Women on the top
- a challenge for men
Tine Rindum Teilmann
Chair
IPC women in sport committee
member
IOC women in sport commission
boardmember
National Olympic Committee and sportsconfederation of Denmark
"Strong male leaders can change the percentage of women in leadership!"

Mr. Igaya, Japan, IOC-member
IOC

• Loughborough report

• Few spaces for new candidates
• Women limited to women policies

• Limited terms of office
• Nomination committee
• Rebrand – Equity commissions
”Women on the top”
Pilot project 2007 – 2010

Danish Athletic Federation
Danish Floorball Federation
Danish Handball Federation - More women in DHF
Dansk Orienteering Federation - Women on their way
Danish Sailing Federation – Women with wind in their sails
Danish Swimming Federation
Danish Taekwondo Federation
Goals for the seven federations taking part in "Women on the top"

• Women constituting 1/3 of members of the Executive Boards of the National Federations by the end of 2010

• Over a longer term (by 2015), the percentage of women in the Executive Board should reflect the percentage of active women in the federation
Action points

- Networking and specific meetings
- Mentoring and personal development (12 pairs)
- Management training
- Co-operation with external experts and companies
- External adviser
- PR strategy
- EU partnership projects: ENTER and WILD since 2009
Evaluation

• By the Sports Science Institute, University of Copenhagen

• Results and recommendations for the work on gender and equality in the NOC and national federations
7 Olympic committees or sports confederations from EU member states in a joint EU-funded development programme about women's leadership.

international and national seminars, mentor programme, networking, training in personal development, PR-strategies, organisational development etc.
Are men and women equal?
Thank You