

JOIN US!



Annual Conference
Madrid

LEAD Network is a non-profit and volunteer-led organisation, run by and for our members, women and men. We value every individual for their unique perspective. With a focus on promoting gender equality, we strive for the advancement of women of every race, ethnicity, gender identity or expression, sexual orientation, age, educational background, national origin, religion, physical ability, and lifestyle.

A thought-provoking and inspirational network for companies to develop, nurture, and retain their female talent in areas crucial to the advancement of women.

- **Develop relationships.** Meet business partners in the FMCG value chain under the umbrella of gender equality.
- **Connect and share.** Partner companies share leading practices how they advance women and transform their business.
- **Participate in tailored meetings.** Roundtable meetings for CEOs, Retailers, D&I Managers, Sales & Marketing, Store Managers.
- **Network locally.** Local Chapters organise conferences in France, Germany, the Netherlands, Poland, Spain, Switzerland, Turkey, and the UK. Soon: Belgium & Luxembourg, and Romania.
- **Join functional Chapters.** Supply Chain Chapter and Sales & Buying Chapter organise regional conferences.
- **Hone your skills.** As a volunteer, you and your peers from other companies contribute to our mission in a *safe haven*, professional environment.

PURPOSE

Our purpose is to partner with, inspire and enable men & women in the European retail and consumer goods industry to create a future of inclusion and gender equality at all levels.

VISION

Our vision is a diverse workforce where both men and women are enabled to contribute their full potential and lead their organisations to the next level of value creation. We believe we can create more sustainable value by leveraging the full talent pool.

MISSION

The mission of 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.



We are empowered

“LEAD Network makes a positive difference in organisations, which totally connects with my company’s beliefs and those I hold personally. We are empowered to continue the momentum of change by working together, continuing to grow LEAD Network, and being proud of what we achieve.”

Clare Walker,
Category Group Director, RB and
Chair of the LEAD Network UK Chapter

Doing Not Trying: Enabling Individuals to transform companies and our industry

What do we offer?

Join webinars and in-person conferences organised by the Chapters and Committees. Meet with other members at the annual LEAD Network conference. Visit our digital library with practical tips, studies, leading practices, case studies, and Inspirational Journeys. Participate in mentoring and inclusive leadership programmes.

NETWORK

Connect with a network of 12,000+ members across Europe.

Build relationships with your business partners in the FMCG value chain.

Meet role models face-to-face and get their tips.



DEVELOP

Develop inclusive leadership skills as a volunteer on a committee or in a Chapter.

Join study groups and publish new-to-industry thoughtware.

Experiment with new ways-of-working and explore your boundaries.



ENGAGE

Help grow membership in your company and professional network.

Share your learnings with peers.

Deploy your SuperPowersNow!



LEAD Network in numbers

Founded	2011
Corporate Partners	47
Members	13,000+
Chapters	11
Volunteers	300
Women : Men	80 : 20

The business case

“Companies where a third of the leadership is made up of women can see a higher net margin of up to six percentage points. [...] companies with at least one female director statistically outperform those with none.”

Women. Fast forward, EY

+6%



We learn from role models

“Be transparent and genuine; people can detect a fake, be kind to yourself; there is no such thing as perfection, respect your teram and no matter what your opinions or perceptions, never decide on someone else’s behalf.”

Diane Tucci,
 VP Country Manager Spain at Costco Wholesale
 and member of LEAD Network Advisory Board

Doing Not Trying: Enabling Individuals to transform companies and our industry



What's in it for you?

Annual Conference

First held in 2013, the annual conference has become Europe's flagship D&I conference for the retail and consumer goods industry. Every year, hundreds of delegates gather to discuss leading D&I practices and enjoy career development sessions, while meeting old friends and making new ones.

Education

Webinars and live conferences. Hosted by our Partners. Subject matter experts and role models discuss topics relevant to our mission.

Mentorship programme. Mentors and mentees from different companies, functions, and countries are paired for a unique mentoring experience.

Inclusive Leadership programme. Explore what it really means to be an inclusive leader, gain a deeper level of self-awareness about current skill sets, and create a personalized development journey to build new skills.

Inspirational Journeys series. In a collection of videos, female leaders share their experiences. An opportunity to learn from inspirational role models.

SuperPowersNow! A platform for members to discover their skills as powers to unleash action. A movement for driving collective action in the industry.

External mentoring is different from internal

"If you want to develop yourself, LEAD Network will pair you with the right mentor. Industry professionals give you a view from a different perspective, ask questions you don't expect, offer hints and tips. It gave me the possibility to expand my network, strengthened me, and let me grow."

Laura Halfas,
Head of Global Diversity & Inclusion
METRO AG




MENTORSHIP PROGRAMME
CHANGE INSPIRE EMPOWER

INCLUSIVE LEADERSHIP PROGRAMME
LEAD NETWORK

LEAD Network interview series
Special LEAD interviews on diversity and related topics.

<p>Tough love is essential to career development Read interview</p> <p>Sandra Wardlaw Chief Supply Chain Officer, Henkel AG</p>	<p>Career and Motherhood do mix Read interview</p> <p>Yvonne Poeschl LEAD Advisory Board member, Senior Vice President, SAP AG</p>
<p>Building the talent pool Read interview</p> <p>Sam Simons LEAD Advisory Board member, Global Supply Chain Director, Amazon Group</p>	<p>Invest in your network Read interview</p> <p>Hedwig Angerer Principal, Talent & People, Chair of LEAD Advisory Board</p>
<p>There's no such thing as perfection Read interview</p> <p>Diana Tassi LEAD Advisory Board member, Country Manager at Global Pharmaceutical Supply</p>	<p>Affirming the Gender Equality Agenda at the WEPs Read interview</p> <p>Josée Ling Stauder Global Steering & Support Development Category Director, Danone</p>



One of the biggest personal development opportunities is volunteering

"I've been a volunteer in the Education Committee for four years and it's been a brilliant experience that has helped me grow as a leader and as a person. Leading a diverse group of volunteers is very different from leading a team within your own organisation and provides a real stretch. It's also been hugely rewarding for me to see first-hand what we can achieve together."

Christina Taylor,
Founder 'Learn to Grow' and Chair of the Education Committee



Fourth CEO Roundtable



Tone from the top

CEO Pledge. A 'seal', a public commitment, showing the company believes in diversity and will make it happen.

CEO Roundtable. In a safe haven, senior executives speak openly about the challenges and rewards of promoting more women to leadership positions.

Journey to 50/50™. CEOs share personal learnings of their journey to 50/50 with other CEOs.

D&I Maturity Self-Assessment tool. A practical, proprietary tool to determine where your company is on its D&I journey, and recommendations for improvement.

Gender Diversity Scorecard. LEAD Network report benchmarks the progress of women in executive positions in the retail and consumer goods sector in Europe.



Frans Muller, CEO of Ahold Delhaize, signs the CEO Pledge



CEO Roundtable drives industry action

"The CEO Roundtable was even better than last year. There was some real sharing of what can and should be done, and some very actionable outcomes on an individual/company and even societal level."

Hanneke Faber,
President Global Foods & Refreshments, Unilever
and member of LEAD Network Advisory Board



"Thrilled to have had such a productive session with so many great insights given by all the members. The conversation really reinforced the critical role that we all played as leaders in setting the tone from the top and aligning our words and actions – leveraging the 'superpowers' of those of us in leadership roles to drive inclusivity"

Julie Teigland,
EMEA Area Managing Partner, EY

FOUNDATION PARTNERS



GOLD PARTNERS



SILVER PARTNERS

