



DOING NOT TRYING:

IT STARTS WITH ONE

VIRTUAL CONFERENCE ^{6th & 7th}
OCTOBER '21

AGENDA

Virtual Conference 2021

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#DoingNotTrying

#LEADNetwork21

Why attend?

LEAD Network's Virtual Conference is the flagship-event in Europe for D&I, focusing on gender equality in the retail and consumer goods industry. Delegates – including CEOs of some of Europe's largest companies – will connect for two days of networking, inspiration, learning, discussions, and best practice sharing, to drive action as an industry to create more gender-equal workplaces.

Our theme for this year is **Doing not Trying: It Starts with One**. We believe that every one of us must play an active role in driving change, and every action counts. Whether you are a business leader trying to create a more inclusive organisation, a D&I professional seeking to learn from your peers, or a leader looking for ways to grow, this event will provide you with the inspiration, ideas, and connections to do so.

LEAD Network is a non-profit and volunteer-led organisation whose mission is to attract, retain and advance women in the Consumer Goods and Retail sector in Europe through education, leadership, and business development.



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Overview

The objective of this document is to provide you with an overview of what's happening during the virtual conference. Use this to select which breakout sessions you want to join. You'll be able to build your personalised agenda prior to the event on our conference platform.

October, 6th 2021

9:00 – 10:40	OPENING PLENARY <ul style="list-style-type: none">Opening & WelcomeThought Leader Keynote - Sally Bucknell, EYFuture of Work Panel Discussion
11:00 – 12:00	Join the SuperPowers movement - Networking & Small Group Discussions
12:00 – 13:00	Lunch Break & Energiser Sessions
13:00 – 14:00	D&I Best Practice Spotlight Presentations
14:30 – 16:00	Breakout Sessions 1-5
16:30 – 19:00	Award Ceremony & Networking Happy Hour

All times provided are Central European Summer Time (CEST)



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October, 7th 2021

9:00 – 9:30	Morning Energiser Sessions
9:00 – 10:00	D&I Best Practice Spotlight Presentations
10:30 – 12:00	Breakout Sessions 6-10
12:00 – 13:30	Lunch Break & Networking
13:30 – 14:40	AFTERNOON PLENARY <ul style="list-style-type: none">Retail Leader Keynote – Andrea Euenheim, METRO AGFrontline Panel Discussion
15:00 – 16:00	Inspire Me Talks
16:15 – 17:00	CLOSING PLENARY <ul style="list-style-type: none">Inspirational Leader Keynote – Leena Nair, UnileverClosing Talk
17:15 – 19:00	After Show Party & Networking

PLENARY SESSION – Oct. 6th, 9:00 – 10:40 CEST

Opening & Welcome

Join us for the official opening of the LEAD Network Virtual Conference 2021 with a welcome from our Executive Director and the Chair of the LEAD Network Advisory Board.



Sharon Jeske
Executive Director
LEAD Network



Veronika Pountcheva
Global Director Corporate Responsibility Senior
Vice President METRO AG & Chair of the LEAD
Network Advisory Board

Thought Leader Keynote: A culture of equality – how to accelerate the pace of change

Many organizations have a clear commitment to improving diversity and inclusion, often including a suite of targets and activities to achieve this. Progress is being made, but it is slow for such a key commercial priority. EY spent time looking at this issue and explored the cultural barriers that inhibit real progress. Sally Bucknell will share the programmatic change journey to disrupt the myth of meritocracy and create a true culture of equality.



Sally Bucknell
Director, Diversity &
Inclusiveness, UK & Ireland
EY

Panel Discussion: The role of Equality, Inclusion & Diversity in the Future of Work

The events of the last 18 months have served as an accelerator for many businesses when it comes to the future-of-work trends. Whether it's a changed perspective on remote working, an increased focus on mental health, the redesign and purpose of the office or a fresh look at what is really required to create inclusive, equitable and diverse workplaces where everyone can thrive, one thing is for sure, a rethink is required.

With our panelists, we'll explore what concrete steps organisations are taking to reshape the workplace of the future in our industry.

Moderated by Zaheer Ahmad MBE JP,
Global Head of Inclusion & Diversity, GSK Consumer Healthcare



Zaheer Ahmad MBE JP
Global Head of Inclusion &
Diversity GSK Consumer
Healthcare



Nikki Humphrey
Executive Director People
The John Lewis Partnership



Johan Sjostrand
Global President,
Retail Intelligence
Nielsen IQ



Caroline Basy
SVP Strategy and
Transformation
PepsiCo



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Join the SuperPowers movement – Networking & Small Group Discussions

Oct 6th, 11:00 – 12:00 CEST

It starts with one SuperPower

Following our opening plenary sessions, we invite you to join this session to learn more about the SuperPowers initiative by the LEAD Network; get inspired by fellow members sharing examples of their own SuperPowers; learn how you can become part of this movement to accelerate gender equality; and expand your own network by connecting with your peers from across the sector.

Please check out the [SuperPowers](#) programme and come prepared to share an example of a SuperPower you have and how you leveraged that SuperPower to drive change.

Hosted by:

Peter Beets, F&A Vice President, P&G

Annelie Verstraaten, Owner of Merkwijis; Chair of the LEAD Network Executive Committee



UNLOCK SUPERPOWER



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D&I Marketplace – Best Practice Showcase at any time

Explore the Exhibition Space:

A key part of our strategic objectives at the LEAD Network is to help our Partners progress towards gender equality and we believe that by sharing the practices that really have an impact across our Partner Network, we'll all be able to reach that ambition quicker.

Our **D&I Marketplace** is a multimedia, virtual exhibition area where a number of our Partners and external sponsors showcase their D&I related activities, their learnings and the outcomes. Explore the exhibition in your own time in the booths and ask questions via the chat to learn more, network, and deepen your understanding. Check the host calendar and book a 1:1 video chat to discuss special needs and there will be live presentations on each day as well.

Join us for live presentations by our exhibitors where they'll provide in-depth insights into leading practices that are having a real impact on gender equality and D&I in their organisations.

Live D&I Marketplace Showcase Presentations

October 6th 13:00 – 14:00 CEST

- Ahold Delhaize
- Danone
- Creative Culture
- Friesland Campina

October 7th 9:00 – 10:00 CEST

- Coca-Cola Europacific Partners
- Kimberly Clark
- P&G
- Asahi Europe & International
- IBM



D&I Marketplace – Best Practice Showcase at any time

Ahold Delhaize: Our journey to 100% inclusivity

Join us to explore how Ahold Delhaize and its local brands are fueling their journey to a workplace that is 100% inclusive. In this session we will share what we are doing to develop leaders' skills and mindset to realize this ambition.

Asahi Europe & International: Creating an Inclusive & Progressive Culture

Join us on our journey as we create our welcoming inclusive and progressive culture. Our biggest opportunity and current challenge is around being inclusive - being inclusive, allows people of different backgrounds, characteristics and ways of thinking to grow, feel respected and appreciated regardless of their sexual orientation, gender, race, religion and disability, and we use term progressive culture to show the move to a more modern and flexible work environment, with agile ways of working.

Coca-Cola Europacific Partners: Creating a company where everyone is welcome to be valued, be themselves, and belong

At Coca-Cola Europacific Partners, we label bottles, not people. We are always refreshing the way we work and becoming a more inclusive, diverse, and equitable workplace. We are proud of the progress that we are making together, and we know there is more to do. Through our Everyone's Welcome philosophy, we will continue to go further, faster, to embrace all people across our five areas: Gender, Culture & Heritage, LGBT+, Multi-Generations, and Disability. We are all in this together, you are welcome to join us and explore more.

Creative Culture: Cultural diversity and understanding are key to meaningful inclusion

Culture is made by people for people. It's about ideas, customs and behaviors. Culture is constantly evolving, and it does so in real time, everywhere. Without cultural understanding there cannot be any meaningful inclusion process, whether at an internal corporate level or at a local, national or even international level. Rolling out a DEI strategy across international markets requires a level of sensitivity and intelligence that can only be found with the right level of cultural expertise and insight. Make culture work for you.

Danone: Making D&I a reality thanks to our People, Brands & Partners

Explore how Danone applies its People, Brands & Partners triangular D&I approach to cultivate a parent-friendly mindset globally – both inside and outside of the company. We invite you to take a deep dive into the implementation of our worldwide gender-neutral parental policy, our partnership with external parties at local and global level and understand how we empower parents through our brands.

IBM: Be Equal Allyship

Our Be Equal campaign began with gender equality and now champions the culture of conscious inclusion for all. Be Equal is also about promoting, progressing, and celebrating plurality of minds—and being an upstander, as a role model or an Ally. Learn about IBM's Be Equal inclusion campaign - learning, badges and Allyship in this session.

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D&I Marketplace – Best Practice Showcase at any time

FrieslandCampina: Move (Y)our World

Are you starting your journey towards gender equality? Or wondering how to take the next leap forward? Overwhelmed by the choices to be made, stakeholders to manage and multiple different views and opinions? We know how it feels! Within our booth we reflect on some of the most challenging dilemmas we all face, as well sharing key insights and tools from our own journey so far: from understanding imposter syndrome to challenging bias to leveraging “the power of we” and the importance of leadership. We are all on this journey, come join us.

Kimberly-Clark: How Inclusion & Diversity supports our growth journey

Join us as we go beyond the project and see how Inclusion and Diversity is transforming Kimberly-Clark's and in turn supporting its growth journey. We will share the various Inclusion & Diversity initiatives we have implemented over the past 12 months and share learnings on each of these aspects that are supporting us in driving an inclusive and Winning Culture.

Migros - Better Future Better Together

Explore Migros' best practices under the umbrella of “Better Future Better Together”: Migros Women's Academy, established with the power of Migros brand to enable women to contribute to the economy and to support the education and development of all women. Main purpose is to reach 1 million women in 3 years.

P&G: Unique and United

At Procter and Gamble, we aspire to build a better world for all of us – a world free from gender bias, with equal voice, equal representation and equal opportunity for all individuals – a world where everyone sees equal. We know that when we do this, communities are healthier, businesses thrive, and the world is a better place for everyone.

Reckitt: Stronger Together Sessions

Join us to explore a showroom of our “Stronger Together” conversation series. We'll share the purpose of the space we have created and the feedback we have been getting from our employees about it.

Sonae MC: Against Domestic Violence Programme

YOU ARE NOT JUST ONE, YOU ARE ONE OF US is the claim of Sonae MC's Programme against Domestic Violence. In partnership with Portuguese Red Cross, Sonae MC developed a programme aimed at raising awareness and protection mechanisms in order to support the Victims of Domestic Violence, within its teams.



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BREAKOUT SESSIONS – Oct. 6th, 14:30 – 16:00 CEST

We'll offer two rounds of 5 parallel breakout sessions, and you'll be able to choose what topics you want to explore.

1. Working across difference to foster a culture of belonging

(D&I Track)

In addition to different work, communication, and conflict resolution styles, we also need to recognize that the identities we bring to work add to the complexity of effective communication. With remote work enabling companies to hire even more global and remote talent, we need to not only be aware of the challenges of workplace communication across differences but also how to overcome them to unlock the benefits of having a diverse workforce. Join us for an interactive session to discuss how we can learn to recognize and address communication challenges across differences to support more inclusive workplaces.

After attending this session, attendees should be able to:

- Recognize the importance of identity and intersectionality;
- Describe how norms can make or break an employee's experience belonging in the workplace;
- Identify how to have meaningful dialog across difference.

Facilitated by:

Eric Challengeas, Regional Vice President, South EMEA, Rockwell Automation

Ana Bostan, Manager, Kalypso: a Rockwell Automation Company

2. Bringing diversity into the commercial function, our journey at Kimberly Clark Professional EMEA

(D&I Track)

If you are looking for inspiration, stories and practical tools to improve gender balance in your commercial organisation, join Olena Neznal, and Ana Jimenez in this breakout session as they explore the journey of Kimberly Clark Professional. We will not only share our stories and learnings but also discuss thought provoking questions around how to equip women, get gender parity, how to break stereotypes and build successful diverse teams.

Facilitated by:

Olena Neznal, Vice President and Head of EMEA, Kimberly-Clark Professional

Ana Jiménez, EMEA HR director, Kimberly Clark Professional

BREAKOUT SESSIONS – Oct. 6th, 14:30 – 16:00 CEST

3. Career Conversations (Personal Development Track)

It's not often that you get a chance to connect with senior leaders from across the consumer goods and retail sector in an up close and personal way to discuss career topics. At the LEAD Network, we believe that having access to both male and female role models is a critical part of personal and career development. During this session, you will be able to hear the career stories of a group of senior leaders and get a chance to connect with them in a small group setting to ask your questions, hear about what's helped them along the way, how they have overcome challenges and get their advice and guidance.

Moderated by **Lauren Stiebing**, CEO & Founder & **Pablo Aldaz**, Strategy & Operations Consultant, LS International

Sponsored by:  LS INTERNATIONAL

Speakers:

Tülye Sekendiz, Macrocentre Business Unit Managing Director at Migros Ticaret AS

Didem Sekerel Erdogan, Middle East Africa Analytics Leader, General Manager Turkey, Nielsen IQ

Joy Sclabi, Regional Manager, METRO Cash & Carry

Miranda Prins-Visscher, General Manager Continental Europe, The Kellogg Company

Angeliki Kazantzidi, Marketing Director South Europe France, Johnson & Johnson

David Findlay, Head of Operations, Zone EMENA, Nestlé

Kathryn Herrick, Group Chief Operating Officer, TCC Global

Alp Öğücü, CEO, Lila Group

Lana Busignani, Executive Vice President, Nielsen Media

4. What a Raccoon taught me about Resilience and how Resilience can be learned (Personal Development Track)

A Parkinson's disease diagnosis at age 39 was Cathy Molohan's ultimate resilience test. In this interactive talk, Cathy will share her journey from diagnosis to advocacy, a journey that was only possible by drawing on her inner resilience. She outlines what makes a person resilient, and how to foster this essential skill in everyday life. And she shares what all of this has to do with raccoons. The talk will involve the audience to ensure maximum interactivity.

Speaker: **Cathy Molohan**, Director International Relations of Yuvedo, Parkinson's Advocate and speaker

BREAKOUT SESSIONS – Oct. 6th, 14:30 – 16:00 CEST

5. Sales & Buying Chapter ‘Cognitive Diversity’: Potential for success or disaster’ (D&I Track)

The most commonly known and discussed diversity dimensions are probably gender, generation, race and nationality, which are all visible dimensions we did not choose but were born into. However, how much do they tell about who we really are? We may create a highly diverse team from these aspects, and still end up with a team of people with ways of thinking, mindsets, attributes and styles similar to us, if we are affected by affinity bias in hiring. Research shows that cognitive diversity is crucial for high performing teams, however it is a potential both for success or disaster depending on how much we understand and include ourselves and others. In this interactive session, our hosts will delve into the true meaning of cognitive diversity and will explore how to make sense of why people think, act and feel so differently to unlock the potential within and between them. Participants will be able to evaluate where they are, in this respect and also discover the benefits of a tool that can measure how open individuals and teams are to diverse perspectives and how well equipped they are to creating inclusive environments. Alongside plenty of learnings and self-awareness, participants will also take away a digital copy of the Uncommon Sense in Unusual Times book written by Csaba Toth.

Moderated by **Cynthia Merope**, Offer and Marketing Director, Board Member, METRO

Speakers:

Atila Yenisen, CEO Makro Czechia and Vice-Chair of the LEAD Network Sales and Buying Chapter

Burcu Çakın, Leadership and D&I Coach / Facilitator

Csaba Toth, Founder of ICQ Global, Entrepreneur, Researcher, Keynote Speaker & Coach

Sponsored by: **METRO**

PLENARY SESSIONS – Oct. 7th, 13:30 – 14:40 CEST & 16:15 – 17:00 CEST

Gender Balance in METRO - exhausting or simply inevitable?

D&I is something that is relevant for every employee at the company. It's a recipe for success to win on company level, on sector level and on societal level. But how to make everyone feel included and appreciated for what they bring to the table? How can the Wholesale and Retail sector in Europe learn from industries and other parts of the world?

In her keynote Andrea will showcase the METRO way of accelerating female talent on the way to achieving gender balance across all functions.



Andrea Euenheim
Member of the Management
Board of and Chief Human
Resources Officer
METRO AG

Panel Discussion: Insights to make the Frontline equal

While much of the talk over the last 18 months has focused on remote working, the vast majority of the people in the consumer goods and retail sector actually worked on the front line. They are the real heroes who have kept our factories running, delivered groceries, and showed up for customers in store every day. In this panel discussion, we'll hear about their experiences, the learnings and changes we need to consider to create more equitable workplaces.

Moderated by **João Cília**, Managing Director at Well's



João Cília
Managing Director
Well's



Julia Semenchenko
Plant Manager
P&G



Aylin Dal
Quality and
Environment Manager
Coca-Cola İçecek



Lisa Kerrs
Plant Manager
CHEP



Caroline Rowan
Head of Retail
Operations
Musgrave

Inspirational Keynote

Stop apologising, start leading: Moving from proving yourself to being yourself

Leena Nair, Unilever's Chief HR Officer, will bring the conference to a close with a very personal and powerful message about empowerment. Leena recalls her experiences from childhood of taking on authority and challenging the status quo supported by her strong female family network in India; experiences which gave her the confidence and resilience to pursue a highly successful career which, on many occasions, required her to be the first woman in the room. She looks at the reasons why women apologise, make themselves small or step aside, and, based on her purpose and experiences, challenges women leaders to claim our space and, indeed, claim that space for others.



Leena Nair
Chief Human Resource
Officer Unilever



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BREAKOUT SESSIONS – Oct. 7th, 10:30 – 12:00 CEST

We'll offer two rounds of 5 parallel breakout sessions, and you'll be able to choose what topics you want to explore.

6. Boardroom Conversations (Personal Development Track)

A fireside chat with three c-suite leaders about getting the crucible roles, securing an effective sponsor, stepping from functional leadership into business leadership, how to prepare for P&L responsibility, the role of non-executive roles and paying it forward.

Moderated by **Lauren Stiebing**, CEO & Founder, LS International

Speakers:

Page Guillot, President of Coca-Cola France, The Coca-Cola Company

Sandra Kottenauer, CPO & CMO, Executive Committee Member, Manor AG

Ayla Ziz, Chief Customer Officer, Danone

7. Male Allies actively building Inclusive Workplace

(D&I Track)

If we really want to advance gender diversity and create inclusive workplaces, men play a critical role through visible leadership and most importantly action. In this session, we'll hear from the male advocates and champions of diversity & inclusion across our sector. Find out why they are passionate about this topic, how they take specific and concrete action to drive change and explore how to bring more men on board.

Moderated by **Daniele Fiandaca**, Co-Founder Utopia and Token Man

Speakers:

David Lawlor, President, Europe, The Kellogg Company

Mehmet Mustehlik, Finance Director, CPA, Migros Ticaret AS

Marcin Jasiak, President Greater Europe, Russia, Middle East, L'Occitane International

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BREAKOUT SESSIONS – Oct. 7th, 10:30 – 12:00 CEST

8. Gender-balanced Workspace in Supply Chain (D&I Track)

The ambition of the LEAD Network is to create 50/50 gender representation at all levels and in all functions, that of course includes warehouse operations, factories and logistics - functions that are traditionally more male. With our panel hosted by our Supply Chain Chapter, we'll explore what it takes to turn these functions into gender-balanced workplaces and how social and cultural differences play a role.

Moderated by **Caroline Gidrol**, Project Manager Office, Supply Chain Strategic programs at Mondelez International

Speakers:

Sumathi Manjunath, Digital Infrastructure & Sustainability Director, Danone

Pawel Glijer, Food Manufacturing Operations Director, Barry Callebaut

Kathryn Martin, Director UK Manufacturing, Kimberly-Clark

Bruce Edwards, Vice President Supply Chain, Kellogg Company

9. Let's Talk About Burnout (Personal Development Track)

This session explores the impact of the last 18 months upon women in the workplace, as the pivot to WFH led to blurred lines between home and work lives for people all around the world. This session is for all women - the careers, parents, daughters and those living alone- all women who may have experienced disconnection and the struggle to prioritize themselves and practice self-care during challenging times.

We'll be opening up discussions in a safe space, exploring the key factors that lead to burnout and sharing tools and strategies to maintain wellbeing and good mental health at home and at work.

Facilitated by: Emma Mainoo, Partner & Head of Mental Health, Utopia in partnership with Pepsico

BREAKOUT SESSIONS – Oct. 7th, 10:30 – 12:00 CEST

10. What Fried Eggs & Elephants and the Principles of Futures Thinking Teach us About the Importance of Broadening our Perspective (D&I Track)

We know the world has changed in recent times in ways that many people couldn't foresee. Never before has broadening our perspective been more important in enabling us to both be - and coach - our future leaders. So, this session focuses on the principles of futures thinking and how they demonstrate the importance of broadening our perspectives to reimagine our businesses and brand, reinforcing the value more diverse and inclusive perspectives will play in our businesses in the future.

This will be a fun and interactive session introduced by Mike Wilson, Head of Leadership Development at Reckitt and facilitated by Lloyd Burdett who leads the Futures & Innovation team within Kantar's Consulting Division. The session will walk through 5 key principles of futures thinking and how Lloyd and his Futures team has been using these principles with Reckitt to help them train their future leaders, demonstrate the value of broadening their perspective to become more inclusive and diverse leaders in the business.

Speakers:

Lloyd Burdett, Global Client Partner and Global Head of Futures and Innovation Practice, Kantar Consulting (formerly The Futures Company)

Mike Wilson, Head of Leadership Development, Reckitt

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QUESTION



INSPIRE ME TALKS

Join us for a series of short but inspiring talks on a range of different topics intended to provide a spark and make us think. Each session will feature two speakers on a connected topic. After the talks, connect with other participants to further explore these ideas in small group discussions.

Session 1: Inspire me to be Confident

In this Inspire Me Talk series, we are featuring two speakers for whom it's all about confidence - being confident in your leadership style, confident in the value you add and confident in asking for what you're worth. Moderated by: Rocio Clemares Sempere, Operational HR, Communication & Marketing Real Estate Director at Carrefour Property

Lisa Murdoch - Unleashed! How to become an authentic, purpose-led Leader and fulfil your true potential

Lisa is CEO and founder of Unleash My Future. Her mission is to unleash the full potential of female leaders by empowering them to stop 'Proving' and start 'Becoming'.

In this talk Lisa will share her unique take on the three stages of female development

– Proving, Improving & Becoming – and will help you identify which stage you are in today.

She'll share lots of top tips to help you to step into 'Becoming', own your talents and fulfil your potential.

She'll also share stories about how finding your purpose can transform your career,

your Leadership....and even your life! You'll leave with new insights and tangible steps to unleash your own potential and support women throughout your organisation.



Michele Gay - Understand your worth and get paid for it

Michele is the CEO and Founder of LimeLife by Alcone. Michele's mission at LimeLife is to help women understand their worth and get paid for it. Rather than focus on standard sales trainings, her company, LimeLife, which is part of L'OCCITANE Group, trains Beauty Guides on ways to unfold their inner magic, build up confidence in themselves and others and keep an abundant mindset.



INSPIRE ME TALKS – Oct. 7th, 15:00 – 16:00 CEST

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THOUGHT



INSPIRE ME TALKS

Session 2: Inspire me to be a change agent

In this Inspire Me Talk series, we are featuring two speakers who passionately believe in driving change in the world and making a difference. Join us to gain a new perspective. Moderated by: Elaine Bowers-Coventry, Chief Customer & Commercial Officer at the Coca-Cola Company and LEAD Network Advisory Board Member

Isabelle Esser - Dare to Act

Isabelle Esser is the Chief Human Resources Officer, Barry Callebaut. She'll share how daring to act was a key lesson in her journey to Diversity & Inclusion. Acting, regardless of how small the scale, will make a difference. What started as an individual reaction against some societal norms became a catalyst for personal action.

Throughout her Engineering studies and 26-year long career in R&D, actions and their outcome, whether they were successful or not, provided her with thought-provoking insights and valuable lessons. Actions based on these will continue to shape Diversity & Inclusion at Barry Callebaut.



Loukia Tzekaki - Becoming a sustainability Activist

Loukia will share how she found her way starting Engineering 25 yrs ago, through Regulatory and Communications into finding her true passion in Sustainability and making it contagious, so it can make a difference to others and through others and for our planet.

What is key is to find your passion area and personal conviction. Dress it up with your unique skills and special powers and use it to drive change. Create a magnetic field around you, a true movement. The tsunami each of us can bring is unprecedented. And we all know it is the only way to progress, especially in complicated areas like sustainability.



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INSPIRE ME TALKS

Session 3: Inspire me to challenge the data

In this Inspire Me Talk series, we are featuring speakers who are passionate about diversity and inclusion and explore two very different perspectives on the relevance of data and numbers. Moderated by: Frank Galestien, Global Marketing Director The Vegetarian Butcher by Unilever

Caroline Brent & Thea Roberts - The dynamite analytics that make D&I business critical

Caroline and Thea will expose the hard facts that make business D&I strategy a main-stream 'must have'. Caroline is a globally experienced HR analytics professional with many years both in corporate HR and in running her own HR data analytics business. Thea Roberts is an experienced Executive coach and mentor with a commercial background operating up to VP/Managing Director level.

Both have a passion for analytics and are on a mission to expose the HR analytics around D&I that are integral to business success. In this session they will share with delegates the relevant external market data that delivers the power to company D&I analytics. They will expose how to utilise the unavoidable commercial truth that demands a committed, measurable and action-orientated diversity strategy, and what it means to drive alignment, commitment and real change.



Valerie Ntinu - Intersectionality before representation

Valerie Ntinu is the D&I and Communications Specialist at Ahold Delhaize Europe & Indonesia and in this session, she'll detail how often in companies, diversity and inclusion is conflated with representation. She'll examine the dangers of that in negating the nuances behind every identity. Individuals can possess identity markers that align with the majority group, therefore, providing them with privilege but can also possess identity markers that belong to a minority group, significantly altering how they then experience the world. Participants can expect to walk away from this session with a deeper understanding of how to approach diversity and inclusion practices with intersectionality in mind.



IT STARTS WITH ONE MINDSET



INSPIRE ME TALKS

Session 4: Inspire me to be myself

In this Inspire Me Talk series, we are featuring speakers who have a different take on leadership and what it really takes to have a meaningful & fulfilling career. Moderated by: Geraldine Percival, Group Head of Talent & Development at Asahi Europe & International

Marina Sverdel - Leadership is about service, not about titles

Marina Sverdel, a digital optimist, an energetic professional in the area of Customer Experience, Mom of two kids, a speaker and lecturer, will share her story about her pursuit for impact, continuous change and why earning trust is essential for growth, building relationships and leading without formal authority. She believes that if you are a missioned individual, you will shape your path and if you want people to follow you, you'll have to prove the value of your contribution.

Genuine leaders are the ones who are connecting the dots to assemble the "unknown" and create "the new" for other people to grow. Let's talk about the art and the science of leading the course both front- and backstage, about the moments of being alone in the room and the learnings how to feel rewarded.



Victoria Murtazina - The constant battle between Experts and Generalists or how to foster organizational creativity and not to be replaced by robots

Victoria has 20 years experience in FMCG, spanning across 7 countries and currently based in Rotterdam leading European Deodorants business at Unilever. Victoria's purpose is 'Creating a playground for people to excel' and to be a magnet for attracting and developing the most diverse talent, inspiring them to go beyond the obvious and deliver exceptional results.

In her talk, Victoria will explore a dilemma between the desire of the companies to get new thinking but at the same time preference for hiring of experts in specific fields. She will deepen into the importance of failure and how to create conditions for continuous learning & organizational growth to not to be replaced by robots.



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IDEA



INSPIRE ME TALKS

Session 5: Inspire me to make a difference

In this Inspire Me Talk series, we are featuring speakers who strongly believe in taking personal action and making a difference. Change doesn't happen if we just talk about it, it starts with each and every one of us taking action. Moderated by: Ceyda Kaptan, Strategic Planning & Marketing Director at Tchibo Turkey

Claudia LaVergne Brind-Woody - Stop Trying for Gender Equality - DO IT

For Claudia and her colleagues at IBM, a diverse and inclusive culture focuses on promoting, progressing, and celebrating plurality of minds - to include and represent every dimension of equality. Without an intersectional viewpoint, our work to tackle inequalities towards women will just propagate systemic inequities. There is No Such Thing as The Average Woman - women's rights must be intersectional and represent the experiences of women of different colours, classes, ableness, sexualities, ages, parental status etc.

We all need to check our privileges. ... But that's not enough - COVID-19 moved everything to a digital and virtual world, where technology is at the heart of everything companies do. This includes recruitment powered by artificial intelligence to maximise the flow of diverse individuals, innovative technology enabling equity in the practices, and holding executives accountable by tying progress against our metrics directly to compensation. At IBM, we are doing this, but are other organisations following the same trends? There is no easy path, everything starts with a step in the right direction. ... That's Doing. Not Trying.



Darina Stoyanova - You can't change the world, but you can change your street

Darina is the CEO of Prestige, one of the biggest food manufacturing companies in Bulgaria. Her mission is to inspire children and young people to achieve their dreams and make the world a better place by supporting them in improving their skills, providing access to successful society leaders and encouraging their ambition, self awareness and self esteem. In her talk, Darina will share how she's helped to drive change in her own community by starting the School for Leaders "Inspire yourself/others" and exposing teenagers to role models to inspire them to become better citizens and help make the world a better place.



CELEBRATE WITH US – Oct. 6th, 16:30 – 19:00 CEST



AWARD CEREMONY

Gender Diversity Scorecard Results - Celebrating progress towards gender equality

Every two years the LEAD Network measures the progress the industry is making towards the goal of achieving 50/50 gender equality. In this first part of our award ceremony, we will reveal the overall results for the industry and will announce the leading retailer and a leading manufacturer for the Gender Diversity Scorecard 2021.

LEAD Network Volunteer Awards - Celebrating our Volunteers

Recognizing the outstanding contributions our volunteers make is important for us and we want to celebrate their achievements. Join us as we raise a toast to our Partners and Volunteers and announce the winners of our annual LEAD Network Awards in the following categories: Outstanding Chapter, Partnership Excellence, Excellence in Volunteer Services, Outstanding Partner and Inspirational Leader.

Then join us for networking while we reflect on the day and celebrate the winners.



DOING NOT TRYING:

IT STARTS WITH ONE
VIRTUAL CONFERENCE 6th & 7th
OCTOBER 21

#LEADNetwork21 #DoingNotTrying #ItStartsWithOne

NETWORK, CONNECT & EXPLORE



IT STARTS WITH ONE CONVERSATION

Helping you to broaden your network is one of our key objectives of the event and it's our goal that each participant walks away with at least three new connections.

We're offering formal networking and **small group discussion** sessions throughout the two days where you can connect with other participants and explore how you can take the concepts and ideas our speakers have shared back to your own team or organisation.

Formal Networking Sessions are:

Wednesday: 11:00 - 12:00 CEST

Join the SuperPowers Movement

Thursday: 17:30 - 18:15 CEST

Celebrate the Award Winners

Thursday: 17:15 - 18:15 CEST

After Show Party

How it will work

Add the respective sessions to your schedule via the Theater area.

Join the meeting at the relevant time.

We'll split you into smaller groups of 4-5 people and provide you with a conversation starter topic.

Then it's over to you to meet, mingle and keep the conversation going.

If you run out of time, just look up the person you want to reconnect with in the "**Connect & Explore**" space under "**Search Participants**" and contact them directly.

NETWORK, CONNECT & EXPLORE



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Outside of our more formal Networking events which will be facilitated, our Networking Lounges offer opportunities for you to connect on a more individual level with others who share an interest and passion for similar topics. While the Networking Lounges are open any time during the event, we're encouraging people to join them predominantly during these times and we encourage you to make the first step and start the conversation:

Wednesday: 18:00 – 19:00 CEST

Thursday: 12:15 – 13:15 CEST

Thursday: 18:00 – 19:00 CEST

Our Networking Lounges:

Networking with the Next Gen Team

Are you a NextGen (25-35 year old) leader or work with the new generation? We're happy to welcome you in our lounge to discuss what's on the minds of NextGen leaders in business, how we can learn from each other's good, bad and ugly experiences and work on the future of LEAD Network. We will be happy to share with you our ideas, and get your input on what YOU need most to grow authentically at work and how NextGen and LEAD Network can help you with that! Please reach out if you want to join our rapidly growing community!

Volunteer Networking Lounge

If you're a LEAD Network volunteer and want to connect with peers or are interested in volunteering, pop into this lounge to connect, ask questions and find out more.

Work-Life Balance Networking Lounge

If juggling work and home life is top of mind for you and you are looking to connect with other leaders for tips and ideas or to just share experiences, then join this Networking Lounge and start a conversation with a peer.

How Diversity at Workplace Boosts Business Results

This is a shared space to exchange ideas and best practices of how diversity creates positive impact on the bottom-line. This is the space to share and learn on how engagement into LEAD supports talent development and the D&I journey.

Looking to connect with people in similar roles, check out the following lounges:

- Technology & Digital Networking Lounge
- Store Manager Networking Lounge
- Sales & Buying Networking Lounge
- Supply Chain Networking Lounge
- Self-Employed Networking Lounge

Let's keep it purely social

Looking for a purely social networking room to meet some new people and talk about anything apart from work, then join the purely social networking lounge and start a conversation with people on any topic of your choice.

ENERGISE



It starts with one moment for yourself

Join one of our energiser sessions to clear your mind, relax and restore your energy. Both sessions are taking place on both days.

Wednesday: 12:15 - 13:15 CEST and Thursday: 09:00 - 09:30 CEST



Wednesday: Ashwini Babu will lead a Relax & Restore Yoga session – Relax your mind and body with meditation and relax the muscles with some deep stretch to prepare yourself for the rest of the sessions.

Thursday: Ashwini Babu will lead an Energise & Flow Yoga session - Wake up your mind and body with a good flow of Asanas to keep yourself active for the rest of the day.



MINDFULNESS with Joyce Blommaert Agile transformation lead BNx for Unilever.

During our 30' get-together Joyce will share with you why mindfulness is often her best companion. Since experience is often key, she will also take you through a short mindfulness exercise to get you grounded for the rest of your day.



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OCTOBER'21

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