

Doing Not Trying **LEAD THROUGH INCLUSION**

Annual Report 2022



Annual Conference 2022

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Welcome to the LEAD Network Annual Report 2022. We look back with pride at a year which included expanding the network to record heights, reaching the milestone of our 10th annual conference, and welcoming new members to our leadership team. 2022 was a special year at LEAD Network, and we're happy to share it with you in this report. Read on for messages from our leadership team, a financial report and year-end dashboard, and a look at two of our most successful projects: the Mentorship Programme and the Inclusive Leadership Programme. Finally, if you're interested in getting involved with LEAD Network, you can find all the relevant information on our website.





Allyson Zimmerman
CEO LEAD Network

I joined LEAD Network as Chief Executive officer in January 2023, as the organisation moved into its second decade. Looking back on 2022, I want to thank everyone who worked hard to build the network under Sharon's leadership, putting in place strong foundations that will stand us in good stead as we continue on our mission towards the advancement of women in our industry in Europe.

2022 was a busy year for LEAD Network. Later in this report, Sharon Jeske looks back at the success of our 2022 Conference, and Mick Broekhof at our CEO Roundtables. Beyond our flagship conference, we also strengthened the network through developing our geographical and industry chapters, held a wide array of inspiring events, and facilitated partnerships, mentorship and leadership development opportunities. Our team worked hard to provide a valuable service to our partner companies, and engaged in regular discussions to get feedback, share thoughts, and constantly improve our offering for all members.

In 2022 we embarked on an ambitious plan to ensure LEAD Network is fit for growth, including an overhaul of our governing structures. We also worked on growing the LEAD Network central team, expanding our collective capacity, skills and expertise.

One of the most special things about LEAD Network is the involvement of our dedicated members, across our committees, chapters and events. It really does feel like it's by the members, for the members. You might be familiar with our Doing Not Trying motto: LEAD Network's members embody this maxim on a daily basis. It's what makes us unique, and we're doubling down on action as we bring our strategic vision to fruition. Looking towards the future, we aim to become the D&I network of choice in our industry, as we work to build our partners' ability to accelerate progress towards gender equality within the consumer goods and retail industry in Europe.

Research shows that it will take an estimated 135 years to close the gender gap if change continues at its current pace. Our network wants progress much faster. Everything we do within LEAD Network—from CEO Roundtables and Inclusive Leadership programmes, to mentorship and in-person events around Europe hosted at our partner companies—aims to accelerate this pace.



It really does feel like it's by the
members, for the members



Sharon Jeske
Executive Director



It's been an incredible decade of growth and impact at LEAD Network

2022 marked the celebration of our 10th annual conference, dedicated to the theme of "Doing not Trying: Lead through Inclusion". A special event, made especially meaningful for the fact that we were able to gather in person again after a two year interruption. We were excited to roll out a hybrid model of attendance: we reached a new high of 2,000 participants, of whom 780 were there in person, and the remaining connecting virtually. These outstanding results demonstrate strong growth since our first conference that took place in 2013 with 60 participants, who came together to build the foundations for LEAD Network. What a decade it's been.

Since then, LEAD Network has grown to 17,500 members by the end of 2022. Members come from across Europe, and 20% of them are male champions. Since our conception, we've grown from 2 volunteers to 370, from 1 Chapter to 15, from 1 corporate Partner to 56 strong at the end of 2022.

One of the conference highlights? Launching our latest Chapter additions to our growing community: the NextGen Chapter and Digital Chapter. As we look towards the future, we're committed to nurturing the next generation of leaders, and ensuring they're provided with the tools, resources and connections they need to thrive in our industry. We also hosted our first Chief Information Officer (CIO) Roundtable during the conference, gathering together some 20 CIOs dedicated to finding solutions to advance women in science, technology, engineering, and mathematics. We hosted our 9th CEO Roundtable, with concrete results – we set out our ambition to create a unique board, made up of NextGen members and CEOs, which will develop initiatives to address inherent barriers to talent progression. Sinéad Kwant, President, Europe, at Diversey chaired the Roundtable.

The Awards Ceremony provided the opportunity to acknowledge the exceptional individuals and companies who are helping us advance our mission and change lives. The Awards included the following categories: Excellence in Volunteer Services, Outstanding Chapter of the Year, Excellence in Partner Ambassadorship, Partner Company Excellence, and Inspirational Leader. In addition to these special awards, 370 volunteers at LEAD Network were recognized and thanked.

The numbers speak for themselves: it's been an incredible decade of growth and impact at LEAD Network. It's all made possible with the outstanding contribution of volunteers, all of whom are busy with their primary roles and other responsibilities, but who find time to share their wealth of expertise with us in a variety of ways. Here's to the next decade.



Tanya Kopps

*Chair of the Board of Directors
and Advisory Board (1st March
2023)*

After 8 years of involvement with LEAD Network in various capacities, it's an honour to step into the role of Chair of the Board of Directors. In this position, I also get to Chair the Advisory Board, an added benefit as it means I work closely with our Advisory Board's fantastic members. 2022 was a standout year for us as a Network, and what better time to take on this new position? I have seen first-hand how LEAD Network is only possible thanks to its strong members and volunteers who share our vision, and I feel like part of the fabric of the network as we secure our culture and continue to grow.

My highlight of 2022 was undoubtedly being able to have a physical networking event—in the form of our annual conference—whilst maintaining a hybrid component. I'm passionate about leading by example, both as an individual and as an organisation, and I believe that facilitating virtual as well as physical participation where possible makes everyone's experience richer and brighter. Connecting with other passionate professionals again face to face was a unique experience after so long apart, and the energy for sharing new contacts and ideas was palpable, with everyone excited to work together to further the mission of LEAD Network.

Zooming out to look at the LEAD Network mission more generally, I'm passionate about fostering inclusive leadership in the industry. One of my favourite maxims is: inclusive leadership is simply great leadership. I'm a believer in thinking big, and crucially, turning those big ideas into actionable steps we can all take to change our industry for the better—for good. I'd like to challenge us all to walk the walk as well as talking the talk—and I will do what I can to oversee and facilitate that process. At our 2022 conference, I closed out my speech by asking the audience this question: "what are you going to do for your big dream?". I believe that no idea is too big or too ambitious when it comes to achieving gender parity, and I encourage you to think about this question for yourself, as well.

As we look towards 2023, I'm looking forward to working with a new team and restructuring our governance work in order to take LEAD Network to the next level. I'm very thankful for our founders and dedicated leaders who have passed the torch—it's a true privilege for the team to build upon such a strong foundation.



I'm passionate about fostering inclusive
leadership in the industry



Veronika Pountcheva

*Outgoing Chair of the Advisory Board
and Past Chair on the Board of
Directors (1st March 2023)*



LEAD Network's
success lies in its focus

Last year was filled with highs and lows on the global stage. The war in Ukraine and its impacts on our industry was a significant blow—but being able to meet again in person after 2 years of pandemic left us feeling hopeful. In particular, we came back swinging at our 2022 conference in Paris. I'd almost say we came back bigger, better, and more fun. Who'd have thought?

On a personal note, 2022 was significant for me: it marked my final year as Chair of LEAD Network's Advisory Board. I spent almost 10 years as a member of the board, with the final two in the capacity of Chair—and what a ride it was. My final focus during my tenure was on driving forward LEAD Network's new growth strategy: growth as an organisation, but also growth in terms of the impact we make for our members and the industry at large. The past year marked a shift in our governance structure. We're rolling out a new way of doing things, bringing new staff on board to support our wonderful network of dedicated volunteers.

Over the past year, we focused on honing in on LEAD Network's strengths: building new chapters, expanding in new geographies, and above all, focusing on the Next Generation through our mentorship programme and events programs. We know young people are the future, and we're determined to provide young leaders in the retail and consumer goods industries with the support, inspiration and tools they need to grow into their full potential.

As I move on and join the Board, I'm leaving the Advisory Board in the very capable hands of Tanya Kopps. I'm excited to follow her journey in the role, and am looking forward to seeing her preserve the core of LEAD Network whilst accelerating our mission. We're often asked, "why don't you go bigger? Why don't you enter the Asian market, or expand into different industries?". It's been tempting at times, but our members -corporates, individuals and partners- all say LEAD Network's success lies in its focus. As we move forward with our mission to become the voice of the industry, I have no doubt that Tanya will steer us in the right direction, growing our impact amongst partners, but also European policy members. After all, that's how you achieve gender parity in our industry in Europe.

I'd like to thank everyone I've worked with in my capacity as Chair of the Advisory Board, and looking forward to continuing my work with LEAD Network as I join the Board of Directors as Past Chair for the next 3 years.



Annelie Verstraaten

*Chair of the Executive Committee,
and Past Chair on the Board of
Directors (1st March 2023)*

When stepping in as the first Executive Chair of the Lead Network foundation in 2013 (originally called FEM for those who might remember), I had not anticipated the foundation growing from the 45 attendees present at our first meeting on June 18th 2012 to nearly 18.000 members in a little over ten years. But here we are. Due to so many volunteers bringing their passion to energize and inspire us all, building our chapters, providing the input for our actionable content and supporting our mission at large. Due to our partners who made this possible. And due to our dedicated core team. In ten years we have managed to make a positive impact but we still face major challenges. At the current pace it will take more than eight generations to reach gender parity. With the new leadership and a reinforced team of very capable staff and volunteers, LEAD Network is ready to speed up and enact the change we need in our industry. I would like to thank everyone for the past ten years and I am looking forward to be able to continue contributing to our mission as Past Chair in the Board of Directors.



Mick Broekhof

*Secretary of the
Executive Committee and
Founder of LEAD Network*

I want to highlight two key areas where LEAD Network has been particularly successful in 2022. Firstly, we offer, through our Chapters (both geographic and thematic) enriching face to face and virtual networking and learning opportunities, which are unique to our industry. Heartfelt thanks go to our Chapter Co Chairs, their Committees, the Cross Chapters Chair and the teams of passionate volunteers working tirelessly behind the scenes. Their efforts have been instrumental in driving membership growth and furthered our mission. The 2023 Annual Report will showcase some of their amazing achievements.

The second highlight is our CEO Roundtables, and I want to thank our Industry CEO's for their active and engaging participation in these. In 2022, we held two highly rated, very successful CEO Roundtables. The theme for the first, which took place virtually on 10 May, was Breaking through Bias. The aim of the session was to consider 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. Feedback from the previous CEO Roundtable showed that participants wanted the sessions to be more outcome-oriented, focusing on the how as much as the why. We circulated an anti-bias self-assessment to be completed ahead of the event, to help pinpoint practical actions on three different levels: individual, institutional and industry. Our second CEO Roundtable took place in Paris on 13 October, as part of LEAD Network's annual conference. This was a dynamic session bringing together 40 CEOs and regional presidents from across our sector. The goal this time was to identify one industry-wide action to propel change, once again focusing on practical steps. The solid outcome? We formed a joint board comprising both CEOs and NextGens, in partnership with LEAD Network's impressive NextGen Chapter, to identify barriers to the growth of emerging female talent— and solutions to advance women faster within our industry. We are now progressing the plans made, alongside our dedicated partner CEOs and their teams.

In 2022, our cash position slightly decreased due to a reduction in receivables, accruals, prepaid expenses, and securities, coupled with an increase in expenditure due to expansion of the organisation. Overall, we achieved 26% growth, resulting in revenue of €1,709, 468. This growth came from new partnership income, a continued focus on debt collection, from a delay in the start dates of new employees and a conscious decision to slip planned programme expenditure into 2023, as we didn't have the capacity to deliver all the projects in our Strategic Roadmap.

After costs, we achieved a net result of € 158,868, which is in line with our intent to use our revenue to resource our priorities which ultimately improves what we offer to our partners and members. This also avoids further growth in our reserves and demonstrates our commitments to using our resources to benefit our membership base.

Our cash position in 2022 marginally decreased, but still resulted in an ample liquidity position of € 1,622.344. This allows us to be even more ambitious in our Strategic Roadmap for 2023, investing in a robust strategic growth plan which:

- focuses on increasing our partnership base from 56 to a minimum of 65 partners;
- extending our product offerings by creating a brand-new Next Gen Leadership Programme called Impact35;
- increases the number of mentoring pairs to 190 and the number of places for our partners on our leadership programme to 260;
- extends our geographic reach in at least 2 new countries, and 1 new functional area;
- appointment of a new CEO to replace our current Executive Director who retires at the end of June, and a fully resourced new Management Team, comprising 3 new Heads of Service;
- strengthens and expands our core LEAD Network Central team, to broaden our expertise, and the much-needed capacity to deliver our priorities, alongside our volunteer community;
- resources our Infrastructure Programme, strengthening our Member Platforms (CRM) in response to feedback from our members, rolls out new software to our LEAD Network Central Team, prepares the foundations for a new website in 2024, and ensures our back-office systems support our growth agenda;
- allows us to launch our new Benchmarking Tool, and refreshed Gender Diversity Score Card;
- resources a brand-new Member Survey, which will provide the insights we need to inform our growth strategies, to meet our current and future member's needs;
- funds new research, which provides a robust evidence base to support our aim to be the Voice of the Industry, alongside our Partners; and
- creates the capacity and intent to make our 11th Annual Conference, in Dusseldorf, the biggest and best, where we celebrate the achievements of our volunteer members, and inspires our whole membership base to collectively achieve our mission, together.

These are just some of our ambitious plans we have for 2023, and to grow, we plan to use our reserves to generate additional income, to continue this growth momentum in years to come. 2022 allowed us to recalibrate our strategic plans, to manage the transition of LEAD Network, and ensure it is fit for the future. These plans will be overseen by our new Board of Directors, which came into effect on 1st March 2023. Elsewhere in this report we present our new Board Chair and provide more details of how we transition, to our new structures.



Kirsten Wood
Finance Director, Unilever
Treasurer of the Executive Committee

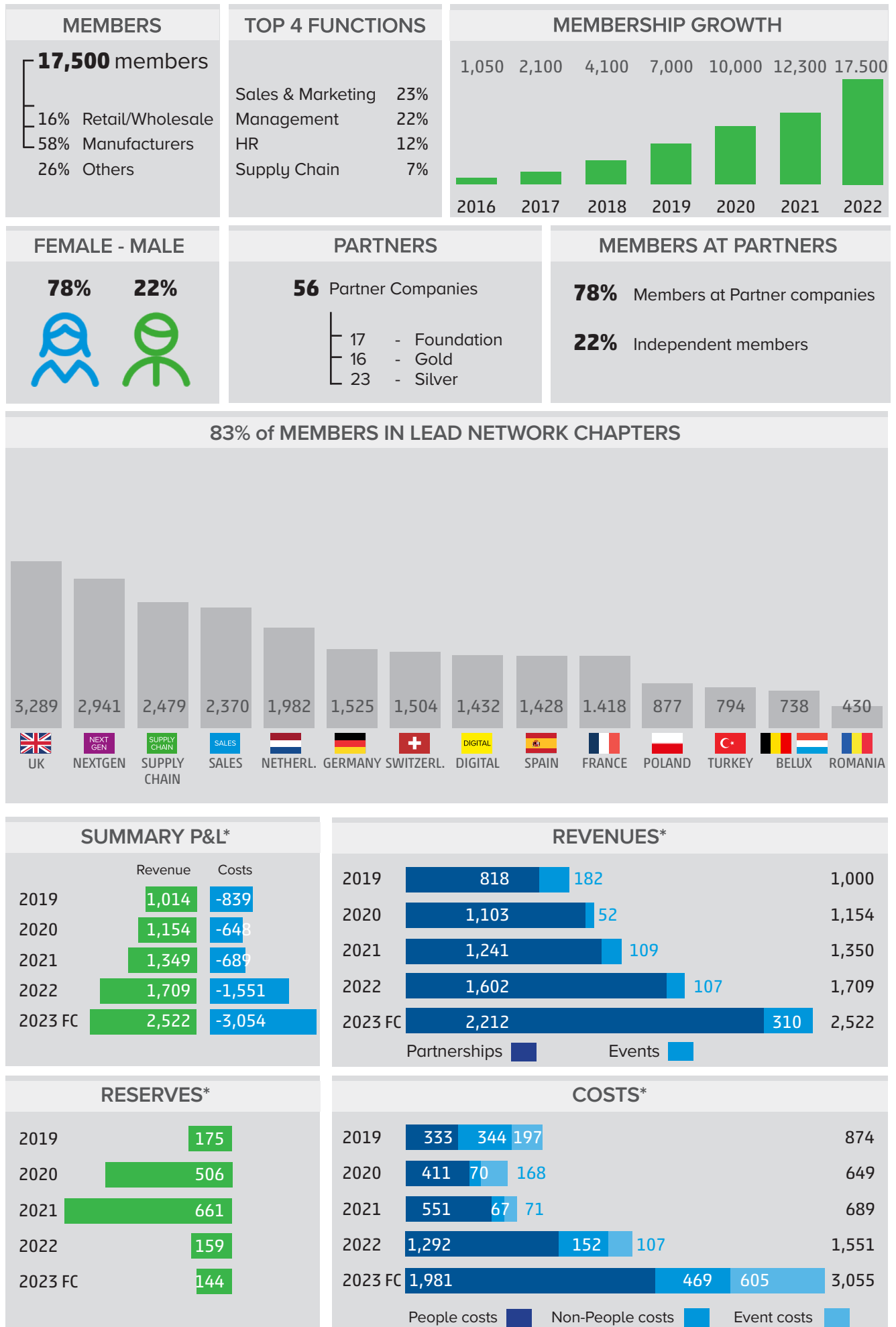


Annelie Verstraaten
Owner, Merkwijns
Chair of the Executive Committee



Mick Broekhof
Co-Founder of LEAD Network
Secretary of the Executive Committee

2022 YEAR-END DASHBOARD



Meet LEAD Network's empowering Mentorship Programme

LEAD Network runs a number of exclusive offerings available to our partner organisations, all tailored to our mission of advancing women in the retail and consumer goods industry through education, leadership and business partnerships. In this report, we'd like to shine a light on two of our most impactful and exciting offerings: the Mentorship Programme and the Inclusive Leadership Programme. Our Mentorship Programme connects high-potential mentees with experienced industry leaders—usually from a different country and different company. This provides everyone involved with a uniquely enriching experience designed to benefit both mentors and mentees.

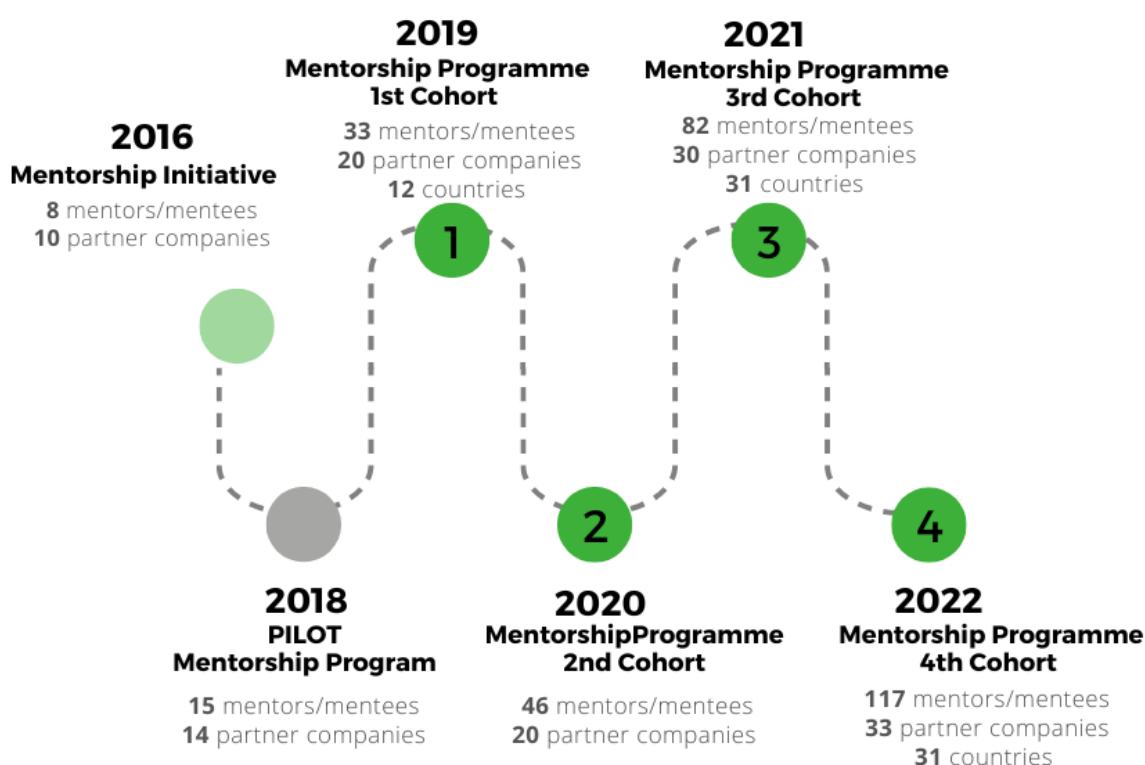


The Mentorship Programme at a Glance

LEAD Network's Mentorship Programme forms part of our exclusive offerings available to Partner organisations. High-potential mentees are matched with experienced senior leader mentors from across the European retail and CPG industry for an immersive experience that takes place over an 11-month period.

Running from October to September, the programme leverages the benefits of being part of the LEAD Network community and includes an interactive kick-off webinar, personal development sessions, access to a community of fellow mentors/mentees, and a personalised user-friendly interface via 'Mentorloop' for messaging, scheduling, goal-setting, resources & on-demand support.

This was a particularly big year for the LEAD Network Mentorship Programme: we were awarded Mentorloop's Most Impactful Mentoring Programme at their 2022 awards. The LEAD Network Mentorship Programme's unique impact lies in its cross-gender, cross-company and cross-country approach to matching. We value facilitating connections across all verticals to ensure participants benefit from a rich range of experience.



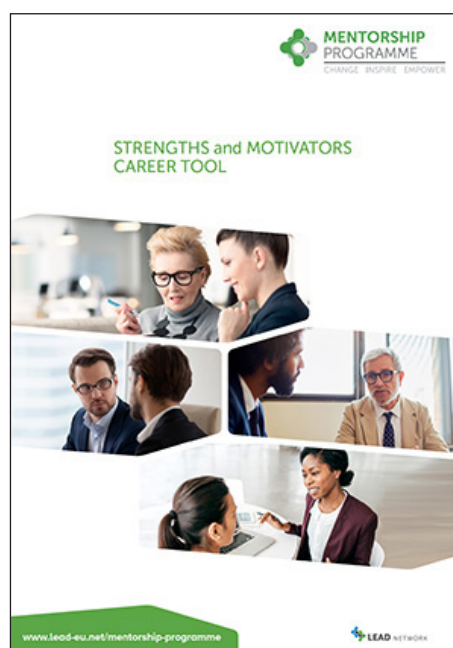
The Mentorship Programme By Numbers

- ▶ The 2022 Mentorship Programme scored an average of 4.3 on a scale of 1-5.
- ▶ 2022 marked our fourth Mentorship Programme cohort. We started in 2018 with a 15 person pilot, and our 2022 cohort consisted of 117 mentors and 117 mentees.
- ▶ 40% of the participants find the Mentorloop experience 'excellent', 50% 'very good' and 10% 'satisfactory'.
- ▶ The 2022 cohort involved participants in 31 countries, including Hungary, Spain, Brazil, Hong Kong and Sweden. This enriching mix helped enhance cultural diversity and open up participants to different perspectives, traditions and approaches.
- ▶ 33 Partner companies took part, including Amazon, Asahi, Pepsico, Unilever and Nestle.



*LEAD Network Mentorship
Programme Guide*

lead-eu.net/mentorship-programme



*LEAD Network Mentorship
Strengths and Motivator Tool*



Catarina Oliveira Fernandes

*Area Leader of Learning,
Development and Inclusion
Sonae MC*

"It was such an incredible experience to participate as an international mentor in the LEAD Network mentoring program. It was very exciting to realise that it is possible, even from a distance, to create relationships of trust and it undoubtedly resulted in growth both ways. It was such a privilege to be trusted with challenges and to have the opportunity to contribute to reflections and co-design strategies of growth. Thank you LEAD Network for such an important and powerful programme!"



According to the World Economic Forum's Global Gender Gap Report 2021, the time required to close the global gender gap is 135.6 years. We believe that accelerating progress is possible, and that through strategic collaboration and intentional action, we can build a brighter future where people of all genders are able to meet their full potential and contribute to the advancement of the industry. Achieving this vision is dependent on developing and empowering the next generation of inclusive leaders -which is what this programme is all about.

Inclusive Leadership at a Glance

The LEAD Network Inclusive Leadership Programme is a unique, virtual development programme which aims to develop and empower senior leaders from across the European retail and CPG industry. Participants are guided through a learning journey which takes place over eight months, during which time they will explore what it really means to be an inclusive leader, gain a deeper level of self-awareness about their current skill set and create a personalised skill-building development journey.

The programme brings leaders together from across the sector to participate in collaborative 'learning circles', supported by bite-sized expert content and real-life sector specific case studies delivered as part of webinars. It allows participants to develop their skills as an inclusive leader to enhance leadership effectiveness, broaden their network, learn with peers from across the European retail & CPG industry, and build their own development support community. This interactive set-up ensures the impact is felt by participants well beyond the end of the programme.

Inclusive Leadership By Numbers

- ▶ The programme runs from October to June, and 2022 marked the kick-off of the 2023 cohort, with a record number of 40 companies participating, including Ahold Delhaize, Procter & Gamble, The Coca-Cola Company and The Kraft Heinz Company.
- ▶ The 2022 cohort which ran from October 2021 to June 2022 consisted of 100 participants from 30 partner companies and 20 countries.
- ▶ 81% of participants agree that they are able to implement and apply the key learnings of the programme in their work.
- ▶ A majority of participants were highly likely to recommend the Inclusive Leadership Programme to others.



How does the programme work?



By taking part in a series of 5 engaging webinars, participants gain access to a range of subject matter experts and business leaders who will be sharing their expertise, experience and personal stories, with concrete takeaways.



The course includes access to bite-sized, inspiring and practical content in our virtual space, where participants can connect with fellow course companions and learn from one other as they begin to apply newly developed skills.



Participants will join a virtual learning circle with a selection of peers from our Partner organisations, which allows for diversity in action and enables a rich learning experience.



LEAD Network is committed to supporting participants through the entire learning lifecycle and as such, commits to providing an enriching learning experience, resources and guidance on how to approach personal development. However, the programme has been designed as a self-directed learning experience, with participants in charge of their own destiny. The more you put in, the more you get out.

Inclusive Leadership's Impact



Learning circle discussions have been very rich and made me much more self-aware, broadened my perspective.



D+I Leadership is great leadership, full stop. Consciousness, Curiosity, Collaboration, Courage are applicable to everything we do... the programme has forced me to explore and discuss the topic more widely within our business, having conversations I would not have had before...I have moved from unconsciously incompetent, to just beyond consciously incompetent.



It changed my personal view about D&I. I realised that change begins with myself and still I have lots to change about myself.



This course couldn't have come at a better time in setting me up for success with starting a new team. One of the best things I have done since my time with LEAD Network and Waitrose.



It has left me feeling more empowered to lead in an inclusive way and hopefully help others on their journey to doing so too.

THANK YOU TO OUR 2022 PARTNER AMBASSADORS



Jacqueline Blount
Ahold Delhaize



Anouschka Berger
Amazon



Jacobijn Boerrigter
Asahi



Emily Lees
Asda



Charlotte Gardiner
Asda



Gaby Tschofen
Barry Callebaut



Imke Rose-Link
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Marc Andre Ahrens
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Julia Schröder
Beiersdorf



Misel Ahom
Beiersdorf



Una Kent
Boots



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Parisa Davoodi
Cargill



Nisha Rajamohan
Cargill



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Thomas Allmark
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Ruwaida Mohammed
COOP-UK



Alexandra Solórzano
Costco



Nancy Siba
Criteo



Leticia Araujo
Danone



Mathilde Faucherie
Danone



Marleen Daenen
Diversey



Zeljka Omazic
Duracell



Blandine Dupray
Duracell



Angelina Michail
Ecolab



Emmanuelle Roman
EY



Petra Brand
EY



Lesley Cordial
Friesland Campina



Anna Patrono
GXO



Nicola Watts
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Marzena Leszczynska-Chmiel
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Priyaneet Kainth
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Jennifer Robinson
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Alexandra Leppert
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Elaine Parr
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Emma Nyquist
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Kathrin Assmann-Karg
Ingredion



Madeleine Forsch
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Cathrin Kurz
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Karl Patterson
John Lewis Partnership



Angeliki Kazantzidi
Johnson & Johnson
Consumer Health



Stefanie Gunia
Kalypso



Bekki Roberts
Kellogg's



Miranda Prins-Visscher
Kellogg's



Maryna Blotska
Kimberly-Clark



Ana Jimenez
Kimberly-Clark



Marie Ferrer
Kimberly-Clark



Anna Paiva
KraftHeinz



Colin Jansen
KraftHeinz



Aurelie Uricher
L'OCCITANE



Christel Biojout
L'Oreal



Elisabeth Araujo
L'Oreal



Carola Hermann
Lidl



Celia Francey Ghezzi
Manor



Avril Forbes
McCormick



Martina De Brida
McCormick



Michaela Uphues
METRO AG



Andrea Weber
METRO AG



Svenja Fuhrmann
METRO AG



Mine Akı Çağrı
Migros Ticaret A.Ş.



Louise Stigant
Mondelēz



Sylvie Noël
Mondelēz



Eileen Biggs
Musgrave



Siobhan Kennedy
Musgrave



Marie Dousova
Nestlé



Emma Delserieys
Nielsen Media



Silke Trost
NielsenIQ



Rhea Patten
PA Consulting



Nina Stanley
PA Consulting



Jemima Bradbury-Wade
PepsiCo



Boryana Kiteva
Prestige



Michele Gregory
Procter & Gamble



Mahima Kakar
Reckitt



Maria Fernanda Duque
Reckitt



Aleksandra Dziubdziela
SC Johnson



Catarina Fernandes
Sonae



Anna Freemantle
Stanley Black & Decker



Liga Putna
TCC Global



Jennifer Ragland
The Coca-Cola Company



Fatma Tek
Unilever



Lushantha Naidoo
Unilever

THANK YOU TO OUR CURRENT PARTNERS

FOUNDATION PARTNER



GOLD PARTNER



SILVER PARTNER



THANK YOU TO OUR GOVERNANCE TEAM

ADVISORY BOARD



Helayne Angelus

Co-Founder, Past Chair
Advisory Board
LEAD Network &
Lifetime Partner Kalypso



Rami Baitiéh

Executive Director,
Carrefour France &
Member of Carrefour
Group Executive
Committee



Elaine Bowers Coventry

Chief Customer and Com-
mercial Officer,
The Coca-Cola Company



Paul Campbell

Senior Vice Presi-
dent, Supply Chain
Europe,
PepsiCo Europe



Béatrice Dupuy

President & General
Manager for France,
Belgium, Luxembourg
& the Netherlands
Procter & Gamble



Charmaine England *(Joined 2023)*

Area Managing Director –
Northern Europe,
Johnson & Johnson
Consumer Health



Hanneke Faber

President Global
Nutrition, Unilever



Wouter Kolk

CEO Europe and
Indonesia, Ahold
Delhaize



Olena Neznal

Managing Director
Northern Europe, Diageo



Sarah McGowan

Partner,
August Leadership



Aysun Zaman

FMCG Marketing and
Buying Director,
Migros Turkey

BOARD of DIRECTORS *(from 1st of March 2023)*



Tanya Kopps
*Chair (and Chair
Advisory Board)*

CHRO Europe &
Indonesia,
Ahold Delhaize



Mick Broekhof
Secretary

Co-Founder,
LEAD Network



Kirsten Wood
Treasurer

Finance Director,
Unilever



Stéphane Grenier
Vice Chair

Managing Director,
Amazon Advertising
France



Annelie Verstraaten
Past Chair

Strategic Marketing
Dev. Manager,
Hordijk



Veronika Pountcheva
Past Chair

Board member,
International Sustainability
Standards Board

MANAGEMENT TEAM



Allyson Zimmermann

CEO



Neha Lagoo Ratnakar

Head of Education
and Content



Teyana Kretova

Head of Development
and Member Experience



Sam Tunney

Head of Operations

A special thanks for the role and contribution made by volunteers on our Central Committees, which were led by the following Chairs: Jennifer Ragland, Coca Cola Company (Steering Committee), Trish Macrae, Nielsen Global Media (Marketing Committee), Ileana Alexandra, Ahold Delhaize (Membership Committee), Thomas Allmark, CHEP (Education Committee), Jemima Bradbury-Wade, Pepsico (Partner Ambassador Committee), Sarah Williams, Danone (Cross Chapters Committee).



Crossroad meeting



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