

GRO ELLEN MATHISEN

Born: 24.12.67
Academic status: Cand.psychol. (Clinical Psychologist), Ph.D. in work and organizational psychology.
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EDUCATION

2005 August – completed Ph.D., Faculty of Psychology, University of Bergen.
1997 Approved clinical psychologist.
1997 Second part of psychology studies (clinical part) and master thesis, University of Bergen.
1994 First part of psychology studies (theoretical part), University of Bergen.
1994 Exchange student at the Center for Studies in Creativity, Buffalo, New York.
1991 Fall, language school in Seville, Spain.
1991 Studies in work and organizational psychology, University of Bergen (“delfag”).
1990 Basic courses in Psychology, University of Bergen.
1989 Second year of law studies, University of Bergen
1988 Basic courses law studies, University of Bergen.
1987 Au pair London
1986 University preliminary entrance examination.

JOB POSITIONS

Oct 2012-	Leading Consultant, Corporate HR Statoil Corporate University, Statoil
Jan 2011- Oct 2012	Head of Occupational Health and Working Environment, HSE Competence Center, Statoil
Aug 2010 -	10% position as Associate Professor at University of Stavanger.
Mar 2010 - Jan 2011	Head of Occupational Health and Working Environment, Global Business Services, Statoil
Feb 2009 – Mar 2010	Advisor Corporate HR Organisational Capability and Change StatoilHydro/Statoil
July 2008	Advisor Marketing & Manufacturing HR Organisational Capability and Change, StatoilHydro
Mar 2008	Principal Consultant Marketing & Manufacturing HR Organisational Capability and Change StatoilHydro

2005 - 2008	Associate professor, Faculty of Social Sciences, University of Stavanger.
2004	Assistant Professor, Faculty of Social Sciences, University of Stavanger.
2002 – 2008	Own consultancy beside job at University of Stavanger.
1999 - 2004	PhD fellow, Faculty of Social Sciences, University of Stavanger.
1997 - 1999	Assistant Professor, Faculty of Social Sciences, University of Stavanger. Teaching the subjects of work- and organizational psychology, social psychology and creativity- and creative problem solving.
1996	Clinical psychologist. Arbeidsrådgivningskontoret i Hordaland.

SPEECHES AND SEMINARS

1999:

- Forskningsdagene: Creativity in the service sector.

2001:

- Stand-up researcher forskningsdagene: Creativity in groups.

2002:

- Forus Videregående Skole: Creativity and teams.
- Oppfinnerforeningen Rogaland: About creativity.
- Kverneland Nærbø: What is creativity?

2003:

- Norscokonferansen Kverneland Næringspark: Creative capital – how to use the creative power in organizations?

2005:

- HR-Network Innovasjon Rogaland: Seminar about creativity.
- Den regionale styredagen: Creativity in organizations: The role of the board.
- Kreativt Næringscenter: Creative capital.
- Stavanger Bedriftshelsetjeneste: How to promote creativity and innovation at work?
- Innovasjon Rogaland: How to promote a creative climate: some important considerations.
- Innovasjon Rogaland Topplederforum: How to promote creative climates?
- Innovasjon Norge, Hordaland: Creativity in organizations: The role of the board.
- Møllehagen skolesenter: One day seminar on creativity.
- Petero: What is creativity?
- Petroleumstilsynet: Climates for creativity and innovation in organizations.
- Stipendiatforum UiS: Creative researchers?

2006:

- Melvær & Lien Idéentreprenør: Creativity in teams: how to be creative in spite of time pressure.
- IKT-nettverket Innovasjon Rogaland: Seminar about creativity.
- Styredagen Ålesund: Diversity in board composition.
- Helse Fonna: Work environments and creativity.
- TEKNA: Creativity in organizations.
- Bjerkreim kommune leadership group: Leadership and creativity.
- Samfunnsviterne: Creativity and innovation in teams.
- Sandnes Vitensenter: What is creativity?
- Norsk Organisasjonspsykologisk Selskap: Creativity in teams.
- Sandnes Rotary: Creativity in organisations.
- Unifob Bergen: Teams, work environments, and creativity.

2007:

- Ryfylke IKS: Creativity in the classroom. Two day seminar.
- Pro Jure Advokatfirma: Creativity in teams.
- Solborg Folkehøyskole: How to promote teachers' and students' creativity?
- Statsbygg Oslo: Work climates and creativity.
- Stråleterapiavdelingen SUS: Creativity and happiness at work.
- Topplederforum Innovasjon Rogaland: Presentation of questionnaire for assessing organizational creative capital.

2008:

- Stavanger Boligbyggelag: Prevention and management of conflicts.

2009

2010

- BI Fagdag, Oslo. Creativity in Teams

2011

- UKA Trondheim. Creativity – three hours seminar

2008-2011

- Several internal speeches and seminars about creativity and other topics within Statoil.

OTHER TASKS

2001:

- Process facilitator for Rogalandforskning: Creative problem solving.

2005:

- Prosess facilitator for Rogaland Fylkeskommune: Seminar to develop "strategisk næringsplan" (the strategic plan for local authorities in Rogaland).

2005/2006:

- Supervisor of Master of Management course "Samspill og Ledelse" BI-Stavanger.
- Administration of Faculty of Science and Technology UiS: Supervisor and process facilitator in the process of reorganization into team organization.

2006:

- Two days course about process facilitation for employees in several local authorities in Rogaland. On the instructions of Husbanken/Utviklingskompetanse a/s.
- Survey of climate for innovation at Aker Kværner Elektro. On the instructions of Innovasjon Rogaland.

2006/2007:

- Supervisor and lecturer at the Master of Management course "Samspill og Ledelse" BI-Bergen.
- Developing and validating survey for assessing climate for creativity and innovation for Innovasjon Rogaland.

2007:

- Two days course in process facilitation for employees in several local authorities in Hordaland. On the instructions of Husbanken/Utviklingskompetanse a/s.
- Survey of climate for innovation at ERAMET Norway. On the instructions of IRIS a/s.
- Two days course in process facilitation for employees in several local authorities in Troms and Finnmark. On the instructions of Husbanken/Utviklingskompetanse a/s.

2008

- Responsible for Social Psychology, part of "årsenhet i psykologi", Folkeuniversitetet i Rogaland.

ASSIGNMENTS FOR THE CONTINUING EDUCATION DEPARTMENT AT THE UNIVERSITY OF STAVANGER

Creativity and Creative Problem Solving (6-day courses):

- Municipality of Bjerkreim (2001).
- Municipality of Lund and Sokndal (2002).
- Municipality of Forsand and Strand (2003).
- Municipality of Ølen, Etne and Vindafjord (2004).
- Municipality of Sandnes (2006).

Communication and interpersonal relations: Course for employees in public sectors (2002).

Creativity and Innovation (10 ect – 6 days) for employees in private sectors and public authorities (2004).

Educational programme for employees and managers in the sea food industry, Alta. Creativity and group processes (one day – part of a larger programme) (2006).

Numerous short lectures at several institutes at the University of Stavanger.

PUBLICATIONS

- Garnes, S. & Mathisen, G. E. (2012). Destination decision makers: Developing a strategic

orientation scale. Forthcoming in *International Journal of Tourism Policy*, 4(3).

- Mathisen G. E., Ogaard, T., Marnburg, E. (2012) Women in the board rooms: Female board members' perceptions of board room dynamics. Forthcoming in *Journal of Business Ethics*. (published online)
- Mathisen, G. E., Øgaard, T., Einarsen, S. (2012). Individual and situational antecedents of work place victimization. *International Journal of Manpower*, 33(5), 539-555.
- Mathisen, G. E., Einarsen, S., & Mykletun, R.. (2012). Creative leaders promote creative organizations. *International Journal of Manpower*, 33(4), 367-382.
- Mathisen, G. E. (2011). Organizational antecedents of creative self-efficacy. *Creativity and Innovation Management*, 20, 185-195.
- Mathisen, G. E., Einarsen, S., Mykletun, R. (2011). The relationship between leader personality, leaders' perceived stress and work place bullying. *Journal of Business Ethics*, 99(4), 637-651.
- Mathisen, G. E., & Brønnick, K. (2009). Creative Self-Efficacy: an Intervention Study. *International Journal of Educational Research*, 48, 21-29.
- Mathisen, G. E., Einarsen, S., & Mykletun, R. (2008). The occurrences and correlates of bullying and harassment in the restaurant sector. *Scandinavian Journal of Psychology*, 49, 59-68.
- Mathisen, G. E., Martinsen, Ø., & Einarsen, S. (2008). The relationship between creative personality composition, innovative team climate, and team innovativeness: an input – process – output perspective. *Journal of Creative Behavior*, 42, 13-31.
- Mathisen, G. E., Torsheim, T., & Einarsen, S. (2006). The team level model of climate for innovation: a two-level confirmatory factor analysis. *Journal of Occupational and Organizational Psychology*, 79, 23-35.
- Mathisen, G. E. (2005). Climates for Creativity and Innovation: Definitions, measurement, predictors, and consequences. Doctoral Thesis, University of Bergen.
- Mathisen, G. E., & Ekelund, B. Z. (2004). Team Climate Inventory: et mål på innovativt klima i grupper og team (Team Climate Inventory: Assessing innovative climate in groups and teams). *Journal of the Norwegian Psychologist Association*, 41, 998-1001.
- Mathisen, G. E., Einarsen, S., Jørstad, K., Brønnick, K. S. (2004). Climate for work group creativity and innovation: Norwegian validation of the team climate inventory (TCI). *Scandinavian Journal of Psychology*, 45, 383-392.
- Mathisen, G. E., & Einarsen, S. (2004). A review of instruments assessing creative and innovative environments within organizations. *Journal of Creativity Research*, 16, 119-140.
- Lundervold, A. & Mathisen, G. E. (1998). En modellbasert kartlegging av kognitiv egnethet for bilkjøring. (A model-based assessment of the cognitive ability to drive). *Journal of the Norwegian Psychologist Association*, 35, 960-968.

WORK IN PREPARATION

- Garnes, S. & Mathisen G. E. Organizational commitment of directors in collaborative tourist organizations: Mediating effects of boardroom behavior. Manuscript submitted to *Journal of Travel Research*.
- Ogaard, T., Ogaard, K., Marnburg, E, Mathisen, G. E.,. The relationship between justice, commitment and performance in corporate boards of directors. Work in preparation.

REFEREE ASSIGNMENTS

Ad-hoc reviewer for Journal of Occupational and Organizational Psychology, European Journal of Work and Organizational Psychology, Scandinavian Journal of Educational Research, Scandinavian Journal of Hospitality and Tourism, Learning and Individual Differences, International Journal of Organizational Analysis, International Journal of Manpower, International Journal of Hospitality Management, and Journal of the Norwegian Psychological Association.

PRESENTATIONS AT CONFERENCES:

- 2007 10th European Conference on Creativity and Innovation, Copenhagen, Denmark, 14.-17. October.
- 2007 12th European Congress on Work and Organizational Psychology, Stockholm, Sweden, 09.- 12. May.
- 2006 5th International Conference on Bullying and Harassment in the Workplace, Dublin, 15. - 17. June.
- 2005 11th European Congress on Work and Organizational Psychology, Istanbul, Turkey, 12.- 15. May.
- 2003 12th Nordic Symposium on Tourism and Hospitality Research. Stavanger, Norway, 02. - 05. October.
- 2003 10th European Congress on Work and Organizational Psychology, Lisbon, Portugal, 14. - 17. May.
- 1999 9th European Congress on Work and Organizational Psychology, Helsinki, Finland 12. - 15. May
- 1998 First International ICOH Conference on psychosocial factors at work, Copenhagen, Denmark

COMMISSIONS

- 2006-2008 Member of the board, Tjensvoll School Band
- 2007-2008 Representative for Norwegian Psychological Association members at the University of Stavanger.
- 2007-2008 First deputy member of the board of directors, University of Stavanger.
- 2006-2008 Member of Innovasjon Rogaland, Navet.
- 2005-2006 Member of FORNY – a committee working in order to develop research based innovation at University at Stavanger.
- 2004 - 2008 The Foundation for Higher Economical/Administrative Education and Research in Rogaland. Member of the board of directors.
- 1999- 2004 The Research Academy of Stavanger, member of committee for social sciences and health studies.

EVALUATION COMMITTEES

- 2006 Member of evaluation committee of applicants of position as associate professor in work- and organizational psychology, University of Bergen.
- 2006 Coordinator of evaluation committee of applicants of position as associate professor in organizational behavior, University of Stavanger.
- 2006 Member of evaluation committee of applicants of position as associate professor in work- and organizational psychology, University of Oslo.