

Academic and professional contributions
Test Development
International consultation experiences
Professional innovations



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Academic and professional contributions

Norwegian School of Management

- 2000 - 2001 – Started the Postgraduate Management Program in Knowledge Management for psychologists in Scandinavia. Part of Master of Management.
- Different courses presenting experiences from the professional field of work and organisational psychology

Economic College of Harstad

- 2000 - 03 – Appointed to give a yearly 80 hours course in Cross Cultural Management to students who specialise in international trade.
- 1988 - 1992 – Courses in project management, work and organisational psychology and in mental health treatment in psychiatric wards.

University of Tromsø

- 1993-1997 – Giving courses in leadership, conflict management, project management and team-work
- 1993-1995 – Responsible for planning and organising the last year in the professional study of psychology. Covering the different fields of psychology: social, community, work and organisational, cross-cultural and research methodology as well as recruiting the responsible academic personnel
- 1987 (spring semester) – full time senior lecturer: teaching psychiatry, learning theory, work and organisational psychology, research methodology
- 1985-1991 – co-ordinating introductory lessons in psychiatry for practitioners

Test Development

- 2005-7: Development of an assessment of Cultural Intelligence with David C. Thomas et al, Simon Fraser University, Vancouver, Canada.
- 2004: Development of a tool for Cross Professional work, TSS
- 1997-2005: Development of a tool for Team Roles; Diversity Icebreaker
- 2003-5 Developed TPI+Leaderfeedback (Team Performance Inventory) reduced version 2007: TeamReflector
- 2001 - Presented the first certification on Global Personality Inventory (GPI) in co-operation with Per Tillman, PDI.
- 2000 - Started, together with Kandidata Online, Stockholm, the implementation of various tests in Norway: Emotional Intelligence (BarOn EQ-i) and Wonderlic Performance test.
- 1999 - Member of the consortium that developed Cultural Perspectives Questionnaire from version 4 to version 8 (CPQ, Maznevski, DiStefano). Responsible for world wide commercial distribution of this concept.
- 1995-7 - Project manager for the implementation of 16PF5 (Cattell) in Norway.
- Since 1995 - Member of the consortium for implementation and distribution of TCI, (Anderson&West) in Norway.
- 2003 Consulting ASE, London, in the development of Team Climate Inventory (TCI).

International consultation experiences

- 2014: Team development in the emergency support systems, Istanbul, Turkey
- 2014. International student culture with a focus on diversity, learning styles and Cultural Intelligence, Lille, France.
- 2013 – Application of Diversity Icebreaker in the Middle East conflict with Konrad Adenauer Stiftung and 3 Peace Organisations.
- 2013 Cross-cultural integration and company culture development workshops in Germany, Sweden and Denmark.
- 2008-10. Aker Solutions Global Management Program for Senior/Junior project leaders. 4 programs of 10 days
- Cross-cultural project work. 2 days training module delivered for Metier International clients in 2006 – 2009, 15 seminars
- 2005 Cross Cultural Kick off, Global SAP support team FMC Energy, Kongsberg, Norway
- 2004-2006 Talent Program for Statoil North Europe: Global Professionals in Statoil
- 2004 Cross Cultural Kick off project team Global IT team; Aker – Kværner, Oslo, Norway
- 2004 Cross Cultural Training, Rome, Italy Procter & Gamble World Quality Team
- 2003 Cross-cultural Training. Hot Topics for managers. EADS München, Germany.
- 2002-3 Consultation for SAS Stockholm (Scandinavian Airline System). Top Management.
- 2002 Cross-cultural Training for 60 managers in Ablestik, National Stark, California, USA.
- 2000 – 2002. Building up and implementing the certification structure and Team Climate Inventory in Denmark.
- 2001 Cross Cultural Training for the Organisation "Doctors without Borders" MSF (Human Factors Norway responsible for half of this organisation cross cultural training programs)
- 2001, Madrid - Management training of managers in Norsk Hydro Europe.
- 1999 - Member of International Organizations Network (ION): around 50 persons who promote research, education and consultation concerning cross-cultural organizational behaviour. The organisation is seated at the University of Virginia, McIntire Business School, USA.
- 1998-2000 - Development of Management module at Scandinavian Business Schools on behalf of the Norwegian and Swedish Psychological Associations.
- 1999 - Nordic management training in SAP.
- 1999 - Professional Development in Cross cultural management training as well as general management training in Bosnia's elections on behalf of OSCE Vienna.(The organisation for security and co-operations in Europe.)
- 1998 - Integration of European plants of Norsk Hydro Extrusion Group, 1998
- 1997- Harare, Zimbabwe, Training of consultants in Team-analysis and development.
- 1993 - Co-operation within Human Factors AS in relation to United Kingdom and Russia.

Professional innovations

- 2002 - Establishing Scandinavian Organisational Psychology (on behalf of NOS).
- 2001 - As the leader of Norwegian Society for Organisational Psychology - formally responsible for editing "Organisational Theory and Practise, Scandinavian Journal of Management".
- 2000 - Starting the first Post Graduate Management Education for psychologists in Scandinavia at management schools in Oslo, Copenhagen and Stockholm. The program is a part of an education that might lead to a formal degree in Master of Management.
- 2000 - Starting Multicultural Management Solutions AS for global markets.
- 1993/6 - Starting and still leading Human Factors AS in Norway.
- 1987 - Leading the first consultant company in organisational psychology in North-Norway.
- Creating an overview of institutions for long-term treatment of schizophrenic patients in Norway, fostering the establishing of a network. Presented in an unpublished article: 15 wards for long-term schizophrenic treatment in Norway. (Ekelund, 1987)
- 1987 - Taking part in the first initiatives towards a full professional psychology education at the University of Tromsø, Norway.
- 1987 - Tromsø, Norway. Arranging the first seminars for groups of family-members of schizophrenic patients based upon the psycho-educative approach.