



2015



2016

2015-2020 LEAD Network Retailer Roundtable History

The LEAD Network Retailer Roundtable began in 2015 with the objective to “prioritize the areas where LEAD Network can help build specific skills needed to advance women in retail”. The Roundtable takes place annually and is a “safe haven” where retailers come together to discuss key strategies for advancing women.



2017



2018



2019



LEAD NETWORK

Leading Executives Advancing Diversity

Advancing Women's Leadership in Retail & Consumer Goods-Europe

2015 - Brussels

Objective : **Prioritize the areas where LEAD can help build specific skills needed to advance women in retail**

Moderator : Abbe Luersmann, CHRO of Ahold

Participants : 11 attendees - Companies: Ahold, ICA, Delhaize Belgium, Delhaize Group, John Lewis, Metro, Sonae

Outcome : Decision to focus Retailer Study on Advancing Female Store Managers.

*LEAD Network Retail Study 2016:
“Success in store - Lessons from leading female store managers”*



2016 - Düsseldorf

Objective : **Share key strategies for advancing women in your company and prioritize areas where LEAD Network can help build a leading practice case study for advancing women in retail**

Moderator : Subarna Malakar, Vice President, Global Diversity & Inclusion Ahold Delhaize

Participants : 11 attendees - Companies: Ahold Delhaize, Carrefour, ICA, Metro, Valora Group

Outcome : Focus next Retailer Study on Engaging Men in Gender Diversity.



*LEAD Network Retail Study 2017:
“Engaging Men in Gender Diversity: Perspectives from the C-Suite of Leading Retailers”*

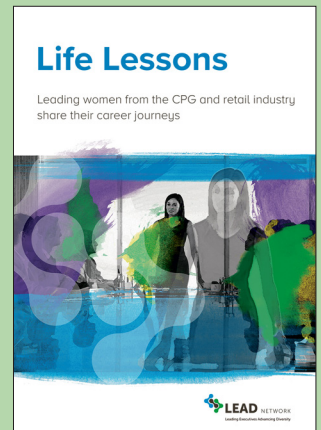
2017 - Amsterdam

Objective : Share key strategies for advancing women within companies that work best so we can learn most.

Moderator : Hanneke Faber, Chief E-Commerce and Innovation Officer and Member of the Executive Committee, Ahold Delhaize

Participants : 12 attendees – Companies: Ahold Delhaize, Amazon, Carrefour, Sabanci, Costco, ICA, Metro, REWE, Sonae

Outcome : Formulate the objective of the 2018 white paper (instead we published “Life Lessons: Leading women from the CPG and retail industry share their career journeys”)



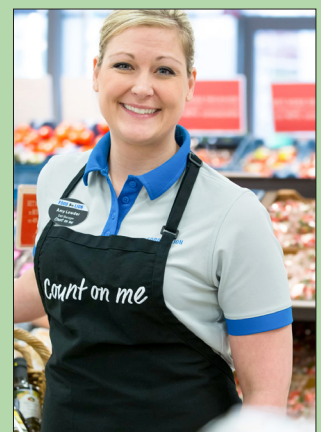
2018 - London

Objective : Discuss two topics of interest to retail and select one for study during 2019:
1) Work-life flexibility (time share between Store Managers) and
2) ‘Returnship’ – returning to work after a break

Moderator : Tanya Kopps, CEO, Metro Italy

Participants : 14 attendees - Companies: Ahold Delhaize, Amazon, Carrefour, Carrefoursa, Delhaize, ICA, Manor, Mega Image, Metro, Sonae, Tesco

Outcome : Retailer Study proposal on “Job Sharing for Store Managers”



2019 - Madrid

- Objective : **1) Discuss flexible working and how flexible jobs can be designed to work for retail**
2) Share experiences and strategies to make flexible working successful for employers and employees

Moderator : Veronika Pountcheva, Global Director Corporate Responsibility, Senior Vice President, METRO Group

Participants : 14 attendees - Companies: Ahold Delhaize, Carrefour, Carrefoursa, Costco, ICA, LC Waikiki, Lidl, Metro, Migros Ticaret, Sonae, Waitrose

*Outcome : LEAD Network Retail Study 2020
 "Unlimited Potential: Flexible Working on the Shop Floor Waitrose Case Study"*



2020 - Virtual

- Objective : **Discuss flexible working on the shop floor and identify practical steps for retailers.**
1) How has the COVID 19 crisis enabled or accelerated to move to more flexible working on the shop floor?
2) What are concrete steps that Store managers, Operations Managers or HR can take tomorrow?

Moderator : Ian Mumby, Director, Merchandising Transformation at Waitrose & Partners

Participants : 22 attendees - Companies: Ahold Delhaize, Boots, Carrefour, Costco, John Lewis Partnership, Lidl, L'OCCITANE, Manor, Mercadona, METRO AG, Migros Ticaret, Rimi Baltic, Sonae, Tchibo, Waitrose & Partners

Outcome : Create a checklist of the essential steps needed to implement flexible working.



MISSION

The mission of the LEAD Network (Leading Executives Advancing Diversity) is to attract, retain and advance women in the retail and consumer goods industry in Europe through education, leadership and business development.



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