

Doing Not Trying:

# THE INCLUSIVE JOURNEY

A LEAD Network Conference

12 - 13 OCT 2023 - DÜSSELDORF



# AGENDA





# Our Conference

LEAD Network's 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.

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.

KINDLY SUPPORTED BY





## Thursday 12<sup>th</sup> October 2023

08.30 – 12.00	LEAD Network committee & governance meetings
whole day	Virtual D&I Marketplace
12.00 – 13.00	Official Delegates Opening Lunch
13.15 – 15.00	<b>OPENING &amp; PLENARY SESSIONS</b>
15.00 – 16.00	Refreshment Break
16.15 – 17.15	<b>BREAKOUT SESSIONS ROUND 1</b>
	Bus transfer service, time to relax & refresh
18.30 – 22.00	<b>Networking Celebration Dinner &amp; Award Ceremony</b>

## Friday 13<sup>th</sup> October 2023

whole day	Virtual D&I Marketplace
07.45 – 08.30	Volunteer Recognition Breakfast (by invitation)
09.00 – 10.00	<b>BREAKOUT SESSIONS ROUND 2</b>
10.00 – 11.00	Refreshment Break
11.15 – 12.15	<b>BREAKOUT SESSIONS ROUND 3</b>
12.15 – 13.45	Lunch Break
13.00 – 15.00	CEO & CIO Roundtable (by invitation)
14.00 – 15.15	<b>PLENARY &amp; CLOSING SESSION</b>

All times provided are Central European Summer Time (CEST)



# Thursday 12<sup>th</sup> October | 13.15 – 15.00 CEST

## Opening & Plenary Sessions

### Official opening of the LEAD Network Conference 2023 (13.15-13.35 CEST)

The adventure is about to begin, join us for the official opening of the LEAD Network Conference 2023 with a warm welcome from the Chair of the LEAD Network Board of Directors and our CEO.

- **Tanya Kopps, CHRO Europe & Indonesia, Ahold Delhaize and Chair of the Board of Directors of LEAD Network**
- **Allyson Zimmermann, CEO, LEAD Network**



### Transforming together – Paving the way for more diversity, equity, and inclusion (13.35-14.00 CEST)

Hear from these leading German companies why D&I is important to them and what they are doing to advance inclusion.

- **Carsten Knobel, CEO, Henkel**
- **Dr. Steffen Greubel, CEO, METRO**

### Future Jedis - NextGens & CEOs shaping the future of CPG & Retail Leadership (14.00 -14.20 CEST)

Is your organisation Future-Fit and are you a Future-Fit Leader in CPG & Retail? And what does that really mean for each of us personally? By 2030 the global human talent pool will be short of 85 million people. Our industry will be strongly affected, and it will require redefining the face of leadership. Hear from two industry CEOs & NextGens on what Leadership 2.0 is and how they approach this transformation both from a business and human perspective.

- **Olena Neznal, Managing Director Northern Europe, Diageo**
- **Paolo Lanzarotti, CEO, Asahi Europe and International**
- **Lidia Timkovskaya, Founder WOW Humans & Women's Career Empowerment Coach**
- **Radia Ahsan, NextGen Co-Chair, Co-op Customer Account Manager, Unilever**





# Thursday 12<sup>th</sup> October | 13.15 – 15.00 CEST

## Opening & Plenary Sessions

### **The Power of Purpose: Advancing women in senior leadership** (14.20 – 14.40 CEST)

We are a global company that takes great pride in our diversity – it's a fundamental part of who we are. Our journey towards gender diversity began in 2016 when we first took concrete steps to accelerate the representation of women in our senior leadership positions. In 2019, we raised the bar even higher by setting ambitious targets for ourselves. We didn't simply imitate what other companies were doing – we carefully assessed what was right for us and took decisive actions accordingly. Since then, we've been working hard to promote women in leadership roles. We've created development programs and metrics to track our progress, and we've learned that inclusion is about more than just gender – it's about valuing every employee's unique identity. We know that building an inclusive workplace is crucial for our success, and we're committed to doing even better in the future.

**Gilles Andrier, CEO, Givaudan**



### **Powered by Purpose: Harnessing personal experiences to drive professional change** (14.40 – 15.00 CEST)

Sam Latif has always been a trailblazer, she is not only female, but an IT professional, blind, a wife, a mother, and a first-generation Scottish Pakistani. During this session, Sam will share her personal story as someone who has overcome numerous challenges in order to succeed as a woman in innovation; someone who today is leading P&G's work to create a more equal and inclusive world through accessible design. Through this, she will inspire the audience to continue to push the boundaries, to make their careers their own, and to strive for equality and inclusion across all facets of their personal and professional lives.

**Sam Latif, Company Accessibility Leader, Procter & Gamble**

Photo credit: Stylist/Holly McGlynn



# Thursday 12<sup>th</sup> October | 16.15 – 17.15 CEST

## Breakout Sessions – Round 1

Select one per Round.  
Sessions have limited capacity,  
first come, first served

### Becoming the NextGen Jedi of the Industry

This breakout session will give members some insight into the WHY and HOW behind the change from Leadership 1.0 -> Leadership 2.0. Giving all members the opportunity for some open discussion and sharing of practices and most importantly a chance for each individual to take back an action that they will take to move their team/company to becoming more future fit.

- **Lidia Timkovskaya, Founder WOW Humans & Women's Career Empowerment Coach**
- **Radia Ahsan, NextGen Co-Chair, Co-op Customer Account Manager, Unilever**
- **Arta Statovci, AI, Innovation, Strategy & Transformation Expert, Impact Entrepreneur & Intrapreneur**
- **Michelle Vandamme, Business Development Representative, Foodpairing**
- **Patricia Souza, Senior Human Experience Manager, Zortify**



LEAD NETWORK CHAPTERS

### Breaking Barriers for Equity: conversations with retailers

What do retailers do concretely to support women in their company? How to be more inclusive, not just regarding gender, but also ethnicity and culture. Which goals have they set and which measures have they taken to provide for a healthy work-life balance? Come and join us for some first-hand testimonials and best practices during this panel session.

- **Cansu Ergün, Sustainability Group Manager, Migros T.A.Ş.**
- **Margarida Melícias, People Sustainability Senior Manager, Jerónimo Martins**
- **Sandra Kottenauer, Chief Product & Marketing Officer, Manor**
- **Ceyda Kaptan, Head of Commercial Coordination & Non-Food Europe, Tchibo & Co-Chair LEAD Network Turkey**
- **Merlin Wetzels-De Jong, Vice President Operations, Albert Heijn**

RETAIL

### Breaking Down Barriers and Choosing Change (title tbd)

Liz will share her journey from business leader to leading the DEI work for Amazon Stores globally and what drove her desire to make a career shift. In addition, she will share key pointers for how to support leaders to shift from intention to action including the important mechanisms, embedding inclusion into culture and bringing employees along on the journey.

**Liz Gebhard, Head of Inclusive Experiences and Technology, Amazon Global Stores**

RETAIL



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### LEAD NETWORK CHAPTERS

#### **The Revolutionary Power of Diverse Management**

In this session our panelists will share their career journey and the steps they have taken to foster a diverse and inclusive leadership team within their sales organisations. How can leaders leverage diverse perspectives to better understand and serve diverse customer bases and market segments? They will share specific examples of how diversity in leadership has positively influenced decision-making and organisational outcomes. And where diversity in the teams proved to be a challenge. Their journey, lessons learned, takeaways...

- **Anat Gabriel, VP Global Net Revenue Management, Unilever**
- **Susanna Freer Epstein, Global Commercial Excellence Leader, Cargill**
- **Ergul Hemmingsen, Global HR Director Amazon Advertising Sales, Marketing & Services, Amazon**
- **Moderated by Annemarie Renes van Asselen, Founder, Women Development Boutique**



#### **Playing it forward internally – Plug & Play Inclusive Leadership Program with practical tips from Asahi**

Matthew and Jacobijn both followed the LEAD Network central Inclusive Leadership Programme and decided to play it forward internally, first locally by Matthew in Poland and now together across the region with 180 leaders now in the first cohort. Both will share their experiences, learnings, and practical tips. Following the good practices, Dorottya from LEAD Network Education Team will share how they designed a plug & play version to support all partner companies delivering Inclusive Leadership Programs internally to reach a wider audience and drive a diverse and inclusive working environment.

- **Jacobijn Boerrigter-Elberse, Regional Head of Diversity, Inclusion and Wellbeing, Asahi Europe and International**
- **Matthew Jipps, Group Revenue Management Director, Asahi Europe and International**
- **Dorottya Gill-Zalay, Education Manager, LEAD Network**

D&I



# Thursday 12<sup>th</sup> October | 16.15 – 17.15 CEST

## Breakout Sessions – Round 1

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### **How Job Share drives women diversity and makes you win as a leader, as an employer and as a team**

To bring in more women talents and to ensure that career development is not limited even when working part-time, we have started to establish job share roles in our sales organisation. First roles in internal sales roles – namely shopper marketing, category management and trade marketing. And 3 years ago, we have announced two sales directors as job share running our biggest customer in Germany. In the session we want to share the success model from an employee & line manager perspective as well as from the job share itself and show how the equation 1+1=3 works!

- **Joanna Tornai & Kathrin-Stobbe Werner, Sales and Marketing Director Germany, Unilever**
- **Stefan Pfeifer, Head of Country and VP Sales Germany, Unilever**

D&I

### **Networking Ninja's! Transform your networking from Awkward to Awesome!**

You know that networking is important. You want to network beyond your company. You want to share and learn industry best practice. But you hate networking. Is this you? Then come and join the 'Networking Ninjas' where we'll make it easy to meet new people, share insights on how to network effectively and of course there will be LOTS of networking during the session! You will leave this session with:

- 1) at least TEN new connections
- 2) having learnt awesome tips and tools to improve your networking skills,
- and 3) feeling energised to network happily and effectively at the conference and beyond.

We can't wait to meet you!

- **Lisa Murdoch, CEO & Head Coach, Unleash My Future**
- **Emer Brady, CEO, Chispa Consulting**

PERSONAL GROWTH & INSPIRATION





# Thursday 12<sup>th</sup> October | 16.15 – 17.15 CEST

## Breakout Sessions – Round 1

Select one per Round.  
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### **Personal Development and Career; my Inclusive Journey**

In this session we will take a different approach to the inclusive journey that people make and look at it from various angles. Murat is heading up Kenvue (previously J&J) in Turkey and was confronted with the devastating impact of an earthquake earlier this year. How did this impact the careers of women and how companies should address this? Natalie is a change-orientated HR leader who believes in leaving a positive impact on people and organizations, how does she create equitable opportunities for everyone in the workplace and beyond? Page started her career at Coca-Cola Enterprises in Atlanta with subsequent posts in London, Singapore and Paris and is now heading up Global Customers & Commercial at Danone. How has she shaped her career while keeping an eye on the needs of her family members?

- **Natalie Keast, HR Senior Director, Northern Europe, PepsiCo**
- **Murat Mutlu, Turkey & CIS General Manager, Kenvue**
- **Page Guillot, Senior Vice President Global Customers & Commercial, Danone**
- **Moderated by Lauren Stiebing, Founder & CEO, LS International**

PERSONAL GROWTH & INSPIRATION

### **Empathy Unleashed: Using Virtual Reality to Transform DEI Initiatives**

Immerse yourself in a ground-breaking VR experience that unlocks the power of empathy. Learn how to effectively incorporate VR into your organisation's DEI initiatives, equipping your team with the skills and perspectives needed to create an inclusive and empathetic workplace.

- **Rodney Frank, DEI training consultant and CEO, Vision in Motion**
- **Mary Jane Roy, Owner, Creating Waves**

*By invitation only*

D&I



# Thursday 12<sup>th</sup> October | 18.30 – 22.00 CEST

## Networking Celebration Dinner

Join us for an exciting evening to celebrate all milestones big and small, our champions, cheerleaders, and leaders on this journey to Equality. The evening will also be a great opportunity to network with peers in a relaxed atmosphere while being inspired by the trailblazers in the DE&I space.

Dinner co-hosted and sponsored by



**Evelyne De Leersnyder**  
Vice President Franchise Operations Germany  
The Coca-Cola Company



**Olena Neznal**  
Managing Director Northern Europe  
Diageo



**Aperitivo Sponsor**



# Thursday 12<sup>th</sup> October | 18.30 – 22.00 CEST

## Award Ceremony

The LEAD Network Awards are all about celebrating excellence in the realm of Gender Equality and Inclusion and recognising outstanding individuals and initiatives that have truly made a difference.

We want to commend the exceptional work that's being undertaken to attract, retain and advance women in the Consumer Goods and Retail sector in Europe.

Presented by



**Helayne Angelus**  
Co-Founder and past Chair LEAD  
Advisory Board  
Kalypso



**Michaela Kuhndörfer**  
Marketing Director DACH & Nordics  
Reckitt & Co-Chair of the  
Germany Chapter



**Sarah Koop**  
Operations Manager for Delivery Department  
METRO & Co-Chair of the  
Germany Chapter



# Friday 13<sup>th</sup> October | 09.00 – 10.00 CEST

## Breakout Sessions – Round 2

Select one per Round.  
Sessions have limited capacity,  
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### LEAD NETWORK CHAPTERS

#### **Women CIO panel – hear from global leaders who have cracked the digital code**

Technology is foundational for all industries, but in consumer products and retail, we are seeing big developments that mean technology is changing everyone's roles. At the same time, the rate of digital transformation and development is exponential whether automation, analytics, or artificial intelligence. And these omnipresent technologies need diverse teams, different ways of thinking and softer skills. This is why the major skills and gender gap in technology is a disaster. Hear from four trailblazing women CIOs about what they are doing to make a difference on the Journey to Digital Diversity in this no-holds-barred panel.

The panel will feature five women leaders who are true advocates for the advancement of women in business and passionate about Women in Technology.

- **Lesley Salmon, Senior Vice President and Chief Information Officer, Kellogg**
- **Caroline Basyn, Chief Digital and IT Officer, The Adecco Group**
- **Diane Levin, Chief Transformation and Technology Officer, McCormick**
- **Sam Kini, Chief Information Officer, Unilever**
- **Facilitated by Elaine Parr, Consumer Products and Retail Industry Leader, IBM**



### RETAIL

#### **Growth & Performance**

What are the conditions for Performance and Growth? As a person, to reinforce your superpowers for unlimited growth. And as a leader, to build unity among diversity for sustainable performance. Come and join us in this session to learn and exchange.

**Cynthia Mérope, Offer and Customer Director & Board Member, METRO France**



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## Breakout Sessions – Round 2

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D&I

### End to End Diversity in Supply Chain

Join this session to listen to our panelists discussing the progress made and the challenges faced in creating a diverse supply chain from the factory floor to senior leadership and to the suppliers they use. How do we create a truly end to end diverse supply chain where everyone feels like they belong?

- **Talia Oozeer, EMEA Continuous Improvement Director, McCormick**
- **Kate Clancy, Enterprise Sustainability Leader, Cargill Food & Bio**
- **Anna Sparty, Director Global Logistics and Customer Management, Beiersdorf**
- **Eva Cullen, John Lewis Partnership**
- **Pascal Montilus, SVP Supply Hygiene, Reckitt**
- **Moderated by Lushantha Naidoo, Managing Director, European Supplier Diversity Programme**

### Lens of Inclusion - Intersectional approach to create an Inclusive Ecosystem

Intersectionality is a way of thinking about identities. It is an approach, a mindset and a way of reflecting and working. This session aims to explore nuances of an Intersectional lens; enabling organisations to strengthen existing DEI practices by 'Broadening the Frame' of action, accessibility and impact to foster an inclusive and equitable workplace. Providing insights to challenge norms; navigating our own vulnerability with reflections of privilege and faced discrimination by virtue of Intersectionalities. Furthermore; empowering people to feel a sense of belonging, embrace Intersectional identities and their reach unique potential.

**Nisha Raj Coughlan, Diversity, Equity and Inclusion Leader, Cargill (EMEA Region)**

D&I



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## Breakout Sessions – Round 2

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### **The L'OCCITANE Group: a case for a big business truly empowering individuals**

Join us in this session to hear how our strong principles – guided by our mission to positively impact people and nature – are shared across multiple brands and geographies, which are given the autonomy to lead and develop their businesses. What does it mean from a human resources' point of view to ensure that each employee can be a real player in the strategy of the brand and the group, while granting the right to make mistakes? What does it mean to offer equally attractive and fair working conditions while giving each business the opportunity to draw up its own roadmap? You will be given insights and best practices on how to drive DE&I in offices, factories and retail in a global, truly entrepreneurial and decentralised company.

**Marie Grasset, Global Human Resources Director, The L'OCCITANE Group**

RETAIL

### **Menopause is the New Vegan – Its Moment is Now**

With a global audience set to hit one billion by 2025, the menopause offers a unique opportunity for brands to step up and cater to a long-underserved market. A societal issue that affects everyone directly or indirectly, the menopause impacts every division of business. Think about how much time and money is put into understanding and catering to the vegan market (around 2% of Europe) with specialised products, clear signposting, marketing and labelling alongside improved customer experience instore and online. Unlike the choice to be vegan, the menopause is an inevitability for half of the world and 20% of the population is in menopause at any one time. Improving the experience for this significant audience offers a huge purposeful opportunity to brands willing to step up. In this session, Heather will discuss the opportunity that the menopause offers for your business. With 48 potential signs and symptoms of menopause, there are 48 opportunities to serve this audience in a purposeful and commercial way.

**Heather Jackson, Co-founder, GenM**

D&I



# Friday 13<sup>th</sup> October | 09.00 – 10.00 CEST

## Breakout Sessions – Round 2

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### **The power of belonging: how to build an equitable and inclusive workplace**

Leading companies will share how a culture of belonging drives performance, including higher levels of productivity, engagement, and resilience. Along with EY's latest research, panelists will discuss how employees, especially younger people, expect to feel included and have less tolerance for gaps between what companies say and what they do. You will hear actionable insights from leaders who know how to turn words into action. Participants will gain tips and tools on building an inclusive, equitable workplace that allows everyone to thrive – enhancing overall performance and retention.

- **Karyn Twaronite, Global Vice Chair – Diversity, Equity and Inclusiveness, EY**
- **Vanessa Abrahams-John, Senior VP, Global Talent, Diversity, Equity & Inclusion, adidas**
- **Moderated by Cécile de Lasteyrie Scherk, CMO Europe West, EY**

D&I

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PERSONAL GROWTH & INSPIRATION



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## Breakout Sessions – Round 2

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### **Reckitt Doing not trying. Unveiling the Invisible: How Nurofen saw pain inclusively and how Vanish raised awareness of Autism in girls**

Delve into Reckitt's remarkable journey in fostering inclusion and making the invisible visible. Discover how Nurofen revolutionised pain perception and how Vanish shed light on autism in girls, showcasing the power of inclusive campaigns. Explore the pivotal role of Employee Resource Groups (ERGs) in shaping our brand positioning and purpose, while gaining insights from Stephanie's and Nameer's personal journeys on inclusion. Witness the application of Reckitt's Lighthouse Framework and unravel the behind-the-scenes stories, evolution, and outcomes of these transformative campaigns.

- **Stephanie Lilley, Regional Director UK & Ireland Hygiene, Reckitt, and Global Lead Women @ Reckitt ERG**
- **Nameer Jamillee, Global Inclusion Manager, Reckitt**

D&I

### **Empathy Unleashed: Using Virtual Reality to Transform DEI Initiatives**

Immerse yourself in a ground-breaking VR experience that unlocks the power of empathy. Learn how to effectively incorporate VR into your organization's DEI initiatives, equipping your team with the skills and perspectives needed to create an inclusive and empathetic workplace.

- **Rodney Frank, DEI training consultant and CEO, Vision in Motion**
- **Mary Jane Roy, Owner, Creating Waves**

*By invitation only*

D&I





# Friday 13<sup>th</sup> October | 11.15 – 12.15 CEST

## Breakout Sessions – Round 3

Select one per Round.  
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### PERSONAL GROWTH & INSPIRATION

#### **Keep exploring and the best is yet to come**

Jennifer is the first woman to lead the full Supply Chain of a Unilever Business Group, and the first Chinese to rise to this level. How did she do it? She will share her life journey, shedding light on the challenges she faced and opportunities she grabbed along the way. From her childhood in Shanghai, and how from a young age she was determined – like her brother – to go to the best high school to later go to university. Jennifer will talk about the key milestones in her professional career, and how she was fortunate enough to have a lot of unconditional trust and support from the leaders and the organisations she worked in.

**Jennifer Han, Chief SC Officer, Unilever Nutrition Business Group**

### PERSONAL GROWTH & INSPIRATION

#### **Personal Journeys to Inclusive Leadership**

Be inspired by one of Coca-Cola's emerging leaders who will share their personal reflections on their own leadership journeys, how gender has played a role, the choices they have made and what organisations can do to support female and other leaders and create an inclusive environment where all employees can thrive. The session will also touch upon the personal journey to inclusive leadership and how they use their leadership position to give back, create change and advance the DEI agenda in general.

**Evelyne De Leersnyder, Vice President Franchise Operations Germany, The Coca-Cola Company**



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### Networking to the power of 3! Three organisations, Three personal stories, Three best practices

Opportunity to hear inspirational speakers talk about their best practices to enhance diversity and inclusion in the workplace. Session also includes time for networking and discussion.

- **Kathryn Martin, Manufacturing Director Personal Care Europe, Kimberly Clark**
- **Caroline Gidrol, Strategic Supply Chain Program Lead, Mondelēz int'l**
- **Alice Pagès, Supply Planning and Transformation Director, Bel Group**
- **Moderated by Eva Cullen, Head of Customer Fulfilment Operations, John Lewis Partnership and Anna Sparty, Director Global Logistics and Customer Management, Beiersdorf**



LEAD NETWORK CHAPTERS

### How to unleash your tech talent for roles in IT with transformative power

Come and join the Digital Chapter representatives who will in the first part of this breakout session showcase 4 key roles of a high-performing IT organisation and the importance of continuous learning to become and stay future-ready and bridge the gender gap in digital and IT careers. Hear about the key developments in IT & Digital and cross-functional co-creation. You'll also have the possibility to meet the speakers in an interactive breakout session to discuss the potential learning paths to start in the outlined roles or to further upskill in them.

- **Dr. Anna Hannemann, Business Lead, Picnic**
- **Megan Wainwright, Strategy Manager to CIO, Unilever**
- **Roopali Khanvilkar, I.T. Director for Architecture, Delivery and PMO, Kellogg Europe**
- **Dr. Joerg Behrend, Group Chief Information & Technology Officer, Ferrero**
- **Sabine Roduit, Global Head of Business architecture, Nestlé**



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D&I

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D&I



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D&I

### **D&I Innovation Lab: Solutions Showcase**

Over the past 5 weeks, 4 cross-company teams came together to develop some cutting-edge prototype solutions for a key DE&I challenge as part of the LEAD Network D&I Innovation Lab. The aim was to co-create solutions that are exclusively available for Partners to test and experiment with, paving the way for transformative change within organisations. The challenge posed to the D&I Innovation Lab participants was: "How to activate middle managers."

During this fast-paced and interactive session, each participating team will showcase their unique solution and participants will get a chance to discuss and explore the ideas in smaller groups. Explore how you can leverage these insights and actionable and ready-to-implement ideas that will make a real difference within your company.

- **Christina Taylor, OD & Change Management Consultant & Owner, Learn to Grow**
- **Dorottya Gill-Zalay, Education Manager, LEAD Network**

### **Comfort is overrated: how putting your differences on the table will build your brand and forge your own career**

In this session, we will share how we have built on our differences and quirks to carve out our own unique path. We will share how being 'the odd one out' made us feel, react, grow and adjust our behaviour and career decisions. The audience will also participate in a small groups exercise - asking each participant to think of and share one of their own differences with the table and how they worked or are working through the difference. Have they explored it, owned it, been bold, been vulnerable? Some differences are obvious – some are not so obvious.

- **Cris Lipscombe, Manager Consumer Industry, Kalypso: A Rockwell Automation Business**
- **Nina Saucedo, EMEA Region and Global Life Sciences Practice Manager, Kalypso: A Rockwell Automation Business**
- **Brittany Hamm, Principal, Kalypso: A Rockwell Automation Business**

PERSONAL GROWTH & INSPIRATION



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## Breakout Sessions – Round 3

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### **Empathy Unleashed: Using Virtual Reality to Transform DEI Initiatives**

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- **Rodney Frank, DEI training consultant and CEO, Vision in Motion**
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*By invitation only*

D&I



# Friday 13<sup>th</sup> October | 14.00 – 15.15 CEST

## Plenary Sessions & Closing

### **The value of human connection and relationships in business and in life** (14.00 – 14.20 CEST)

This session will focus on the value of relationships in both your professional career and overall wellbeing in life. Natalia will share her personal story and how nurturing relationships helped her on her professional path. Before becoming CHRO of Ahold Delhaize at the age of 39, Natalia has lived in 5 different countries, worked for 5 different industries, while raising two children with her husband (this family has now been extended with the cute puppy named Gucci). The session will also provide examples of what companies can do to create the foundations for belonging and inclusion, and what role relationships play in it.

**Natalia Wallenberg, Chief Human Resources Officer & Member Executive Committee, Ahold Delhaize**



### **Don't just lean it - push and be pushed!** (14.20 – 14.40 CEST)

“Push and be pushed” involves more than being receptive to “pushes from others”; you also have to do your part and push others. Some of my biggest personal and professional developments have come about as the result of a forceful push. Sometimes getting “pushed” by others comes in the form of a light nudge, and other times it feels more like a shove. That’s why I’ve made my motto: “Push and be pushed.”

**Tracey Massey, Chief Operating Officer, NIQ**



# Friday 13<sup>th</sup> October | 14.00 – 15.15 CEST

## Plenary Sessions & Closing

### **The journey to a better self: the Power of Acting** (14.40 – 15.00 CEST)

Sharing my personal journey to a better self and the power of acting. Join me as I discuss the importance of having the courage to act, being bold, learning along the way and DE&I in achieving personal and professional growth.

**Sabine Roduit, Group Head of Business architecture and business value flow, Nestlé**



### **Closing** (15.00 – 15.15 CEST)

Closing remarks recapping highlights and call to action for “Doing not trying: The Inclusive Journey”  
**Tom Allmark, Director Talent & Learning - Supply Chain & Global Functions, CHEP & Secretary of the LEAD Network Board of Directors**



# Session Chairpersons

With special thanks to the session chairpersons of this conference  
who are kindly facilitating our plenary sessions



**Tanya Kopps**

CHRO Europe & Indonesia, Ahold Delhaize  
& Chair of the Board of Directors of  
LEAD Network



**Stéphane Grenier**

Managing Director  
Advertising France  
Amazon



**Nadya Powell**

Founding Partner  
Utopia



**Elaine Bowers Coventry**

Chief Customer and Commercial Officer  
The Coca-Cola Company





# Roundtables

*The LEAD Network will host 3 Roundtables for different audiences during the LEAD Network Conference and are by invitation only. Leaders gather to share, discuss and co-create in a safe setting. To inquire about attendance, please contact the respective host.*

## Retailer & Wholesaler Roundtable

As every year, the LEAD Network is hosting the Annual Retailer Roundtable, an opportunity for Leaders from across the Retail Sector to connect and explore how to move the gender equality agenda forward.

At this Retailer Roundtable, decision and policy makers gather to discuss best practices and inspiring examples, sharing valuable insights to drive positive change for the generation menopause in the industry.

Retailer & Wholesaler Roundtable Theme:

“Generation Menopause in Retail. Are you ready?”

Chair: Béatrice Dupuy, President and General Manager France, Belgium, Netherlands, Luxembourg at Procter & Gamble

Keynote Speaker: Heather Jackson, Co-Founder of GenM

By invitation only. Hosted by LEAD Network, contact [tuba.yapincak@lead-eu.net](mailto:tuba.yapincak@lead-eu.net)

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## CEO Roundtable

Since its inception in 2017, the CEO Roundtable has become a unique forum for senior 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.

By invitation only. Hosted by LEAD Network, contact [mick.broekhof@lead-eu.net](mailto:mick.broekhof@lead-eu.net)

Chair: Carsten Knobel, CEO of Henkel

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## CIO Roundtable

The CIO Roundtable is a unique forum for senior executives within the European consumer packaged goods and retail industry to speak openly about empowering women to grow their careers successfully in and with digital.

By invitation only. Hosted by the Digital Chapter of LEAD Network, contact [mick.broekhof@lead-eu.net](mailto:mick.broekhof@lead-eu.net)



# Networking

## Networking Lounge - Personal Development & Career, my Inclusive Journey

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

This year we offer a special lounge area where you can sip your coffee, take your lunch to, enjoy a bit of quiet or make that phone call. Or you can make it your meeting point to connect with other participants. It will also be the place where you can jot down your ideas on our whiteboards for LEAD Network's request to reflect on "Your Inclusive Journey Action".

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## Volunteer Booth

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.



# Virtual D&I Marketplace

## Monday 9<sup>th</sup> and Tuesday 10<sup>th</sup> October 2023

Whole day      Virtual D&I Marketplace  
(booth staffed for live chat)

## Wednesday 11<sup>th</sup> October 2023

Whole day      Virtual D&I Marketplace (no live chat)

## Thursday 12<sup>th</sup> and Friday 13<sup>th</sup> October 2023

Whole day      Virtual D&I Marketplace  
(booth staffed for live chat)

Virtual D&I  
Marketplace and  
plenary sessions  
recordings  
will be accessible  
up to 1-month  
post-conference



# Virtual D&I Marketplace

## Best Practice Showcase at any time

### Asahi Europe and International

Asahi in Japanese means rising sun and Shine as you are is a natural evolution of this. Last year we launched our DEI Identity Shine as you are. This year we are building forward creating wider momentum in the business with senior leaders in a regional and for every entity a local DEI committee driving DEI. We will share both regional and local examples of bringing Shine as you are to live.

### Coca-Cola - Next Level Inclusion

Learn the latest on our DEI work, including CCEP's focus on accelerating gender balance in Supply Chain, CCH's effort to empower women to take the lead and achieve more, and powerful conversations on needed actions to Level the Playing Field.

### Danone is what I do

How do we make Danone a force for good by fostering a unique, diverse & inclusive culture and empowering Danoners for positive impact? Actions matter, as "Danone is what I do". Join and learn more!

### Henkel – Paving the Way for Gender Parity

At Henkel, we are united by the pioneering spirit to reimagine and improve life every day – today and for generations to come. With our two business units Adhesive Technologies and Consumer Brands, we hold leading market positions in the industrial and consumer businesses worldwide. We believe in the power of uniqueness. We believe in equity and a sense of belonging for people with all their differences – in our societies and our workplace. We pursue a holistic approach to diversity, equity and inclusion and cover a broad variety of characteristics that make each of us unique. One core dimension of diversity at Henkel is gender. We are deeply convinced that gender diversity plays a decisive role when it comes to our success: Not only do gender diverse companies outperform their peers, we also see it as our social responsibility to ensure equal access to opportunities for all. This is why we pursue a bold ambition: We strive to achieve gender parity across all management levels by 2025. Visit our booth to learn more about our journey towards gender parity. I am Unique. We are Henkel.



# Virtual D&I Marketplace

## Best Practice Showcase at any time

### Our Journey to 50/50 *Kellogg's*

If you want to go quickly, go alone but if you want to go far, go together. Here at Kellogg Europe, we want to share our journey to 50/50 gender parity at middle management and above in an effort to inspire other companies to reach their aspirations too!

### Kenvue- A new view of care kenvue

At Kenvue we have a strong sense of belonging and we care fiercely, where each voice matters because our performance depends on it. We strive to have a workforce that reflects the diversity of the markets where we operate and are committed to inclusion through daily acts that connect us to our shared purpose. Our Brands are committed to inclusive innovation, processes, and science, to develop better products for our increasingly diverse Consumers and Communities. Our people are the backbone of our business, united by our mission - to help consumers realize the extraordinary power of everyday care.

### Kimberly-Clark – Our path to parity Kimberly-Clark

Kimberly-Clark continues its growth journey and with the focus on our representation goals for gender, we are paying tribute to the diverse minds and beliefs held by all cultures around the region. We believe in the power of collective diversity, and happy to share some of our Inclusion & Diversity initiatives and results we have implemented over the past year.



# Virtual D&I Marketplace

## Best Practice Showcase at any time

### Diversity, Equity & Inclusion at L'OREAL L'ORÉAL

Our objective is to be the most inclusive beauty leader and contribute to a society in which everyone can live safely, peacefully and equally. For over a century, L'Oréal has been dedicated to one sole vocation: creating beauty. Our goal is to offer each and every person around the world the best of beauty: for all skin and hair types, all genders, all identities, all cultures, all ages.

- It means developing formulas that ensure quality, efficacy, and safety for all of our consumers and their specific needs
- It means celebrating the infinite diversity of beauty in our advertising
- It means working to eliminate bias in algorithms
- It means recruiting diverse teams and prioritizing inclusive leadership and management
- It means partnering with responsible suppliers who share our commitments

Diversity, Equity and Inclusion fuel the innovation, inspiration, and ambition that help us to create the beauty that moves the world.

### Migros: Better Future Better Together

Explore Migros' best practices under the umbrella of "Better Future Better Together": We are working to empower all women in our ecosystem, both socially and professionally with the support of many leadership development programmes. One of our main goals is to have at least one female manager in each of our stores.

### NielsenIQ NIQ

NielsenIQ is a leading global consumer intelligence company with strong, market-leading topline growth enabled by new, innovative product offerings and modern technology with attractive margins that create substantial value for our customers, employees, and shareholders. We show the world what people want by discovering insights within consumer buying behavior and revealing them to the world.



# Virtual D&I Marketplace

## Best Practice Showcase at any time

### PA Consulting



We believe in the power of ingenuity to build a positive human future. As leaders, we've never had a better opportunity to adapt and transform. We delight in partnering with passionate, forward-thinking leaders.

PA. Bringing Ingenuity to Life.

### Daring for better at PepsiCo



**PEPSICO**

Our vision is to make PepsiCo Europe a place where everyone can share their voices equally, empowering us all to dare for better and create a space to be you.

### P&G - Unique and United



At Procter and Gamble, we aspire to create a company and a world where equality and inclusion are achievable for all – 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. Equality and Inclusion is an imperative to unlock the disruptive innovation needed to drive accelerated growth in Europe. Being inclusive is a strategic business choice: When we serve and delight ALL consumers, we drive growth.

We're focused on three areas where we can have the biggest impact:

1. Creating an inclusive, gender-equal environment inside P&G — and advocating for gender-equal workplaces beyond P&G — where everyone can contribute to their full potential.
2. Leveraging our corporate voice and the voice of our brands in advertising and media to tackle bias and promote gender and intersectional equality.
3. Removing barriers to education for girls and economic opportunities for women through social impact programs, partnerships and advocacy efforts in communities around the world.



# Virtual D&I Marketplace

## Best Practice Showcase at any time

### Nurturing Gender Balance for Better Performance - The Reckitt Story

Visit our booth to hear more about our journey towards gender balance.

### Equality isn't equal, equity is - Our Unilever Journey

Equality and equity may look and sound similar but they have two very distinct concepts. At Unilever, we recognize why we need both to achieve a fairer and more socially inclusive world. Here is how our policies are supporting our colleagues.

### LEAD Network Chapters: Check Out Our Chapters

LEAD Networks functional and geographical chapters are the communities run by the members for the members. Visit this booth to discover what the chapters do, the content they create, and how to join.

### LEAD Network Education Committee Offerings

LEAD Network offers several educational programs as well as tools to support partner companies drive their D&I Agenda. Within the Virtual D&I Marketplace, the Education Committee presents all offerings to individual and corporate members including the Inclusive Leadership Programme, Mentorship Programme, D&I Community, D&I Best Practice Webinar Series, Gender Diversity Scorecard, and the DE&I Maturity Benchmark.



Doing Not Trying:

# THE INCLUSIVE JOURNEY

A LEAD Network Conference

12 - 13 OCT 2023 - DÜSSELDORF



[REGISTER NOW](#)

Do you have any questions?

conference@lead-eu.net

[lead-eu.net](https://lead-eu.net)