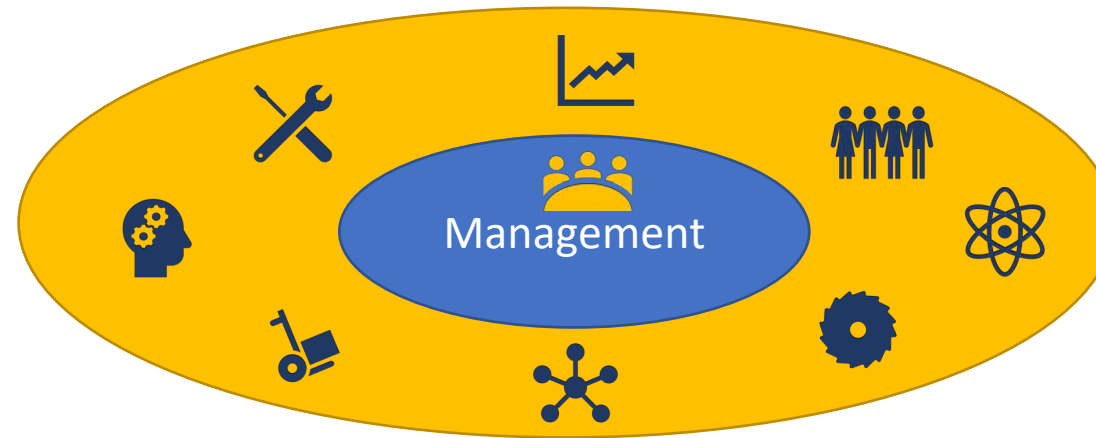
Environmental and social risks

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



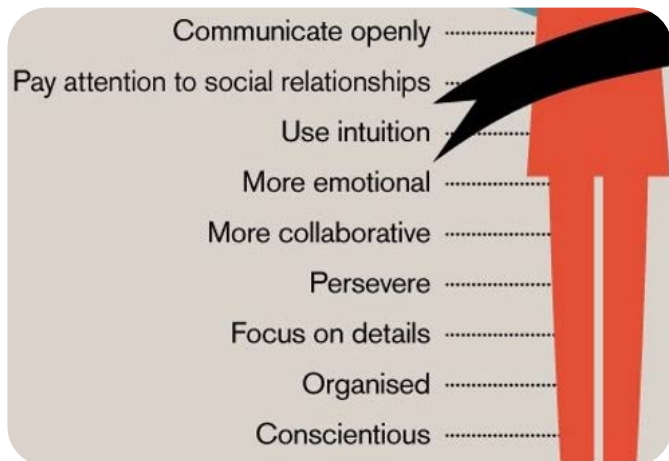
It is clear that both male and female emerging leaders have different leadership styles. To ensure there is adequate diversity of thought within leadership teams, organisations should:



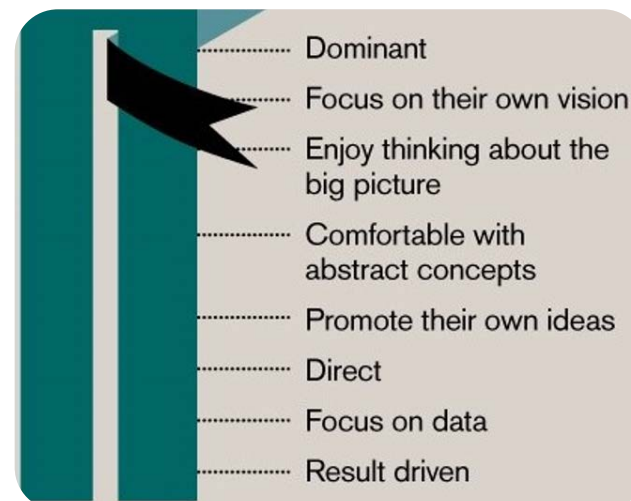
Encourage more women to take up leadership roles – men are more likely to make themselves known without assistance



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



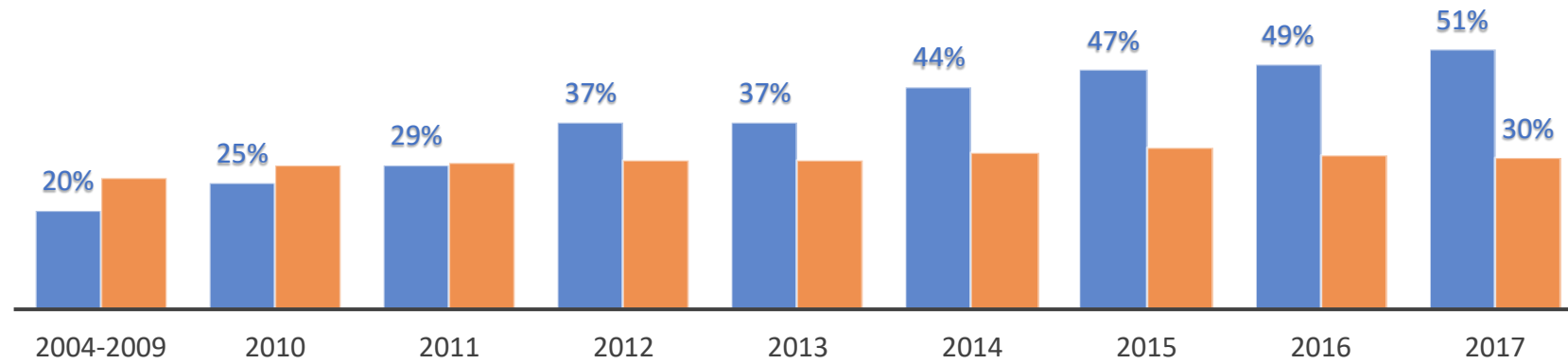
Conscientious
Organised



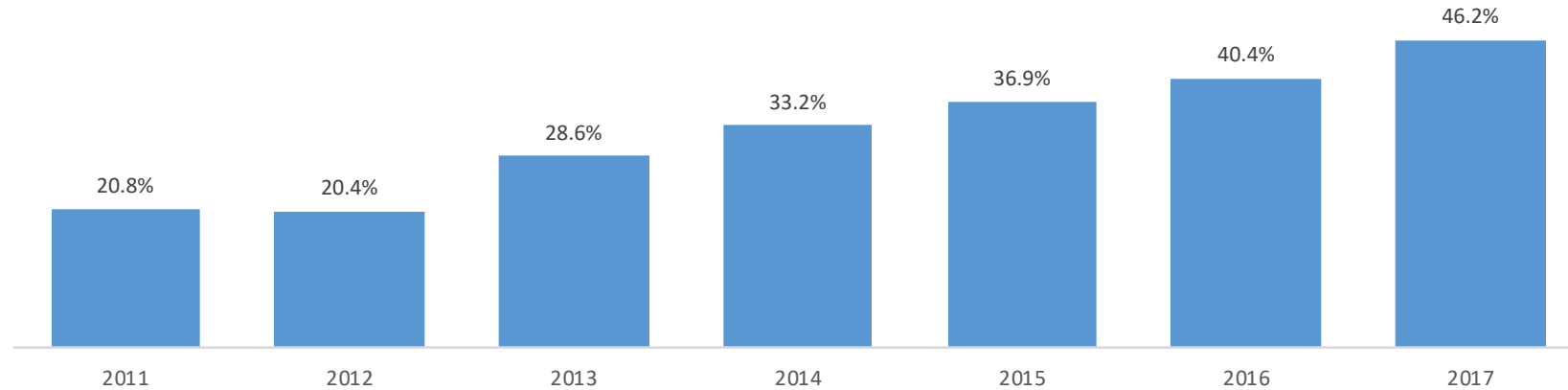
Result driven
Focus on data



WOMEN in MANAGEMENT

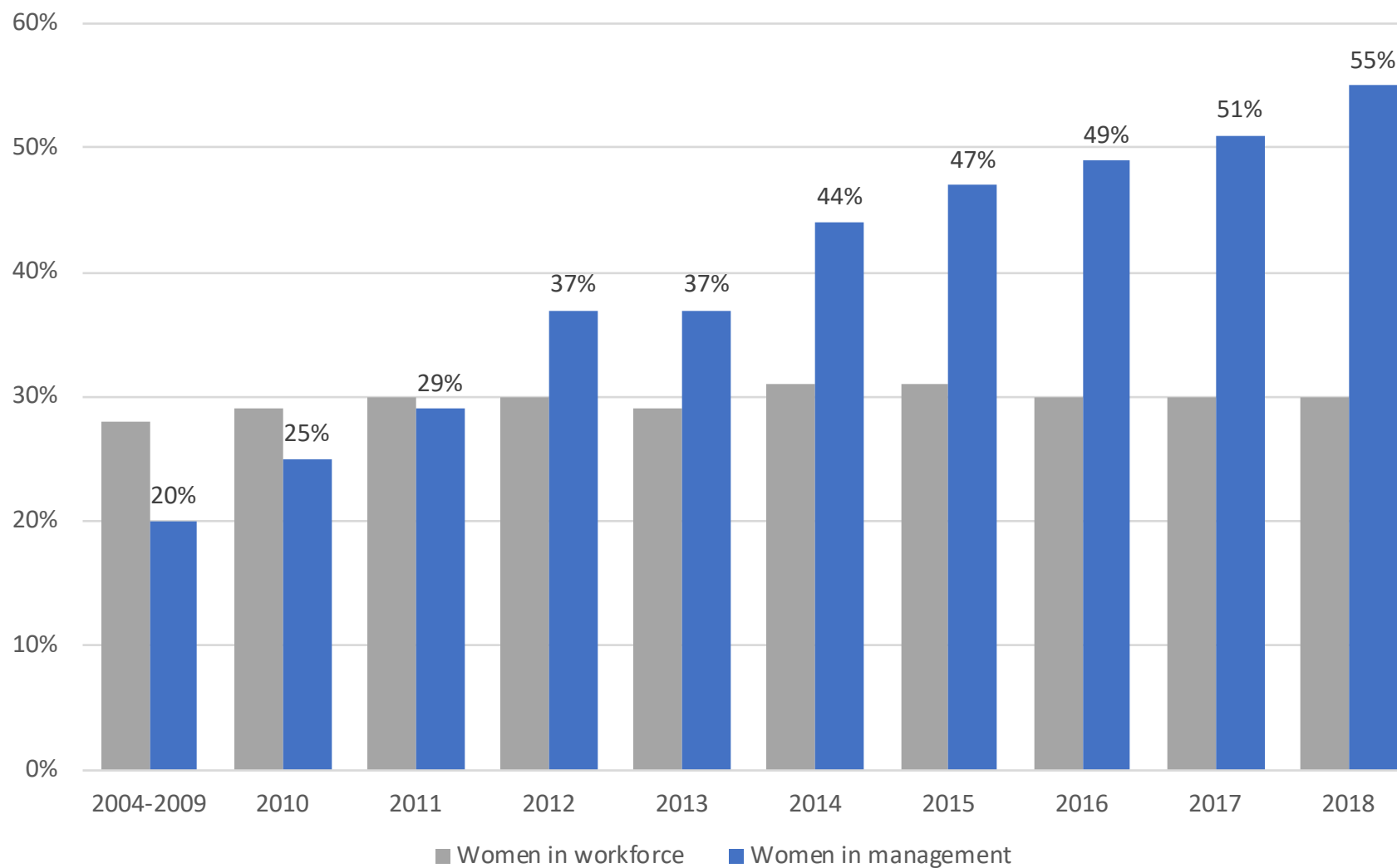


EBIDA



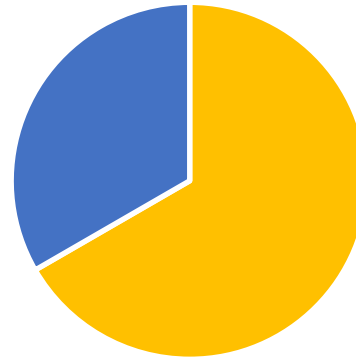


Women in the workforce and in management



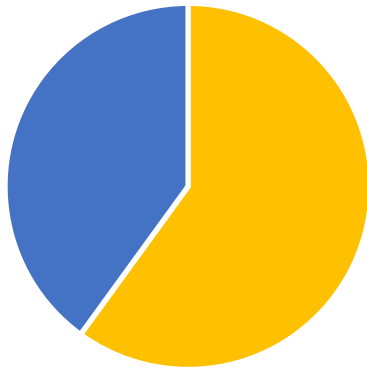
BoDs of OR group

OR
parent company

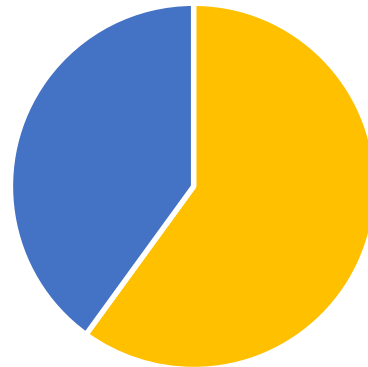


■ Women
■ Men

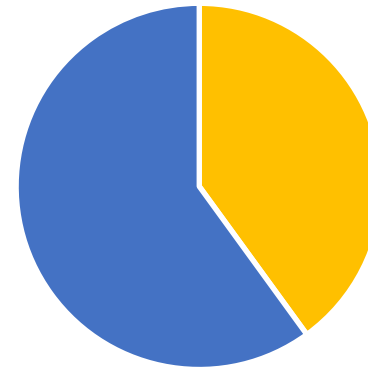
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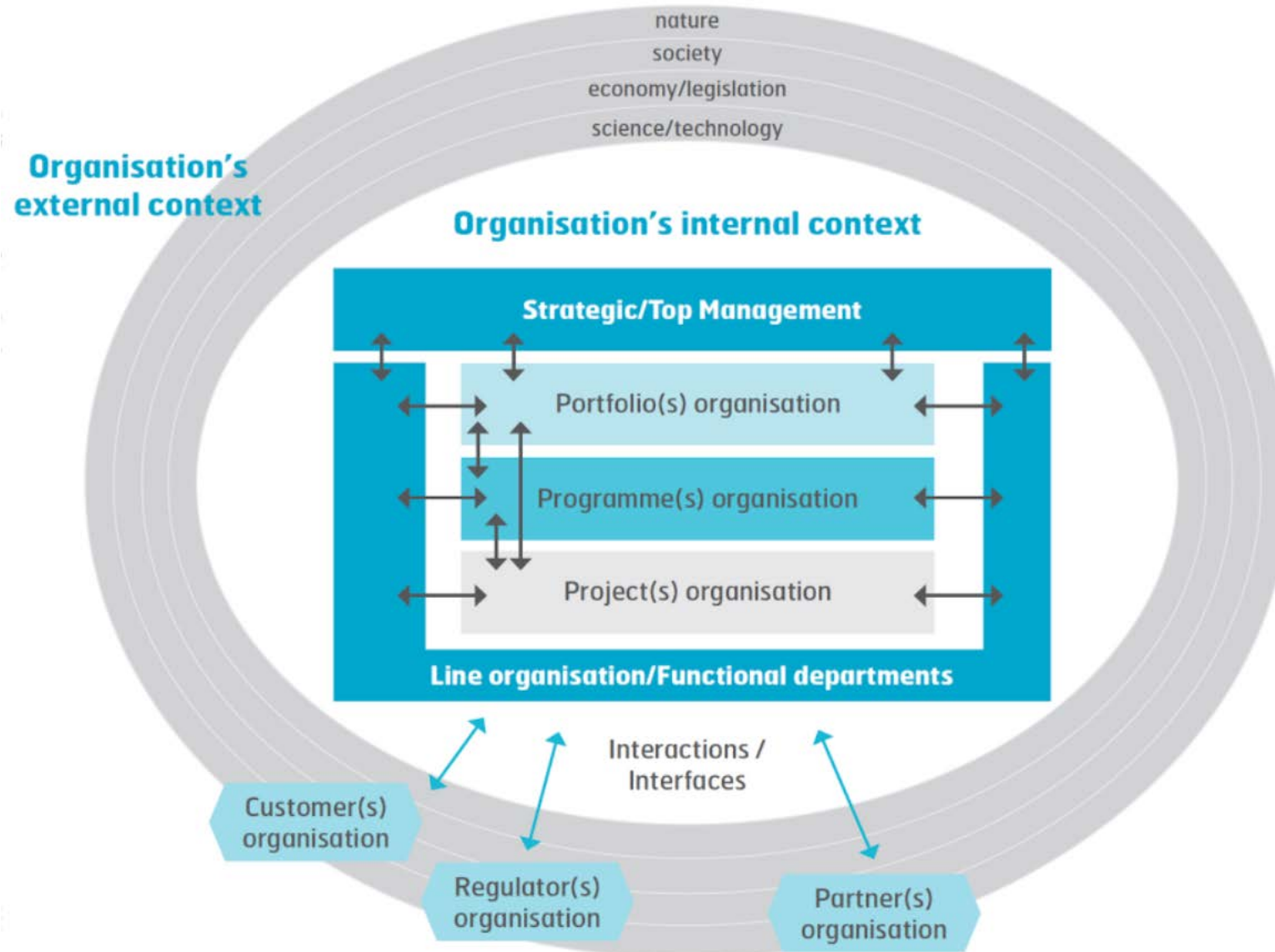


ON Power



RFN



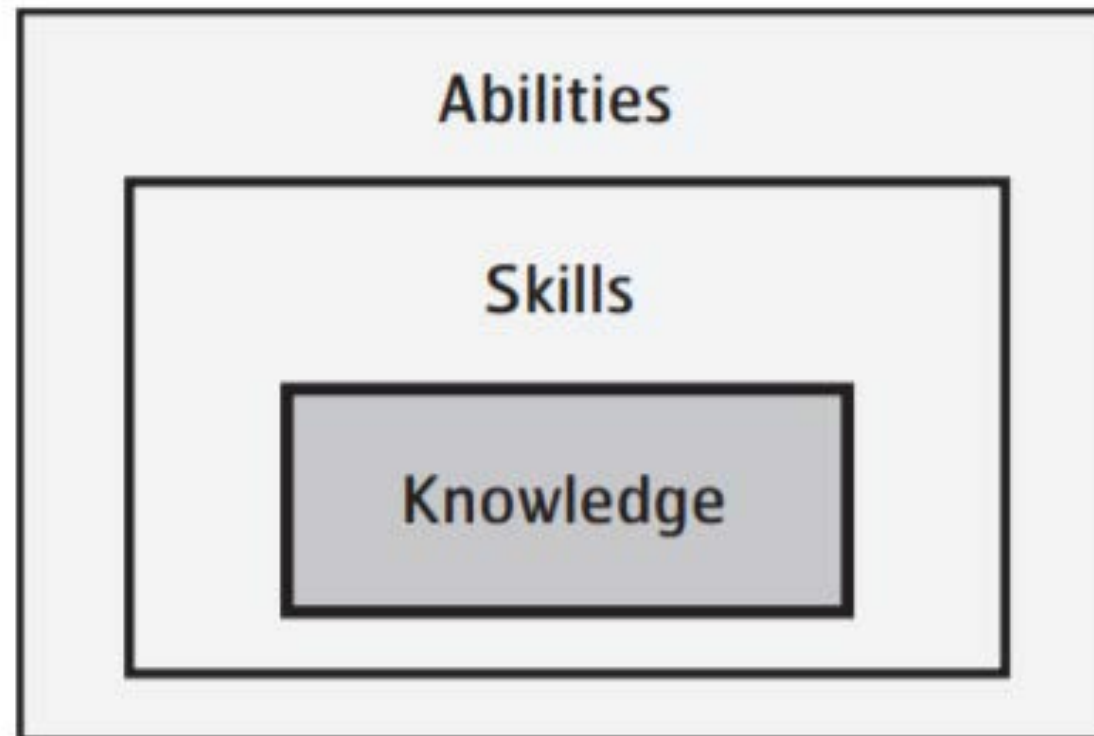




Leadership

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

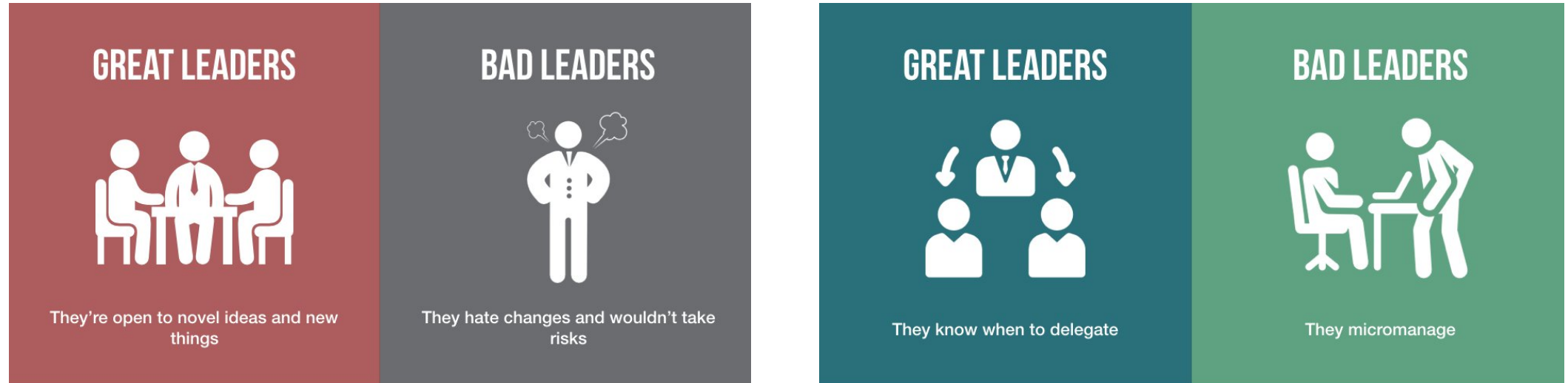


They embrace open communication

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

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