

Notes from the seminar at Sunday 20/2 at Hotel Savoy in Malmö:

## **What shall be the ground rules for our cooperation during project FEM?**

Leader: **Elisabeth Plum**, Expert in Cultural Integration, diversity management and women's management, Copenhagen

Elisabeth Plum started with a lecture about differences between people and nationalities. The participants decided that the most important visions and dreams in the project FEM were the following:

### **I. Visions and dreams**

- Explore women's entrepreneurship
- new ideas for developing women's entrepreneurship
- make it easier for women to cooperate internationally
- create suitable environment for women's entrepreneurship
- make a unity for women entrepreneurs and associations around the Baltic Sea
- make women's point of view stronger
- decrease the unemployment among women in rural areas

According to the participants opinions are the differences between us mainly dependent on:

### **II. Differences between us:**

- Age
- Personality
- Education
- Organization
- Social status
- Role in FEM
- Experiences
- Historical background
- EU background

It is important that we use these differences in a positive and constructive way. To learn and benefit from other perspectives.

### **III. National answers to the 3 questions:**

During this activity the participants were divided into national groups and tried to answer the following questions. No one from Lithuania or Norway was present:

1. How do you make decisions?
2. How do you do if you do not agree?
3. How do you express appreciation?

**Answers Finland**

1. Short discussion  
Going through different options  
Concentrating on the agenda  
Pragmatic approach -----Decision taken with division of work
2. Avoid confronting conflicts as long as possible
3. Short thanks. Actions speak louder than words

#### **Answers Sweden**

1. Democratic decisions and preferably consensus
2. Compromizing  
Argue and try to persuade – if not—make reservation and try another way to reach the goal
3. Swedish people stiff and shy. The “Jante-law” exists and means that” don´t think that you are more important than anyone else”.

#### **Answers Estonia**

1. Trust towards leaders  
Masses are not involved  
Masses are not interested- they are waiting for decisions and orders  
Some decide, others will do  
One does, others will criticize
2. 1 vs others  
Everybody have to be equal, but I am better than others  
Taking into account only one´s standing point  
Overexpressing or not expresseing
3. It´s normal to be good, not worth to mention

#### **Answers Latvia**

1. We are discussing all questions several times and then we are taking decision
2. Mostly we express disagreements in an open way and try to find consensus
3. In an introvert way ( smiling, cup of coffee, flowers)

#### **Answers Poland**

1. Decision --- Individual --- Compromise
2. Patterns:Hierarchy, Age, Social status, Education
3. Patterns: Emocions

The participants were divided in 5 different groups, cross nationalities, and discussed: Which common values are most important for us to have in the FEM project? After a discussion, new groups were formed and discussed the issue again.

#### **IV. Most important common Values in our cooperation**

- Trust
- Have fun
- Learn from each other
- Encourage each other
- Accept differences
- Have open mind
- exchange experiences

- Respect humanity & womanhood
- Have discipline

## **V. Follow up and secure development and improvements**

Make a short status after each meeting  
 “ What was functioning well this time?”  
 “ How can we do it even better next time?”

Start next meeting reviewing this statement so the new meeting will be influenced by the learning from the previous meeting.

### **It is important to implement our values in our FEM procedures and working methods. Some suggestions:**

1. Written personal presentation with photo ( for project use only)
2. Responsibility for dead-lines. Give a notice if you have time difficulties.
3. Speak out if you have problems, so we can support each other
4. Agreement on common goals
5. Study trips, e-mails, --- communicate!
6. Ask for the information you need
7. Answer the e-mails sent to you – also if your answer is “I don’t know.”
8. Be specific on who informs who on what issues
9. Be aware and tell about what is going on in your country
10. Work more in mixed groups + have language groups too. Choose openly between the two forms.
11. More information on the participants’ lists ( about wps etc)
12. Support and encourage in difficulties

## **VI Conclusions**

- 1. Trust each other**  
**How to behave to increase trust?**
- 2. Get known each other more**
  - Organize work in international groups
  - WP networks
- 3. Encourage each other - Case studies**