



THE GLOBAL DIVERSITY COUNCIL PRESENTS

2ND ANNUAL

London

W O M E N
I N
L E A D E R S H I P

• S Y M P O S I U M •

“Secure Your Place at the Table”

December 1, 2016

8:00AM – 11:30AM

King's College London
Strand
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WC2R 2LS
United Kingdom

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WELCOME FROM THE NATIONAL DIVERSITY COUNCIL



DENNIS KENNEDY
Founder & Chair
National Diversity Council



ANGELES VALENCIANO
Chief Executive Officer
National Diversity Council

Dear Participant,

Welcome to the 2nd Annual London Women in Leadership Symposium hosted by King's College London. This event offers an opportunity for you to observe, learn, network and hear different perspectives from a diverse mix of female executives who have made the climb up the corporate ladder.

The theme for today's symposium is "Secure Your Place at the Table". Despite advances over the past several years, women continue to be underrepresented in the C-Suite and executive leadership teams of businesses across the nation. By bringing together successful women leaders, we hope to educate, inspire, and encourage attendees to reflect on their own goals and status as they strive to advance in their organizations.

Listening to the success stories of today's panelists is only one part of the symposium. In the business world, both networking and professional development are key when seeking career advancement. Therefore, we strongly encourage you to take the initiative to meet new colleagues, talk openly about today's topics, and exchange ideas in order to make your experience today as rewarding as possible.

We sincerely appreciate your attendance today in support of the Women in Leadership Symposium and the National Women's Council. We would like to thank our corporate sponsors, planning committee members, program participants, and volunteers for their support and participation. Without each of you, this event would not be a success.

Sincerely,

GUEST OF HONOR



BARONESS CATHERINE ASHTON OF UPHOLLAND, GCMG, PC

*Former High Representative of the Union for Foreign Affairs and Security Policy,
& First Vice President of the European Commission, & Former Leader of the House of Lords*

Baroness Ashton is a Life Peer in the House of Lords. Before joining the Lords she worked as a Director for Business in the Community, committed to Inner City Regeneration and supporting minority communities to get better employment opportunities. She was also the Vice President of the National Council for One Parent Families. She has served as a minister in the Department for Education and Skills, and subsequently in the Department for Constitutional Affairs and Ministry of Justice. She was appointed Leader of the House of Lords and Lord President of the Queen's Privy Council in Gordon Brown's first Cabinet in June 2007.

In 2005, she was voted House Magazine's 'Minister of the Year' and Channel 4's 'Peer of the Year'. She became the first ever 'Politician of the Year' from the organization Stonewall for her work on Equality issues. In 2008, she was appointed as the first woman to be a British European Commissioner and became the first woman Commissioner for Trade in the European Commission. During her time as Trade Commissioner she initialled an ambitious and far-reaching free trade agreement with South Korea, solved a number of high-profile trade disputes with major trading partners, and championed trade as a means of promoting development around the world. In 2009, she became the European Union's first High Representative for Foreign Affairs and Security Policy and won praise for her work as a negotiator in difficult international situations, particularly for her role in bringing Serbia and Kosovo to agreement in 2013 and in the P5+1 talks with Iran which led to the November 2013 Geneva interim agreement on the Iranian nuclear program and laid the foundations for the final agreement. She has received numerous awards for her diplomatic work including the highest diplomatic honours from the King of Jordan and most recently from Germany. Together with the Prime Ministers of Serbia and Kosovo she was nominated for the Nobel Peace Prize. On leaving office she was awarded the Grand Cross of St Michael and St George [GCMG] by Her Majesty The Queen.

She is currently chair of the John Smith Trust, a distinguished practitioner at Oxford University's Blavatnik School of Government, and a Woodrow Wilson Scholar in the USA. She is a member of the European Leaders Network and the Global Leadership Foundation. She has just been appointed the first woman Chancellor of Warwick University.

MODERATOR & MISTRESS OF CEREMONY



SABRINA CLARKE

*Managing Principal
Build Global*

Sabrina is a purpose led and inspirational leader with international multidiscipline experience across industries that include Management Consulting, Financial Services, Advertising and Professional Services. Sabrina's portfolio includes global responsibilities working for companies, such as Barclays PLC, Barclays Investment Bank, Ogilvy & Mather and Nordstrom.

As Managing Principal of Build Global, Sabrina creates space for leaders to excel and for organisations to succeed. As an ambassador for Build Global, Sabrina is invited to speak internationally on a range of topics that include leadership, transformation, change, culture and megatrends. Sabrina is also an experienced facilitator frequently invited to host business offsites and conferences. In 2014, Sabrina started the Build Global Scholarship, which awards the whole picture of leadership to students pursuing higher education.

Along with her Build Global responsibilities, Sabrina is a Senior Manager at EY, where she focuses on developing propositions and strategy to optimise organisational performance. Sabrina helps clients transform and restructure their organisation underpinned by the culture and behaviours that drive success. Sabrina is also a trusted adviser, providing robust and challenging advice to senior stakeholders.

Sabrina is Chair of the Board of Directors for Instigate UK and a member of the Board Committee, People and Organization at Tearfund.

Sabrina is invested in ductus adedficat, interpreted as leadership builds.

SCHEDULE OF EVENTS



8:00 a.m. -8:30 a.m. **REGISTRATION, CONTINENTAL BREAKFAST AND NETWORKING**

8:30 a.m. -8:35 a.m. **WELCOME ON THE BEHALF OF THE KING'S COLLEGE LONDON**

8:35 a.m. -8:50 a.m. **MODERATOR & MC — PANELISTS INTRODUCTIONS**

Sabrina Clarke — *Managing Principal, Build Global*

8:50 a.m. -9:15 a.m. **DEVELOPING POLITICAL SAVVY: HARD WORK AND TALENT ARE NOT ENOUGH**

Laura Holleman — *Managing Director & General Counsel of Investment Banking Division, Goldman Sachs International*

Introduction:

You cannot afford to be apolitical at work if you aspire to advance in the professional sphere. In many jobs, when you reach a certain level of technical competence, politics makes a key difference in achieving success. In the workplace, politics is about positioning your ideas in a favorable light, knowing what to say, how to say it, and when to say it.

9:15 a.m. -9:40 a.m. **POSITIONING YOURSELF FOR THE NEXT BIG OPPORTUNITY**

Natalie Costello — *Vice President of Chartering and Commercial Operations, BP*

Introduction:

According to Benjamin Franklin, "Opportunity often comes disguised in overalls covered in mud." In today's environment, successful careers are often developed by taking the road less travelled or by accepting projects or assignments that may not seem appealing. However, these assignments may provide unique opportunities to stand out amongst your peers and other leaders. Learn when and how to take risks to ensure you are positioned for the next big opportunity.

9:40 a.m. -10:05 a.m. **THE COURAGE TO LEAD: INNER DIMENSIONS OF LEADERSHIP**

Pamela Hutchinson — *Head of Diversity and Inclusion of EMEA, Bloomberg LP*

Introduction:

Leadership does not happen without courage. To be an effective leader, you need to know your strengths, yet that is only part of the process. You also need a broad perspective on the behaviors needed to be an effective leader in order to avoid one-dimensional leadership styles. The inner dimensions of leadership include pioneering, energizing, affirming, resolving, and commanding.

10:05 a.m. -10:20 a.m. **BREAK**

SCHEDULE OF EVENTS



10:20 a.m. -10:35 a.m.

Q&A SESSION 1

10:35 a.m. -11:00 a.m.

BRANDING: BECOMING VISIBLE & THE IMPORTANCE OF SELF

Janine McDowell — *Chief Executive Officer of Sodexo Justice Services, Sodexo*

Introduction:

Highly successful women do not leave things to chance. They build networks, leverage their connections, and go after what they want. This frame of mind highlights the importance of self-branding, which is essential to climb the corporate ladder. Take charge of your personal brand and start thinking more creatively and strategically about yourself and your abilities.

11:00 a.m. -11:15 a.m.

Q&A SESSION II

11:15 a.m. -11:30 a.m.

CLOSING REMARKS & RECOGNITION OF SPONSORS

Sabrina Clarke — *Managing Principal, Build Global*

11:30 a.m.

ADJOURN

PANELISTS



LAURA HOLLEMAN

*Managing Director & General Counsel of Investment Banking Division
Goldman Sachs International*

Laura is General Counsel of the Investment Banking Division (IBD) with global responsibility for the IBD Legal and the Capital Markets Legal groups. She serves as counsel to the Firmwide Commitments Committee and Asia Pacific Commitments Committee and is a member of the Firmwide Operational Risk Committee and the IBD Client and Business Standards Committee. Laura also represents the firm on the Equity Capital Markets Board of the Association for Financial Markets in Europe. She is the Legal Department's MD ally for the Lesbian, Gay, Bisexual and Transgender Network.

Laura joined Goldman Sachs in 1998 as a Vice President in the Special Execution Group (now IBD Legal) and became Co-Head of the European group in 2001. She was named Managing Director in 2004.

Prior to joining the firm, Laura was an associate with the London office of Sullivan & Cromwell from 1992 to 1996 and a Vice President with J.P. Morgan Investment Management Inc. in London in the Legal and Compliance Department in 1997.

Laura earned a BA in International Relations from Michigan State University in 1988 and a JD from The Ohio State University College of Law in 1992.



NATALIE COSTELLO

*Vice President of Chartering and Commercial Operations
BP*

Natalie Costello is Vice President, Chartering and Commercial Operations for BP plc's global shipping business. In this role, she is responsible for the global management of commercial activities including the chartering in and out of BP owned and third party vessels, voyage operations and commercial performance. She leads teams based in London, Singapore and Chicago and is a member of the BP Shipping Leadership Team.

Prior to her current role, Natalie served as Head of Executive Office for the Executive Vice President of Strategy and Regions at BP plc. She was responsible for managing Group level executive processes and supporting the Executive Vice President's remit in the areas of Policy, Group Economics, Competitor Intelligence, Group Risk, Change Programme Management and Government and Political Affairs. From 2004-2012, Natalie held various roles in BP's Treasury Group in Chicago, Houston and London, most recently as Vice President, Structured Finance - Eastern Hemisphere where she oversaw BP's Structured Finance Activities in the region. She was a member of BP's Treasury Executive Committee. Her responsibilities included leading teams which delivered financial advisory and structured funding for investments and divestments across BP's businesses. She was also responsible for BP's economic evaluation methodology. Prior to her tenure in BP Treasury, Natalie had various roles in tax planning and tax compliance management. Natalie joined BP in 1995 after spending eight years at PriceWaterhouseCoopers where she provided audit and tax services to various manufacturing and service clients.

Natalie is a member of the Duke of Edinburgh's Women's Forum also served on the global steering committee of the BP Women's International Network from 2012-2015.

PANELISTS



PAMELA HUTCHINSON

*Head of Diversity and Inclusion, EMEA
Bloomberg LP*

Pamela joined Bloomberg in 2016 as Head of Diversity and Inclusion for Europe, Middle East and Africa. In this role, she leads the company's global diversity and inclusion initiative in the region, serving as a partner and thought leader on strategy and vision.

Pamela is cited as one of the most recognized thought leaders and vocal advocates for diversity across the private sector and has more than 20 years' experience in managing diversity across engineering, financial services and technology and media. During her tenure Pamela has provided coaching and guidance to senior leaders whilst collaborating across Human Resources and the business to deliver objectives, measures and solutions to promote and progress diversity and inclusion.

Pamela has worked at firms including Bechtel Ltd, Deutsche Bank, Barclays, Northern Trust and Goldman Sachs and has been instrumental in firmly establishing ethnic diversity as an imperative across the City whilst being a visible and vocal campaigner for equality.

Pamela was recognized in the Top 50 Part Time Power List 2014, was a finalist in the Financial Services Leader category at the inaugural Black British Business Awards 2014 and a finalist in the European Diversity Awards 2013 in the Inspirational Role Model of the Year category.

She is a Trustee at the London Bubble Theatre and The Inspiring Leadership Trust, whilst previously holding a board position at Kingston Women's Aid Ltd.



JANINE MCDOWELL

*Chief Executive Officer of Sodexo Justice Services
Sodexo*

Janine McDowell joined the Prison Service in England and Wales in 1989 as a Prison Officer at HMP Holloway and over the next 10 years worked at a number of establishments and in various roles before her appointment as Deputy Governor at HMP & YOI Feltham in 1999.

In 2001 Janine left the Prison Service and joined Sodexo Justice Services as Deputy Centre Manager at Harmondsworth Immigration Removal Centre before appointment as Director – HM Prison Bronzefield in 2003. Janine was responsible for the start up and operation of this brand new prison for women from the opening of the establishment until taking up post as the SJS Operations Director, England & Wales in November 2007.

In January 2010 Janine was appointed Deputy Managing Director for Sodexo Justice Services in the UK with responsibility for operations and business development.

Janine was appointed as Chief Executive Officer Justice UK & Ireland in August 2015. In addition she is the Chair of the Sodexo UK & Ireland Diversity Council and is a Trustee of Safer London.



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Imperial College London



Imperial is dedicated to showcasing the college's diverse community and the talent within it.

We are committed to ensuring a positive working environment and culture for staff from all backgrounds. We offer a wide range of training and career development opportunities, including mental health, unconscious bias, and leadership courses, from several dedicated staff development teams, including the Equality, Diversity & Inclusion Centre. Imperial is one of only a few universities to have achieved an institutional Silver Athena SWAN award, and was the first to achieve Silver on the expanded post-May 2015 criteria, recognising the employment practices that we've embedded to support the careers of women.

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For more information contact Carlos Mavins
carlos.mavins@nationaldiversitycouncil.org



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Contact

Cecilia Orellana-Rojas
cecilia.orellana-rojas@nationaldiversitycouncil.org
www.diversityfirsttoolkit.org



OUR HISTORY

Organized in 2011, the National Women's Council (NWC) is dedicated to developing and empowering women of all backgrounds, classes, and ages. Whether you seek to promote change globally or directly, the National Women's Council is the vehicle to bring the change to fruition.

MISSION

The mission of the NWC is to promote economic, political, and workplace equality.

VISION

The vision of the NWC is to be the premier organization for women's equality.

FOR MORE INFORMATION PLEASE CONTACT:

Kelsea Haught • kelsea.haught@nationaldiversitycouncil.org

PROUD INITIATIVE OF THE:



THANK YOU TO ALL OUR SUPPORTERS

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The Global Diversity Council and National Women's Council is committed to enhancing the appreciation for and understanding of the value of diversity and inclusion in today's global society. We strive to transform our workplace and communities into environments where people are valued for their uniqueness and differences and are confident that their contributions matter.



Please contact Valeria St. Laurent for more information about the councils at valeriestlaurent@nationaldiversitycouncil.org