

Attractiveness & Competence in Swedish Steel Industry

- Young Global Center of Excellence on Advanced Steel
- Guidelines of Gender Equality in Leadership
- Leadership program for women in steelindustry
- Governance and Leadership

SUSTAINABLE STEEL REGION

INNOVATION AND CUTTING EDGE KNOWLEDGE

Jernkontoret



Sustainable steel region

- The organisation established by Swedish iron and steel producers' association, Industrial centre in two Swedish regions
- Focusing on industrial transition - low carbon and circular economy in the steel industry
- Supported by regions in North middle Sweden and steel related municipalities
- Will be built up during 2021
 - Planning a small organisation, which will be connected to expertise
 - Regional base funding necessary
- Today financed by individual projects
 - PLATIS (Swedish administration of energy)
 - Samforsk Climate (Vinnova Swedens Innovation Agency)
 - Sustainable value based business models in circular economy (Regional and National fundings)

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YCEAS – Young Global Center of Excellence in Advanced Steel

A unique initiative owing much of its success to strong partnerships between academy, industry and society





Guidelines for Gender Equality in Leadership

Guidelines for gender equality in Leadership

By women working within R&D, In co-operation with Triple Steelix and researchers from Nordwit

Describe how managers, at different levels, can ensure that women's competence and potential are utilized in the best way possible.

The goal is:

- to find a leadership philosophy based on a longer term
- more strategic approach in order to guarantee the maintenance of competence
- the attractiveness of the company as an employer

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Focus areas:

Awareness, Courage and Openness

Gender distribution at the workplace and in managerial positions

Resource distribution

Attitudes and use of language/slang

Female networks and mentoring programmes

Leadership program for women in industry

Background – Steel industry needs to attract 100% of the population

Purpose:

To extend your individual tool box to strengthen the leadership of your self and others

To build an active and long-lasting network

Leadership program for women in industry

Content:

Sustainable leadership – based on psychology and research of the brain

To work in a board or report to the company board

Economy for women

”Your expression give impression” about to use your communicative recourses

”It’s really all about power” - research result from Gender and Equality – University of Malmö

”Organisational Gap” and how that effects the ability to reach the achievements we strive for-
University of Economics and Think Thank of Leading Healthcare

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2021:

Digital conference:

Governance and Leadership in steel, engineering and mining Industry – 18th February

Sustainable Steel Region - attractiveness is one of the pillars integrated in the new program

Young global centre of excellence on advanced steel

Conference – “Female Leaders” 10th November

Leadership development:

on individual and team level to develop both leaders and the organisation
Leadership Management International

Develop the compassion effect in your leadership:

Sustainable and resourceful leadership, psychological flexibility and mental strength

To cultivate a "growth mindset"

To practice the relational leadership

Three partners:

Leadership development, Coach, business developer, psychologist, researcher and author

THANK YOU

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