

# Curriculum Vitae

**Mr. Bjørn Zakarias Ekelund**

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*Bjørn has been leading consulting companies for more than 30 years. His first degree in psychology from the University of Oslo (Norway) focused on Quality of Life and what makes people thrive in social interaction. His first years of consultancy were dedicated to interpersonal interaction in organisations with a focus on teams and innovation. His second degree, the MBA at Henley in London (UK), expanded his interdisciplinary understanding of strategic change in organisations. His MBA dissertation on energy conservation documented the positive effect of Red, Blue and Green communication strategies, a model that later was transformed into the successful Diversity Icebreaker concept. His studies in global management at the University of Agder in Kristiansand (Norway) laid the theoretical platform for working in global organizations with global challenges.*

*Making people work and innovate together, across personal, professional, and cultural differences has been his overall passion. In order to bring the professional field forward he has worked closely with academic individuals and institutions in Europe, the USA, and Canada. This duality in his work was the main reason for giving him the prize "Consultant of the year" (2008, Norway).*

*Since 1993 he has been the principal owner and managing director of Human Factors AS in Norway. Since 2015 he is the chairman of the board and senior consultant in the same company. Even though he has been involved in different start-ups and new research projects these last years, Human Factors AS and the Diversity Icebreaker concept are his main focus. In his last book "Unleashing the Power of Diversity. How to Open Minds for Good" he shows how the Diversity Icebreaker concept can help create efficiency, innovation, and belonging across personal, professional, and cultural differences.*

*Multiple research projects, conference presentations, and research articles have leveraged his credibility and legitimacy in both academic and business contexts. More than 2000 academic citations and more than 30 years of experience as an organizational consultant give him a unique platform for being a consultant, speaker, researcher, and author.*

*He has been a member of multiple professional and academic organizations in psychology and management. Among his clients, he is known as a dedicated professional, with a passion for academic knowledge applied in an innovative way in organizations, at all times working from the perspectives of employees and customers.*

## Current positions

- Senior consultant and Chairman of the Board, Human Factors AS, Norway.
- Research Fellow, Centre for Global Workforce Strategy, Simon Fraser University, Canada.

## Books

1. Ekelund, B.Z. 2019. *Unleashing the Power of Diversity. How to Open Minds for Good*. Axon (UK)/New York (US): Routledge, Francis & Taylor.
2. Ekelund, B.Z. and Pluta, P. (eds). 2015. *Diversity Icebreaker II. Further perspectives*. Oslo: Human Factors Publ.
3. Esnault, M. and Ekelund, B.Z., 2008. *Project Start-Up. No Time to Hurry*. Oslo: Human Factors Publ.
4. Ekelund, B.Z. and Langvik, E.(eds) 2008. *Diversity Icebreaker. How to manage diversity processes*. Oslo: Human Factors Publ.
5. Sivertsen, M.V., Ekelund, B.Z. and Esnault, M., 2004. *Social democratic leadership; team, leadership and projects.*, Oslo. AOF.
6. Ekelund, B.Z. and Jørstad, K., 2002. *Team Climate Inventory – intervention manual*. (Danish) Danish Psychological Publication.
7. Vereide, K. and Ekelund, B.Z. 2002. *Team development for teachers in school*. (Norwegian) Oslo. Oslo kommune.

## Training material for Diversity Icebreaker follow up

1. Ekelund, B.Z. 2018. *Diversity Icebreaker and Leadership*. Oslo: Human Factors Publ. (Norwegian and English)
2. Ekelund, B.Z. and Moe, T. 2016. *Diversity Icebreaker. Innovation*. Oslo: Human Factors Publ. (Norwegian and English)
3. Ekelund, B.Z. and Rydningen, M. 2008. *Diversity Icebreaker. Personal Workbook*. Oslo: Human Factors Publ. (Translated into 6 languages)

## Work in progress to be published

1. Empirical study on "Cultural Variation in Barriers to Hiring People with Disabilities" The project is led by David C. Thomas, Canada, in cooperation with Jessica Milum, Aminat Muibi, Mathea Wasvik (Norway), Ann Jui-Chuan Hsu, (China), Cordula Barzntny (France).
2. Ekelund, B.Z. & Mjaugeto, T. *Sustainability, deep learning and diversity*. Learning reports from Junior High School. (Norwegian). To be presented on 5<sup>th</sup> July 2023 at the European Congress of Psychology, Brighton. UK.
3. Co-editor of *Inclusive Leadership: Equity and Belonging in Our Communities*. A Volume in the International Leadership Association series, *Building Leadership Bridges*, to be published in 2023 by Emerald Group Publishing. Editors: Joanne Barnes, Michael Stevens, Bjørn Z. Ekelund, and Karen Perham-Lippman.
4. Ekelund, B. Z. An Inclusive Language of Diversity. A chapter to be published in the book listed above.
5. Ekelund, B.Z.: Diversity Icebreaker in Global Leadership. A chapter to be published in 2024 in *Advances in Global Leadership*, Volume 16: Topic: Addressing Society's Grand Challenges Through Global Leadership. Editors: Joyce Osland, Mark Mendenhall, Martha Maznevski, and B. Sebastian Reiche

## Ongoing Research Work

In Human Factors AS we gather and analyze results where we compare Diversity Icebreaker results with stress, psychological safety, trust, motivation at work, Enneagram Business, Big 5 personality assessment, and cultural and professional differences.

## Articles and book chapters

1. Nakkerud, E., Ekelund, B.Z., Bræin, T. and Elgarøy, S. 2023. Miljø- og klimapsykologi i norsk kontekst. (Environmental and climate psychology in a Norwegian context) *Tidsskrift for Norsk Psykologforening*, Vol 60, number 3, 2023, page 130-135.
2. Ekelund, B.Z. 2022. Slik kan psykologen ta ansvar for klima.(How can psychologists act responsibly in relation to climate issues?) *Tidsskrift for Norsk Psykologforening*. Vol 59, nummer 3, 2022, side 214-215.
3. Andvig, E. S., Kobro, L. U., Ekelund, B. Z. & Bongaardt, R. 2022. Peer support for housing challenges: Experiences of parents in low-income families in Norway. *Nordic Welfare Research*. Vol 7, 2, p. 96-107.
4. Ekelund, B.Z., Kobro, L.U. and Andvig, E.S. 2019. Co-creating housing strategies: Hosting five families with housing challenges. I McKergow, M. and Pugliesi, P. *The Host Leadership Field Book*. London: Solutions Books.
5. Kobro, L.U., Andvig, E.S. & Ekelund, B.Z. 2018: En u-sving til bedre bolig. Et prosjekt for boligsosial innovasjon i kommunal kontekst. Skriftserie nr 14. Universitet Sørøst Norge: To be downloaded:  
[https://brage.bibsys.no/xmlui/bitstream/handle/11250/2581081/2019\\_14\\_Kobro.pdf?sequence=1&isAllowed=y](https://brage.bibsys.no/xmlui/bitstream/handle/11250/2581081/2019_14_Kobro.pdf?sequence=1&isAllowed=y).
6. Kaiser, S., Ekelund, B. Z., Patras, J., and Martinussen, M. 2016. Psychometric Properties of the Norwegian Short Version of the Team Climate Inventory (TCI). *Scandinavian Journal of Organizational Psychology*, 8, 18-28.
7. Ekelund, B.Z and Moe, T. 2014. Team leadership in community childcare (Norwegian) in Kvello, Ø. and Moe, T. *Barnevernsledelse*. Oslo, Gyldendal. Revised version in 2023.
8. Ekelund, B. Z. and Pluta, P. 2013. Diversity Icebreaker - Training of Flexible Diversity Management. In S. A. Witkowski, and M. Stor (Eds.), *Sukces w zarządzaniu kadrami. Elastyczność w zarządzaniu kapitałem ludzkim. Tom 2. Problemy zarządczo-psychologiczne* (Vol. 2, pp. 273-280). Wrocław: Wydawnictwo Uniwersytetu Ekonomicznego we Wrocławiu.
9. Thomas, D.C, Ekelund, B.Z. et al. 2012. Development of the Cultural Intelligence Assessment, *Advances of Global Leadership* Vol.7.
10. Samuelsen, R, Løvland, J., Søvting, E., and Ekelund, B.Z. 2010. A research and development program on international tourism in North Norway. Three publications in Norwegian: *Experience-based value creation, an explorative tool development and organisational learning*, NF Report 1001/2010.; *A leadership manual for tourist industry organizational learning*; Ekelund, B.Z. and Mokastet Pemzec, A.B. 2010: *How to meet international tourists, a guide book for first line service in tourist industry*.

11. Ekelund, B.Z. 2010. Team assessment and feedback - a way of developing shared perceptions of team processes. *EFPSA journal/summer school documentation*.
12. Ekelund, B.Z. 2010. Diversity Icebreaker in conflict management. *EFPSA journal/summer school documentation*.
13. Thomas, D.C., Fitzsimmons, S.R., Ravlin, E.C., Au, K., Ekelund, B.Z. and Barzantny, C. 2010. *Psychological Contracts across Cultures. Perceptions and Responses to Violations. Organization Studies*, No 31, pp. 1437 – 58.
14. Eckert, R., Ekelund, B.Z., Gentry, W.A and Dawson, J. 2010. Rating Discrepancy in 360-Degree Feedback "I don't see me like you see me, but is that a problem?" *European Journal of Work and Organizational Psychology*.
15. Ekelund, B. Z. 2009. Cultural Perspectives on Team Consultation in Scandinavia: Experiences and Reflections. *Scandinavian Journal of Organisational Psychology*, No 2, pp 31-40.
16. Ekelund, B.Z. 2009. Managing diversity in teams (Norwegian). In Fyhn. H. *Kreativ tverrfaglighet, teori og praksis*. Oslo: Tapir forlag, pp 182 – 205.
17. Ekelund, B.Z. 2009. Mapping of team qualities in project leadership teams with TeamReflector (Norwegian). *Prosjektledelse*, No 1, pp 8-9.
18. Thomas, D.C, Ekelund, B.Z et al. 2008. Cultural Intelligence: Domain and Assessment. *International Journal of Cross-Cultural Management*, Vol. 8, No. 2, pp 123-143.
19. Gentry, W.A., Hannum, K.M, de Jong, A. and Ekelund, B.Z. September 2007. A Study of the Discrepancy between Self- and Observer-Ratings on Managerial Derailment Characteristics in Selected European Countries. *The European Journal of Work and Organizational Psychology*.
20. Ekelund, B.Z 2006: Hvordan få til positiv kjemi mellom folk i prosjektteam (Norwegian). *Prosjektledelse*, No 2.
21. Esnault, M., and Ekelund, B. Z. 2006. *Teambuilding in project start-ups*. Oslo: Gyldendal, (A co-written chapter on interaction in project teams.).
22. Smith, P.B. and Peterson, M. et al incl. Bjørn Z. Ekelund 2005. Demographic Effects on the Use of Vertical Sources of Guidance by Managers in Widely Differing Cultural Contexts. *International Journal of Cross-Cultural Management*, Vol. 5, No. 1, 5-26.
23. Ekelund, B.Z. and Aske, A. 2005. Executive commentary: The construction of Social Identities in Mergers and Acquisitions. In Stahl, G.K. and Mendenhall, M.E. (Ed): *Mergers and Acquisitions. Managing culture and human resources*. California: Stanford University Press.
24. Maznevski. M.L and Ekelund, B.Z. 2004. Cultural dimensions in action: Democratic elections in post-war Bosnia. *Organisational Theory and Practice; Scandinavian Journal of Organisational Psychology*, No 1.
25. Mathisen, G.E. and Ekelund, B.Z. December 2004. Team Climate Inventory (TCI) – a measure of innovation in groups and teams. *Journal of the Norwegian Psychological Association*.
26. Canney-Davison, S. and Ekelund, B.Z. 2004. Team processes in global teams. In: Lane, H., Mendenhall, M., Maznevski, M. L., and McNett, J. (eds.) *Handbook of Global Management. A Guide to Managing Complexity*. pp 227-249, Blackwell Publishing.
27. Smith, P.B., Andersen, J.A., Ekelund, B.Z., Graversen, G., and Ropo, A. 2003. In Search of Nordic Management Styles. *Scandinavian Journal of Management*. Vol. 19, pp 491-507.

28. Hua, W., Whitener, E.M., Maznevski, M.L., Sæbø, S.R. and Ekelund, B.Z. 2003. *Testing the Cultural Boundaries of a Model of Trust: Subordinate-Manager Relationships in China, Norway and the United States*. University of California, Los Angeles. UCLA International eScholarship Repository: <http://repositories.cdlib.org/asia/eslicme/chntrans07/>
29. Ekelund, B.Z. 2003. *Ouverture Internationale: Contraintes et opportunités: Une expérience de développement de programme international de formation*. University in Lyon.
30. Smith, P., Peterson, M.P., Schwartz, S.H., Ekelund, B.Z. et al. 2002. Cultural values, sources of guidance and their relevance to managerial behaviour: a 47-nations study. *Journal of Cross-cultural psychology*.
31. DiStefano, J. and Ekelund, B.Z. 2002. Management Across Cultures. A Model for Bridging the Differences. In: M. Fladmark, Donhead (eds.) *Heritage and Identity*, pp 289-394.
32. Ekelund, B.Z., Jørstad, K. and Maznevski, M. September 2000. Business Development of the Team Climate Inventory. *European Journal of Work and Organisational Psychology*, pp 9-18.
33. Nordvik, H., Berg, A. and Ekelund, B.Z. 2000, 16PF5 development in Norway, *Journal of the Norwegian Psychological Association*, 31 (5), pp 437-447.
34. Ekelund, B.Z. (as one of the 11 members of Task Force contributing to this article) 1999. On professional education of work and organisational psychology in Europe. *European Journal of Work and Organisational Psychology*, pp 455-486.
35. Ekelund, B.Z. 1997. *The application of a model which integrates market segmentation and psychological theories to change energy consumption in households*. Dissertation MBA. Henley Management College/Brunel University
36. Ekelund, B.Z., Duckert, F., Bjørn, E. and Sortland, N 1996. Qualification for leadership in the professional study of psychology at universities. (in Norwegian) *Journal of the Norwegian Psychological Association*, Vol. 33, No 5, pp 416-423.
37. Ekelund, B. Z. 1997. Interaction between academy and practice. *EAWOP Newsletter; ENOP conference in Paris*.
38. Ekelund, B.Z., Døsch, H. and Taylor, R. 1996: TCI-presentation. *Norwegian Journal of Organisational Psychology*. (Norwegian).
39. Ekelund, B.Z. 1993. Presentation of journals in organisational psychology and management (Norwegian) *Journal of Organisational Psychology*.
40. Haggag, A., Ekelund, B.Z. Lingjærde, O., and Gøtestam K. G.: February 1990. Seasonal mood variation: an epidemiological study in Northern Norway *Acta Psychiatr Scand*. 81(2): pp 141-5.

### **International conference presentations**

1. Kollig, M, Rudder, L. and Ekelund, BZ. Presentation of the development of consultation roles in UNFCCC, ILA 's virtual DEIB Summit 25<sup>th</sup> August 2022.
2. Kwantes, C., Rauti, K, Bang, H and Ekelund, BZ.: *Psychological Safety, Conflict & Team Performance*. Canadian Psychological Association 2022, The 83<sup>rd</sup> Annual National Convention. June 17<sup>th</sup> - 19<sup>th</sup>, 2022, at the Hyatt Regency Calgary in Calgary, AB.

3. Kwantes, C., McMurphy, S., Soleimani, M & Ekelund, B.Z. *Cognitive Styles and Trustworthiness Expectations*. Sent to Canadian Psychological Association 2022, The 83<sup>rd</sup> Annual National Convention. June 17th - 19th, 2022, at the Hyatt Regency Calgary in Calgary, AB.
4. Livingstone, J, Dugal, E, Soleimani, M, Ryan, T, Bondy, B, Tahsin, F, Hussein, N, Kwantes, C.T & Ekelund, B.Z: *Employee Expectations of Psychological Safety Within Two Different Norwegian Organizational Settings*. Midwestern Psychological Association. 94th Annual MPA Conference, April 21-23, 2022. Chicago, USA.
5. Host Leadership Conference, München, Germany. 28 June 2019. *Host leadership of 5 families of poverty in group processes seeing through the lenses of 6 roles of Host leadership*. Ekelund, B.Z., Kobro, L.U., Andvig, E. and Pettersen, A
6. Global Summit, New Delhi. India. 4. April 2019. How to prepare for difficult dialogues on diversity?
7. Israel Organizational Behavior Conference 3<sup>rd</sup> January 2018. Tel-Aviv, Israel: Arieli, S., Rubel-Lifshitz, T. Elster, A, Sagiv, L and Ekelund, B.Z.: *Psychological Safety, Group Diversity, and Creativity*.
8. Nordic Intercultural Communication, Conference 23. Nov. 2017. Jyväskylä, Finland. Ekelund, B.Z. and Pluta P.: *Reframing Others in Colors of Mastery*.
9. Academy of Management 8<sup>th</sup> August 2017, Atlanta. USA. *Nordic Perspectives on Humanistic Management*.
10. «Inspiring Learning Life». Conference 13. April 2016, Sundvolden, Norway. Ekelund, B.Z. and Steier, F. University of South Florida. *From Dialogue to Trialogue Promoting Systemic Learning and Innovation*.
11. African Academy of Management, 8<sup>th</sup> January 2016. Nairobi. Canney Davison, S., Ekelund, B. Z. Gjerde, S. Boodhun, V., Guttormsgard, I., Malde, Y.S., Handeland, A. Dahlmann, O. P., Gyan, K.A., Dybwad, A. Johnston, K., Fjell, K. and Lane, H. *Trainer experiences applying Diversity Icebreaker in 15 African countries*.
12. Academy of Management 8<sup>th</sup> August 2015, Vancouver. Professional Development Workshop Vinkenburg, C.J., Ekelund, B. Z. and Romani, L.: *Writing (and talking) differently about diversity: Addressing the normalization of othering*.
13. European Association of Work and Organisational Psychology (EAWOP), 23<sup>rd</sup> May 2015, Oslo. Symposium. Ekelund, B.Z., Moe, T., Ekelund, S.M. and Winje, T. *A language perspective of Diversity Icebreaker*.
14. Rubel-Lifshitz, T., Arieli, S, Elster, A. Sagiv, L. & Ekelund, B.Z. (2014) *Organizational Intervention for Increasing Interpersonal Interactions and Creativity*. The 7<sup>th</sup> annual Euromed Academy of Business conference. Kristiansand, Norway, 18<sup>th</sup> Sept 2014
15. SIETAR Europe conference in Tallinn, 20. Sept 2013. *Diversity Icebreaker applied in conflict management from Norway, through the Balkans to the Middle East*.
16. Democracy and Diversity in Higher Education. Buskerud University College, 13. March 2013. Paper is written in cooperation with Rossi, A., Van Egmond, M., Orgeret, K., Pluta, P. and Ekelund, B.Z.: *Promoting democratic practice through 'Diversity Icebreaker' in multicultural student groups*.

17. IWOT: 16<sup>th</sup> International Workshop on Team working, Trondheim, 6, Sept 2012: *Post-postmodern perspectives on Scandinavian teamwork practice. Lessons from playing with different paradigms.*
18. SIETAR Europe conference, Krakow, 23. Sept 2011. Ekelund, B.Z., Mokastet Pemez, A.B. and Crestani, M.A. *Diversity Icebreaker in international contexts.*
19. Academy of Management Annual Meeting, San Antonio. Texas. 12. August 2011. Ekelund, B.Z., Rossi, A. L. and von Egmond: *Use of Diversity Icebreaker and Learning Styles in Multicultural Teaching Settings.* Professional Development Workshop.
20. International Association for Cross-Cultural Psychology, Istanbul. 2. July 2011. Ekelund, B.Z., Rossi, A. L. and von Egmond. *Use of Diversity Icebreaker and Learning Styles in Multicultural Teaching Settings.*
21. ACM International Conference on Intercultural Collaboration, 19 August 2010, Copenhagen. Invited Key Note Speech: *Diversity Icebreaker in international communication.*
22. ECER conference in Helsinki (ECER: European Educational Research Association): 26. August 2010. Ekelund, B.Z., Rossi, A. L. and von Egmond, M. *Use of Diversity Icebreaker and Learning Styles in Multicultural Teaching Settings.*
23. 58th Annual Conference of the Serbian Psychological Association, Zlator (Serbia), May 2010: *The descriptive, functional and beautiful qualities of Diversity Icebreaker. Research challenges from three different perspectives.*
24. EFPSA Summer school., 18. July 2010. Blagoevgrad, Bulgaria. *Team assessment and feedback - a way of developing shared perceptions of team processes,*
25. South Eastern European Regional Psychology Conference: 1. Nov 2009. Sofia, Bulgaria. Ekelund, B.Z. Davcheva, L. and Iversen, J.V. *Diversity Icebreaker: Developing a shared understanding of cooperation.*
26. Dialogin. The Delta International Academy Conference. 18 Sept 2009: York, UK. The Second York Associates. *The social construction of interpersonal categories.*
27. The 11<sup>th</sup> European Congress of Psychology, 10. July 2009. Oslo, Norway: *Diversity Icebreaker: An individual psychological test applied for collective reflection and deliberative dialogs in groups and organizations.*
28. SIOP: Society for Industrial and Organizational Psychology, 4. April 2009. New Orleans, USA, Rothausen. T.J. and Ekelund, B.Z. *Construct Validity and Comparison of Two Psychological Type Models. Diversity Icebreaker compared with MBTI.*
29. Academy of Management annual conference 9 August 2008. California, USA: Ekelund, B.Z. and Maznevski. M.L. *Diversity Training: Are We on the Right Track?*
30. Academy of International Business, 3-5 July 2008. Milano, Italy. Ekelund, B.Z., Shneor, R. and Gehrke, B. *Diversity Icebreaker in cross-cultural training.*
31. Academy of Management annual conference, 7. August 2007. Philadelphia, USA. "Doing OD in an alien world". "Diversity Icebreaker: Social Construction of Team Roles as a Tool for Managing Diversity." "Corporate Social Responsibility and Values Based Management in a Multinational Company."
32. Global Forum, IGB consortium. 21. February 2007. Tokyo, Japan. *Diversity Management in Multinational Companies.*
33. IWOT: 10<sup>th</sup> International Workshop on Team Working. Trondheim, Norway. Langvik, E. and Ekelund, B.Z. 2006. *Managing diversity: How to heterogenize teams in order to create self- and team knowledge.*
34. London, UK, SIETAR (Society for Intercultural Training and Research) conference 9. September 2006. *Team Roles as Diversity Icebreaker.*

35. Atlanta, USA. Academy of Management Annual Conference, 13. August 2006. *Diversity Icebreaker applied in International Management teaching.*
36. International Workshop "Corporate Social Responsibility" University of Bremen, Institute Technology and Education (ITB), 18<sup>th</sup> May 2006. Bremen. *Differences in Corporate Social Responsibility measurements across cultures.*
37. ADERSE conference on CSR, University of Lyon, Academy of Management, presentation 18. Oct 2005. Lyon. *The social construction of teams following structured feedback in Scandinavia.*
38. Academy of Management Annual Conference 9 August 2005. Hawaii, Ekelund, B.Z., Berg, K.Ø. and Mathisen, Ø. *Development of a Global Employee Survey.*
39. International Organizations Network Annual conference, 25. February 2005. Århus. *Dark Side of Scandinavian Management.*
40. EGOS-conference. 5 July 2003. Copenhagen, Denmark. Ekelund, B.Z. Risling, A. and Kristensen, H. *Development of cultural-specific competence in management and organisational consultation in Scandinavia.*
41. University citizenship: Progress, modernization, exemplarity. 22. October 2002. Lyon, University of Lyon. *Interaction between academy and practice.*
42. Heritage and Identity Convention. Sandefjord, Norway, 15. September 2001. DiStefano, J. and Ekelund, B.Z. *The M.B.I. Model of Managing Differences Effectively*
43. IRIC conference, Tilburg, Netherlands, 29. April 2001. Maznevski, M. and Ekelund, B.Z. *Cultural dimensions in action: Democratic elections in post-war Bosnia.*
44. Academy of Management Annual Conference. 4 August 1999. Chicago, USA, Whitener, E, Maznevski, M, Sæbø, S.R. and Ekelund, B.Z. *Testing the cultural boundaries of a model of trust: Subordinate-Manager relationships in Norway and the United States.*
45. ENOP conference: Paris, France, 3 May 1997. *Interaction between academy and practice.*

## Education

- 2006/7 Ph.D. introduction program in Global Management and Research Methods, University of Agder, Dept. of Economics, 60 ECTS points
- 1997 Master of Business Administration (MBA), Henley Management College/Brunel University, London, UK
- 1989 Certified specialist in clinical psychology, NPF
- 1979-83 Professional study in psychology, University of Oslo
- 1977 Psychology – 1-year introduction (*grunnfag*), University in Oslo
- 1976 Examen philisophicum, University in Oslo
- 1976 Examen artium, Larvik

## Work

- 2015- Senior consultant and Chairman of the Board, Human Factors AS, Oslo
- 1996 - 2014 Managing Director, Human Factors AS, Oslo

- 1993 - 96 Managing Director, Human Factors AS (Norway), Tromsø - Tønsberg - Larvik
- 1991 - 92 Consultant, OPI-Nord AS, Tromsø
- 1988 Managing Director, 91 OPI-Nord AS, Tromsø
- 1987 Psychiatric out-door clinic for children, Tromsø
- 1987 Senior lecturer University of Tromsø
- 1984 - 1986 Psychologist, Åsgård Mental Hospital, Tromsø

### **Memberships**

- NPF, Norwegian Psychological Association
- NOS, Norwegian Society for Organisational Psychology (leader 1995-1998 and 2001-2002)
- AoM, Academy of Management
- ION, International Organizations Network
- SIETAR, Society for Intercultural Education, Training And Research
- Global Community Dialogue. Host the global gathering in May 2023 in Larvik.

### **Academic and professional contributions**

#### **Norwegian School of Management**

- 2000 - 2001 – Designed, launched, and supervised the Postgraduate Management Program in Knowledge Management for psychologists in Scandinavia. Part of Master of Management.

#### **Economic College of Harstad**

- 2000 - 03 – Appointed to give a yearly 80 hours course in Cross-Cultural Management to students who specialize in international trade.
- 1988 - 1992 – Courses in project management, work, and organizational 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 organizing the last year in the professional study of psychology. Covering the different fields of psychology: social, community, work, organizational, 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 Diversity Icebreaker
- 2003-5 Developed TPI+Leaderfeedback (Team Performance Inventory) reduced version 2007: TeamReflector
- 2001 - Presented the first certification on the 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 the Cultural Perspectives Questionnaire from version 4 to version 8 (CPQ, Maznevski, DiStefano). Responsible for worldwide 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 and West) in Norway.
- 2003 Consulting ASE, London, in the development of Team Climate Inventory (TCI).

### **International consultation experiences**

- 2021-23: Secretariat of the United Nations Framework Convention on Climate Change (UNFCCC), Bonn, Germany
- 2022: Digital Europe Belgium, Diversity Icebreaker
- 2018: Diversity Icebreaker at Texas University, El Paso
- 2017: Use of Diversity Icebreaker in the Middle East. Academic and peace movement participants.
- 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 and 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.