TOWARDS DIVERSITY IN THE NORDIC ENERGY SECTOR

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HELEN: WORLD’S BEST CITY ENERGY

MEMBERS OF THE MANAGEMENT GROUP

- Pekka Hanninen: President and CEO
- Keino Kairia: SVP Group Services
- Marko Rilpinen: SVP Sales and Customer Service
- Kaj Grönlund: SVP Technical Services
- Markus Lehkonen: SVP Strategy and New Business Operations
- Harri Mattila: SVP Energy Procurement and Wholesale
- Rauha Ranta-Liukkonen: SVP Human Resources
- Helki Hagwall: SVP Production and Distribution
- Timo Rajala: SVP CFO
- Pasi Koherenen: Personnel representative
FUTURE ENERGY LEADERS
FEL-100: A diverse network of young professionals from 62 countries

**Gender**

- Female: 30
- Male: 90

**Regions**

- Europe: 42%
- Asia: 15%
- LAC: 11%
- ME: 9%
- NA: 6%
- Africa: 17%
I AM A FEMINIST
I AM A FEMINIST

bad
ENERGY ENABLES
ENERGY SECTOR CAN SOLVE CLIMATE CHANGE AND INCREASE WELFARE

HELEN
The energy sector is too male dominated and there is no chance of success if we waste our human resources. Inclusion and diversity in gender, age, ethnicity, religion, nationality and sexual orientation are critical to ensure organisation’s ability to innovate and generate higher returns.

- Future Energy Leaders’ Vision
HOW TO INCREASE DIVERSITY
1. SHARE THE MEANING
2.

IT IS ABOUT REPRESENTATION: DEMAND THE SPACE
SHARE THE DATA — SALARY DATA TOO!

Gender distribution by task group 31 Dec. 2016, %
Helen Ltd and Helen Electricity Ltd

- Management tasks (143 people): Male 84, Female 16
- Expert tasks (583 people): Male 69, Female 31
- Technical tasks (396 people): Male 72, Female 28
- All employees (1,122 people): Male 72, Female 28

HELEN
Congrats, you have an all male panel!

Speakers

Nadhem AlFarqan
security analyst
CRI

Nick Bilogorskiy
Sr. Director, Threat Operations at Cyxtera

Mark Butler
ciso at Qualys

Ed Cabrera
chief cybersecurity officer at Trend Micro

Philippe Courtot
chairman & CEO at Qualys

Jim Hay
CEO
Intechnic Inc.

Chris Howell
cTO at Wilke

Larry Johnson
CEO at CyberSponge

Terry McAliff
Governor of Virginia

Eric O’Nell
Founder of The Governance Group

Razwan Raja
Principal at Raja Advisory Group

Mike Rogers
former Congressman

Dean Sapp
CIO atlluminate

Documenting all male panels, seminars, events, and various other things featuring all male experts.

Please submit! Preferably photos and screenshots. Or links. Make sure it is an all male thing, if not, please explain how it still may count as one. All male references in academic work are also welcome, please submit full bibliographic details on those.

Add a Hoffsome stamp to your photo before submission at:
http://www.hautomohattu.fi/hoffsomerator/
3. RAISE OTHERS & BE AN ALLY
DIVERSITY WILL BE A KEY TO SUCCESS