ACHIEVE YOUR PERSONAL BEST

An inclusive supply chain creates opportunities that enable innovation at the boundaries of technology and empowers communities around the world.

That's why Intel has doubled its commitment with a new goal to spend $200 million with certified women-owned businesses by 2020 globally.

We invite women entrepreneurs to take the bold step and get certified.

Talk to an Intel representative or visit intel.com/supplierdiversity.
On behalf of the WEConnect International Advisory Council, the WBE Council, the WEConnect International team in Europe and our event sponsors, I am pleased to welcome you to the WEConnect International Europe Conference 2019.

The two-days of this conference will be packed full with networking opportunities, presentations, interactive discussions and breakout sessions based on the conference theme of ‘Driving Business Growth Through Inclusive Value Chains’ which is at the core of the work of WEConnect International.

The conference aims to help women business owners to grow and succeed and for buyers to be inspired to further develop supplier diversity initiatives. Across the two days, there will be plenty of opportunities to network and connect with both women business owners and representatives from WEConnect International’s members including conference sponsors: Intel, Accenture, IBM, Bristol-Myers Squibb, MSD, Barilla, Boeing, Enterprise, ExxonMobil, Exyte, EY, Gibbs Hybrid, Goldman Sachs, iTalent Digital, Johnson & Johnson, Kellogg’s, Randstad, UPS and Adient.

The conference will showcase certified women’s business enterprises in the networking area as well as offer the chance for buyer representatives to participate in pre-arranged one to one matchmaker meetings with certified women’s business enterprises from around the world.

By working together, we are creating a business world where all women-owned businesses have equal opportunity across the value chain including the opportunity to access new markets and to succeed globally.

Whether it’s your first time or you are a seasoned attendee, this conference will offer multiple opportunities to share and learn best practices – please make the most of them all! We hope you enjoy the event and look forward to experiencing the next two days with you.

Maggie Berry OBE
Executive Director for Europe
WEConnect International
We’re empowering women to lead positive change

A strong sense of belief is the key to delivering solutions which really make a difference. Our people are responsible for work which is driving powerful projects across the globe.

For 33 years our work has left a legacy of businesses who are outward-looking, operationally excellent, and eager to embrace the opportunities that this mindset offers.

We put the needs of our people first, ensuring everyone has access to the right information, at the right time. This human-centred approach is important to us and our teams, building capability for the future of work.
## Conference Support

Thank you to the teams at the following certified women’s business enterprises that have helped with the conference logistics:

Brochure and banner printing - [FoxPrint](http://foxprint.co.uk)  
Event logistics and support - [mdgroup](http://mdgroup.com)  
Conference MC team - [EDIT Development](http://editdevelopment.com)  
Logo and brochure design - [OrangeDoor](http://weareorangedoor.com)  
Videography - [World Wide Group](http://worldwidegroup.global)

And thank you to the following for:  
Social media support - [92 Minutes](http://92minutesltd.com)  
AV support - [Remote Audio Visual Solutions](http://rsavuk.com)  
Photography - [Fran Hales](http://franhales.com)
We are one of the leading agencies for market and healthcare research in hematology and oncology in EUCAN

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- Endorsed proprietary methodology for Real-World Data generation for Health Technology Assessment and Value Dossiers
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or email info@incloudsolutions.co.uk
WEConnect International helps women-owned businesses succeed in global value chains. Our members represent over US$1 trillion in annual purchasing power and a commitment to supplier development and inclusive sourcing. The result is a network of member buyers working with women business owners based in more than 120 countries that are learning, collaborating, and winning new business.

**Our Mission**
WEConnect International helps women-owned businesses succeed in global value chains. We are a global network that connects them to qualified buyers around the world.

**Our Work**
WEConnect International identifies, educates, registers, and certifies women’s business enterprises based outside of the U.S. that are at least 51% owned, as well as managed and controlled by one or more women, and then connects them with multinational corporate and member buyers.

**Our Vision**
A world in which women have the same opportunity as their male counterparts to design and implement business solutions that create wealth and ensure the sustainable prosperity of their communities.

**What We Do**

**Train**
We train corporations on how to source from women business owners and we train women business owners on how to sell to corporations.

**Assess**
We identify women-owned businesses, assess their readiness to access new markets and provide a certification for women’s business enterprises wanting to do business with corporations committed to global supplier diversity and inclusion.

**Connect**
We break down the barriers that prevent women business owners from connecting to each other and to new market opportunities, including connections to local and multinational corporate buyers.

**Educate**
We educate women business owners on how to access new markets and grow their companies.

You can find out more about us on our website weconnectinternational.org.
You wouldn’t set off on a course unprepared, so why risk it with your brand, reputation, marketing or communications?

Strengthen your position and tap into knowledge-based insights and sharp thinking to stay on course.

Grow your competitive advantage with Strategic Marketing, Smart Ideas, Brand Creation, Striking Content and Integrated Communications.

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A Message
From Our CEO And Co-Founder

Thank You For 10 Years Together!

On the 16th October 2009 WEConnect International was formally established and as we celebrate our 10th anniversary, I reflect upon my own journey and the journey of the organisation. There is much that we have accomplished and I wanted to take the time to thank you for making our work possible.

In the past 10 years, we have grown from one employee sitting in a home office with a visionary board of directors and pilots in the UK and Canada to having 25 expert team members, nearly 100 corporate members and over 9,000 women-owned businesses based in more than 120 countries.

Together, we have conducted more than 1,000 market access events and trained more than 20,000 women business owners to help increase their capacity to grow their businesses while also facilitating the sharing of thousands of competitive bid opportunities.

And through all of this, we have helped to facilitate hundreds of contracts secured by women-owned businesses through our dedicated corporate member buyers and tracked over US$10 billion in corporate member spend with women-owned businesses based outside of the US.

And this is just the beginning...

The past few months have brought substantial opportunities for growth for WEConnect International. From convening public-private partnerships to a feature in the Global Citizen, P&G, and National Geographic documentary series, it was a very busy summer this year.

Our network has helped to create these opportunities through the work they do every day and we now have a true global community to build upon as we enter the next 10 years.

We are committed to your success and please know that through the connections with and among you, we can move the needle on spend with women-owned businesses to help deliver innovation, create jobs and reshape the global economy to be more inclusive, transparent and sustainable for everyone.

And ultimately the WEConnect International network – all of us together - will play a key role in helping to achieve Sustainable Development Goal #5 on Gender Equality by 2030.

We could not have done this without the support of our corporate members, funders, partners and private donors. I want to thank everyone for helping us to empower women business owners by putting more money into the hands of women around the world.

Thank you for your leadership and support and I wish you many successful WEConnections at this year’s WEConnect International Europe Conference and as we enter another 10 years together!

Elizabeth Vazquez
CEO and Co-Founder
WEConnect International
SKILLED DATA PROFESSIONALS

HELPING ORGANIZATIONS AND INDIVIDUALS DEVELOP THEIR SKILLS FURTHER TO FUEL CREATIVITY, INNOVATION AND INCLUSION.
WEConnect International Europe Conference Heritage
At World Wide Group, we create live event production and video experiences, delivered directly to your audience’s screens through the power of both traditional broadcast and digital media.

As an award-winning production company, we are proud of our rich filmmaking heritage and we work nationally and internationally with brands who often have complex communications needs spanning different countries, cultures and time zones. With a hugely talented in-house team, we use our wealth of experience to create content, produce and manage your live event or your corporate communications enabling you to have the time you need to focus on your business. We are a certified woman-owned enterprise and proud member of WEConnect International.

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Web: www.worldwidegroup.global
Social: Twitter / Instagram @ww__group
**WEConnect International in Europe Team**

**Maggie Berry**  
**Executive Director for Europe**  
Maggie has lead responsibility for the management, leadership and development of WEConnect International in Europe. Her role involves developing corporate and public sector support as well as growing and developing the database and network of registered and certified women business owners across the UK and Europe.  
Email: mberry@weconnectinternational.org

**Emma Duncan**  
**Outreach and Events Manager for Europe**  
Emma’s role is to work closely with our women-owned businesses and to provide them with ongoing support around maximising their certification status. Emma has an extensive background in marketing, corporate communications and event management and has mainly worked in the technology and engineering sectors. She has a BA (Hons) European Business degree with German and has studied and worked in Germany and Switzerland.  
Email: eduncan@weconnectinternational.org

**Becky John**  
**Social Media Support**  
Becky is Director of 92 Minutes, a business supporting women and the organisations they run. She works with WEConnect International to support their social media activity. Previously, Becky’s career has spanned the public, private and third sectors, encompassing retail, sales, operations, knowledge transfer, marketing and events.  
Contact via @WEConnectEurope on Twitter

**Ellie Mackrell**  
**Administration for Europe**  
On a part-time basis, Ellie provides a wide range of administrative support for the WEConnect International campaign in Europe. She has a background in finance, office management and credit management within the recruitment and public sectors.  
Email: eusupport@weconnectinternational.org

**Jay McLeod**  
**eNetwork and Operations Manager for Europe**  
Jay manages the eNetwork and all processes connected to the self-registration and certification of women-owned businesses. She also provides other administrative support to the WEConnect International team in Europe including email newsletters, our webinar schedule and ad hoc support for social media.  
Email: euadmin@weconnectinternational.org

**Rachel Ryan**  
**Finance & Accounts for Europe**  
Rachel manages the accounts and finance for WEConnect International in Europe and has worked with the organisation since August 2015. She has over 20 years of accountancy experience having worked in practice and within both the public and private sectors. She has been the proprietor of her own accountancy practice since 2013. Rachel is a fully qualified Member of the Association of Accounting Technicians, a Licensed Accountant and has a BA degree in Social Sciences.  
Email: eufinance@weconnectinternational.org
No really.

We live for the feeling of seeing an event go live. For the moment a plenary bursts into life. For seeing an exhibition stand grow from an empty floor to the centrepiece of a busy expo. For waking up to an inbox full of registrations, an exciting new project, or a relaxed debrief with a happy client.

Let us do what we love.
Along with the UK and Ireland, WEConnect International offers certification for women-owned businesses based in Switzerland, Germany and the Netherlands. We’re delighted to be working with the following partners to help us deliver certification assessments and locally based events in those countries.

Kathrin Puhan | switzerland@weconnectinternational.org
weconnectinternational.org/en/network/europe/switzerland

Evelyne de Gruyter | germany@weconnectinternational.org
weconnectinternational.org/en/network/europe/germany

Arine Huijboom | netherlands@weconnectinternational.org
weconnectinternational.org/en/network/europe/the-netherlands

If you are a corporate member and you have existing women-owned suppliers located in any of these three countries – as well as the UK and Ireland – which you’d like to get certified or if you are a women-owned business and would like to find out more about certification or our activities in these countries, in the first instance, please contact Maggie Berry on mberry@weconnectinternational.org.
Branding | Packaging | Communication | Information design

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bgundersen.com
The WBE Council was established in 2015 and has been led since then by Gill Thorpe from The Sourcing Team with amazing support from a number of certified WBE business owners within the WEConnect International network.

The role of the WBE Council is to:
• Act as ambassadors for gender diversity in the supply chain
• Build a community for the WEConnect International network of female business owners
• Support the WEConnect International team in Europe – annual conference, WBE 2 WBE days, to share knowledge and to open opportunities within the network

The three key themes of the WBE Council are:
• Winning together
• Ambassadors for gender diversity
• Success drives success

WBE Council Members

**Chair: Gill Thorpe**  
CEO & Founder, The Sourcing Team  
sourcing.co.uk

**Elizabeth Lehnich**  
Founder and Managing Director,  
discover legal, discoverlegal.de

**Corinne Frydman**  
Managing Director, Freed Translations  
freedtranslations.com

**Farida Gibbs**  
Chief Executive, Gibbs Hybrid  
gibbshybrid.com

**Miriam Dervan**  
Executive Chair, mdgroup  
mdgroup.com

**Dana Denis-Smith**  
CEO, Obelisk Support  
obelisksupport.com

**Sarah Davis**  
CEO, Skills4Stem  
skills4stem.co.uk

**Shelley Hoppe**  
Agency Director, Spoon London  
spoonagency.com

**Clare Hill**  
Chief Executive, Sysdoc  
sysdoc.co.uk

**Karen Hayes**  
Managing Director, World Wide Group  
worldwidegroup.global
Struggling to attract female talent?

Achieve 40% more applications from female talents with a simple tactic: Make job ads neutral.

Witty Works’ Diversifier guides you in eliminating invisible hurdles in job ads who prevent people with diverse background from applying.

Diversify your recruitment pipeline.

diversifier.witty.works
08:00
Conference Registration, Showcase Stands, Networking and Coffee
Matchmaker sessions for certified WBEs and corporate members will also run during this time.

10:00
Welcome and Introduction – presented by Andi Keeling, Conference MC and Principal Consultant at EDIT Development, a certified women’s business enterprise

10:15
Stop Selling Yourself Short – presented by Lynne Parker, CEO at Funny Women, a certified women’s business enterprise with support from Jenny Bolt, Actor and Director
Would you like to communicate more effectively and powerfully at the conference? This opening session will be led by Funny Women whose aim is to help women express themselves more confidently so that they can stop selling themselves short in both their business and personal lives. The focus is on self-belief and this session will help women (and men) to develop a suite of personal skills to give them the confidence to present their business (or themselves) more effectively. Recognised comedy experts, Funny Women deploy some of the best tried and tested tricks of the comedy trade to provide insights and inspiration for business.

11:00
The Customer’s Viewpoint: A Business Perspective on What it Takes to be a Successful Supplier – Knowledge Workshop – presented by Chrissie Harrison, Country Marketing Manager UK, Intel Corporation
At Intel, they believe that working with diverse-owned suppliers generates greater innovation and value within their global supply chain. They seek to generate more inclusive sourcing, as demonstrated by their goal to increase their annual diverse spending to $1 billion by 2020. As their business evolves in becoming a data centric company, there is tremendous focus on finding the right suppliers who can help them get there faster and more efficiently, through the services they provide. In this session Chrissie will talk about Intel’s buying cycle and how they engage with suppliers, including what makes a vendor truly successful in the Intel supply chain and some of the key challenges she and her team have experienced through working with them.

11:30
Does Running A Sustainable Business Really Matter? – presented by Gill Thorpe, CEO at The Sourcing Team, a certified women’s business enterprise
Not only is this vital for every organisation but it can also bring real and unexpected benefits. In this presentation Gill will draw upon her own journey of becoming an ethical and sustainable sourcing company and experience of working with likeminded organisations and share thoughts on how to maximise the impact and build positivity. Gill will cover what it might mean for your organisation, how best to champion sustainability, how to get buy-in and build momentum through inspiring storytelling, the role of and impact on each and every individual taking sustainability from a box ticking exercise to becoming a living and breathing part of a company’s core values.

12:00
Global Update – presented by Maggie Berry, Executive Director for Europe at WEConnect International and Elizabeth Vazquez, CEO and Co-Founder at WEConnect International
Hear from WEConnect International about how their activities supporting supply chain inclusion and the development of women-owned businesses are successfully progressing across the UK, Europe and globally.

12:30
Networking Lunch
Meet and connect with women business owners and representatives from WEConnect International’s corporate members.

14:00
Choice of Breakout Sessions:
- A Transformative World – led by Yvonne Thompson Founder & CEO at Change Innovators Incorporated, a certified WBE from Canada
- The Gender Say Gap - What Does it Take For Female Leaders to be Seen And Heard? – led by Sarah Lloyd-Hughes Managing Director & Founder at Ginger Public Speaking, a certified WBE from the UK
- Creativity Booster – led by Annett Schaper CEO at Menori Design GmbH, a certified WBE from Germany

Please note this programme may be subject to slight alterations.
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Client focused
Results driven

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What we do:
› Change management
› Filing and storage
› Space optimisation
› Workplace assessments
› Workplace strategy
› Move management

Find out more at moveplangroup.com
• Top Tips for Accelerating Your Personal Growth – led by Wendy Broersen CEO/Founder at Superwomen Academy, a certified WBE from the Netherlands
• A New Approach to Designing Supplier Contracts – led by Wendy Lawson Global Head of Advisory Services at IACCM. This session is for representatives from multi-national corporations.

15:00
Coffee and Networking Break

15:30
Rise of the Robots: Friend or Foe for Women in the Future of Work – presented by Audra Jenkins, Chief Diversity and Inclusion Officer, Randstad North America
Diversity and inclusion in the workplace is top of mind for many companies that are working to understand, effectively implement, measure and continuously improve. Among the myriad of factors impacting gender inequality, technology and automation pose the greatest peril. According to the World Economic Forum, 57% of jobs currently filled by women will be at risk from technology advancements between now and 2026. A comprehensive diversity and inclusion strategy helps businesses extend their reach and impact in the talent market, fuel innovation and drive better business outcomes. During this session, Audra will explore the impact of robotics and automation on diversity and inclusion.

17:00
Giving Hope, Not Handouts – presented by Geeta Sidhu-Robb, Chair of MicroLoan Foundation’s Women’s Development Board
Geeta is an award winning entrepreneur but her road to success has not been straight. In this inspirational session Geeta will talk about how entrepreneurship can transform lives. Women entrepreneurs are not just running a business or earning an income - they are actually changing perceptions and addressing some of the greatest challenges the world faces today - poverty, hunger and lack of education.

17:20
Thank you and Wrap-Up – presented by Andi Keeling, Conference MC and Principal Consultant at EDIT Development, a certified women’s business enterprise

17:30
Evening Networking Drinks Reception
Join us for more outstanding networking opportunities and connection-building at the end of the day!

19:30
Close

Please note this programme may be subject to slight alterations.
Bristol-Myers Squibb is a global BioPharma company firmly focused on its mission to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

Supplier Diversity at Bristol-Myers Squibb generates new ideas and diversity of thought while promoting innovation that guides our work and fuels our growth.

For more information on Bristol-Myers Squibb’s Supplier Diversity, please email us at SupplierDiversity@BMS.com or visit our website at BMSSupplierDiversity.com

©2013 Bristol-Myers Squibb Company
Maggie Berry
Executive Director for Europe, WEConnect International
@weconnecteurope

WEConnect International is a global organisation championing supplier diversity in procurement and helping majority owned women businesses connect into the corporate supply chain. Maggie’s role involves developing corporate and public sector support as well as growing and supporting a network of women owned businesses across Europe. Maggie was awarded an OBE in the Queen’s 2019 Birthday Honours List in recognition of her services to women in business and technology.

Jenny Bolt
Actress and Director, in partnership, Funny Women – a certified women’s business enterprise
@funnywomen

Jenny is an actress and director. She is a skilled workshop facilitator and coaches individuals in presentation skills. Jenny works with Funny Women on a regular basis providing improvisation workshops for a growing portfolio of clients including Investec, Women in Rail, PWC, JLL, Canada Life, Airbnb and NatWest.

Wendy Broersen
CEO & Founder, Superwomen Academy – a certified women’s business enterprise
@wendybroersen

Wendy is a serial entrepreneur, has won several awards and nominations, had her own Dutch TV show and is an international speaker. She is CEO of an international company which helps companies to attract, retain and develop their female workforce; Superwomen Academy. Her other brand Superpeople Academy helps to create inclusive cultures in large companies. She is also creator of the management game Equalitypoly.

Chrissie Harrison
Country Marketing Manager UK, Intel Corporation
@IntelUK

Chrissie works within the Global Markets and Partner Division covering all of Intel’s product groups, verticals, industries and partners with a team of campaign managers and product marketing specialists. Chrissie has spent the last ten plus years working with suppliers to execute various events, campaigns and programs. She has extensive experience and knowledge of the relationships, highlights and challenges of third-party engagements but is also an advocate of the innovation and creativity that is generated from a diverse and inclusive partnership.
WHY WE INVENT

AT MSD, WE ARE INVENTING FOR LIFE.

We are not inventing for invention’s sake – we are on a quest to cure – and to have an impact on countless people’s lives worldwide.

MSD is inventing because the world still needs cures for cancer, Alzheimer’s disease, HIV, and so many other causes of widespread suffering in people and animals.

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Our Speakers | Tuesday 19th November

**Audra Jenkins**  
Chief Diversity & Inclusion Officer, Randstad North America  
[@theaudrajenkins](https://twitter.com/theaudrajenkins)  
Audra is responsible for working with Randstad’s operating companies to further diversity strategies. Audra provides clients with guidance on diversity, inclusion and compliance strategies backed up with more than 20 years’ experience. Audra is known for her speaking engagements at diversity conferences and has published white papers in her area of expertise. She has a Masters in Business Administration with a Human Resources concentration and a Bachelors in Finance.

**Andi Keeling**  
Principal Consultant, EDIT Development – a certified women’s business enterprise  
[@EditDevelopment](https://twitter.com/EditDevelopment)  
Andi is an experienced leadership development consultant. She is an engaging and inspirational coach, facilitator and speaker with expertise in inclusive leadership and extensive experience working in the finance sector at managing director level. She has been responsible for a multi-million pound P&Ls and up to several thousand people. Andi is a strong and challenging facilitator with experience within a variety of industries globally, designing and delivering leadership programmes.

**Wendy Lawson**  
Global Head of Advisory Services, International Association for Contract & Commercial Management  
[@iaccm](https://twitter.com/iaccm)  
Wendy utilises her legal, design and IT background to collaborate with corporate, public sector, not-for-profit and IACCM members to drive advisory service projects, initiatives and research in contract design and simplification, commercial transformation, and contract management technology. Wendy currently works in partnership with the British Standards Institute and is a member of The Law Society, COALA, The Society of Computers and Law and an associate member of the American Bar Association.

**Sarah Lloyd-Hughes**  
Managing Director & Founder, Ginger Public Speaking – a certified women’s business enterprise  
[@gingernibbles](https://twitter.com/gingernibbles)  
Sarah is one of the UK’s most sought after public speaking experts. An award-winning coach, TEDx conference guest speaker and author of the best-selling book, ‘How to be Brilliant at Public Speaking’ she has delivered hundreds of inspiring workshops. She set up Ginger Public Speaking to support the transition to a new paradigm of leadership, where leaders need to ‘speak human’, rather than ‘corporate’ to inspire trust in their followers.
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3. It brings PEOPLE TOGETHER
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Barilla
MASTERS OF PASTA
Lynne Parker
CEO, Funny Women – a certified women’s business enterprise
@funnywomen

Lynne is an award-winning producer and creator of Funny Women; the UK’s leading community for female comedy helping women to perform, write and do business with humour. The Funny Women Awards have just completed their 16th year and Lynne has produced shows at the Edinburgh Fringe and all over the UK. Lynne also coaches people in business and public life based on stand-up techniques to improve self-confidence and presentation skills both professionally and personally.

Annett Schaper
CEO, Menori Design – a certified women’s business enterprise
@nettiny

After a classic training in advertising, Annett discovered her passion for design and specialised in packaging design. Over the years, she has freelanced for various agencies in New York, London and Hamburg. The wide range of her international experience with both small and huge projects for clients of varying size led to the decision to establish her own company and the formation of Menori Design in the summer of 2009.

Geeta Sidhu-Robb
Chair, MicroLoan Foundation’s Women’s Development Board
@MicroLoan

Geeta not only understands what it is like to be an entrepreneur setting up a business to support her family but she is Malawian born and bred. This gives her a unique perspective on the lives of Malawian women and how much the help from MicroLoan, a women’s empowerment and poverty alleviation organisation working in sub-Saharan Africa, means to them. Geeta is also an author, inspirational speaker, and serial entrepreneur.

Yvonne Thompson
Founder and CEO, Change Innovators – a certified women’s business enterprise
@changeinnovator

Yvonne is a leading expert in leadership and organisational culture, known for her highly progressive approach to creating positive energy and high-performance teams through learning and development interventions that underpin long-term sustainable change. Yvonne has been coaching senior leaders for over 15 years. With a focus on the development of an ‘accountability culture’ that comes from the inside out, she works closely with individual leaders and teams to create new energy organisations.
People come to Boeing from different walks of life to build their future. Boeing is proud to stand with those who unite people and give them the opportunities to change the world together.
**Gill Thorpe**
Chief Executive Officer, The Sourcing Team – a certified women’s business enterprise
@thesourcingteam

Gill has a passion for ethical sourcing with a key focus on human rights and supply chain engagement through a ‘beyond audit’ programme and she is winner of the EcoVadis SME Sustainable Leaders Award 2017. Gill is chair of the WEConnect International in Europe WBE Council, supporting gender diversity in the supply chain. She is heavily involved with the Chartered Institute of Procurement & Supply and the British Promotional Merchandise Association.

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**Elizabeth Vazquez**
CEO and Co-Founder, WEConnect International
@CEOVazquez

Elizabeth is a world leader in women’s economic empowerment and global supplier diversity and inclusion. She is co-author of the book “Buying for Impact: How to Buy from Women and Change Our World.” She is a member of the W20, the Walmart Global Women’s Economic Empowerment Initiative’s International Advisory Council, the Procter & Gamble Supplier Diversity Advisory Council, the Global Citizen Girls’ and Women’s Committee and was a member of the UN Secretary-General’s High Level Panel on Women’s Economic Empowerment.
'Gisell's story is one of determination, courage, resilience and just plain smarts. Her saga portrays an extraordinary individual who also embodies the traits women have exhibited over time – not only to survive, but to excel.'

- Irene Natividad, President, Global Summit of Women

The spirit of a woman
The company DELANCE was created in 1996 in Macolin, Switzerland by Giselle Rufer and is still run by its founder with passion and unlimited enthusiasm. Mrs. Giselle Rufer, has created a timepiece symbolizing the life and dreams of today’s active woman.

An elegant sculpture
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- Giselle Rufer Delance

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Book: Amazon
At Exyte we pride ourselves on being the frontrunners of our industry, in leading the development in our area and in creating unique solutions for our customers.

Future focus is one of our core values and this requires innovation: creating something new or improving what already exists. And innovation requires curiosity; curiosity for what is and what could be. Innovation is not about copy pasting what we have always done, it’s not about staying with what we know. Innovation is about creating something no one has ever imagined before.

While we can support this by internal measures such as training our people in new areas and topics and coaching them on different ways of thinking, the best learnings come from exposing ourselves to new experiences, areas and people we have not met before.

This does not have to be kept internal – we should be learning from our entire value chain, our customers and our suppliers. By truly partnering with them and running broader business reviews and meetings where we focus on sharing information and openly discussing different topics, we achieve excellence.

This does not merely ensure effectiveness on an operational level but also enhances our success on a more strategic, future-focused level.

Working closer together with our suppliers and customers will create a relationship built on, not only for providing a service, but on true collaboration adding value through bringing in new ideas and input. The more diverse our value chain, the more we can learn from it, be exposed to different types of thinking and experiences, hear the different stories of different industries and be exposed to new market areas.

Suvi Aaltonen, Head of Talent Management, EMEA, and Malcolm Louth, HR Director, EMEA, Exyte
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Thought Leadership
How to Get Out of a RUT:
Three Steps to Effortless Excellence

Effortless Excellence sounds like an oxymoron, yet it’s perfectly possible for you - and your organisation - to achieve if you’re willing to give your mindset, systems and processes an overhaul.

When our brain senses a threat we activate our primitive, reactionary brain and organisations are no different. If you or your organisation are stuck in a reactionary rut, these three steps will enable you to become clear-minded, responsive and highly effective.

**Recognise** - Often there’s a particular issue that’s taking up your headspace and making work seem harder than it needs to be. The first step towards Effortless Excellence is transparently looking at the obstacles in your current thinking, systems and processes and understanding the real and the root causes.

Real causes: our versions of reality are very different so invite multiple perspectives, especially those you most disagree with. Become curious and listen to understand, rather than to reply.

Root causes: understand what’s beneath the symptoms you’ve identified, from a people, process and systems perspective.

**Undo** - When we are triggered by someone’s behaviour (at work or at home), we have a belief or perception about them that we insist is true. This unquestioned thinking costs us. Consider what story you have made up about him or her. How else could you usefully think about them?

Rather than doing more, consider how your systems and processes can be simplified. Whilst genuine complexity can be fine with the right mindset, making things overly complicated is not. Do the work to simplify and be bold in removing unnecessary complications.

**Take Action** - When we’ve been triggered by something someone has said or done, we tend to react and feel the urge to take immediate action. This is rarely productive. Do the work to get your emotional state resourceful and your mind clear before taking any action, so that it is both effective and productive.

Taking action can be overwhelming, with lots to implement and complex changes to make. Ditch the overwhelm by prioritising one key issue, listing solutions and then focusing on only those you can implement within a month. You will be surprised the impact this shift in momentum gives your organisation.

The immediate rewards of overhauling your mindset, processes and systems will enable you to move out of your rut and create impetus towards Effortless Excellence. No action always equals no real change so don’t miss the opportunity to begin climbing out of your rut today.

Chloe O’Sullivan & Emma Shenton
People and Business Transformation Specialists,
Effortless Excellence
info@effortless-excellence.com / effortless-excellence.com
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If you’ve ever had the pleasure of entertaining a small child, you will know how frustrating it is watching them painstakingly assembling a Lego toy or pummelling the hell out of a lump of pastry. Your patience ebbs away as your hands itch to take over and get the job done for them.

But of course, that is not the point. The best outcomes are based on working together and collaboration is how we learn. As kids get older, they discover that no one person has all the answers – not even their teacher – and Google is now the “guru” they turn to first!

So, what are the lessons for business?

Collaboration is the way forward, as companies reach out to work with specialists who have knowledge and skills that they don’t have in-house.

In business technology, where the cloud means you don’t have to have IT staff any more, it’s important to have trusted advisors. We know from our own experience that to do that well you must listen first – finding out everything you can about a business and how they operate.

The best projects are always those where teams come together to share and pool knowledge, then everybody learns. And when everyone has a voice you can capture ways of thinking that might otherwise be missed. Mixed generation teams can learn so much from one another – digital first Millennials and Gen Zers really do approach things differently, so listen to them!

And of course, some suggest that men and women have differing approaches to solving problems – which is why we need to listen to as wide a range of experience as possible – to capture ways of thinking that might otherwise be lost.
Netwerkpro focuses on improving the professional standing of women in the Netherlands. We provide employment guidance, empowerment and activation for women distanced from the labour market.

Your CSR solution

Collaboration as a corporate | As a company you can contribute to this program by providing support to enable the employment of women in your city. Collaboration offers an effective way to activate your CSR policy:

• **Become a partner** | As a partner of NWP you support our mission and we will come up with a social program together for your employees

• **Impact day** | To make more impact locally, we organize an impact day for your company with your wishes

• **Mentorship** | Increase your employee engagement, they can volunteer to become a mentor in the NWP project which involves sharing knowledge, expertise and networks.

Results 2019

- 460 participants
- 55% found a job within 6 months
- 93% became more confident and got better insight in their talents
- 100% build their own professional network

Netwerkpro.org
E: info@netwerkpro.org | T: +31 20 894 89 33
08:00
Conference Registration, Showcase Stands, Networking and Coffee
Matchmaker sessions for certified WBEs and corporate members will also run during this time.

10:00
Welcome and Introduction – presented by Andi Keeling, Conference MC and Principal Consultant at EDIT Development, a certified women’s business enterprise

10:15
Collaborating Successfully – led by Jean Chawapiwa, Country Director for WEConnect International in South Africa
WEConnect International in South Africa grew faster than expected during 2017 and 2018 reaching 70+ WBEs and 18 corporate members in the network. This was great but there were still barriers to corporate markets to be mastered and relationships to be built. A workshop hosted by Johnson & Johnson helped WBEs in South Africa to consider and review wider market opportunities and led to discussions on how to collaborate to access larger opportunities. This resulted in “WBE Collaboration” groups being set up. The groups are sector focused on agriculture; facilities and construction; technology and people development. In this session, Jean will share the success stories and challenges that are taking WBEs and corporates to new levels of engagement.

11:00
Building a Coordinated Marketing Framework – Knowledge Workshop presented by Mary Healy, Global Digital Lead, Accenture Media Management
A focused marketing process requires rigor and coordination across various company functions. Following the steps from goal setting to measurement, Mary will share an overview of a tried and tested marketing framework to help grow your business.

11:30
Coffee and Networking Break and Move to Breakout Sessions

11:45
Choice of Breakout Sessions:
- How to Fuel The Innovation Your Business Needs – led by Suesal Arieli Managing Director at Arieli & Company, a certified WBE from the UK
- Industry 4.0 – Are You Ready for its Challenges? – led by Joanita Bonnier Owner at Bonnier Consulting, a certified WBE from Switzerland
- GDPR: What the Regulators Need You to Know – led by Anita Lines and Nicola Klimkowski Directors at Design & Default, a certified WBE from the UK
- Leading Global Growth with Heart from Africa – led by Ayanda Mzondeki Founder & Managing Director at Liyema Consulting, a certified WBE from South Africa
- The World We Want: 17 Goals to Save the Planet – led by Nicola Ainger Managing Director at SustainIt, a certified WBE from the UK

12:45
Networking Lunch
Meet and connect with women business owners and representatives from WEConnect International’s corporate members.

14:00
Roundtable Discussions – led by WEConnect International corporate members and certified women’s business enterprises
The discussions will cover a wide range of topics related to supplier diversity and inclusive supply chains. Participants will have the opportunity to join two different discussions during the one hour session.

Please note this programme may be subject to slight alterations.
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15:00  
Trust Your Supplier: How Blockchain Can be Used to Validate More Inclusive Value Chains – Knowledge Workshop – presented by Tom Woodham, Partner, IBM Global Business Services  
Trust is becoming an increasingly important aspect of business relationships but in a digital environment the way that this is achieved is evolving. One of the technologies that will have a massive impact is blockchain. In this session Tom will explain some of the core principles of how blockchain works, plus how it is increasingly being used in commercial relationships to provide “proof” of provenance and regulatory approval. He will show how it can be used by suppliers, from SMEs to large corporates, to demonstrate their own ethical supply chains and commitment to diversity and inclusivity.

15:30  
Coffee and Networking Break

15:50  
The Inclusion Delusion: The Essential Approaches that Will Power up Your Move for a More Inclusive Workplace that Drives Diversity – presented by Angela Peacock, CEO at PDT Global, a certified women’s business enterprise  
Conscious and unconscious biases are still a fundamental barrier to achieving a truly diverse and inclusive workplace and they have detrimental effects on well-being, talent retention and business performance. How can we empower our leaders to foster inclusion within their teams and facilitate culture change? In this inspiring presentation, Angela Peacock will share her insight into how you can gain momentum within your organisation and create an approach that builds an inclusive environment that drives diversity and business results. Angela will help us to discover new ways to reduce bias in the employee lifecycle, how to hold leaders to account, how to future proof the talent pipeline, how to identify the roadblocks to an inclusive workplace culture and how to reduce and eradicate them.

16:20  
2020 Call to Action – this session will be led by the WBE Council  
What more can we all be doing to further progress the supplier diversity agenda here in Europe? What will your actions be after attending this conference? This final session will draw together the key suggestions from over the two days and the WBE Council will share their call to action for 2020.

16:35  
Thank You, Wrap-Up and Close – Conference MC, Andi Keeling, Principal Consultant at EDIT Development, a certified women’s business enterprise

16:45 onwards – All conference delegates are welcome to join an informal drinks reception (cash bar) in the Humphrey’s Bar at the Millennium Gloucester Hotel

Please note this programme may be subject to slight alterations.
Our doors are open®

We reach out to people of all backgrounds – in serving existing customers and winning new ones, in developing current employees and attracting new talent, and in identifying and employing a diverse range of suppliers and service providers. Our commitment to be an inclusive company extends to every employee, customer and business partner. We value the many differences that make each of us unique and know that these differences help to advance our success. Simply put, we want to nurture a business environment that is responsive to all. This is an integral part of who we are as a company and as individuals.
Our Speakers | Wednesday 20th November

**Nicola Ainger**  
Managing Director, SustainIt – a certified women’s business enterprise  
@sustainit

Nicola began her career with a diverse range of jobs in hospitality. Completing a business degree then enabled Nicola to develop her passion for business and combine it with a keen interest in people and numbers at SustainIt; a family-run, global sustainability consultancy with a passion to drive positive change in the world - helping clients use non-financial data to drive change, engage stakeholders and make their businesses more sustainable.

**Suesal Arieli**  
Managing Director and Founder, Arieli & Company – a certified women’s business enterprise  
@arieliandco

Arieli & Company is a global leader in executive development specialising in equipping leaders with the soft skills and behaviours they need in a complex, fast-paced world. Suesal works with senior leaders to develop customised leadership training and academies. She is passionate about unlocking hidden potential to drive impact and measurable results. She uses a complex adaptive systems approach to achieve rigour and relevance across her research and practice.

**Joanita Bonnier**  
Managing Director and Founder, Bonnier Business Coaching  
@BonnierBC

Joanita’s career spans senior roles in the global healthcare industry. Signature strengths are an academic background, sharp analytical brain, strong leadership, business restructuring and cultural change in local and matrix structures, sales and marketing excellence and strategic business intelligence. Her track record of delivering outstanding business results is rooted in her firm belief of building engaged, passionate, motivated high performing teams through individual and team development, training, mentoring and coaching.

**Jean Chawapiwa**  
Country Director, WEConnect International South Africa  
@jschawapiwa

Jean and her team have significantly grown WEConnect International in South Africa both in terms of corporate membership and women-owned businesses. A dynamic and effective entrepreneur and senior management professional, Jean has worked and done business in over 19 African countries. Jean served as the chair of Junior Achievement Africa and is a member of the Junior Achievement Worldwide board as well as being a Mining Dialogues 360 advisory council member in South Africa.
When you invest in her, the returns can change the world.

Studies show that when women have more control over their income, they invest in the education and well-being of their families and communities. That’s why ExxonMobil supports programs proven to help women develop skills in leadership and entrepreneurship. Because when women have more access to economic opportunities, communities are stronger.

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Our Speakers | Wednesday 20th November

Mary Healy
Global Digital Lead – Accenture Media Management, Accenture  
@mary_healy

With nearly 20 years in the digital media industry, Mary is the Global Digital Lead for the Accenture Media Management practice where she is responsible for developing offerings which help advertisers assess their media capabilities and the value delivered from their media investment. Mary is the chairman of the IAB Display & Data Steering Group and an active member of the digital media industry.

Nicola Klimkowski
Director, Design & Default Limited – a certified women’s business enterprise

Nicky is the global GDPR lead for a travel company providing services to airlines, hotels and ground transportation companies around the world. Responsible for leading on compliance to global privacy standards, Nicky also serves a number of other clients on GDPR. She has experience in risk, compliance and the international insurance sector and has also provided strong leadership around mergers and acquisitions, internal and external audit and partner management.

Anita Lines
Director, Design & Default Limited – a certified women’s business enterprise

Anita has specialised in data protection for over 11 years. She provides leadership and specialist data protection consultancy services, holds the BCS Data Protection Practitioner Certificate and is a lead auditor for ISO 27001. She has provided solutions to government, commercial and third sector clients including parts of the UK critical national infrastructure. She is currently global data protection lead for a UK PLC with an annual turnover of £2.5 billion.

Ayanda Mzondeki
Founder & Managing Director, Liyema Consulting - a certified women’s business enterprise  
@liyemaConsultn

Ayanda brings heart and innovation to her company and the industry. Operating throughout South Africa and internationally, Liyema Consulting offers staffing solutions; placements, payroll outsourcing, contingent workforce management, talent community mapping and mobility. Through Liyema, Ayanda supports NPOs and skills development programmes that focus on sport, science and maths, life skills and access to education and school integration for refugee children and she gives free training sessions for individuals seeking employment.
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Our Speakers | Wednesday 20th November

**Angela Peacock**
CEO, PDT Global – a certified women’s business enterprise
@AngiePeacockPDT

Angie has spent the last twenty years working across the global business sector, developing and supporting companies and leaders with their corporate strategies and leadership development. She remains an active coach and board advisor to businesses globally and is a proud finalist for Global Inspiration Role Model of the Year at the 2016 European Diversity Awards and she was recognised as a Freeman of the City of London in 2017.

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**Tom Woodham**
Partner, IBM Global Business Services
@tom_woodham

Tom is a highly experienced management consultant with a strong track record of delivering complex programmes including leading the Management Consultancy Association project of the year in 2018. His projects have a procurement and supply chain focus delivering both tangible cost savings and lasting operational performance improvement. More recently these projects have harnessed the power of AI, analytics, automation and blockchain for cognitive transformation.
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At IBM, we embed our core values in our daily business — dedication to every client’s success; innovation that matters for our company and the world; trust and personal responsibility in all relationships. These principles underscore IBM’s commitment to diversity and inclusion through its workforce, customer base and supply chain.

IBM believes that diversity in our supply chain stimulates growth in the global marketplace, improves customer satisfaction, is innovative and drives development in growing economies, guided by IBM’s Corporate Policy Letter 137B which states “Wherever IBM operates around the world, we strive to conduct our business in a fair and equitable manner.”

IBM’s Supplier Diversity Program was established in 1968 to ensure that diverse businesses have the opportunity to participate in all areas of IBM’s marketing, procurement, and contracting activities. The program has been expanded globally in 2003.

Our goal is to advocate a program that provides economic opportunities to women and other traditionally disempowered diversity groups in all of the 170+ countries in which we operate.

While other corporations are/were reducing their usage of diverse suppliers as they leverage/consolidate their supplier base, IBM has a mandate to include, or increase, their supplier base with any diverse supplier who can provide value-add to our supply chain.


Not only is IBM giving direct opportunity for diverse owned businesses with IBM’s employees, we also make it possible for diverse owned businesses to network with our 1st tier suppliers and grow their business through our supply chain. This is part of our 2nd tier diversity initiative - we know that every supplier can’t be a 1st tier supplier to IBM due to scope or scalability issues. We therefore set up events for our 1st tier suppliers where we educate them about IBM’s supplier diversity program, what supplier diversity can bring to their business, our expectations to them as tier 1 supplier and provide help to implement a supplier diversity program in their company. Come and join us at such an event, you can find them on weconnecteurope.org/events.

In addition, we provide education for women-owned businesses through numerous programs such as the Tuck-WBENC Executive Program, mentoring programs and town hall meetings.

With the request to our preferred supplier to establish a supplier diversity program, we are fostering supplier diversity throughout the supply chain.

Andrea Fimian
EMEA Supplier Diversity Program Manager, IBM
andrea.fimian@ch.ibm.com / ibm.com
Meet Alison.


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What happens if your company makes a pledge to sustainability but your leaders keep driving big lease cars? If promise and proof are not consistent, if explicit and implicit signals do not align, credibility and trustworthiness are at stake. In an increasingly critical society (in)consistency may well mean the difference between success and failure.

If we define implicit signals as ‘everything the organisation “says” without the explicit use of words or images’, it becomes clear that implicit cues are omnipresent in the organisation.

Based on literature search and case studies in a broad range of organisations, we identified four elements that help you check the consistency of your organisation.

**Personal behaviour**
The way people act or behave within or outside the organisation. This is specifically applicable to (informal) leaders. It is important for them to act in accordance with their message. Consider a project manager who promotes a flexible work area but remains themselves in a ‘personal office with a view.’ Without words, their behaviour shows non-compliance with the espoused values.

**Physical environment**
The layout and atmosphere created. This includes the design and appearance of buildings and the way the interior is equipped or furnished. For example: insistence of cross-departmental cooperation was underlined by merging two coffee corners into a single spot right between two departments.

**Available resources**
This is a broad aspect including supporting processes, systems, the amount and type of capacity and money. So people feel that you put your money where your mouth is. For example: a well-known elite college positions itself with a high-tech approach to teaching. Meanwhile, the Wi-Fi available was not strong enough to support the e-learning software.

**Structure and governance**
Where is a function or department positioned in the organisation and what are people and departments evaluated or judged on. For instance: call centre agents are drilled to see customer service as the core value. However, team managers only stress the length of the incoming call queue.

**The solution**
Whenever implicit and explicit signals do not align the organisation can be perceived as inconsistent, which can easily lead to distrust. Given the complexity in modern society and the array of possible individual interpretations of a single cue, we realise that complete consistency is in fact an infeasible dream. Sensitivity for the different elements and acting upon them enable a leap forward towards consistency. You actually have two choices: either live up to your promise or promise less.

**Ilse van Ravenstein**
CEO, Involve
ilse.vanravenstein@involve.eu / involve.eu
Claire Randall Consulting (CRC) is a leading global creative production management consultancy headquartered in London.

We work alongside marketing and procurement departments of blue-chip companies and brands globally, helping them to achieve value from their advertising production investments and to navigate an increasingly complex production landscape. Our collaborative approach means that we reduce costs, create efficiencies and increase value for money without compromising quality or creativity.

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- Production guidelines

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CRC is 100% woman-owned and is fully certified by WEConnect International.
One of the most searched for courses on the Jaluch website this year is accountability. Whether it’s challenges with disappearing home workers, employees stepping over (rather than picking up) trip hazards, project targets being missed with a casual shrug of the shoulders or customers falling through the gaps, accountability has become the buzzword in our 2019 management development programmes. So, to share a little insight, here are our four pillars of effective accountability.

‘Being held to account’ is a phrase that can suggest accusatory inquisition rather a positive cultural value. In fact accountability is the bedrock of a proactive, supportive and collaborative work culture. People who demonstrate accountability recognise, accept and take full ownership of their responsibilities. When things go wrong, they think through what they did wrong rather than look to blame others or find excuses. Those who are accountable admit to errors and don’t seek to justify or excuse what happened. They focus on what they could do to put it right rather than suggest that others need to improve their performance.

These people are the kinds that employers dream of. So what can leaders do to instil these values in teams?

1. Lead by example – It might seem obvious but leaders need to demonstrate accountability each and every day - not just when things go well. If staff see senior teams playing a blame game or glossing over their own failings they will echo these values. Admitting failure is a powerful skill which guides personal development as well as team honesty and accountability.
2. Set clear boundaries – It’s much easier to hold people to account if the boundaries are clear and set to. That means being clear in target-setting, lines of responsibility and reporting. Formalising expectations is fair on all parties and makes it easy to spot room for improvement as well as areas of outstanding performance.
3. Develop managers’ skills – It is the way the manager handles accountability that is the key. The focus should be on positive behaviours and not ‘telling off’. Make sure your managers have the capabilities to make people accountable in a positive manner by considering accountability training or 1-1 coaching sessions with managers.
4. Deal with those who reject accountability – Explain what personal accountability is about – don’t assume they know. Explore their views/fears on taking responsibility and find out what is stopping them from being personally accountable. Ask them for their ideas to help turn this around and identify what support you can give them. Document what they commit to doing and agree a timescale for them to change their behaviour. If things don’t improve then you can look to take steps towards formal action.

As a business, being clear about goals, boundaries and expectations builds an adult working environment which focuses on development, not blame, honesty over obfuscation. As we head into 2020 perhaps now is the time to consider how your culture and leadership role models promote accountability if you believe, as we do, that “accountability is the glue that ties commitment to results” (Bob Proctor).

Helen Jamieson
Managing Director, Jaluch
helen@jaluch.co.uk / jaluch.co.uk
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Sysdoc - sysdoc.com
Sysdoc specialises in helping businesses to be simpler and smarter in how they operate, and to build an agility to adapt to changing business and technology conditions. Sysdoc applies a robust approach based on the proven principles of aviation: Process simplification, robust people focus and experiential learning.

The Sourcing Team - sourcing.co.uk
The Sourcing Team are a fantastically creative promotional merchandise company, leading the way in award winning ethical, sustainable and compliant buying practices throughout their supply chain. They blend creativity and innovation with pioneering technology-enabled products delivering interactive and standout merchandise bringing your brand to life. Passionate about working with liked minded companies who not only care about their brand reputation but also about the planet and its people.

TXT Language Workshop - txtlws.com
We offer top quality, cost-efficient, customised translation services for all your business needs. For more than 20 years, we have gathered plenty of experience in business, finance and banking, legal, pharmaceutical, marketing, editorial translations, among others. We offer professional translations from and into English, Spanish, Portuguese, French, German and Italian. We have developed a sound work relationship based on confidentiality, integrity, quality and response capacity with more than sixty satisfied clients.

Witty Works - diversifier.witty.works
Struggling to find female talent? Witty Works’ Diversifier helps companies attract female candidates. After its use, companies receive 40% more applications! Language of job ads is crucial in attracting female candidates or indeed any minority group. Witty Works’ Diversifier guides companies in recognising linguistic invisible hurdles and proposes alternative writing. Thereby companies learn how to write job ads that encourage applications from people with diverse backgrounds. Diversify your recruitment pipeline with Witty Works’ Diversifier.

World Wide Group - worldwidegroup.global
We are an award-winning company specialising in live event production, content creation and the delivery of moving images across both traditional broadcast and social media platforms. Trusted as the live event and video production partner of over 50 global businesses, we have broadcast to every corner of the globe for some of the world’s biggest brands. From concept planning through to post-production de-briefing, our experienced team plan your event with you to capture every important moment and deliver video for distribution on the most suitable platforms both during and after the event.

Xalient - xalient.com
Xalient is an independent consulting and managed services organisation specialising in WAN transformation and cyber security. We design, build and manage global networks using software-defined networking, cloud security, identity management and communications solutions for large organisations including Kellogg’s, DWF, WPP and Keurig Dr Pepper. Typically, our customers are seeking business agility, transforming their IT, migrating to the cloud, increasing remote working and demanding ever higher levels of security. We ensure they remain agile, secure and connected.

WBEs from WEConnect International in Nigeria and South Africa
Nigeria is represented by four WBES – Eclectic Chique, Jake Riley Ltd, Lonadek Inc and Oeetrot Concepts Ltd. Each has a presence in Europe and offers expertise in unique business products and services. For South Africa, there are six WBES providing a gateway into Africa for European businesses. They work in a global marketplace and their sector expertise includes: chemical manufacturing, electrical engineering, HR, training and consulting. The WBES are Blendwell Chemicals, CI Coaching, Liyema Consulting, Phoki Consulting, Win Win Solutions Africa and Zenele Recruitment.
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We are an experienced and proven consultant-level team with expertise in medical education, integrated communications, event management and corporate responsibility projects.

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In April 2019, WEConnect International, along with support from the National Gay and Lesbian Chamber of Commerce (NGLCC), Disability:IN and the US Pan Asian American Chamber of Commerce (USPAACC), announced the 2019 Top 10 Global Champions for Supplier Diversity & Inclusion at its 10th Anniversary Gala. Pharmaceutical company Merck took the top spot alongside the following corporations listed in order of their ranking:

1. Merck
2. IBM
3. Kelly Services
4. Marriott International
5. EY
6. Johnson & Johnson
7. Ford
8. Accenture
9. Cummins
10. Bristol-Myers Squibb

Scoring was based on a variety of factors including senior leadership support, programme scope, supplier development and global spend with all diverse supplier categories.

If companies are not sourcing inclusively everywhere they do business, they do not have full access to critical innovations and the best total value options that will help them to meet and anticipate the needs of their clients. This ranking showcases the acceleration of a truly global movement towards supplier diversity and inclusion. By leveraging trillions of dollars in corporate spend with diverse suppliers around the globe, corporations like Merck and others are actively driving innovation and creating more inclusive economies.

This inaugural 2019 Top Global Champions for Supplier Diversity & Inclusion ranking is the only one of its kind, made up of the some of the world’s largest corporations that have demonstrated their commitment to global inclusive sourcing from diverse groups including minority, women, LGBT and disabled-owned businesses around the globe.
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Women-owned businesses must have access to both markets and capital to grow, to scale and to contribute to the sustainable prosperity of their communities. This is why, research, underwritten by Moody’s and led by WEConnect International’s Council on Scaling Women-Owned Businesses, will culminate in a white paper released in 2020. This will be the first of its kind exploring how the linkages between these two issues can support the growth of women-owned businesses holistically.

The Council was formally announced at WEConnect International’s 10th Anniversary Gala in April 2019. Subject matter experts serving on the Council represent the following organisations: Absa, Access Bank, American Express, Barclays, BDC, Citi, Financial Alliance for Women, Goldman Sachs, HSBC, International Finance Corporation, JP Morgan Chase, Mastercard, Moody’s, NatWest, OPIC, TD Bank Group, Turkish Economy Bank, WEConnect International, Westpac, and Women’s World Banking.
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Reshape Tomorrow™
Financing Your Growing Business – Moody’s

Created by Moody’s Corporation in 2017, Reshape Tomorrow™ is a global financial inclusion initiative for small business owners on a mission to promote greater prosperity and opportunity at every level of the market. WEConnect International is furthering the mission of Reshape Tomorrow™ in partnership with Moody’s Foundation through the ‘Financing Your Growing Business’ programmes, advancing women business owners around the world by helping them to build their capacity to finance their growing businesses from right where they are.

The aim is to prepare and empower growth-oriented women-owned businesses with the critical connections, skills and expert knowledge needed to successfully access capital, scale their enterprises, and improve their local communities and economies by making a meaningful and prosperous impact.

Together, this partnership will offer free, expert-level training programmes on creditworthiness, educating, equipping and supporting women business owners around the world with the tools and confidence they need to grow and scale their businesses on their own terms.

In 2019, programmes have run in Toronto, Canada; Lagos, Nigeria; and Frankfurt, Germany and will be expanding locations in 2020. The two-day, in-depth training focuses on credit — why it’s important to business owners and how to secure the financing needed to grow a business. Participants learn about different sources of financing, how to analyse their businesses’ internal capacity to receive that finance and ultimately, how to bring it all together in a capital plan.

“Empowering women with the financial knowledge, skills and confidence they need to access capital and scale their businesses, fuels economic inclusion and creates opportunities for their communities.”

Arlene Isaacs-Lowe,
Global Head of CSR,
Moody’s

To learn more about WEConnect International’s partnership with Moody’s Foundation: weconnectinternational.org/en/about-us/reshapetomorrow
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Gibbs Hybrid is an International IT & Business Services firm providing a "one-stop shop" solution helping customers with Project Consultancy, Talent Services and Outsourced Solutions.

We specialise in IT, Digital, Change & Transformation, Data Science, AI, Security, Infrastructure, Engineering, Cloud, DevOps, Operations, Architecture, Testing, Risk & Compliance, KYC AML, Project Management as a Service, Multi-Discipline solutions, Networking, Digital Marketing & Communications, Big Data, Analytics, Development

29% Y-O-Y GROWTH

MINORITY WOMAN-OWNED BUSINESS (MWBE)

Since its establishment in 2005, Gibbs Hybrid has grown year on year with a 400 person team. We are headquartered in the UK with offices in Ireland, Poland, Luxembourg, US and has an international reach.

Gibbs Hybrid delivers people-based outcomes by listening to client’s needs and forming a collaborative and trusted partnership with them to help co-design, build and deliver bespoke and innovative solutions that suit the demands of a project.

PASSIONATE ABOUT PEOPLE
PASSIONATE ABOUT OUR CUSTOMERS
PASSIONATE ABOUT MAKING A DIFFERENCE
In 2019, Procter & Gamble (P&G) and WEConnect International embarked on the third consecutive year of its Women Business Entrepreneurs Development programme in four countries – Brazil, Costa Rica, Singapore and South Africa. The impetus for this collaborative partnership and training program is to empower women business owners in global markets to build capacity, make connections, and gain business development skills.

P&G has shown a deep commitment to advancing women’s economic opportunity through their gender equality campaign and the Women Business Entrepreneurs Development programme is one important component of this global effort. Since 2017, this programme has successfully trained over 180 women business owners in 10 countries, engaged dozens of P&G team members and senior leaders, and increased connections to markets for women business owners globally. Efforts like this are vital to the continued success of women-owned businesses in the global marketplace as they serve as a growth generator for local economies. Yet, they face great financial barriers, have challenges accessing capital and have been historically underutilised as suppliers to corporations and governments around the world.

The Women Business Entrepreneurs Development programme is part of P&G’s long-term commitment to diversity and inclusion – specifically to promoting a more diverse supply network under a flagship initiative called the ‘Supplier Diversity Program’. P&G’s supplier diversity programme started in 1976 to grow and develop under-utilised suppliers in the United States who are women-owned, minority-owned, LGBT-owned and US military veteran-owned. More recently in 2015, P&G declared its intention to expand this programme outside of the United States with a focus on women-owned enterprises. In 2016, as part of the Clinton Global Initiative, P&G announced its partnership with WEConnect International to train women entrepreneurs in each region in which the company operates. Today, P&G spends over US$2 billion annually with diverse and women-owned businesses.

“At P&G, we are focused on helping remove barriers to economic opportunities for women through sustainable measures and advocacy efforts. We are committed to ensuring women-owned businesses are a growing part of our external partners ecosystem.”

Stewart Atkinson, Chief Purchasing Officer, Procter & Gamble
ABOUT

iTalent Digital (iTD) is a leading global digital consultancy and software engineering company born and raised in Silicon Valley.

Woman and minority owned, we enable some of the world’s biggest brands to achieve exceptional business outcomes through a suite of digital transformation services and our innovative Change as a Service platform.
This grant will leverage digital technology to connect women business owners to markets for inclusive trade and sustainable economic impact.

WEConnect International has partnered with USAID, SAP Ariba, Accenture, ExxonMobil Corporation, IBM and Procter & Gamble to leverage technology to help realise the commitment of the private sector to increase corporate spend with women-owned businesses around the world. This grant is part of the United States Women’s Global Development and Prosperity Initiative which is the first whole-of-government effort to advance global women’s economic empowerment and seeks to reach 50 million women in the developing world by 2025 through US government activities, private-public partnerships, and a new, innovative fund. USAID is the world’s premier international development agency and a catalytic actor driving development results.

Recognising the potential of women to help drive inclusive economic growth, the partnership will increase market access opportunities for women-owned businesses through the co-creation of a new global technology platform that will make it easier for buyers to find women suppliers, especially in developing countries.

Over the next three years, this new platform will not only make it easier for WEConnect International member buyers and sellers to find and connect with each other, women business owners will also be able to access relevant business opportunities and other critical business resources, partner networks, business tools and training on how to scale and, in turn, grow their local economies.

“This Global Development Alliance with USAID, SAP Ariba, Accenture, ExxonMobil, IBM, and Procter & Gamble demonstrates the power of public-private partnerships in support of women’s economic empowerment and inclusive growth.”

Elizabeth Vazquez, CEO and Co-Founder of WEConnect International
Together, Making a World of Difference.

Welcoming Women-Owned Businesses to the Johnson & Johnson Family of Companies where:

Our legacy and commitment to our diverse suppliers aligns with our Credo responsibility to the communities in which we live and work. We believe in the power of inclusion to deliver innovative products and services, that support our mission of caring for the world, one person at a time.
The Power of Women-Owned

In 2018 women-owned businesses in the WEConnect International network were:

- #1 Growth-Oriented
  - 3 out of 4 experienced revenue growth
  - 38%
  - 10%

- #2Creating Jobs
  - 42%
  - Created new full-time jobs
  - 11,000
  - New jobs created

- #3Supplying to Corporations
  - 13%
  - Are doing business with large corporations

- #4Building Communities
  - 68%
  - Employ more females than males
  - 90,000
  - Employees supported

- #5Leveraging Certification
  - 73%
  - Doing business with corporates are certified
  - And
  - 89% have been in the network for over a year

- 10%
  - Certified WBEs are more likely to experience growth more than

WEConnect International facilitated half of these connections to corporates.

SAY THE NETWORK HAS 1/3 VISIBILITY OF THEIR BUSINESS
We recognize that our success is built upon the foundation of our core values and emulated in the diverse employees, talent, clients, partners, and communities we serve. Our supplier diversity program cultivates key partnerships for an equal and inclusive workplace, marketplace, and business.

To learn more about our approach visit www.randstadusa.com/about/diversity.

As the world’s largest staffing organization and a company with global reach, we have made it our mission to ensure fairness, equality, and diversity in every aspect of our organization.
The global marketplace is open and ready for business - let us help take you there.
DRIVING BUSINESS GROWTH THROUGH INCLUSIVE VALUE CHAINS

Advancing supplier inclusion and diversity: Creating value, championing change and empowering communities

We believe inclusive procurement practices create long-term value for our clients and our communities, while helping us remain agile, disruptive and ahead of the market.

For more information about our Supplier Inclusion & Sustainability programme please visit: accenture.com/gb-en/company-supplier-inclusion-diversity

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Work with us.

IBM recognizes that a diverse supplier base is integral to strategic objectives – solidifying the connection between customer satisfaction and winning in the marketplace. Our supplier diversity program expands purchasing opportunities for diverse owned businesses globally.

ibm.biz/GlobalSupplierDiversity
For further information, please contact:

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