

Retail Newsletter

What's New



We are pleased to share the first edition of our Retail Newsletter, a dedicated space to update our community on industry developments in the field of gender equality.

We'll also be highlighting upcoming events and roundtables, so keep an eye out for news on our regular virtual and in-person events. We're proud of the work we do with our Retail partners, and look forward to sharing interviews with leading Retailers, including their best practices, allowing us all to learn from each other as we work towards our common goal.



ALLYSON ZIMMERMANN
CEO of LEAD Network

AN INTERVIEW WITH AYSUN ZAMAN

Supporting Earthquake Relief Efforts and Future Plans

In this interview, Aysun Zaman, Chair of the LEAD Network Turkiye Chapter, discusses the immediate actions taken by Migros, one of Turkey's largest retail organizations, to support earthquake-affected areas. She highlights the coordination with relief organizations to provide essential supplies and meals, as well as the support given to local producers. Aysun also shares the initiatives undertaken by LEAD Network Turkey Chapter, including fundraising efforts, scholarships for affected students, and organizational support for members.

[READ THE FULL INTERVIEW HERE](#)



WORKING FLEXIBLY WHILE RISING IN YOUR CAREER IS NOT A FAIRY TALE /An article by TIMEWISE



Breaking the Stigma and Redefining Career Progression in Retail

The retail industry, being one of the largest employment sectors, is witnessing a growing demand for flexible working arrangements. However, traditionally, flexible options have been limited, especially for store management and career progression. In response to this challenge, organisations like **Timewise** have been leading the way by collaborating with major retailers to pilot flexible working programs and demonstrating the tangible benefits they bring. With the potential impact of new legislations and changing attitudes, the retail industry is on the cusp of a transformative shift towards embracing flexible working and redefining career pathways. This article explores the necessity of flexible working in the retail sector, the initiatives undertaken to address this need, and the potential for a more inclusive and balanced future for retailers and their employees.

[READ THE FULL ARTICLE HERE](#)

AN INTERVIEW WITH EMILY LEES FROM ASDA

Driving Gender Balance and Inclusivity through Career Development and Flexible Policies

In this interview, ASDA highlights their key pillars and policies for fostering gender balance and empowering women leaders. They emphasize their focus on leadership representation, offering career development and acceleration programs tailored specifically for women. ASDA also prioritizes inclusivity training and practices throughout the organization, aiming to infuse inclusivity into every aspect of their DNA. Additionally, the interviewee discusses the advantages of working at ASDA, highlighting the company's genuine care for their colleagues' well-being, flexible working policies, and a supportive environment that empowers and trusts women. The interview concludes with insights on personal career journeys, the challenges faced by women leaders, and the importance of authentic leadership and supporting one another to foster growth and success.

[READ THE FULL INTERVIEW HERE](#)

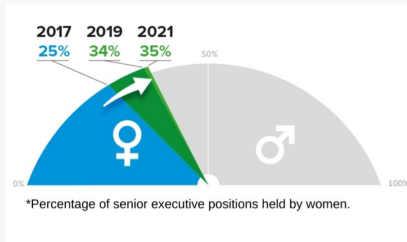


Updates



GENDER DIVERSITY SCORECARD

Thank you to all participants of the 2023 edition!



Conducted in partnership with EY, the Gender Diversity Scorecard tracks the **proportion of women holding executive positions** in the Consumer Goods and Retail industry across Europe.

The aim of the scorecard is to **accelerate the journey towards gender parity** by helping companies benchmark their performance against their peers.

[FIND OUT MORE HERE](#)

THE NEW DE&I MATURITY BENCHMARK

Exclusively available to LEAD Network Partners!

A free, **confidential assessment** based on the National Equality Standard (NES) – a government-backed diagnostic framework developed by EY. **39 questions** applicable at Global, European, or Country level.

An **immediate, downloadable report** which includes: your organisation's position on the maturity curve; a breakdown of strengths, maturing factors and opportunities to develop; and an action plan with themed recommendations.

The European results are now available!

[FIND OUT MORE HERE](#)



Announcements



LIDL PARTNERSHIP RENEWAL



LIDL renewed as a **GOLD** partner of **LEAD Network**. A warm thank you to the partner

BE OUR CO-CHAIR of NEXTGEN CHAPTER!



We are looking for a passionate and hands-on volunteer to lead our brilliant NextGen Chapter.

ambassadors, volunteers, and the LIDL team for their support and intentional commitment to the LEAD Network mission to attract, retain and advance women in the European retail and consumer goods industry through education, leadership, and business development.

By supporting LEAD Network, our partners are positioned as strategic drivers in our movement to advance women leaders in our industry. They are catalysts for change and advocates of women's leadership. And they play an instrumental role in bringing both an intellectual and financial contribution to help build our strategic outlook and educational and professional development programs. To find out more about partnering with

LEAD Network, visit

<https://www.lead-eu.net/how-to-partner/>

Interested? Please contact our Chapters Manager Jo Haffenden for more info;

jo.haffenden@lead-eu.net

NEXTGEN
A LEAD Network Chapter

**The Future of Innovation:
Maximizing Corporate
Performance and Social Impact
with AI and Remote Work**

8th June 2023
13:00 - 14:00 CEST
Virtual Event

Arta Statovei
AI, Innovation & Strategy Expert
Consult AI Founder

Andreas Wil Gerdes
Remote & Tech Thought Leader
MaNaBu Movement Co-Founder

LEAD NETWORK

REGISTER NOW

NEXTGEN
A LEAD Network Chapter

**Salary
Negotiation**

15th June 2023
13:00 - 14:00 CEST
Virtual Event

Marine Santos
Global Group HR
Leader Animal Nutrition
Cargill

Mark Nixon
Finance Manager
Nutrition Marketing
Unilever

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REGISTER NOW

YOUR FEEDBACK MATTERS!

JOIN TO OUR 1 QUESTION POLL

[What would you consider a win when it comes to women advancement in retail?](#)

Contact Us



GOT ANY QUESTIONS? PLEASE FEEL FREE TO CONTACT US AT ANY TIME

For questions, feedback, article ideas, or story contributions, email info@lead-eu.net and we'll be in touch.

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Reach out on [Twitter](#)