



**SOROPTIMIST
INTERNATIONAL**

a global voice for women



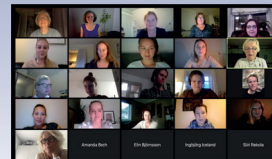
**SOROPTIMIST
NORDIC
LEADERSHIP
ACADEMY**

2020/2021

KALUNDBORG



VIRTUALLY



a global voice
for women

Soroptimist International



www.soroptimist-danmark.dk
www.soroptimistsweden.se
www.soroptimistnorway.no
www.soroptimistit.fi
www.soroptimist.is

www.soroptimisteurope.org
www.soroptimistinternational.org

Find us on Facebook
www.facebook.com/SNLA-Soroptimist-Nordic-Leadership-Academy

Design and print: Langenberg Grafisk June 2021



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PRESIDENTS' MESSAGES

Message from Anna Wszelaczyńska

President of Soroptimist International Europe 2019-21



Leadership Academy

Soroptimists should inspire the world and create the future. It is difficult, but we are resilient and don't give up.

Now, even more than ever, in the times when many young women are losing jobs and are subject to increasing domestic violence. Pandemics has increased domestic violence of about 30 percent.

We need to share knowledge and expertise with young female leaders. Best done during the Soroptimist Nordic Leadership Academy when

successful professional women are working together with young ones to help build their personality up from the start of their careers. In the safe environment they will learn all necessary skills young leaders should have and how to tackle successes and failures.

I strongly believe that education covers everything: awareness of women's rights, care of environment, fighting global warming and violence against women. Education is power and independence. Soroptimists have a lot to offer and will do their best to share with their successors. Soroptimists are the best to learn from as whatever happens they always stand up for women.

I wish you all a wonderful time full of challenges and fulfilment. Use an opportunity well, learn and have fun!

Message from Karen Teglgård

Union President Soroptimist International Denmark 2020-2022



The Soroptimist Union of Denmark is pleased to welcome you all to Soroptimist Nordic Leadership Academy (SNLA) 2020/2021.

Soroptimists have a mission to Educate to Lead

– to give young women a better chance to develop and to take on leadership roles in society, politics, work and many other roles of modern life. We believe that this is of vital importance in the constant fight to improve life and human rights for women and girls in the world.

SNLA is a week of intensive education in the principles of leadership and self-development for young women. It has taken place on an annual basis during the summer vacation starting 2017 in Sweden, 2018 in Norway, 2019 in Finland.

In 2020 Soroptimist Nordic Leadership Academy should have taken place in Denmark, but due to the corona situation, we had to postpone the academy from week 26, 2020 to week 25, 2021. Instead, we conducted 6 webinars in the very week 26, 2020 and, during the autumn 2020 and spring 2021, we conducted further 9 webinars and an additional round of group work for all participants. All webinars are recorded and made available to the participants in a closed Facebook group: "SNLA participants".

As the restrictions, caused by the Covid 19 pandemic, still do not allow us to gather, we are forced to also conduct SNLA 2021 virtually. We shall hold 4 days of webinars during week 25, 2021.

In 2020/2021, the participants have been taught To Set Goals, Career Development, Emotional Intelligence, Mental Training, Intercultural Communication, Presentation Techniques, Tools for Feedback and Debate, Women's Rights, Sustainable Development, Mentoring and Coaching, What is Soroptimism and how does Soroptimist International work? There have also been visits, in both 2020 and 2021, from particularly resourceful women who, as role models, have shared their life experiences. This year, we hope to be able to expand the program with Conflict Management, which several participants from previous years have called for.

The whole spectrum of leadership is covered. Soroptimist International is a treasure chest of competence and experience in this field, and the presenters are mostly found within our own clubs, but also among women from local businesses. We offer this opportunity to 25 young women living in the Nordic countries – aged between 20-30, who are interested in leader-

ship and want to make a contribution to society.

The young women who attended previous academies showed a clear development of self-confidence and an ability to take the lead. Many have also formed strong network contacts to help and support in the future. In addition we spread the word about soroptimism and the young women who get to know us are clearly potential future Soroptimists who can keep our organization moving forward.

SNLA 2020/2021 could not have been made without our great supporters. Special thanks to Norden 0-30 for financial support, all the presenters for contribution for free, members of the Danish working group for planning the webinars, soroptimist friends in the Nordic countries for cooperation and valuable experiences from last year and Soroptimist International of Europe (SIE).

SNLA WEBINAR

Programme June 2020

MONDAY JUNE 22, 2020

	Welcome to the SNLA Webinar
10.00-11.00 am	<p>Introduction to programme content & goal Hello from the 25 participants</p> <p>Soroptimist International (SI) History "A Global Voice for Women" Ulla Madsen, SI Assistant Director of Advocacy President of Soroptimist International Europe 2013-15</p> <p>"My journey" – why do we need Soroptimists? Anna Wszelaczyńska, President of Soroptimist International of Europe</p> <p>One example of SI project work</p>

TUESDAY JUNE 23, 2020

10.00-11.30 am	<p>Soroptimist International of Europe (SIE) Mentoring Saija Kuusisto-Lancaster, Vice President</p> <p>Intro to "Wall of Mentors 2020-2021" Experiences with Mentorship by a mentor and a mentee</p>
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THURSDAY JUNE 25, 2020

10.00-11.30 am	<p>Mindfulness & Selfcoaching Lotte Vesterli, Therapist and Coach</p> <p>SI at the United Nations (UN) Ulla Madsen, SI Assistant Director of Advocacy President of Soroptimist International Europe 2013-15</p> <p>Attendance for the first time at UN New York "Commission on the Status of Women" Ina Dorfman, Master of Laws</p>
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SNLA WEBINAR

Programme Autumn 2020 and Spring 2021

THURSDAY SEPTEMBER 3, 2020

18.30-20.30	Personal branding Kine Aasheim, Master in Adm & Leadership NLP coach
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WEDNESDAY SEPTEMBER 23, 2020

18.30-20.30	Mental training Lotte Vesterli, Therapist and Coach
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THURSDAY OCTOBER 8, 2020

18.30-20.30	The recruitment process Kine Aasheim, Master in Adm & Leadership NLP coach
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SUNDAY NOVEMBER 8, 2020

18.30-20.30	Virtual teams Linda Schang, HR Professional
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THURSDAY FEBRUAR 4, 2021

18.30-20.30	The pleasure and pain of being a leader Kine Aasheim, Master in Adm & Leadership NLP coach
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TUESDAY MARCH 23, 2021

18.30-20.30	Mental training Lotte Vesterli, Therapist and Coach
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MONDAY APRIL 12, 2021

18.30-20.30	Motivation - Driving forces - My Dream introduction Linda Schang, HR Professional
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SUNDAY MAY 2, 2021 - MAY 9, - MAY 16, - MAY 23, - MAY 30 - 2021

	The candidates divided in 5 groups - one group each day
18.30-20.30	My Dream Linda Schang, HR Professional

SNLA WEBINAR Programme June 2021

		MONDAY 21. JUNE	TUESDAY 22. JUNE
	9 – 9:30 am	Yoga International Video	Qi Gong Lotte Vesterli, Therapist and Coach
		Intro /todays program	Intro /todays program
	10 – 11 am	Body Language Catherine Westling Actress	Communication with Music Gitta-Maria Sjöberg Artistic Director, Opera Singer
Start up Sunday Sunday 20. June 6 pm – 7 pm	11 – 12 am	My Dream 6 present.	Lead to Achieve Linda Schang / groups
		Why do we need Soroptimists? 4 groups	
	12 am – 1 pm	Lunch break	Lunch break
Welcome Greetings SIE president elect Caro- lien Demey	1 pm – 2 pm	Women in official space Lisbeth Trinskjær Principal	My Dream 6 presentations
Intro of program Presentation of Speakers, Hello from Participants	2 pm – 3 pm	Debating –rules /groups Linda Schang	People, Planet, Prosperity How to design sustainable skills ? Malene Lundén, Project Leader
Quiz in Groups: 17 Sustainable Development Goals	3 pm – 4 pm	Walk the Talk: Reflection /Whats App 8 Groups	Gender Equality & Women's Rights, Nanna Højlund Chairwoman, Womens Council

	WEDNESDAY 23. JUNE	THURSDAY 24. JUNE
9 – 9:30 am	Yoga International Video	Mindfulness Lotte Vesterli, Therapist and Coach
	Intro /todays program	Intro /todays program
10 – 11 am	Conflict Handling Pia Tokkesdal Schou Lawyer & Mediator	Kalundborg Symbiosis Nadeja Ulstrup-Hansen Adm. Project Leader
11 – 12 am	My Dream–6 present.	My Dream 7 presentations
	Why do we need SI ? 4 Group presentations	Mentorship options
12 am – 1 pm	Lunch break from 12:15 pm	Evaluation in Groups Diplomas handed out by Karen Teglgard, Union president Joyful closing of SNLA
1 pm – 2 pm	Debate – Plenum 4 Group performances	
2 pm – 3 pm	Intercultural Communication Yael Tägerud Development Consultant	
3 pm – 4 pm	Walk the Talk: Reflection /Whats App 8 Groups	

SNLA PARTICIPANTS 2020-2021



Atia Ijaz
Norway



Sandra-Paula Suciu
Norway



Ida Karoline Kjøsberg
Norway



Solveig Gjørn Røraas
Norway



Lene Korseberg
Norway



Elín Þóra Helgadóttir
Iceland



Mari Finsen
Norway



Harpa Marín Jónsdóttir
Iceland



Hildur María Hólmarsdóttir
Iceland



Salka Björt Kristjánsdóttir
Iceland



Sólborg Guðbrandsdóttir
Iceland



Iida Kalliokoski
Finland



Mari Pesu
Finland



Marinia Sorjonen-Ward
Finland



Siiri Rekola
Finland



Siiri Vallas
Finland



Alfhild Hedelin
Sweden



Elin Björnsson
Sweden



Elvira Skoglund
Sweden



Linnéa Ingeström
Sweden



Maria Stjern Dahl
Sweden



Victoria Forsman
Sweden



Amanda Bech
Denmark



Helena Rumph
Denmark



Ellen Emilie Madsen
Denmark



Simone Sommer Degn
Denmark



Fie Crusell Pedersen
Denmark

INSTRUCTORS



CAROLIEN DEMEIJER

Education: Humanities in Latin & Sciences

University Antwerp: Applied Economic Sciences,

University Ghent: Economic sciences and European Law

Languages: Dutch (mother tongue), French (bilingual) , Spanish, English, +/- German

Family life: married , 3 children (°1989 °1990 °1994) they live in resp. Ghent, Antwerp and Leuven

Professional path:

1982-1990: Financial controller in Textile Group (Belgium & UK) /Budget, Analytic Accountant, reporting to the shareholders, stakeholders including the trade-union

1990- now: Self employed, running a company in Real Estate dedicated to

Retail Estates : supermarkets, urban developments, horreca : dealing with the challenges of e-commerce

Soroptimist path:

1994: joined club Kortrijk, Belgium as my third child was born

2006: club President organizing the 25 th Anniversary of my club

2009: Soroptimist Belgium Union level: Coordinator, Programme Liason Officer, Programme Director, Governor first generation of Programme Directors, creating a path to have Unions more focused on Projects and be recognized as such.

2017-2019: Federation level: 1 st Vice President Soroptimist International Europe responsible for Virtual Development, basis for connection & community creation beyond physical limits.

2019 -2021: Federation level : President Elect Soroptimist International Europe Setting up the Holistic ap-

proach, basis for Membership Development.

My quote: Think Positive, Act Positive, Be Positive

My latest Soroptimist contribution: (Se pdf-fil)

INA DORFMAN

Master of Law, Purchase Coordinator at AVK International A/S.



Ina contributed at the Webinar by expressing how it was as a Soroptimist to participate and contribute for the first time at the UN based "Conference on the Status of Women (CSW)" in New York.

Ina describes herself here:

"I am highly motivated by my desire to make a positive difference in the

globalized world. Organized, task driven with a “can do” attitude, I enjoy working in challenging and dynamic environments. Solid theoretical background and experience from working in multinational companies.

Specialties: Project Management, Procurement, Law, Process Optimization, Continuous Improvement, Strategic Management, Strategic sourcing, Change Management, Lean”.



NANNA HØJLUND

Date of birth: October 26th, 1961

Political areas of responsibility

- Education and research, FIU (The Shop Steward Training Programme)
- Committee representations
- President, The Women’s Council
- Board of Directors, TAMU (The Training School for Labour Market Education)
- REU (The Advisory Council for Vocational Education)

- VEU (The Advisory Council for Higher Education)
- REP (The Advisory Council for AP and Bachelor Programme Education)
- AUB (The Advisory Council for Employers’ Educational Contribution)
- The Advisory Council for AP Programme Development
- Organisational work
- Board of Directors (BOD) FH, FOA, the local union branch
- Training and work experience
- 1981-1988 Upper sec. school, Child-care assistant, Student DTU, cleaning supervisor
- 1988-1995 Childcare assistant
- 1990-1995 Elected shop steward, Elected senior shop steward
- 1995-1996 Elected Section Secretary, PMF Storstrøm
- 1996-1999 Elected Section President, PMF Storstrøm
- 1999-2005 Elected member of the Executive Committee, PMF
- 2003-2005 Training in systemic management, DISPUK
- 2011-2013 Master of Public Administration, CBS
- 2005-2015 Elected Confederal Sec-

retary, FOA

- 2015-2018 Vice President, LO
- 2019 Vice President, FH

SAIJA KUUSISTO-LANCASTER



Saija Kuusisto-Lancaster is the Chief Procurement Officer of the Load and Haul Division of Sandvik, a Swedish based technology corporation. She holds a M.Sc. Degree in Economics and has after the completion of her studies participated in multiple Executive level training programs at the Stockholm School of Economics.

Saija has been a member of Soroptimist International for more than 20 years, and currently holds the position of the Vice President in the Board of Soroptimist International of Europe (SIE). Saija’s professional mission is to attract more women to the underground mining business and to support younger female colleagues to have the courage to apply for more

demanding roles in the organization. At SIE, Saija is in charge of Mentoring, with the same aim: to empower young women, to support them to dare to lead!



MALENE LUNDÉN

Project leader and facilitator, development, education and communication, Samsø Energy Academy.

Educated as Gestalt therapist, The Gestalttherapeutic Institute Copenhagen
Entrepreneur in the 21. century, process leader education, Interchange Acting and improvisation theater, New York and Bali
Documentary photograph, The Nordic School of photography, Stockholm

Publications, prices and network

- Workshop, Nature and Technique
- teachings about sustainable development and education, chapter in the pedagogical basisbook, edited by Trine Ankerstjerne, Lindhardt and

Ringhof (2013).

- Member of the cabinet, a network for 40 leading woman in each their own fields (2012-)

- ManagEnergyAward, EU's energy price (2012).



ULLA ELISABETH MADSEN

Danish SNLA Working Group

Ulla Elisabeth Madsen, Soroptimist International of Europe (SIE) Past President worked until 30 September 2017 as the Head of Efficiency Improvement and Rationalization in Handelsbanken, Denmark one of the largest banks in the Nordic countries and one of the strongest banks in Europe. Per 1 October 2017 she started her own company Ulla Madsen Consulting which gives advice to companies within financial matters, strategies, structure and on how to support the United Nations Sustainable Goals (SDG).

Ulla Madsen has had a long career in financial institutions. Previously, she worked as a Senior Advisor and Risk Manager in Handelsbanken and held leadership positions in branch management for Handelsbanken and Forstaedernes Bank Limited. Ulla holds a Master's degree in Management and a Bachelor of Commerce in Organization and Marketing.

As SIE President 2013-2015, Sustainable development and the Environment as well as Gender equality, Violence against Women and Girls are themes close to her heart. In addition to the main focus objectives of the organization, the theme of her Biennium as SIE President was 'Let's Go Green – Working for a healthy environment'.

Ulla Elisabeth Madsen is a member of the Steering Committee of WfWP (Women for Water partnership), Assistant Director Advocacy to Soroptimist International, Representative of Europe: Europe-North America Caucus of Women/UN-NGO-CSW and member of Rotary Denmark. Ulla Madsen is

also a member of the Danish Government Delegation of the "Commission on the Status of Women". Besides being active as a Mentor for young women and leaders during her banking career she is now an active Mentor for young women attending the "Soroptimist International Nordic Leadership Academy".



**ANNE MARIE BOILE
NIELSEN**

Danish SNLA Working
Group

Educated as Teacher, cand.
pæd. / Master of Education
in Pedagogic, Psychology and
Theology.

Professional experience:

Youth Secretary at the Danish Girl
Guides, Leader of Pedagogical Center,
Multi Media Editions & in charge of
Adult Education and Communications.
Lecturer in Religious Pedagogics & Old
Testament at UC Deaconess Founda-
tion: "Christianity, Communication
and Culture".

Coordinator of National Youth Pro-
gram, European Voluntary Service,
"Erasmus" 1995-2010

Editor, Pedagogical Magazine 1975-
1990 & 2010-2015. Now retired.

Former board member of Danmission
and YWCA Social Work, President of SI
Denmark from 2014-16.

"Through my professional career I have
always been mentoring young people
and adults:

Training Scout & Guide leaders,
guiding Evening School adult stu-
dents, training teachers and pastors,
supporting and mentoring young Eu-
ropean volunteers in the age of 18-30
during their voluntary year of service. I
am fascinated by facilitating develop-
ment of youngsters and adults".



LINDA SCHANG

Human resourc-
es Professional,
currently part-time
pensioner, part-time
Management consult-

ant. Many years experience of Leader-
ship Training and mentoring.

Linda says:

"I have been a Soroptimist since 1995.
I have represented Sweden in the
Soroptimist International Europe-
an Federation and have worked on
several International projects. I also sit
on the Board of the Swedish Women's
Lobby and represent Sweden in the
European Women's Lobby.
We want to spread the word about
what Soroptimists have been doing
to improve human rights and life for
women and girls. One of our goals has
the title "Educate to lead" and that is
what the SNLA is about. I will in the
Webinars introduce to "My Dream "-
this is about who you are and where
you want to go in life."



**GITTA-MARIA
SJÖBERG**

Head of the board:
Birgit Nilsson Soci-
ety

Member of the board: Nordic Opera
 Artistic Director: Nordic Song Festival -
 Performance & Research
 Gitta-Maria Sjöberg's incredible soprano voice has made her a highly cherished and wanted guest singer all over the world. Her versatility is extraordinary. She masters both lyric and highly dramatic parts giving her characters sublime inner life and complexity. She is also a highly gifted lied-singer and has been giving solo Recitals all over Europe. She works with the same presence, enthusiasm and energy, whether it is a Schubert-lied, a Folk song or a Jazz ballad.
 Educated from the Opera Academy in Copenhagen where she was trained and coached by the great Finnish bass singer Kim Borg. Nowadays she shares her experiences and teaches many masterclasses for young promising talents who benefit from her coaching and large experience.
 Gitta-Maria Sjöberg has received many awards and has been Knighted by Queen Margrethe II of Denmark giving her the title of Knight of Dannebrog first grade.



PIA TOKKESDAL SCHOU

2014 - present:
 Mediator & lawyer,
 Arbejdsrets- og
 HR-advokaten v. Pia
 Tokkesdal Schou. Specialized in mediation plus labour and employment law. Counselling, negotiation, mediation, conflict resolution, litigation and arbitration.

2016 - present: Lecturer at AU, University of Aarhus
 2009- 2014: Lawyer, Hansen Soenderby. Specialized in labour and employment law and lawyer services i various legal items according to commercial law. Counselling, negotiation, mediation, conflict resolution, litigation and arbitration. Responsibility for the law firm administration, including managerial responsibility, contract negotiations with external suppliers, responsibility for compliance with necessary procedures
 2005 - 2009: Chief Consultant / HR Partner Seges, Landbrugets Rådgivningscenter. Counselling, coaching

and negotiation in HR, employment and labour law.

1992 - 2005: Lawyer and organizational consultant in unions, Vitus Bering and the former Aarhus County.

KIRSTEN TORPE

Danish SNLA Working Group

Kirsten Karoline Torpe has been a Soroptimist since 2005 and she has had almost all possible Soroptimist-jobs in the club regi. In the Danish Union she had been APD (Assistant Programme Director), RPD (Regional Programme Director) and the contact person to various external partners for the Danish Union. In connection with SNLA she has been member of the Danish Working group for 4 years.



Business life: Educated within business administration. Worked with EDB, purchaser of agriculture machines, leader of an administrative export department and different other tasks in a long working life. The last job

was as the export manager for one of Europas biggest producer of frozen vegetables with the responsibility for the sales in Finland. She has retired now.

Kirsten is married and has two grown-up children and three grandchildren. Beside the Soroptimist job she likes to play the golf, hiking, see friends etc. May, 2021.



LISBETH TRINSKJÆR

Educated journalist. Chair of Danish Folk High School Association, Principal at Ubberud Folkhhschool, having the overall responsibility of the pedagogic, management and development. Chair of "The Youth Island, CPH" and member of the Network 2030, advising the Danish Parliament concerning its involvement towards the 17 UN Sustainable Development Goals. Special competences in the area of educating: setting goals, motivation and personal development.

She has a broad experience in leadership , organisational development, project management and Change processes from among others Nordic Council of Ministers' Youth Campaign against racism and as chair of The Green Girl Guides and YWCA Social Work in Denmark.



YAEL TÅGERUD

Academic background in media and communication studies, MA in Skill and professional development – with focus on tacit knowledge and professional competences within different disciplines. Works at Linnaeus University in Småland, Sweden - either teaching intercultural communication or working with professional development of the university's managers, faculty and staff. Enjoy training with my tennis bowling ladies' team, engaged in voluntary activities within Rotary International.

Educate in Intercultural Communication.

"My personal and professional backgrounds include many intercultural experiences that have inspired me. I have lived, studied and worked in different countries and various organizational environments – these experiences have provided many valuable insights about intercultural communication competences. Combining theoretical knowledge with practical experiences, emphasizing reflection and engaging in collaborative learning efforts have been important principles for me and for my work.



NADEJA ULSTRUP-HANSEN KALUNDBORG SYMBIOSIS

The Kalundborg Symbiosis is a partnership between twelve public and private companies in Kalundborg. Since 1972 we have developed the World's first industrial symbiosis with

a circular approach to production. The main principle is, that a residue from one company becomes a resource at another, benefiting both the environment and the economy. Having a local partnership means that we can share and reuse resources, and that way we save money as well as minimize waste.

VISION

The Kalundborg Symbiosis will be the world's leading industrial symbiosis with a circular approach to production.

By symbiosis, we understand a local partnership where you provide, share and reuse resources to create a shared value.

Link to homepage: Kalundborg – verdens første industrisymbiose – symbiosis.dk



LOTTE W. VESTERLI

Certified NLP-and Transformational Coach, Master RIM-facilitator and trainer, Certified Jack

Canfield Train-the-trainer, Occupational Therapist, Mindfulness trainer, speaker and Workshop facilitator. Author of "Life after Bullying – Three steps to inner peace", dec. 2018. Educate in Mindfulness & Emotional Intelligence.

Experience

"I have conducted several workshops. I love connecting with the audience and supporting them in their personal growth. As an OT I worked for 20 years in the neurological field primarily with Cognitive Dysfunctions and was a team leader for 6 years".

"Today I am a solo-entrepreneur following my passion. I work individually with clients throughout the world, dealing with stress and traumatic issues. And I work with firms to prevent stress and strengthen the psychological work environment".

CATHERINE HESSEL WESTLING

Catherine lives in Kalmar, Sweden, she is a member of Kalmar soroptimistclub and was in 2014-16 president of www.soroptimistsweden.se

Organizer of the SNLA 2017 at Ölands Folkhögskola.

Educate in: Presentation Technique.

Catherine Westling is educated at Drama School, she is recently retired from her position as actress of the theatre stage since 40 years employed by a regional touring theatre company. www.regionteatern.se



ANNA WSZELACZYŃSKA

SIE President 2019 – 2021

Anna Wszelaczyńska says: "I'm lucky because I was born in a right place and right time. In a loving and cherishing family fully aware of the importance of education. It has never crossed my mind I could be



inferior to men. Therefore I owe other women who were not that lucky, help and assistance in access to education and independence.”

I was born in the last century, B.C. – before the CHANGE. It was a change from communism into market economy. It had turned inside out not only the economy, but also our lives. In 1989 Poland and Krakow were moving forward very fast. The change provided a wonderful opportunity to learn and do new things, fascinating challenges bringing immediate rewards. Unfortunately not all people could face this challenge successfully, some needed help. So when a colleague of mine had brought me to a Soroptimist meeting ten years later, it was obvious that I’d had joined the First SI Krakow Club and thus Soroptimism. To change the world, no less, no more. After some time I became the Union President, then a Vice President of the Federation, President Elect and finally the SIE President 2019 – 20121. My Presidency is challenging, most of my original plans went bust, new ones

had to be put together. Now, I simply have to try harder.



KINE AASHEIM

Founder and owner of dinHR, a consultancy company delivering human resources services to

other companies.

President of the Arendal Soroptimist-club in the south of Norway.

Educate in: Leadership and coaching.

Experience:

“I am a dedicated HR specialist! I believe in a structural and documented approach to HR, and that small changes can contribute to great results in the way the human capital interacts and deliver results in the organization. I have 14 years of HR experience, which includes 8 years as HR director in Visma.

By education I have studied psychology, NLP coaching, organization, management and competence devel-

opment, and I have a masters degree in administration and leadership.” ●

NOTES

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THANKS

Thank you to all instructors, Nordic Soroptimist International unions & clubs, Nordic Culture Point, Norden 0-30 Grant Program, Samsø Energiakademi, Kalundborg Symbiosis and Soroptimist International Kalundborg for good cooperation.



**SOROPTIMIST
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