



For immediate release:

AMSTERDAM, 23 September 2022 – LEAD Network’s 10th Annual Conference, the largest Diversity & Inclusion event for the European FMCG & retail sector will take place October 13th and 14th 2022 in Paris, France.

Europe’s flagship networking event dedicated to the promotion and advancement of women in the consumer products and retail sector takes place at the Palais des Congrès in Issy Les Moulineaux and brings together over 800 industry leaders participating in-person or virtually, all united by a common ambition to create and promote gender equality.

The LEAD Network’s (*Leading Executives Advancing Diversity*) mission is to attract, retain and advance women in the retail and consumer goods industry in Europe through education, leadership, and business development. LEAD Network and its partners believe that organisations can create more sustainable value by leveraging the full talent pool. The LEAD Network helps to empower women through learning, building awareness, and making connections with others.

“Advancing diversity isn’t merely a matter of doing good business, it’s a prerequisite for creating and sustaining an inclusive work environment driven by the profound reflection, intention and leadership of a company, its managers, and its employees” – Sharon Jeske, Executive Director, LEAD Network

This year's theme: **“Doing not Trying: Lead through Inclusion”** is founded in the conviction that each individual must play an active role in driving change, and that every action counts. Whether you're a business leader trying to create a more inclusive organisation; a D&I professional looking to learn from your peers; or a leader looking for ways to grow, the LEAD Network conference aims to provide inspiration, ideas, and a dynamic and engaging support network.

“On matters of equality, nothing matters more than action. As one of the world’s largest advertisers, I am proud that we are able to consistently use the voice of our brands to tackle bias and promote gender and intersectional equality. Even within the company, the spirit of equality is visible in our enrolment, our leadership, our board of directors and our inclusive culture. Yes, there is a lot of work still left to do but I am grateful that the work is focused on doing versus just talking”. - Pankaj Bhalla, Senior Vice President Europe Grooming, Procter & Gamble

Attendees will experience two days of networking, learning, colourful exchanges, profound discussions, and sharing of “best practices”. Conference sessions are designed to inspire, motivate, encourage, and drive action to grow and develop “The Inclusion Shift” within companies or organisations, with a goal of reaching the 50:50 threshold for a gender equal workplace.

To date, more than 500 participants have registered for the 2022 conference from the following companies: Ahold Delhaize, Bayer, Carrefour, The Coca-Cola Company, Danone, EY, IBM, Johnson & Johnson, Kellogg Company, METRO, Microsoft, Nielsen Media, NielsenIQ, PepsiCo, P&G, Reckitt, Unilever, Amazon, Asahi Europe and International, Barry Callebaut Group, Beiersdorf, Cargill, Criteo, Friesland Campina, GXO, Kimberly-Clark, CHEP, Nestlé, SBD, ASDA, CDS, CCEP, COOP, Diversey, Duracell, Ecolab, ICA, Ingredion, John Lewis Partnership, Kalypso, The Kraft Heinz Company, L'OCCITANE Group, Lidl, Manor, McCormick, Mondelez, Musgrave, PA Consulting, Prestige, SC Johnson and Sonae.

To download the complete programme:

https://www.lead-eu.net/wp-content/downloads/LEAD-Network-Conference-2022_agenda.pdf

Registration for the conference is open to all LEAD Network members:

<https://leadnetwork.vfairs.com/en/registration>

LEAD Network membership is free, and it's easy to sign up:

<https://leadmembers-eu.net/signup>



2022 LEAD Network Annual Conference

October 13th from 5pm to 10pm / October 14th from 9am to 5pm

Le Palais des Congrès d'Issy

25 Av. Victor Cresson Issy-les-Moulineaux, 92130 Paris, France

About LEAD Network

LEAD Network is a non-profit and volunteer-led organisation whose mission is to attract, retain and advance women in the consumer products and retail sector in Europe through education, leadership, and business development. LEAD Network has a fast-growing membership of more than 16,000 people – both women and men – drawn from 81 countries. Members can build their leadership skills, widen their circle of contacts, and be inspired by female role models as well as male champions in the industry. To date, 65 companies have signed LEAD Network's CEO Gender Parity Pledge, a charter whereby CEOs and top managers commit to implementing specific actions aimed at cultivating a work environment that promotes inclusiveness. The CEO pledge recognises companies where women hold high-level positions, and which are striving to achieve gender parity over the next decade.

Download more information about LEAD Network [2021 Annual Report](#) and about the LEAD Network [CEO Gender Parity Pledge](#).

#LEADNetwork22 #DoingNotTrying #LeadThroughInclusion #GenderEquality

www.lead-eu.net

**LEAD Network Conference 2022
13-14 October 2022**

OFFICIAL PROGRAMME

Thursday 13 October 2022

11:00 – 12:00 LIVE VIRTUAL D&I MARKETPLACE SHOWCASE PRESENTATIONS

The LEAD Network focuses on driving progress towards gender equality in the consumer goods and retail sector. The D&I Marketplace is an opportunity to explore leading practices from different organisations in its network. This multi-media exhibition allows participants to explore in their own time, participate in live sessions and connect directly with the people leading these initiatives. Companies who will participate: Coca-Cola, Johnson & Johnson, Kellogg Company, Kimberly-Clark, Nestlé, Reckitt, Unilever.

15:00 – CEO ROUNDTABLE (by personal invitation only)

The LEAD Network CEO Roundtable has become a unique forum for senior executives within the retail and FMCG industries to speak openly about the challenges and rewards of promoting more women to leadership positions. In this forum, CEOs talk candidly about their companies' efforts to reach gender parity. This initiative is part of LEAD's continuing commitment to sharing best practices among industry leaders.

This year, the CEO roundtable will be a physical event for the first time in 2 years. More than 40 CEOs and regional presidents from the industry will be having an active dialogue and exchange of best practices on how to foster an inclusive company culture.

17:00 - 18:00 CONFERENCE OPENING

Presented by:

- Sharon Jeske, Executive Director, LEAD Network
- Veronika Pountcheva, Senior Vice President Corporate Responsibility, METRO AG / CO-CEO NX-Food GmbH & Chair of the LEAD Network Advisory Board
- Rami Baitié, Executive Director, Carrefour France & Member of Carrefour Group Executive Committee
- Nigyar Makmudova, Executive Vice President, Chief Growth Officer, Danone

18:00 - 18:30 AWARD CEREMONY

A toast to partners and volunteers, announcing winners of annual lead network awards.

18:30 - 22:00 NETWORKING CELEBRATION EVENT SPONSORED BY THE COCA-COLA COMPANY

Hosted by Page Guillot, President, Coca-Cola France

Friday 14 October 2022

9:00 - 10:30 BLOCK 1: LEAD THROUGH INCLUSION – STORIES FROM INSPIRATIONAL LEADERS

What can you do as an individual to advance inclusion? Personal stories and experiences from inclusive leaders on how to bring your whole self to work. Four speakers from diverse backgrounds will give us their perspectives on our theme, through short TED-like talks: avoiding burn-out; the generational divide; being born differently; and becoming an empowered person at a young age, tales of how diversity has shaped them and their careers.

Facilitated by Béatrice Dupuy, President & General Manager, France, Belgium, Luxemburg & The Netherlands - Procter & Gamble

With:

- Ruben Santos, European HR Strategy Director, Ahold Delhaize
- Katie Moran, EMEA Sector Leader - Baby Child Care, Kimberly-Clark
- Matthew Jipps, Group Revenue Management Director, Asahi Europe and International
- Emirhan Deniz Çelebi, Equity, Diversity and Inclusion Lead, Unilever

11:15 - 12:30 BLOCK 2: LEAD THROUGH INCLUSION – BUSINESS PRACTICES TO CHANGE THE WORKPLACE AND BEYOND

Company leaders share their experiences and their journey towards creating a more diverse and inclusive workplace. Gender equality is an intentional choice that builds our culture and our business. Business driven best practices with an inspirational touch. Which concrete actions, that can be easily reapplied, can be put in place to improve inclusion? The companies featured in this session have made inclusion a fundamental expectation and cultural shift. Come and learn from them.

Facilitated by Stéphane Grenier, Managing Director Advertising France, Amazon

With:

- Pankaj Bhalla, Senior Vice President Europe Grooming, Procter & Gamble
- Miranda Prins, Vice President and General Manager Continental Europe, Kellogg Company
- Olivier Kac, General Manager France, Kellogg Company
- Dr. Zaheer Ahmad, MBE JP Global Head of Diversity, Equity and Inclusion, Haleon
- Clare Wardle, General Counsel and Company Secretary, Coca-Cola Europacific Partners
- Béatrice Guillaume-Grabisch, Executive Vice President, Global Head of Human Resources & Business Services, Nestlé S.A.
- Carine Kraus, Director of Engagement and member of the Executive Management Committee, Carrefour
- Dorothee Massoulier, Managing Director Erborian, L'Occitane

12:30 - 14:00 NETWORKING LUNCH**14:00 - 15:00 BLOCK 3: LEAD THROUGH INCLUSION – HOW INDUSTRY LEADERS CAN PROPEL THE 50:50 AGENDA FORWARD**

LEAD Network has become a unique forum for executives within the European consumer packaged goods and retail industry to speak openly about the challenges and rewards of promoting more women to leadership positions. This session considers the actions that CEOs and senior leaders can take to interrupt, disrupt and eliminate the workplace bias that affects the career progression and advancement of women.

Facilitated by An Claes, Vice President Deliver Operations, EMEA Johnson & Johnson

With:

- Sarah McGowan, Partner August Leadership and LEAD Network Advisory Board Member
- Matt Close, President Ice Cream, Unilever
- Laurence Etienne, President Western Europe, Mondelez
- Sinéad Kwant, President Europe & Executive Committee Member, Diversey
- Piers Heaton-Armstrong, Vice President, Amazon Ads Europe

15:45 - 17:00 BLOCK 4: LEAD THROUGH INCLUSION – YOUR BOLD ACTION TO DRIVE CHANGE

Facilitated by Olena Neznal, VP & Head of EMEA, Kimberly-Clark Professional

With:

- Olena Vdovychenko, Chief Executive Officer, METRO Cash & Carry Ukraine Ltd.
- Cécile Béliot, CEO, Bel Group
- Tanya Kopps, CEO of Metro Italy and Chair of the LEAD Network Leadership Team