



Increasing women's share in company boards

Starting point: objectives and activities

The objective of this subproject is to develop a prototype of a **computer based simulation game** to simulate the multi-faceted process of assignment to company boards.

During the **first phase** of the project, a thorough literature survey was conducted at first, to sketch a legally and academically well-sounded ideal nomination process. Based on these findings, interviews with a total of 11 board directors, legal experts and executive search consultants have been carried out. Thus, the assumed ideal nomination process was supplemented by the various expert opinions on one hand. On the other hand, the interviews served to study the *de facto* **practices of nomination in Austrian boards of directors**. This allowed for contrasting the notions of the ideal process of board nominations to the actual practice.

Results of the content analysis are the basis for developing first drafts of the script of the computer based simulation. In the context of the WU's sounding board these ideas were presented to the participating experts. The discussion and active further development at the sounding board guaranteed both a quality and a reality check. As a next step, the **simulation model** serving as basis for programming the corporate simulation game was developed. All game specifications and model assumptions were compiled in detail in the direction manual (i.e. the script). The direction manual constitutes the basis for implementing the first prototype.

Outlook: the simulation game prototype

During the project's second stage the first version of the simulation game will be programmed. The game design will incorporate the findings from theoretical and empirical research. After testing, the prototype will be adapted before being published at the end of the project. Simultaneously, results and experiences of the project will be presented to academia and (future) executives.

Women are top! To the top by innovative corporate cultures.

Between September 2013 and May 2015, the department IV/6 of the Federal Ministry for Education and Women is coordinating the PROGRESS project "Women are top! To the top by innovative corporate cultures". Project partners are the **Institute for Gender and Diversity in Organizations at the Vienna University of Business and Economics** with the subproject **Increasing women's share in company boards** and the **Working Life Research Centre FORBA** with the subproject **Increasing women's share in economic leading and management positions**.

Further information at: <https://www.bmbf.gv.at/enfr/women/employment/top.html>

*This project is supported by the European Union Programme for Employment and Social Solidarity - PROGRESS (2007-2013). For more information see: <http://ec.europa.eu/progress>
The contents of this publication are the sole responsibility of the Federal Ministry of Education and Women's Affairs and can in no way be taken to reflect the views of the European Commission."*

