

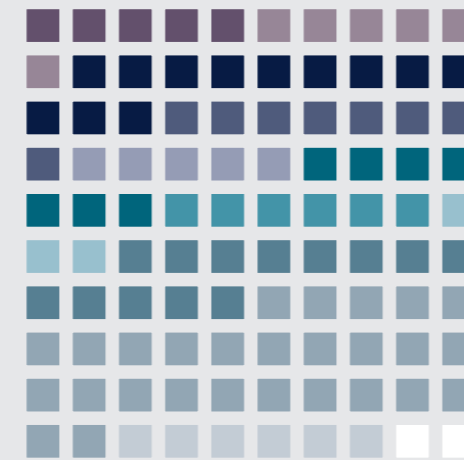
# The Solstrand Programme

The Solstrand programme is a unique meeting place for high-level, experienced leaders who wish to develop their leadership skills. We utilise relevant research-based knowledge of leadership, organisational structure and society.

The programme is challenging and energising, and offers you, as a leader, new knowledge and impulses while enhancing your ability to execute. The Solstrand programme contributes to the development of Norwegian businesses and the public sector by providing participants with a better understanding of organisational structure and greater insight into leadership processes.

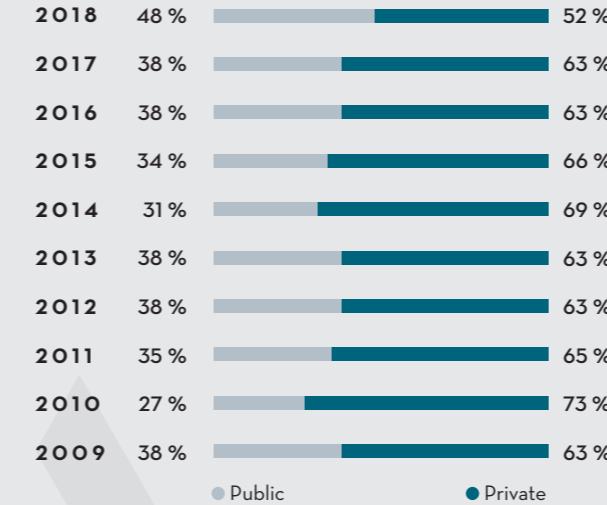
Since 1953, Nordic leaders have come to The Solstrand programme to learn from and with one another. Significant benefits of the programme are acquired by working with relevant challenges and through interactions with other leaders. All participants have extensive leadership experience, and represent a variety of industries, backgrounds and experience.

PARTICIPANT FIELDS  
2009-2018

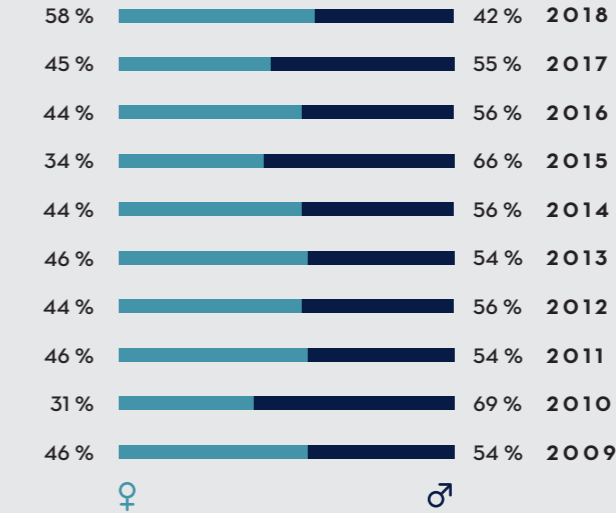


- 5% IT and telecom
- 6% Healthcare and social services
- 14% Oil, recovery and energy
- 8% Industry
- 5% Construction and renovation
- 7% Commerce and services
- 6% Transport and logistics
- 3% Other services
- 13% Bank, finance and insurance
- 27% Public administration, schools and education
- 6% Humanitarian organisations and NGOs
- 2% Creative industries

SECTOR AFFILIATION  
2009-2018



SHARE OF WOMEN / MEN  
2009-2018

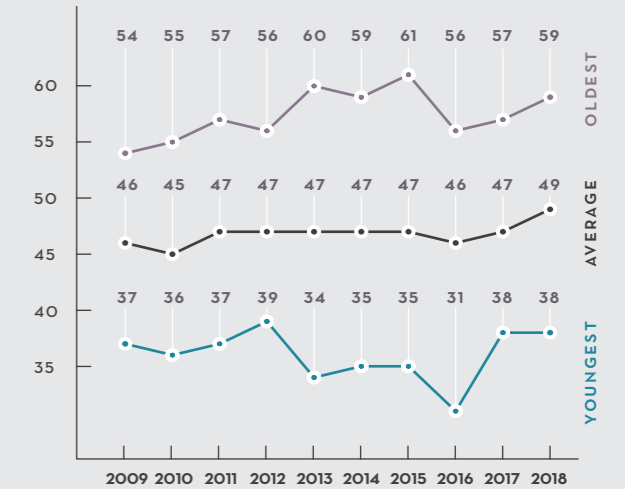


## GOALS AND RESULTS

The major goal of the programme is to increase the value of each individual's leadership role in their business. Participants will develop a stronger and more effective leadership role, with a higher capacity for managing challenging decision-making processes and complex situations. The programme also offers leaders greater insight into their own influence, power and authority, and that of others. You will strengthen your relational competency and achieve greater security

in your leadership role. The Solstrand programme emphasises individual leadership challenges and the specific culture, mandate and result requirements for each business enterprise. The development process is adapted to the needs and framework conditions of your business. We ensure a process that is relevant for you in your management position.

PARTICIPANT AGES  
2009-2018



The programme enhances the participants' capacity for change and their ability to manage strategic issues. Evaluation studies show that participants in the Solstrand programme develop a stronger focus on their environment, greater action orientation, and enhanced decision-making capacity. The Solstrand programme is therefore a unique and rewarding service for those seeking a professional and personal boost.

# DYNAMIC DEVELOPMENT

# OF LEADERSHIP

## SPRING SESSION

### Leadership and strategy

- Managing strategic processes
- Influence and impact
- Effective decision-making processes

Becoming a better boss

PROFESSOR JULIAN BIRKINSHAW

Behavioural economics and decisions

PROFESSOR ALEXANDER W. CAPPELEN

Why should anyone be led by you?

PROFESSOR GARETH JONES

## AUTUMN SESSION

### Innovation and technology

- Strategic management groups
- Networks, influence, confidence
- Personal risk and authority

Strategy and innovation

PROFESSOR GEORG VON KROGH

Digitalisation and technology management

SILVIJA SERES

Being in sole charge of your life

PROFESSOR INGVAR WILHELMSSEN

## WINTER SESSION

### Globalisation and the art of leadership

- Collaboration
- Globalisation
- Value-creating interaction

Leadership of prima donnas

RESEARCHER HELLE H. HEIN

Leadership as conducting

FLORIAN SCHÖNWIESE

Global perspectives

LEADERS WITH A GLOBAL PERSPECTIVE

## SUMMER SESSION

### Scenarios and change

- Extraordinary performances
- Sustainable management
- Self-awareness

Presence and choices

Change drivers

Scenarios

CAMILLA TEPFER, INFUTURE

## AT SESSIONS

## AT THE ENTERPRISE

### BEFORE THE PROGRAMME

- Specification of development needs for participants and enterprise
- Dialogue with own leader

### BETWEEN SESSIONS

- 360-evaluation
- Consultant follow-up

### BETWEEN SESSIONS

- Triangular conversation
- Consultant follow-up

## EXPERIMENTS

### BETWEEN SESSIONS

- Follow-up at the business enterprise

### AFTER THE PROGRAMME

- Alumni sessions

"I have personally benefited a great deal from this, both as a manager and on a personal level. After I accepted a leading position at the company, we have had many participants in the programme. I believe it has been a good investment for each individual participant, and for the company. The Solstrand programme is the most valuable leadership programme I have ever participated in."

**DAG OMRE, GENERAL MANAGER,  
SPIRIT ENERGY**

"As a participant, I became more aware of the group dynamics and importance of group diversity. I also developed a greater awareness of the efficacy of my own leadership and gained a better understanding of the impact I may have on others in various contexts. The Solstrand programme is a pertinent and relevant programme, and its design being a mixture of different elements makes it especially valuable."

**RAGNHILD KATTELAND, VICE PRESIDENT,  
NEXANS SUBSEA ENERGY SYSTEM**

"Can leadership be learned? Perhaps. You can learn about leadership, and the Solstrand programme offers a good framework for this. The programme primarily gave me a better understanding of my own and others' practice of leadership. It was extremely useful to view myself through the eyes and assessments of others, whereby I gained more insight into my own strengths and weaknesses. By reflecting on our own experiences and those of others, while also gaining the experience of the situation right there, we attain a better understanding of leadership."

**JOHN-ARNE RØTTINGEN, ADMINISTRERENDE DIREKTØR,  
FORSKNINGSRÅDET**

## PROGRAMME DESIGN

The extent and the design of the programme facilitate an in-depth understanding and processing of various issues. Leaders and key actors in Norwegian society and international research contribute to the programme with their knowledge and experience. Dialogue and discussions renew your leadership through a dynamic development process. A large part of this learning process involves feedback from your own organisation, consultants, and other participants.

"The Solstrand programme will make you a better leader, something the people around you will notice, and your business will benefit from."

**HANS MORTEN SKIVIK,  
PROGRAMME DIRECTOR**

Current and relevant issues are addressed through the leadership challenges that you as a participant will bring to the programme, and the knowledge conveyed by researchers and experienced top executives. In this way, we use your framework conditions as a starting point, and you will test out your own choices, decisions and perspectives on other leaders and consultants.

Managers have benefited from the Solstrand programme for more than 60 years. Over the years, the programme has attracted leaders with rich and varied leadership experience. In this programme, leaders learn together with other leaders, across business enterprises, industries and sectors. As a participant of the Solstrand programme, you will create your own network, and develop friendships that often last a lifetime.