

Board of Directors – Gender Quotas

A Nice Bad Idea, or The Future of Governance?



June 2018 Graduate Institute,
Geneva
18:00 - 21:30

12



Corporate sponsors actively engage in promoting women talents through the CWF membership.



CWF is proud to organize this event in partnership with



The WOB Panel

The CWF "Women on Boards" Panel is a biennial event addressing a current topic on the participation of women in corporate and public boards.

It supports the CWF's mission to enhance women's professional development through the sharing of ideas, networking, and the promotion of self-fulfillment to achieve recognition as engaged professionals and influencers of socio-professional life.

CWF's WOB initiative is an exchange and learning platform to promote access to boards through a number of workshops, conferences, and breakfast meetings open to women and men interested.

Stay updated with our events and programs at the CWF website

www.cwf.ch

Program

18:00 **Registration**

18:30 **Conference**

20:30 **Cocktail Dinner**

Topic

Board of Directors _ Gender Quotas:
A Nice Bad Idea, or The Future of Governance?
Why does gender equality and diversity matter for corporate boards?

With the heightened social and political discourse on gender equality and diversity in today's working environment _ it is more important now than ever to put these questions into the limelight.

Switzerland is now considering implementing gender quotas in the boardrooms of large listed companies. According to a BDO report, the number of women on boards in Switzerland has stagnated from 2014 to 2017. Meanwhile, the share of women on boards in the European Union increased in 23 of the 28 Member States. Most of the significant improvements took place in countries that have taken legislative action and/or had an intensive public debate on the issue.

Despite the rising talks about gender equality and diversity, some questions still remain: Should we rely on self-regulation and market forces to fix the imbalance of gender representation? Or should we consider a more proactive way to raise the number of women on boards?

Through sharing experiences, and varied perspectives, the WOB Panel hopes to foster open and meaningful dialogue between the speakers and the participants.

Corporate Sponsors' Statement

Building and leveraging an inclusive and diverse team is the richest source of talent, new ideas and deep insights.

Sylvie Moreau,
*President Coty
Professional Beauty*

At PwC Switzerland, we focus on gender targets. Our most effective instrument for reaching 20% female leaders by 2020 is our Partner Pipeline Discussion which our business leaders actively support to develop our female talents. To lead by example by preventing gender wage discrimination, we are Equal Salary Certification ambassadors.

Urs Honegger,
CEO

Lexmark values individual differences and fosters an open and inclusive environment to attract, retain and develop our diverse global workforce. We focus on diversifying succession of top leaders, providing workplace flexibility that is conducive to family life, and supporting women-specific network groups within multiple locations around the globe.

Elodie Fresnel,
Emea HR Director

The leading role of women is crucial to make sustainable business more successful. WBCSD raised awareness about and celebrated the leading role of women in business & sustainability through: Launch of Leading Women Awards in 2017 to celebrate women's leadership; Leading Women Awards 2018 – launch in April, Awardees announced in October 2018; Announcement of "Panel Pledge" to end WBCSD participation in men-only panels & calls for equal representation

Peter Bakker,
President & Ceo

STMicroelectronics employs 35% women out of 45,500 employees worldwide, and our Supervisory Board counts 1/3 of women. ST is a high-tech company; we believe that diversity brings value for innovation and product leadership. Initiatives include specific leadership programs for women, inclusion workshops, and promotion of STEM in schools.

Jean-Louis Champseix
*Group Vice President
Head Of Corporate
Sustainability And
Learning & Development*

At the heart of international relations and development lies the transformative issue of gender equality. It is our shared responsibility to apply it in everything we do. As an academic institution welcoming students and faculty from all over the world we have included respect for diversity as a core value in our charter. Gender equality is an integral part of such value.

Jacqueline Coté
*Director of Public
Relations*

Very few companies have done more than IBM to advance diversity and inclusion – we have been at this for more than a century. This year, IBM was honored with the Catalyst Award for building a workplace that values diversity and inclusion. IBM is the first tech company to be honored in 25 years and the only company to have won four times.

Dr. Christian Keller
*General Manager
IBM Switzerland*

Deloitte sends a wake-up call to Swiss companies: According to a survey by Deloitte and swissVR, Swiss boards of directors are broadly rejecting gender quotas proposed by the Swiss Federal Council. However, rather than just battling quotas, companies should be proactively searching for female board members – and fast.

Reto Savoia,
*Vice-CEO
Deloitte Switzerland*



COTY
BEAUTY, CELEBRATED & LIBERATED



pwc



Lexmark



wbcscd



ST
life.augmented



**GRADUATE
INSTITUT
GENEVA**



IBM



Deloitte.

moderator

Michael McKay

Founder and Presenter, “The McKay Interview”

Michael McKay is an independent communications consultant who is well-known across the Anglophone, international community. He is also recognised as the charismatic, former Chairman of the British-Swiss Chamber of Commerce Geneva.

His international corporate and consulting experience goes back over forty years, and his role as an accomplished conference moderator has taken him as far afield as London, China, Turkey and Bali.

Michael can be heard weekly hosting ‘The McKay Interview’ on World Radio Switzerland, a popular but serious program with prominent people conversing on current issues.

Occasionally, he has been a guest lecturer at universities in Cambridge, Geneva and Fribourg. His clients past and present include HSBC, Ernst & Young, Trafigura, JT International, Intertrust Switzerland, the UK Mission Geneva, EHL, Edwards Lifesciences and Nestlé.



speaker

Esther-Mirjam de Boer

Owner and CEO, GetDiversity GmbH
Associate Consultant, Harthill Consulting Ltd
President, Verband Frauenunternehmen
Founder and CEO, UR Management GmbH
Lecturer, University of St. Gallen

Esther-Mirjam de Boer, age 49, is a co-owner and CEO of GetDiversity – a board search company which was founded in 2007 in order to bring more women on non-executive boards of Swiss corporations.

Esther-Mirjam holds board mandates in four different companies, one of which she chairs. GetDiversity has worked on over 100 mandates for listed and privately held, both large and mid-sized companies from a myriad of industries. It is the most successful board search consulting boutique, in terms of female board members in Switzerland.

Together with Carla Jane Kaufmann, Esther-Mirjam took over the business in 2016. Since 2002, she has been an independent consultant on strategy and leadership development. In 2008, she has started her activities for the association of female entrepreneurs in Switzerland, and became the association’s president in 2013. She is also a trained architect from ETH Zürich, with an additional diploma in Business Administration.

She is married, has one daughter, and lives in Zürich, Switzerland.

speaker

Denise Koopmans

Chairman, United Digital Group
 Non-Executive Director, SanomaOyj
 Supervisory Board Member, Cooperatie VGZ
 Supervisory Board Member, Janssen de Jong Groep
 Member, Verwaltungsrat of Wenk AG
 Board of Trustees Member, Swiss Data Alliance

Denise Koopmans is an experienced, non-executive director with a broad and international background. She has more than 15 years as a CEO/General Manager of public companies in the technology, professional services and media industry.

Since 2015, Denise is currently a non-executive director of public, private, PE portfolio, and family-owned companies active in professional services, media, and insurance industry. Next to these roles, Denise is also a member of the board of YPO Zürich and member of the jury of the annual ASCO Award of the Association of Management Consultant Switzerland.

She graduated from Erasmus University Rotterdam (LL.M), Harvard Business School (AMP), and Insead (IDP-C). Aside from her vast experiences and education, she enjoys spending her free time on art, wine, Africa, nature, and sports. More specifically she likes hiking, rowing, sailing, and skiing.

Denise comes from the Netherlands, but is based in Switzerland. She is fluent in English, French, and German.



speaker

Gilbert J. B. Probst

Chairman, BCGE
 Vice-President, Swiss Board Institute
 Director, Founder, and Honorary Professor, Public-Private Partnership Center at GSEM
 Vice President, Swiss Institute of Directors

Gilbert J.B. Probst is an honorary professor and director of the Public Private Research Center at Geneva School of Economics and Management, University of Geneva. He is also the chairman of the board of directors of Banque Cantonale de Genève (BCGE).

In addition to these roles, he is the vice-president of Swiss Board Institute and Swiss Institute of Directors. Gilbert is also the president of SKU, managing director, leadership office at the World Economic Forum (2007-2016).

From 2001 to 2017 he was the co-director of the Executive-MBA at the University of Geneva, and former faculty member at University of St. Gallen, the Wharton School at University of Pennsylvania, and International Management Institute (IMI/IMD).

Gilbert founded the Geneva Knowledge Forum, Center for Organizational Excellence (St Gallen/Geneva) and Strategic Knowledge Group, Zürich.

Served as a board member for Kuoni Travel Holding, Holcim, Acqiris, EPA/UNIP, AluMenziken and Schläpfer. His publications include: "Managing Growth", "Learning Organization", "Knowledge Management", "Tackling Complexity", and "Structuring of Organizations".



speaker

Anne Hornung-Soukup

Chair of the Board, TPG

Anne Hornung-Soukup grew up outside of Chicago, then studied in South Africa, Massachusetts, Washington D.C., Paris, and Geneva before settling in Geneva for good. She started her career in finance at a private bank, then decided to set-up her own firm with a partner in 1999. After 11 years of independence, she joined a larger portfolio management firm as a Partner.

Over the years, she has presided, been on the board of, or been active in many Geneva associations including the Career Women's Forum, the American International Club, the American International Women's Club as well as the Cercle Suisse des Administratrices and many others.

In 2016 she was appointed Chair of the Board of Transport publics genevois (TPG) by the Conseil d'Etat of Geneva.

In December 2017, she retired from finance to consecrate time to TPG, as well as to her other passions.

Anne became a Swiss citizen in 1976 when she married her Swiss husband, and her favourite activities include music, and genealogy.



CWF Committee



Annabella Cardone
President CWF
Investment Manager and Resiliency Services CFO-Europe, IBM



Anne Dafflon Novelle
Vice President CWF
Project Manager, Le Grand Clos

WOB Committee Members



Anna Panka
Senior Legal Counsel, Bacardi & Company Limited



Anne Guimond Kostecki
Professional Coach, Former Group Head of Tax, Richemont International SA



Catherine Charbonnier
Senior Business Analyst, EBU



Denise Soldani
International Senior Tax Manager, Richemont International SA



Fabienne Naklé
Executive Assistant, Law Firm



Francisca Guanter-Buss
Business Partner, Boardzwin SA



Linda M. Richards
Former Senior Vice President, The Royal Bank of Scotland



Career Women's Forum
1200 Geneva

www.cwf.ch

