

Curriculum Vitae

Sigrún Gunnarsdóttir, PhD, MS, RN
 Faculty of Business, University of Iceland
 Faculty of Business, Bifröst University
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Education

- 2005 PhD. London University. London School of Hygiene and Tropical Medicine. Department of Public Health & Policy. Health Services Research Unit. Thesis: *Quality of working life and quality of care in Icelandic hospital nursing* (mixed method study). Doctoral committee: Professor Anne Marie Rafferty, Dean Florence Nightingale School of Nursing & Midwifery, King's College London; Professor Don Nutbeam, Provost and Deputy Vice-Chancellor, University of Sydney; Dr. Sean Clarke, Associate Director, Center for Health Outcomes and Policy Research and Assistant Professor of Nursing University of Pennsylvania School of Nursing, Philadelphia and Professor Martin McKee, Professor of European Public Health, London School of Hygiene and Tropical Medicine and research director in the European Centre on Health of Societies in Transition.
- 2000 MS. University of Iceland, Faculty of Nursing. Thesis: *The wellbeing of workers in laundrey and kitchen room* (qualitative study). MS committee: Dr. Kristín Björnsdóttir, professor Faculty of Nursing University of Iceland, Dr. Rannveig Traustadóttir, professor Faculty of Social Sciences University of Iceland and Dr. Vilhjálmur Árnason professor Faculty of Philosophy University of Iceland.
- 1986 BSc. University of Iceland, Faculty of Nursing. BSc project: *Elderly and Nursing homes* (questionnaire survey). Supervisor: Vilborg Ingólfssdóttir, MS, Ministry of welfare.

Areas of current research

1. Work environment, leadership and well-being at work
2. Servant leadership

Professional Employment

- 2020 Professor. Faculty of Business, University of Iceland
- 2020 Professor. Faculty of Business, University of Iceland
- 2017 Political Advisor to the Minister of Health, Ministry of Health, Reykjavík
- 2016-20 Associate professor. Faculty of Business, University of Iceland
- 2016-17 Chair, Icelandic Cancer Society
- 2014-20 Associate professor. Faculty of Business, Bifröst University, Iceland
- 2013-17 Elected deputy member of Parliament, Althingi, Reykjavík
- 2012-16 Associate professor. Faculty of Nursing. University of Iceland
- Since 2010 Chair, Greenleaf Center for Servant Leadership, Iceland

- 2007-12 Assistant professor. Faculty of Nursing. University of Iceland
 2002-08 Research fellow and nurse leadership advisor. Landspítali hospital, Reykjavík
 2002-17 Temporary advisor, WHO Europe, Copenhagen
 1999-02 Head of Employee Health. Office of Human Resource Management. Landspítali, Reykjavík
 1997-99 Head of quality management department. Office of CEO, Landspítali, Reykjavík
 1993-95 Director, Health promotion department. Ministry of Health and Social Services, Reykjavík
 1992-93 Chair, Icelandic association of university educated nurses
 1987-93 Nurse, head of unit and deputy chief nurse, Primary health care center, Seltjarnarnes, Iceland

Scientific Publications – Peer reviewed articles and book chapters.

- 2020 Gunnarsdóttir, S. How can servant leadership be useful within municipalities? In Gylfi Dalmann Aðalsteinsson, Runólfur Smári Steinþórsson and Þórhallur Örn Guðlaugsson (Eds). *Research in Business*. Reykjavík: Háskólaútgáfan. Forthcoming.
- 2019 Einarsson, A., Gunnarsdóttir, S., Eðvarðsson, I. R., Óladóttir, Á. D., Minelgaite, I., & Guðmundsdóttir, S. (2019). Hönnun starfa og starfsánægja í sérfræðistörfum hjúkrunarfræðinga, verkfræðinga og stjórnenda [Job design and job satisfaction of specialists – nurses, managers and engineers]. *Research in Applied Business and Economics*, 16(1), 111-128.
- 2018 Gunnarsdóttir, S. & Gunnarsdóttir, S. B. (2018). Þjónandi forysta og starfsánægja í framhaldsskólum [Servant leadership and job satisfaction in upper secondary schools]. *Netla – Online Journal on Pedagogy and Education*.
http://netla.hi.is/serrit/2018/menntakvika_2018/04.pdf
- 2018 Hjálmarsson, S. & Gunnarsdóttir, S. (2018). Áherslur stjórnenda árangursríkra fyrirtækja og hugmyndafræði þjónandi forystu [Key characteristics of business managers in exemplary companies and the philosophy of servant leadership]. *Research in Applied Business and Economics*, 15(2), 115-132.
- 2018 Gunnarsdóttir, S., Edwards, K. & Dellve, L. (2018). Improving health care organizations through servant leadership. In Van Dierendonck & Patterson (Eds.) *Practicing Servant Leadership: Developments in Implementation*. London: Palgrave Macmillan.
- 2018 Ragnarsson, S., Kristjánsson, E. S. & Gunnarsdóttir, S. (2018). To be accountable while showing care: The lived experience of people in a servant leadership organization. *SAGE Open July-September*, 1–12.
- 2017 Van Dierendonck, D., Sousa, M., Gunnarsdóttir, S., Bobbio, A., Hakanen, J., Verdorfer, A. P., ... Rodriguez-Carvajal, R. (2017). The cross-cultural invariance of the servant leadership survey: A comparative study across eight countries. *Administrative Sciences*, 7(8). DOI:10.3390/admsci7020008.
- 2015 Gunnarsdóttir, S. & Jonsson, T. (2015). In Anna Maresso et al. (Eds.) *Economic Crisis, Health Systems and Health in Europe. Country Experiences*. Copenhagen: World Health Organization, The European Observatory on Health Systems and Policies (WHO Regional Office for Europe).

- 2015 Winkel, J., Edwards, K., Birgisdóttir, B. D., & Gunnarsdóttir, S. (2015). Facilitating and inhibiting factors in change processes based on the lean tool 'value stream mapping': an exploratory case study at hospital wards. *International Journal of Human Factors and Ergonomics*, 3(3/4), 291-302.
- 2015 Rafnsdóttir, H., Arnardóttir, R. H. & Gunnarsdóttir, S. (2015). Árangur og forysta í hjúkrun: Viðhorf til þjónandi forystu, starfsánægju, starfstengdra þátta og gæða þjónustu á Sjúkrahúsinu á Akureyri [Leadership and performance in nursing: Staff perception of servant leadership, job satisfaction, job related factors and service quality at Akureyri hospital]. *The Icelandic Journal of Nursing*, 91(4), 8-16.
- 2015 Reynisdóttir, S. & Gunnarsdóttir, S. (2015). Servant leadership and wellbeing of service workers. *Journal of Business Faculty University of Iceland*, 21st April p. 59-72.
- 2015 Bragadóttir, H., Ingason, H. T. & Gunnarsdóttir, S. (2015). What happens during nurses' medication work in acute care: an observational study from one hospital in Iceland. *Vard i Norden*, 34(114), 61-63.
- 2014 Bragadóttir, H., Gunnarsdóttir, S., & Ingason, H. T. (2014). What the work of nurses really looks like: Identifying factors influencing the work of nurses in hospital. *Journal of Environmental and Occupational Science*, 3(1), 13-20.
- 2014 Guðjónsson, G. I. & Gunnarsdóttir, S. (2014). Servant leadership and job satisfaction in the University of Iceland. *Icelandic Review of Politics and Administration*, 10(2), 499-522. DOI:10.13177/irpa.a.2014.10.2.15
- 2014 Gunnarsdóttir, S. (2014). Is servant leadership useful for sustainable Nordic health care? *Vard i Norden*, 34(2), 53-55.
- 2013 Bragadóttir, H., Gunnarsdóttir, S. & Ingason, H. T. (2013). The development and piloting of electronic standardized measures on nursing work: combining engineering and nursing knowledge. *Journal of Nursing Management*, 21, 679–689
- 2013 Gunnarsdóttir, S. & Jónsdóttir, B. G. (2013). Servant leadership and research in Iceland. *Icelandic Review of Politics and Administration*, 9(2), 373-392.
- 2012 Gunnarsdóttir, S. (2012). Servant leadership. Philosophy and new empirical findings. *Glíman. Journal of religion and society*, 8, 245 – 262.
- 2012 Bragadóttir, H., Gunnarsdóttir, S. & Ingason, H.T. (2012). The development and piloting of electronic standardized measures on nursing work: combining engineering and nursing knowledge. *The Journal of Nursing Management*, 21(4), 679-689. DOI: 10.1111/j.1365-2834.2012.01433.x
- 2012 Gunnarsdóttir, S. & Bragadóttir, H. (2012). Þættir sem hafa áhrif á vinnu hjúkrunarfræðinga og sjúkraliða á bráða legudeildum [Factors influencing the work of registered nurses and practical nurses in acute inpatient units]. *The Icelandic Journal of Nursing*, 88(19), 46-56.
- 2011 Gunnarsdóttir, S. (2011). Þjónandi forysta [Servant leadership.]. *Glíman. Journal of religion and society*, 1, 245-262.
- 2011 Gunnarsdóttir, A. G., Ásgeirsdóttir, Á. & Gunnarsdóttir, S. (2011). Starfstengd viðhorf og líðan hjúkrunarfræðinga á Landspítala [The impact of psychosocial work environment in Landspítali on nurses' job wellbeing and their attitudes towards work]. *The Icelandic Journal of Nursing*, 87(4), 17 – 22.

- 2011 Jónsdóttir, B. G., Gunnarsdóttir, S. & Ólafsdóttir, Ó. Á. (2011). Raddir erlendra kvenna: menningartengd viðhorf og reynsla í barneignarferli og barneignarþjónustu á Íslandi [Childbirth in Iceland. Foreign women's voices]. *Journal of the Icelandic Midwives' Association*, 89(1), 16-23.
- 2011 Jónsdóttir, B. G., Gunnarsdóttir, S. & Ólafsdóttir, Ó. Á. (2011). Childbirth of immigrant women in Iceland: organization of services, cultural competence and servant leadership. *Icelandic Review of Politics and Administration*, 7(2), 369-386.
- 2009 Gunnarsdóttir, S., Clarke, S., Rafferty, A. M., & Nutbeam, D. (2009). Front-line management, staffing and nurse-doctor relationships as predictors of nurse and patient outcomes. A survey of Icelandic hospital nurses. *International Journal of Nursing Studies*, 46, 920–927.
- 2006 Sigrún Gunnarsdóttir (2006). *Quality of working life and quality of care in Icelandic hospital nursing*. Reykjavík: Institute for Nursing Research, Faculty of Nursing, University of Iceland. (publication of PhD thesis).
- 2006 Gunnarsdóttir, S. & Rafferty, A. M. (2006). Designing working conditions in the health care sector. In Dubois, C. A., McKee, M. & Nolte, E. (Eds.) *Human Resources for Health in Europe*. pp. 155 – 173. London: WHO European Observatory.
- 2003 Gunnarsdóttir, S. & Björnsdóttir, K. (2003). Health promotion in the workplace: the perspective of unskilled workers in a hospital setting. *Scandinavian Journal Caring Sciences*, 17, 66–73.

Book

- 2016 Jarebrant, C., Johansson Hanse, J., Harlin, U., Ulin, K., Winkel, J., Edwards, K., ... Gunnarsdóttir, S. (2016). *Ergonomic Value Stream Mapping (ErgoVSM) – Tool and User Guide*. Copenhagen: Nordic Council of Ministers.

Papers in professional journals and reports

- 2017 Ómarsdóttir, G. Y., Gunnarsdóttir, S. & Jónsdóttir, Þ. (2017). Lyfjamistök og starfsumhverfi hjúkrunarfræðinga [Medication errors and nurse work environment]. *The Icelandic Journal of Nursing, special issue*, 17-25.
- 2013 Gunnarsdóttir, S. (2013). Gott starfsumhverfi, innri starfshvöt og þjónandi leiðtogar [Work environment, intrinsic motivation and servant leadership]. *VIRK – Vocational Rehabilitation Fund Annual Journal*, 73-77.
- 2011 Gunnarsdóttir, S. (2011). Parkinson and the value of peer-supporting groups. The experience of participants (Icelandic). *Journal of School of social sciences*, University of Iceland, pp. 489-499.
- 2010 Gunnarsdóttir, S. (2010). Lífsgæði hjúkrunarfræðinga og tækifæri til heilsueflingar [Quality of working life and health promotion in nursing]. *The Icelandic Journal of Nursing*, 86(5), 24 – 27.
- 2009 Gunnarsdóttir, S. & Bragadóttir, H. (2009). Leiðtogar í lykilhlutverkum [Leaders in Nursing]. *The Icelandic Journal of Nursing*, 85(1), 24 – 27.
- 2007 Gunnarsdóttir, S. & Bragadóttir, H. (2007). Hvað er starfsþróun og fyrir hverja er hún? Að huga að starfsþróun hjúkrunarfræðinga og ljósmæðra [Professional development in nursing and midwifery]. *The Icelandic Journal of Nursing*, 83(5), 14-17.

- 2002 Gunnarsdóttir, S. & Hjaltadóttir, I. (2002). Starfsfólk og íbúar á hjúkrunarheimilum [Staff and patients in elderly care homes]. *Öldrun - The Journal of Elderly Care*, 20(2), 15-17.
- 2001 Gunnarsdóttir, S. (2001). Wellbeing at work in the laundry room. In Sveinsdóttir, H. & Nyysti, A. (Eds.) *The future of primary health care*, 9 – 20. The Institute of Nursing Research, University of Iceland, Reykjavík.
- 1999 Aradóttir, A. B. & Gunnarsdóttir, S. (1999). The role of primary health care (Icelandic). In *Occupational health*. Reykjavík: The Icelandic Association of Nursing: committee of occupational health, pp. 33-36
- 1999 Aradóttir, A. B., Árnadóttir, B., Magnúsdóttir, M. & Gunnarsdóttir, S. (1999). Occupational health, the process (Ferill heilsuverndar starfsmanna). In occupational health (Icelandic: *Í Heilsuvernd á vinnustað*), 37-50. Reykjavík: The Icelandic Association of Nursing: committee of occupational health.
- 1999 Aradóttir, A. B. & Gunnarsdóttir, S. (1999). Health promotion in the workplace (Heilsuefling á vinnustað). In occupational health (Icelandic: *Í Heilsuvernd á vinnustað*), 51-56. Reykjavík: The Icelandic Association of Nursing: committee of occupational health.
- 1999 Árnadóttir, B. & Gunnarsdóttir, S. (1999). Health policy in companies. In occupational health (Icelandic: *Í Heilsuvernd á vinnustað*), 57 - 67. Reykjavík: The Icelandic Association of Nursing: committee of occupational health.
- 1998 Árnadóttir, B. & Gunnarsdóttir, S. (1998). Health promotion and quality improvement (Icelandic). *Icelandic Journal of Quality Improvement*, 5(1), 18-26.
- 1996 Gunnarsdóttir, S. (1996). *Health and health promotion. Health Report, Ministry of Health (1995/3)* pp.105-116.

Papers in conference books and posters at scientific conferences:

- 2018 Winkel, J., Edwards, K., Jarebrant, C., Birgisdóttir, B. D., Johansson Hanse, J., Harlin, U., ... Gunnarsdóttir, S. (2018). Value stream mapping in healthcare: Ergonomic implications and the significance of adding an ergonomic module – The NOVO multicenter study. In T. Vehko, M, Laine & T. Sinervo *Abstract book – 12th NOVO Symposium, Care integration, systems reform and sustainability in health care* (p. 20). National Institute for Health and Welfare.
- 2018 Helgadóttir, A. S. & Gunnarsdóttir, S. (2018). “Most importantly, one has to take care of oneself” Nurse management experience of stress and challenges and their coping mechanisms in this regard. In T. Vehko, M, Laine & T. Sinervo *Abstract book – 12th NOVO Symposium, Care integration, systems reform and sustainability in health care* (p. 37). National Institute for Health and Welfare.
- 2018 Gunnarsdóttir, S. & Sigurðardóttir, E. Ó. (2018). Potentials of servant leadership in welfare service In T. Vehko, M, Laine & T. Sinervo *Abstract book – 12th NOVO Symposium, Care integration, systems reform and sustainability in health care* (p. 39). National Institute for Health and Welfare.
- 2018 Ingi Rúnar Eðvarðsson, Arney Einarsdóttir, Ásta Dís Óladóttir, Svala Guðmundsdóttir and Sigrún Gunnarsdóttir Global Work Design Project, Academy of Management, Chicago, 13-16 August.
- 2018 Aðalbjörg Stefanía Helgadóttir, Sigrún Gunnarsdóttir og Sigrún Sigurðardóttir. *Nurse managers experience of stress and challenge and their coping mechanism in this regard.*

- Conference in Social Sciences (Þjóðarspeggill 2018), University of Iceland, 26 October 2018
- 2018 Sigrún Gunnarsdóttir, Jana K. Knútsdóttir and Kári Kristinsson. *How are signs of burnout measured among Icelandic nurses?* Conference in Social Sciences (Þjóðarspeggill 2018). University of Iceland, 26 October 2018.
- 2018 Sigrún Gunnarsdóttir. *The application of servant leadership in municipalities following the economical crisis 2008*. Conference about the Economical Crisis in Iceland 2008 (Hrunið þið munið), University of Iceland, 5-6 October 2018.
- 2018 Sandra Borg Gunnarsdóttir and Sigrún Gunnarsdóttir. Servant leadership and job satisfaction in junior colleges. Science in Education, Conference, Reykjavík 12 October.
- 2016 Winkel, J., Edwards, K. Jarebrant, C., Birgisdóttir, B. D., Johansson Hanse, J., Gunnarsdóttir, S., ... Ulin, K. (2016). Effect modifiers in intervention research at hospitals in three Nordic countries. In S. Gunnarsdóttir, H. Bragadóttir & K. Tómasson (Eds.) *Abstract book – 10th NOVO Symposium, Sustainable healthcare through professional collaboration across boundaries* (p. 33). Administration for Occupational Health and Safety.
- 2016 Gunnarsdóttir, S., Knútsdóttir, J. K. & Kristinsson, K. (2016). Work environment and reported burnout levels among hospital nurses. Comparison of findings from survey studies 2002 and 2015. In S. Gunnarsdóttir, H. Bragadóttir & K. Tómasson (Eds.) *Abstract book – 10th NOVO Symposium, Sustainable healthcare through professional collaboration across boundaries* (p. 37). Administration for Occupational Health and Safety.
- 2015 Winkel, J., Edwards, K., Birgisdóttir, B. D., Jarebrant, C., Johansson Hanse, J., Gunnarsdóttir, S., ... Ulin, K. (2015). A Nordic evaluation of a work environment complement to Value Stream Mapping for increased sustainability of patient flows at hospitals - The NOVO Multicentre Study I. In B. André, F. Heldal, & K. Edwards (Eds.), *Abstract book - 9th NOVO Symposium, Quality in health care* (pp. 33-35). Sør-Trøndelag University College.
- 2015 Gunnarsdóttir, S. (2015). The value of servant leadership for sustainable health care services. I. In B. André, F. Heldal, & K. Edwards (Eds.), *Abstract book - 9th NOVO Symposium, Quality in health care* (p. 16). Sør-Trøndelag University College.
- 2014 Birgisdóttir, B. D., Edwards, K., Gunnarsdóttir, S., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Significance of Servant Leadership for creativity in change processes when using the Lean tool Value Stream Mapping (VSM). In K. Edwards, & J. Winkel (Eds.), *Abstract book - 8th NOVO Symposium, Sustainable health care production systems* (pp. 42). DTU Management Engineering.
- 2014 Edwards, K., Birgisdóttir, B. D., Gunnarsdóttir, S., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Using Chronicle Workshop to quantify impact of context in case studies. In K. Edwards, & J. Winkel (Eds.), *Abstract book - 8th NOVO Symposium, Sustainable health care production systems* (pp. 22). DTU Management Engineering.
- 2014 Gunnarsdóttir, S., Birgisdóttir, B. D., Edwards, K., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Comparison of Servant Leadership (SL) at hospital wards in Denmark, Iceland and Sweden: A NOVO Multicenter study. In K. Edwards, & J. Winkel (Eds.), *Abstract book - 8th NOVO Symposium, Sustainable health care production systems* (pp. 35-36). DTU Management Engineering.

- 2014 Gunnarsdóttir, S., Birgisdóttir, B. D., Edwards, K., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Facilitation of Value Stream Mapping (VSM) processes: significance of first line hospital manager participation and staff perception of servant leadership. In K. Edwards, & J. Winkel (Eds.), *Abstract book - 8th NOVO Symposium, Sustainable health care production systems* (pp. 37-38). DTU Management Engineering.
- 2014 Winkel, J., Birgisdóttir, B. D., Edwards, K., Gunnarsdóttir, S., Harlin, U., Jarebrant, C., ... Ulin, K. (2014). May sustainability of patient flows at hospitals be increased by adding a work environment module to Value Stream Mapping (VSM)? - A NOVO Multicenter study in Denmark, Iceland and Sweden. In K. Edwards, & J. Winkel (Eds.), *Abstract book - 8th NOVO Symposium, Sustainable health care production systems* (pp. 23-24). DTU Management Engineering.
- 2014 Gunnarsdóttir, S. (2014). Servant leadership, *Toyota and Thor Jensen*. Paper in Conference booklet. Bifröst University, 31. October 2014, p. 21.
- 2014 Jarebrant, C., Birgisdóttir, B. D., Dudas, K., Edwards, K., Gunnarsdóttir, S., Harlin, U., ... Winkel, J. (2014). Development of a tool for integrating Value Stream Mapping and ergonomics in healthcare - A Nordic Multicenter study. In T. Isidorsson (Ed.), *Book of Abstracts and Programme: The 7th Nordic Working Life Conference* (pp. 123-124). Forum for Arbetslivsforskning (FALF).
- 2013 Winkel, J., Birgisdóttir, B. D., Dudas, K., Edwards, K., Gunnarsdóttir, S., Harlin, U., ... Johansson Hanse, J. (2013). Introduction of Lean/Value Stream Mapping at hospital units in three Nordic countries and expected impact on the working environment - A Nordic Multicenter study. Abstract from International HELIX Conference 2013, Linköping, Sweden.
- 2013 Gunnarsdóttir, S. & Birgisdóttir, B. D. (2013). Ergonomic value stream mapping (ErgoVMS) – potential for integrating work environment issues in a Lean rationalization process at the University Hospital in Iceland. In Sinervo, T., Laine, M. & Pekkarinen, L. (Eds.) *Abstract book – 7th NOVO Symposium: A Nordic Model for Sustainable Systems in the Health Care Sector* (p. 14).
- 2013 Gunnarsdóttir, S. (2013). Servant leadership and research in Iceland. *Þjónandi forysta, menntun, sköpun og samfélag*. Paper in Conference booklet. Reykjavík, 14. June 2014, pp. 18-19.
- 2012 Bragadóttir, H., Jónsson, H. Þ. & Gunnarsdóttir, S. (2012). Rof á vinnu hjúkrunarfræðinga við lyfjaumsýslu á bráðalegudeildum [Disruptions in the medication work of nurses in acute care inpatient units]. Vísindi á vordögum, April 25th –May 4th. Landspítali University Hospital. *Icelandic Medical Journal*, 98 (pp. 1-56). Poster presentation.
- 2012 Birgisdóttir, B. D. og Gunnarsdóttir, S. (2012). Previous experiences of value stream mapping (VMS) at the hospital units included in the Icelandic part of the NOVO multicenter study. In *Abstract book - 6th NOVO Symposium: Sustainable Health Care: Continuous Improvement of Processes and Systems* (p. 60).
- 2012 Rafnsdóttir, H., Gunnarsdóttir, S., & Arnardóttir, R. H. (2012). Servant leadership in nursing at Akureyri hospital: Job satisfaction, work-related factors, quality of care. In *Abstract book - 6th NOVO Symposium: Sustainable Health Care: Continuous Improvement of Processes and Systems* (p. 45).

- 2012 Gunnarsdóttir, S., Bragadóttir, H. & Ingason, H. T. (2012). The frequent shifting of attention by nurses in acute care: gaining deeper understanding of factors contributing to the complexity of nursing work. In *Abstract book - 6th NOVO Symposium: Sustainable Health Care: Continuous Improvement of Processes and Systems* (p. 28).
- 2012 Winkel, J., Birgisdóttir, B. D., Dudas, K., Edwards, K., Gunnarsdóttir, S., Harlin, U., ... Johansson Hanse, J. (2012). A Nordic work environment complement to Value Stream Mapping (VSM) for sustainable patient flows at hospitals – A NOVO Multicenter study. In *Abstract book - 6th NOVO Symposium: Sustainable Health Care: Continuous Improvement of Processes and Systems* (pp. 57-58).
- 2011 Gunnarsdóttir, S. (2011). The importance of servant leadership in health care. Comparison of survey findings from groups of health care professionals. In *Abstract book – 5th NOVO Symposium: Sustainable Nordic Health Care Systems and Sustainable Hospital Design* (p. 17).
- 2011 Gunnarsdóttir, S. & Jónsdóttir, B. G. (2011). Servant leadership in nursing. Conceptual comparison towards nursing models. Icelandic Nurse Association, Scientific conference. Akureyri, September 29th -30th. Poster presentation.
- 2011 Tómasdóttir, I., Bragadóttir, H. & Gunnarsdóttir, S. Umbætur á vinnu og vinnuumhverfi hjúkrunarfræðinga og sjúkraliða á bráðadeildum [Work of nurses and nurse assistants, potentials for improvement]. Icelandic Nurse Association, Scientific conference. Akureyri, September 29th -30th. Poster presentation.
- 2011 Þorvaldsdóttir, B. & Gunnarsdóttir, S. Nurses wellbeing at work and work attendance. Poster presentation. Icelandic Nurse Association, Scientific conference. Akureyri, September 29-30th. Poster presentation.
- 2011 Bragadóttir, H., Ingason, H. T. & Gunnarsdóttir, S. Nursing, engineering , work in nursing and safety in health care. Poster presentation. Scientific days, University of Iceland, Jan 5-6. *Icelandic Medical Journal*, 97, 148.
- 2011 Helga Bragadóttir, Helgi Þ Ingason and Sigrún Gunnarsdóttir. Work in nursing, human engineering approach. Poster presentation. Scientific days, University of Iceland, Jan 5-6. *Icelandic Medical Journal*, 97, 148.
- 2011 Birna G Jonsdóttir, Ólof Ólafsdóttir and Sigrún Gunnarsdóttir, Cultural competence in midwifery. Poster presentation Scientific days, University of Iceland, Jan 5-6. *Icelandic Medical Journal*, 97, 148.
- 2011 Erla Björk Sverrisdóttir and Sigrún Gunnarsdóttir. Servant leadership in nursing. Poster presentation. Scientific days, University of Iceland, Jan 5-6. *Icelandic Medical Journal*, 97, 66.
- 2011 Sigrún Gunnarsdóttir. Vigdís Magnúsdóttir- a role model for servant leadership. Paper in conference booklet. Servant leadership Conference. Skálholti, October 14, pp. 20-21.
- 2011 Sigrún Gunnarsdóttir. Robert K. Greenleaf's ideas on servnt leadership. Paper in conference booklet. Servant leadership Conference Lea. Skálholti, October 14, pp. 20-21.
- 2010 Gunnarsdóttir, S. (2010). Is servant leadership useful for sustainable Nordic health care? In K. A. Holte (Ed.) *Abstract book – 4th NOVO Symposium: Sustainable Nordic Health Care Systems* (p. 15).

- 2009 Bryndís Þorvaldsdóttir, Gylfi Dalmann Aðalsteinsson and Sigrún Gunnarsdóttir. *Sickness absenteeism and wellbeing at work – nurse attitudes*. Poster presentation, Scientific days, Landspítali University Hospital, April 29-May 5. Icelandic Medical Journal, 95, 60.
- 2009 Þorvaldsdóttir, B. & Gunnarsdóttir, S. (2009). Hospital nurses' attitudes towards sickness absenteeism and their well-being at work: A qualitative study. In J. Winkel (Ed.) *Abstract book – 3rd NOVO Symposium: Sustainable Health Care Systems* (p. 21).
- 2009 Sigrún Gunnarsdóttir. *Key role of next supervisor for the well-being of staff*. Poster presentation, Scientific days, University of Iceland, Jan 5–6. Icelandic Medical Journal, 95, 58.
- 2009 Sigrún Gunnarsdóttir. *Work Environment in health care. The aspects of research evidence*. Nordic Summer Symposium. Nordic School of Public Health, Gothenburg, Sweden, May 27
- 2009 Sigrún Gunnarsdóttir. *Capacity building in university hospital research: The case of Icelandic nurses*. Nordic University Hospital Research Conference. Paving the Road for Clinical Excellence. May 4.
- 2008 Gunnarsdóttir, S. (2008). Burnout levels among Nordic hospital nurses: Comparison to international data. In M. Laine, T. Sinervo & J. Winkel (Eds.) *Abstract book – 2nd NOVO Symposium: Sustainable Health Care Systems* (p. 27).
- 2008 Gunnarsdóttir, S. (2008). Important factors of Nordic hospital nurse work environment: Comparison to international data. In M. Laine, T. Sinervo & J. Winkel (Eds.) *Abstract book – 2nd NOVO Symposium: Sustainable Health Care Systems* (p. 25).
- 2008 Auður Eir Vilhjálmisdóttir and Sigrún Gunnarsdóttir. *Servant leadership in a nutshell*. Paper in conference booklet. Servant leadership Conference Lea. Skálholti, June 20, pp. 12 - 36
- 2007 Gunnarsdóttir, S. (2007). Human resource management: front-line management and systems failure. In *Abstract book – 1st NOVO Symposium* (pp. 12-13).
- 2007 Sigrún Gunnarsdóttir. *Professional development. Enhancing the good work of nurses*. ENDA The 8th Congress of the European Nurse Directors Association Reykjavík, October 3-5.
- 2006 Sigrún Gunnarsdóttir. *The quality of work environment*. 1st Nordic University Hospital Research Conference. Bergen, May 15–16.
- 2004 Gunnarsdóttir, S., Rafferty, A. M., Sigurðsson, H. Ó. *Nurse autonomy and professional self-governance in Iceland*. "In sickness and in health", Conference, Reykjavík, June 23–25.
- 2004 Sigrún Gunnarsdóttir. *University hospital. Policy and leadership*. Ministry of Health. Annual Conference In Sigurðsson, E. (Eds). *Health Forum 2003. University Hospitals in Iceland*. The Ministry of Health and Social Security (pp. 22-27).
- 2003 Gunnarsdóttir, S. *Quality of working life and quality of care*. "Mind and Body in a Technological World", conference NES, Reykjavík (pp. 158-159).

Plenum presentations at scientific conferences and symposia

- 2019 Sigrún Gunnarsdóttir. Burnout among nurses and successful strategies to thrive. Nordic congress for intensive care nurses, NOKIAS 2019, Caring for yourself, Reykjavik May 30th

- 2018 Sigrún Gunnarsdóttir. *Leadership qualities and employee health and well-being*. NIVA Conference: Health Promoting and Sustainable Leadership, Stockholm, October 9-11.
- 2018 Gunnarsdóttir, S. & Sigurðardóttir, E. Ó. Potentials of servant leadership in welfare service. 12th NOVO Symposium, Helsinki, Finland
- 2018 Sigrún Gunnarsdóttir, Jana K. Knútsdóttir and Kári Kristinsson. *How are signs of burnout measured among Icelandic nurses?* Conference in Social Sciences (Þjóðarspeggill 2018). University of Iceland, 26 October 2018
- 2018 Sigrún Gunnarsdóttir. *The application of servant leadership in municipalities following the economical crisis 2008*. Conference about the Economical Crisis in Iceland 2008 (Hrunið þið munið), University of Iceland, 5-6 October 2018
- 2017 Sigrún Gunnarsdóttir. *Servant leadership in hospital care*. Family and child. Conference, Landspítali Hospital, Reykjavík, September 29.
- 2016 Sigrún Gunnarsdóttir, Jana Knútsdóttir and Kári Kristinsson. *Work environment and reported burnout levels among hospital nurses. Comparison of findings from survey studies 2002 and 2015*. NOVO conference, Reykjavík, November 9-10.
- 2016 Sigrún Gunnarsdóttir. *Better patient care through nurse leaders in every place in the system*. LNN, Conference, Reykjavík, May 14.
- 2016 Sigrún Gunnarsdóttir. *What is health, health promotion and leadership*. NIVA conference, Stockholm, September 27.
- 2016 Sigrún Gunnarsdóttir. *Is there a link between social capital and servant leadership in Icelandic and Danish hospitals?* Social science research, Conference (Þjóðarspeggill), October 16.
- 2016 Sigrún Gunnarsdóttir. *Is there a link between servant leadership and health promoting environment in hospitals?* Servant leadership Roundtable, Conference, Bifröst University, September 1-2.
- 2016 Sigrún Gunnarsdóttir. *How can servant leadership be useful for Nordic leaders?* Nordic color of leadership. Symposium, University of Iceland, November 16.
- 2014 Gunnarsdóttir, S., Birgisdóttir, B. D., Edwards, K., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Comparison of Servant Leadership (SL) at hospital wards in Denmark, Iceland and Sweden: A NOVO Multicenter study. Novo Conference, Copenhagen, 6-7 December.
- 2014 Gunnarsdóttir, S., Birgisdóttir, B. D., Edwards, K., Harlin, U., Jarebrant, C., Ulin, K., ... Winkel, J. (2014). Facilitation of Value Stream Mapping (VSM) processes: significance of first line hospital manager participation and staff perception of servant leadership. NOVO conference, Copenhagen, 6-7 December.
- 2013 Sigrún Gunnarsdóttir. *Why is servant leadership useful for integrating work environment issues in a Lean rationalization process?* NOVO, Multicenter Scientific Committee Symposia, November 24.
- 2013 Sigrún Gunnarsdóttir, Hulda Rafnsdóttir og Þóra Hjörleifsdóttir. *Servant leadership research*. Servant Leadership Conference, Reykjavík, June 14.
- 2013 Sigrún Gunnarsdóttir, Helga Bragadóttir og Helgi Þór Ingason. Work environment at university hospital. University of Iceland, Biomedicine, Conference, January 4.

- 2012 Sigrún Gunnarsdóttir. *Servant Leadership*. Konferensen Nya Perspektiv, Göteborg Stad, Västra Götlandsregionen, Sveriges kommuner of landsting. Conference, Gautaborg, Sweden, March 16.
- 2012 Sigrún Gunnarsdóttir. *Signs of burnout in Nursing. Overview of study findings 2002 – 2012*. Icelandic Medical Association, Science days, Reykjavík, Harpa, January 18.
- 2012 Sigrún Gunnarsdóttir. *Professional development in nursing*. Icelandic association of critical care nurses. Conference, Reykjavík, Harpa, February 18.
- 2011 Sigrún Gunnarsdóttir. *Unexpected communication in nursing*. University Akureyri and FSA hospital, conference, Akureyri, May 5.
- 2011 Sigrún Gunnarsdóttir. The importance of servant leadership among healthcare leaders. *Findings from three Icelandic surveys*. Institute of nursing research University of Iceland, symposium. December 5.
- 2011 Sigrún Gunnarsdóttir. *Parkinson and the value of peer-supporting groups: The experience of participants (Icelandic)* Conference of School of social sciences, University of Iceland, October 28.
- 2011 Sigrún Gunnarsdóttir. *Vigdís Magnúsdóttir- a role model for servant leadership*. Servant leadership conference, Skálholt, October 14.
- 2011 Sigrún Gunnarsdóttir. *Servant Leadership*. SAMNOR, conference, Akureyri, September 13
- 2011 Sigrún Gunnarsdóttir og Helga Bragadóttir. Nursing work environment and patient safety. Icelandic nurse association conference, Akureyri, September 29-30.
- 2011 Anna Guðbjörg Gunnarsdóttir og Sigrún Gunnarsdóttir (MS supervisor). *Psychosocial work environment and nurse wellbeing at Landspítali hospital*. Icelandic nurse association, conference, Akureyri. September 29-30.
- 2011 Þóra Ákadóttir og Sigrún Gunnarsdóttir (MS supervisor). *Nurse assistants wellbeing at work. Is there a link to work environment and management*. Icelandic nurse association, conference, Akureyri. September 29-30.
- 2011 Sigrún Gunnarsdóttir. *Servant leadership and humility*. Landspítali hospital, Women's and Children's Services, conference, Reykjavík October 21.
- 2011 Sigrún Gunnarsdóttir. *The importance of supportive communication and leadership for the quality of elderly care*. NIVA, Nordic Tour: Creating good practices for elderly care work, conference, Reykjavík March 18.
- 2011 Sigrún Gunnarsdóttir. *The importance of servant leadership in health care. Comparison of survey findings from groups of health professionals*. 5th NOVO Symposium - Sustainable Nordic Health Care Systems & Sustainable Hospital Design, conference, November 3-4, Reykjavík (Book of abstracts ISBN 978).
- 2011 Birna Gerður Jónsdóttir og Sigrún Gunnarsdóttir (MS supervisor). *Cultural competent health service for foreign women in Iceland*. Icelandic nurse association, conference, Akureyri. September 29-30.
- 2010 Sigrún Gunnarsdóttir. *Can servant leadership have significant impact on the quality of healthcare services?*. Institute of nursing research University of Iceland, symposium, March 29.
- 2010 Sigrún Gunnarsdóttir. *Front-Line Nurse Managers & Implementation of Servant Leadership Action Research and Reflective Practice*. Greenleaf Center's Healthcare, conference Milwaukee October 26-27.

- 2010 Sigrún Gunnarsdóttir. *Servant leadership & Sustainable Nordic Health Care*. 4th NOVO symposium. Sustainable Nordic health care systems. University of Stavanger, Stavanger, Norway, November 24.
- 2010 Sigrún Gunnarsdóttir. *Work of nurses and nurses assistants. Interruptions and communications*. University of Iceland, Institute of nursing research, symposium, December 3.
- 2010 Sigrún Gunnarsdóttir. *Health literacy*. Primary healthcare, conference, Reykjavík, November 19.
- 2010 Sigrún Gunnarsdóttir. *Why do we feel well? Are leadership and professionalism important?* Icelandic nurse association, conference, Akureyri, September 24.
- 2010 Sigrún Gunnarsdóttir. *Trust and supportive communication. Implementation of servant leadership at Landspítali hospital*. Institute of politics and administration, University of Iceland, symposium, Reykjavík, November 30.
- 2009 Sigrún Gunnarsdóttir. *Capacity building in university hospital research: The case of Icelandic nurses*. Nordic University Hospital Research Conference. Paving the Road for Clinical Excellence, conference, Bergen, Norway, May 4.
- 2009 Sigrún Gunnarsdóttir. *Reorganisation of health care: work environment aspects. Enhancing the good work in health care. The importance of trust and supportive structures during times of reconstruction*. Nordic Summer Symposium 2009. Does size matter? Benefits and consequences of centralizing in health care. Conference, Nordic School of Public Health, Gothenburg, Sweden, May 26.
- 2009 Sigrún Gunnarsdóttir. *Work Environment in health care. The aspects of research evidence*. Nordic School of Public Health, Gothenburg, Sweden, Nordic Summer Symposium, May 27.
- 2009 Sigrún Gunnarsdóttir. *What kind of management has positive impact on the wellbeing of staff and patients. Research findings 2000-2010*. University of Iceland, Institute of nursing research, symposium, December 2.
- 2009 Sigrún Gunnarsdóttir and Bryndís Þorvaldsdóttir. *Nurse well-being & their attitudes towards absenteeism. A qualitative study among nurses working at surgical wards, Landspítali University Hospital*. Nordisk Network for Vard og Omsorg (NOVO). 3rd NOVO Symposium. Sustainable Nordic Health Care Systems. National Research Center for the Working Environment, Copenhagen Denmark, December 9.
- 2008 Sigrún Gunnarsdóttir. *Important factors of Nordic hospital nurse work environment. Comparison to international data*. 2nd NOVO Symposium. Sustainable Nordic Health care Systems. Espoo, Finland, December 3-4.
- 2008 Sigrún Gunnarsdóttir. *Burnout levels among Nordic hospital nurses. Comparison to international data*. 2nd NOVO Symposium. Sustainable Nordic Health care Systems. Espoo, Finland, December 3-4.
- 2007 Sigrún Gunnarsdóttir. *Work environment and professional development*. Nordic nurse collaboration (Sygeplejerskers Samarbejde i Norden, SN), conference, Reykjavík, October 24 – 25.
- 2007 Sigrún Gunnarsdóttir. *Professional development in nursing*. The 8th ENDA Congress, Reykjavík, October 3-5.

- 2007 Gunnarsdóttir, S. *Implementation of servant leadership through reflective practice: Action Research*. The 17 Annual Conference of the The Greenleaf center. Servant-Leadership's Conference, Dallas, Texas, USA, June 28 – 30.
- 2006 Sigrún Gunnarsdóttir. *Job satisfaction and work environments. An Icelandic Research Perspectives*. Icelandic nurse association, Reykjavík, November 1–2.
- 2006 Sigrún Gunnarsdóttir and Sean Clarke. *Best practices for establishing optimal work environments*. Icelandic nurse association, Reykjavík, November 1–2.
- 2006 Sigrún Gunnarsdóttir. *Do managers influence the wellbeing of staff at Landspítali University hospital?* University of Iceland, institute of occupational health, Reykjavík, symposium, September 25.
- 2006 Sigrún Gunnarsdóttir. *Intrinsic job motivation and good collaboration. Safety of staff and patients*. Icelandic nurse association, surgical nursing, conference, Akureyri, September 23.
- 2006 Sigrún Gunnarsdóttir. *Human resources in nursing: management wellbeing at work and quality of care*. University of Iceland, institute of nursing research, symposium, April 7.
- 2006 Sigrún Gunnarsdóttir. *Work environment in nursing. Safe staffing ensures patient safety*. Icelandic nurse association, conference, Reykjavík, February 17.
- 2006 Sigrún Gunnarsdóttir. *Using management tool: the case of Iceland*. Workshop on strengthening capacities of using tools for health workforce analysis for policy making in the European Region. WHO, Regional office Conference, Kyiv, Ukraine, November 29–December 1.
- 2006 Sigrún Gunnarsdóttir. *The role of the first line nurse manager in supporting creative and healthy work environment*. Gentofte Hospital, conference, Denmark, September 8.
- 2006 Sigrún Gunnarsdóttir. *The leader's role in creating healthy work environment*. Nurse leader network (Lederens netværk in Norden, LNN), conference, Reykjavík, May 4-5.
- 2005 Sigrún Gunnarsdóttir. *Strategies to improve motivation and productivity*. 2nd Policy dialogue in the Baltic Countries on human resources, WHO Europe, European Observatory, Ministry of Health of the Republic of Lithuania, conference, Vilnius, Lithuania, September 26-27.
- 2004 Sigrún Gunnarsdóttir & Anne Marie Rafferty. *Designing working conditions in the health sector*. European Observatory, Human Resource European Project, conference, Berlin, Germany, May 20-21.
- 2004 Gunnarsdóttir, S., Rafferty, A. M., Sigurðsson, H. Ó. *Nurse autonomy and professional self-governance in Iceland*. "In sickness and in health", conference, Reykjavík., June 10.
- 2004 Sigrún Gunnarsdóttir. *Successful public health*. Institute of public health, symposium, Reykjavík, December 3.
- 2003 Gunnarsdóttir, S. *Quality of working life and quality of care*. "Mind and Body in a Technological World", conference, Reykjavík, August 10-13.
- 2003 Sigrún Gunnarsdóttir. *Magnet hospitals and conditions for quality improvement*. The Karolinska Institute Medical Management Centre (Stockholm, Sweden) and Bergen University, Doctoral seminar on research into organisational and management aspects of quality improvement, Bergen, Norway, May 13.
- 2003 Sigrún Gunnarsdóttir. *Policy and management at a University hospital, new challenges*. Ministry of health, health forum, Reykjavík, November 7.

- 2003 Sigrún Gunnarsdóttir. *The potentials of better collaboration in health care*. Association of health care professionals, conference, Reykjavík, October 25.
- 2003 Sigrún Gunnarsdóttir. *Better quality and job satisfaction in health care. Can Icelandic health care benefit from the philosophy of magnet hospitals?* Icelandic nurse association, conference, October 31.
- 2003 Sigrún Gunnarsdóttir. *Quality of life in a hospital. Findings from two studies on hospital job satisfaction*. Akureyri hospital, conference, Akureyri, November 14.
- 2003 Sigrún Gunnarsdóttir. *Nurses' and midwives' work environment*. Hospitals in a changing environment. Landspítali hospital, conference, Reykjavík, August 14.
- 2003 Sigrún Gunnarsdóttir & Linn Getz. *Empowered health professionals. Empowered patients*. Fifth Nordic Conference for University Hospitals and Faculty Deans, Reykjavík, August 29– September 1.
- 2002 Sigrún Gunnarsdóttir. *Health education, health literacy and quality of life*. Reykjavik primary health care, children's service, conference, Reykjavík, November 8.
- 2001 Gunnarsdóttir, S. *Art of the possible. Well-being of workers in a hospital*. IUPHE, public health conference, Paris, July 16.
- 2000 Sigrún Gunnarsdóttir. *Quality management in health care*. Ministry of health, conference, Reykjavík, March 30.

Presentations at professional conferences and symposia

- 2018 Sigrún Gunnarsdóttir. *Servant leadership. Motivation for the future*. NUAS Program for leaders in academia. Symposium. University of Iceland, May 22-24.
- 2018 Sigrún Gunnarsdóttir. *Prevention of burnout among intensive care nurses*. Intensive care nursing. Symposium, Landspítali Hospital, Reykjavík, April 24.
- 2018 Sigrún Gunnarsdóttir. *Servant leadership and sustainable leadership*. Sustainable leadership in the 21st Century, Bifröst University, July 26.
- 2018 Sigrún Gunnarsdóttir. *Servant leadership and welfare services*. Management in municipalities, Conferences, Reykjavík September 12.
- 2018 Sigrún Gunnarsdóttir. *To be active in own therapy. Health promotion and quality of life*. Icelandic Arthritis association, Symposium, January 25.
- 2018 Sigrún Gunnarsdóttir. *Potentials of servant leadership in Akureyri municipality*. Management Conference, Akureyri, May 23.
- 2017 Sigrún Gunnarsdóttir. *Health promoting management and leadership*. Management Conference, Akureyri Hospital, January 12.
- 2016 Sigrún Gunnarsdóttir. *Leadership in cancer nursing*. Cancer nurses, Symposia. November 17.
- 2016 Sigrún Gunnarsdóttir. *Can Magnet hospital concept enhance the hospital work environment?*. Management Symposia, Landspítali Hospital, Reykjavík, October 4.
- 2016 Sigrún Gunnarsdóttir. *Servant leadership in banking*. Branch managers' Symposia. Arion, bank, Garðabær, town, May 25.
- 2016 Sigrún Gunnarsdóttir. *Servant leadership in municipalities*. CEO's of municipalities, Symposia, Ísafjörður town, May 19.

- 2013 Sigrún Gunnarsdóttir. Leadership and well-being at work. Psychiatric nurses, December 3.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. The General Insurance Fund, November 27.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership, philosophy and research*. VR. Labour union of employees in commerce, services and offices, November 20.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership, philosophy and research*. OR, Reykjavík Energy, November 18.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership, philosophy and research*. Landspítali hospital, Dep. Surgery, November, 11.
- 2013 Sigrún Gunnarsdóttir. Thor Jensen as a servant leader. U3A, Symposium, Reykjavík, November 5.
- 2013 Sigrún Gunnarsdóttir. *Burnout among nurses, midwives and nurse assistants*. Findings 2002 – 2010. Sólvangur, Primary health care. November, 4.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. Global Leadership Summit, Reykjavík, November, 1.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership, philosophy and research*. Directorate of health, October, 17.
- 2013 Sigrún Gunnarsdóttir. *Burnout among nurses, midwives and nurse assistants*. Findings 2002 – 2010. Landspítali hospital, Landakot, October, 3.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. Íslandsbanki, bank, Reykjavík October 2.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. Ministry of Welfare, Reykjavík, September, 27.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. Ministry of Social Affairs, Reykjavík, September, 20.
- 2013 Sigrún Gunnarsdóttir. *Servant leadership*. Office of the Prime Minister, Reykjavík, September, 13.
- 2013 Sigrún Gunnarsdóttir. *Positive effects on success and job satisfaction*. Safe the Children, Reykjavík, June 7.
- 2013 Sigrún Gunnarsdóttir. *Burnout among nurses, midwives and nurse assistants*. Landspítali, hospital, Dep. Psychiatric service, February 20.
- 2013 Sigrún Gunnarsdóttir. *Professionalism in nursing*. Clinical nursing conference, Landspítali, Reykjavík, January 17.
- 2012 Sigrún Gunnarsdóttir. *Servant leadership*. Íslandsbanki, bank, Reykjavík, November 29.

International research collaboration and expert advisory work

- Since 2016 Member, Icelandic research team: *Work Design Across Cultures*, an international study on work design of specialists, among them nurses and managers including 47 participating countries.
- Since 2011 Member of research team, *NOVO multicenter Study*. Collaboration between three Nordic countries; Sweden, Denmark and Iceland. Member of research team.
- Since 2011 Participant, *SLS study, servant leadership cross country comparison*. Iceland and three other countries. Collaboration with van Dierendonck, Erasmus University Holland. Member of research team.

- 2007-0209 Nordic School of Public Health, (NHV), Gothenburg, Sweden. *Health Promotion Project*. c/o Dr. Ina Borup and Professor Karin C. Ringsberg. Member of expert team.
- Since 2005 Board member, *NOVA - Nordic research network for sustainable health care*
- 2003-2017 Expert and temporary advisor. WHO, Human Resources for Health Programme, Division of Health Systems and Public Health, WHO Regional Office for Europe, c/o Dr. Galina Perfilieva.
- Since 2003 Expert and temporary advisor. European Observatory, London c/o Professor Martin McKee, London School of Hygiene & Tropical Medicine.

Supervision PhD studies

Aðalbjörg Stefanía Helgadóttir: *Women in leadership*. PhD study, University of Iceland, Faculty of Business. SG, co-supervisor with Dr. Erla S. Kristjánsdóttir. Graduation expected 2022.

Birna Dröfn Birgisdóttir: *Leading for creativity. An examination of the relationship between leadership philosophy and creativity*. PhD study, Reykjavík University, School of Business. SG, member of PhD committee. Supervisor: Marina Candi, associate professor Reykjavík University. Graduation expected 2020.

(Sigurður Ragnarsson. *Exploring lived experience of servant leadership in organizations in the field of service that use the concept*. PhD study. University of Iceland, School of Business. SG, consultant to the PhD committee. Supervisor: Dr. Erla S. Kristjánsdóttir. Graduation expected 2020.)

MS thesis supervised

- 2019 Anna Rut Ingvadóttir. Servant leadership and job satisfaction as perceived by staff working in nursing homes (30 ECTS). University of Iceland, School of Business.
- 2019 Erna Magnúsdóttir. Am I worth as much as before? People's experience and well-being following cancer diagnosis and when returning to work (30 ECTS). Bifröst University, School of Business.
- 2019 Bogi Hallgrímsson. You do not survive in this job unless you trust people: managers focus in Reykjavík City recreational centers and servant leadership (30 ECTS). Bifröst University, School of Business.
- 2019 Ingibjörg Elva Vilbergsdóttir. Managers' focus on employee wellbeing in companies that work formally on health promotion (30 ECTS). University of Iceland, School of Business.
- 2018 Aðalbjörg Stefanía Helgadóttir. "Most importantly, one has to take care of oneself" Nurse management experience of stress and challenges and their coping mechanisms in this regard (60 ECTS). Akureyri University, Faculty of Nursing.
- 2018 Anna Día Brynjólfsson. Empowering work environment and job satisfaction among nurses in acute care hospitals. A descriptive study (30 ECTS). University of Iceland, Faculty of Nursing.
- 2017 Eydís Ósk Sigurðardóttir. Employees attitudes towards working environment, leadership and management in the welfare sector (30 ECTS). Bifröst University, School of Business.

- 2017 Elfa Kristín Sigurðardóttir. Alcoa Fjarðarál: servant leadership, work satisfaction and job autonomy (30 ECTS). Bifröst University, School of Business.
- 2017 Birna Hannesdóttir. "You cannot forget the human element": collaboration between school and parents in Patreksskóli (30 ECTS). University of Iceland, School of Education.
- 2017 Svanhvít Pétursdóttir. Industrial companies and servant leadership (30 ECTS). Bifröst University, School of Business.
- 2017 Magnea Steinunn Ingimundardóttir. Perceived servant leadership and autonomy among employees in municipal administration (30 ECTS). Bifröst University, School of Business.
- 2017 Agnes Hulda Barkardóttir. Servant leadership and Saltverk ehf. (30 ECTS). Bifröst University, School of Business.
- 2017 Sigurbjörg R. Hjálmarsdóttir. The success of leaders is all about the growth of others (30 ECTS). Bifröst University, School of Business.
- 2016 Jana Katrín Knútsdóttir. Nurses' work environment and nursing outcomes at Landspítali University Hospital (30 ECTS). University of Iceland, School of Business.
- 2016 Guðrún Yrsa Ómarsdóttir. Medication errors and workload in nursing (60 ECTS). Akureyri University, Faculty of Nursing.
- 2016 Steinar Örn Stefánsson. Servant leadership and job satisfaction: a study on Icelandic innovative companies (30 ECTS). Bifröst University, School of Business.
- 2015 Sólrún Auðbertsdóttir. Communication, cooperation, management and leadership of first responders when working with trauma (60 ECTS). Akureyri University, Faculty of Nursing.
- 2014 Hrafnhildur Haraldsdóttir. Servant leadership and teaching (30 ECTS). University of Akureyri, Faculty of Social Science.
- 2013 Steingerður Kristjánsdóttir. To be a leader is being human. Views of managers of leisure centers (30 ECTS). University of Iceland, School of Business.
- 2012 Hulda Rafnsdóttir. Servant leadership in health care organizations (60 ECTS). University of Akureyri, School of Health Sciences.
- 2012 Sólveig Reynisdóttir. Staff attitudes towards management of IT companies (30 ECTS). University of Iceland, School of Business.
- 2012 Guðjón Ingi Guðjónsson. Servant leadership and faculty job satisfaction at the University of Iceland (30 ECTS). University of Iceland, School of Business.
- 2012 Þóra Ákadóttir. Nurse assistants work environment (60 ECTS). Nordic School of Public Health, Göteborg, Sweden.
- 2011 Þóra Hjörleifsdóttir. Servant Leadership and job satisfaction in elementary schools in north Iceland (40 ECTS). University of Akureyri, Faculty of Social Sciences.
- 2010 Birna Gerður Jónsdóttir. Cultural competence and work environment in health care (30 ECTS). University of Iceland, Faculty of Nursing.
- 2010 Erla Björk Sverrisdóttir. Servant leadership in hospital nursing South Iceland (30 ECTS). University of Iceland, Faculty of Nursing.
- 2008 Bryndís Þorvaldsdóttir: Wellbeing at work in hospital nursing (30 ECTS). University of Iceland, School of Business.
- 2007 María Einisdóttir: Empowerment and job satisfaction in mental health hospital care (30 ECTS). University of Iceland, Faculty of Nursing.

Teaching

- Since 2018 Supervisory teacher, University of Iceland, Faculty of Business, MSc course on work environment, wellbeing and leadership.
- Since 2013 Supervisory teacher, Bifröst University, Faculty of Business, BSc and MSc courses in servant leadership.
- 2012-2018 Teacher, University of Iceland, Faculty of Political Science, MPA course: Academy for future leaders in public agencies
- 2012-2018 Supervisory teacher, University of Akureyri, School of Health Sciences, MSc course: Servant leadership, management and reflection in practice.
- Since 2012 Teacher, University of Iceland, Department of Pharmacy, MSc course: Ethics and communication.
- Since 2010 Teacher, University of Iceland, Faculty of Medicine, MS and PhD course: General research methods.
- Since 2012 Teacher, University of Iceland, Department of Nutrition, MS course: Professionalism.
- Since 2010 Teacher, University of Iceland, Department of Nutrition, BSc course: Clinical nutrition and pathology I.
- 2009-2014 Voluntary teacher and advisor, University of Iceland, Faculty of Nursing, Nursing student voluntary society for prevention "Skjöldur".
- 2007 -2014 Supervisory teacher, University of Iceland, Faculty of Nursing, BSc course: The profession and discipline of nursing.
- 2007-2013 Guest teacher, Nordic School of Public Health, MPH course: Health promotion. Gothenburg, Sweden.
- 2006-07 Teacher, University of Iceland, Faculty of Nursing, BSc course: The profession and discipline of nursing.
- 2004-06 Teacher and coordinator, University of Akureyri, School of Health Sciences, MS course: Health and healthcare services.
- 2004-07 Teacher, University of Iceland, Faculty of Nursing, MS course: Nursing management.
- 2003-07 Teacher and coordinator, University of Iceland, School of Social Sciences, MPA course: Healthcare working environment and administration.
- 2002-08 Teacher, University of Iceland, Faculty of Nursing, MS course: Palliative care.
- 1997-05 Supervisory teacher, University of Iceland, Continuing education: Healthcare management and administration.

Examiner and referee

- Since 2016 Examiner, ad hoc, University of Victoria, Canada, PhD thesis
- Since 2015 Examiner, ad hoc, University of Iceland, School of Education, MEd thesis.
- Since 2011 Referee, ad hoc, University of Akureyri, School of Health Sciences, application for assistant professor.
- Since 2011 Examiner, ad hoc, University of Akureyri, School of Health Sciences, MS thesis.
- Since 2006 Examiner, ad hoc, University of Iceland, Faculty of Medicine, MS thesis
- Since 2005 Examiner, ad hoc, University of Iceland, Faculty of Nursing, MS thesis

2005 Referee, ad hoc, University of Iceland, Faculty of Nursing, application for assistant professor.

Conferences organized

2019 Chair conference group Servant Leadership Conference, Reykjavík, 12th November
 2016 Chair conference group for NOVO Symposium, at University of Iceland, November
 2016 Member of conference group for Servant Roundtable, at Bifröst Univ. September.
 2015 Chair conference group Servant Leadership Conference, Bifröst University, 25th September.
 2014 Chair conference group Servant Leadership Conference, Bifröst University, 31st October
 2013 Member of conference group NOVO Symposium, Helsinki, November. Co-Chair.
 2013 Chair conference group Servant Leadership Conference, Art Museum, Reykjavík, 14th June.
 2011 Chair conference group for NOVO Symposium, Reykjavík, November.
 2011 Chair conference group Servant leadership, conference, Skálholt, October.
 2010 Chair conference group Servant leadership, conference, Skálholt, March.
 2008 Chair conference group Servant leadership, conference, Skálholt, June.
 2007 Member of conference group ENDA, conference, Reykjavík, September.
 2005 Chair steering group, Public health forum, Icelandic public health association, Reykjavík.
 2004 Chair steering group Public health: Psychological determinants of health. Health literacy – Health inequalities, Symposium, Reykjavík, May.
 2003 Chair conference group Magnet hospital, conference, Landspítali university hospital, Reykjavík, August.
 2002 Chair conference group Public health, symposium, University of Iceland, Reykjavík, April.
 2001 Chair conference group Public health symposium, University of Iceland, Reykjavík, April.

Reviewer

Since 2015 The Icelandic Review of Politics and Administration.
 Since 2007 Journal of Advanced Nursing.
 Since 2007 Scandinavian Journal of Caring Sciences.
 Since 2007 International Nursing Review.
 Since 2004 Icelandic Journal of Nursing.

Service

2016 Member of editor board. Special Issue Administrative Sciences: Servant leadership, New Directions in Research, Theory and Practice
 2015-2018 Member of church board, Neskirkja Reykjavík
 2013-2015 Member of ministerial committee on patient payment for health care services.
 2013-2017 Member of board, Björt framtíð, political party

2009-2011	University of Iceland, School of Health Sciences. Member, committee of education.
Since 2008	Chair, Center for Servant Leadership, Greenleaf Iceland
2008-2011	University of Iceland, Faculty of Nursing, BSc study. Member, committee of teaching
2007-2009	University of Iceland, Faculty of Nursing. Chair, Committee for evaluation and new policy of nursing study.
2006-2007	University of Iceland, Faculty of Nursing. Member, committee: The Bologna process.
2007-2009	Icelandic nurse association, Science fund. Member of board.
2005-2007	Landspítali university hospital, Office of CNO. Chair, committee for professional development for nurses and midwives.
2005-2007	Landspítali university hospital, Science fund. Member, committee.
2005-2010	Icelandic public health institute. Member, advisory board.
2004-2007	Landspítali university hospital, Institute of nutrition research. Member, board.
2004-2006	Landspítali university hospital, Nursing council. Secretary, board.
2003-2007	Icelandic nurse association, Occupational health. Chair, committee.
2002-2007	Icelandic nurse association, Professional development. Member, committee.
2001-2006	Icelandic public health association. Co-chair, board.
2000-2016	Icelandic fellowship of Christian health care workers, member of board.
1999-2000	Landspítali university hospital, Office of human resources. Chair, committee for human resource policy.
1998-00	Landspítali university hospital, Palliative care division. Chair, committee for new strategy and policy of services.
1997-05	Icelandic nurse association, Occupational health. Member, committee.
1993-95	Icelandic nurse association, Occupational health. Member, committee.
1992-94	Icelandic association of university educated nurses. Co-chair, board.
1987-89	Icelandic association of university educated nurses. Co-chair, board.
1987-02	Directorate of health, Electronic nursing documentation. Member, committee.
1986-87	Icelandic association of university educated nurses. Member, board.
1984-86	University of Iceland, Nurse student chapter. Chair, board.

Funding, rewards

2014; 2013, 2012, 2011	Nordic Ministerial Committee, research fund, Copenhagen
2011; 2010; 2009	University of Iceland, Research assistance fund, Reykjavík
2009; 2008, 2007; 2006; 2003	Landspítali hospital, Scientific Fund, Reykjavík
2009; 2008, 2006; 2000	Icelandic nurse association, Scientific Fund, Reykjavík
2008	University of Iceland Research Fund, Reykjavík
2008	Association of Assistant Nurses (LPNs), Reykjavík
2007; 2006; 2004; 2000	Institute of Nursing Research, University of Iceland
2003	Rannís, The Icelandic Center for Research, Reykjavík
2002	Landakot Scientific Fund, Reykjavík
2001	Chevening Scholarship, The British Embassy, Reykjavík