



# «Women, Empowerment and Leadership»

## PROGRAMME

**June 11th, 2010**

Campus ESSEC Executive Education

# «Women, Empowerment and Leadership»

OPENING SESSION

2:00 - 2:15pm



## ***Hilary Ellis,***

### **President European Professional Women's Network Paris**

Hilary Ellis began her career in strategic marketing before moving into the field of human resource development and talent management. Working for international organizations, including Rexam plc, Nortel Networks and since 2005, Alstom Group, she has acquired considerable experience in the design and implementation of performance management systems, leadership development & executive education programmes, plus the recruitment and career mobility of senior & executive talent. Hilary is currently leading a complex transformation and integration project linked to a major global acquisition.

Hilary holds a BA Honours degree in European Studies from Hull University, a Master of Science degree in Organizational Behaviour from Birkbeck College, University of London and two postgraduate diplomas in Marketing.

Hilary has been active in women's networks for over 25 years, and served as Communications Officer on the management committees of Soroptimist International and Women In Management in the UK. She has been a board member of the European Professional Women's Network-Paris since 2007 and was a founder member of the EPWN-Paris Career Booster Club and Career Reinvention programme.

A British national, Hilary spent her teenage years in Brussels, Belgium. Both she and her husband have been living & working in Paris since 1997.

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### **Junko Takagi,**

**PhD, Essec Chair Diversity and Performance**

Junko Takagi teaches Management in a range of ESSEC's MBA programs (ESSEC MBA, Executive Education) and most specifically takes charge of all Team Building activities in the School. These seminars involve participation, in a one day training session on team building, group animation and group dynamics followed by one day of hands on experience in logistics and group leadership and facilitation through team building exercises with incoming MBA and Luxury Brand Management students. She is also the Co Chair of Diversity and Performance.

Her current research interests focus on 3 axes:

- The diversity of Diversity - The very sense of the term "Diversity" - the implications of the various meanings of the term "Diversity" in France and in the Anglo Saxon countries.
- The contribution of Diversity on the processes related to team performance
- The problems of identity for the bicultural individuals and the potential contributions they can bring to the global managerial scene.

Junko Takagi has also published on the neo institutional theory applied to the sector of « education management », the health systems and the medical practitioners work. Junko Takagi holds a MA from the University of British Columbia and PhD in Sociology from the Stanford University, USA.

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## KEYNOTE SPEAKER

2:15 - 2:30pm

### Women quotas and the promotion of efficiency on boards

How to improve gender issues on boards but also, how to improve efficiency of companies including gender issues as a tool? The project of law has a global objective: to avoid nepotism on boards and on women topic to avoid “tokenism.”



#### ***Prof. Viviane de Beaufort,***

**Jean Monnet Chair, director of the ECEL and Academic Director  
«Entreprendre Au Féminin» Essec Business School**

Viviane is professor at the European Commission's Jean Monnet Chair, as well as a professor at the ESSEC & Mannheim Executive MBA program.

She serves as the director of the ESSEC Law Track, is co-director of the European Centre for Law and Economics and is Academic Director of the program “Women Entrepreneurship”.

Viviane holds a PhD in European Union Law from Paris IV, Sorbonne and MsC in Politic Sciences and Law from Paris.

## PLENARY SESSION

2:30 - 3:30pm

### Role models and female leadership

Impact of role models and lack of female role models in upper level management. Momentum on European implementation, impact and effectiveness of quotas and the influence of gender studies.

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### ***Dr. Celia de Anca,***

**Director of the Centre for Diversity in Global Management at Instituto de Empresa Business School**

Celia was previously the Director of Corporate Programmes at the Euro-Arab Management School (EAMS), Granada. She has also worked for the Fundación Cooperación Internacional y Promoción Ibero-América Europa. (CIPIE) and at the International Division of Banco de Santander. She has a master's degree from the Fletcher School of Law and Diplomacy (Boston), and from the Universidad Politécnica de Madrid. She holds a degree and PhD from the Universidad Autónoma de Madrid, with a comparative thesis on Islamic, ethical/ecological investment funds and on the London Market. She is the co-author of the *Managing Diversity in the Global Organization*, Macmillan 2007. She had articles published in specialized journals, in addition to regular articles in the press. She is a member of the Ethics Committee of InverCaixa's Ethics Fund, Spain and member of the Scientific and Academic Advisory Council of the Gender Equality project Switzerland. She is also member of the Executive Committee at IE Business School. She has received the award of the women executive of the year 2008 by the Business Women Association of Madrid. (ASEME), Ms. de Anca is fluent in Spanish, English, French and Arabic.



### ***Joanne Dreyfus,***

**Audit Associate at Deloitte**

Joanne Dreyfus started her professional career at Andersen's in London in 1996.

Having moved to Paris in 1999, she joined Deloitte in 2002. She was nominated to Partner at Deloitte in 2008 and works in the Audit division. She is married with two children.

# «Women, Empowerment and Leadership»

## WORKSHOP

3:45 - 4:45pm

Learn & Practice with 3 Training Workshops

### Workshop 1: Training/coaching

How can training and coaching get women into executive positions?  
with Junko Takagi, PhD



***Anna Thrap-Olsen,***

**Director Business development TetraPak**

Anna Thrap-Olsen has a dual French-Swedish culture.

She is graduated from CCIP of Paris (Ecole Supérieure de Commerce) and she also holds an executive MBA/Essec. 1989: she starts her career at Bongrain as Area Retail Manager. In 1990: she joins Kodak group where she holds various managing positions, from Export Market Manager to Business Unit Director at Kodak

Graphics where she extends her knowledge on printed communication and associated technologies. In 2006: she joins Tetra Pak group and becomes member of the French Board Committee as Business Development Director. She adds the packaging dimension to her professional record, combining challenges related to innovation, environment and industrial needs.

In 2010: as Marketing & Innovation Director, she has the responsibility to look ahead and prepare the future focusing on competitiveness and excellence in customer service and relationship.

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### ***Tatiana Gillitzer,***

#### **Director and General Manager, Henkel Biomedical**

After a thesis on the new conditions for synthesis of quaternary ammonium Compounds for Herga Industrias Químicas - Colemul in Rio de Janeiro, Brazil, Tatiana started her career in Hoechst AG in Frankfurt, Germany where she will attend different positions as a Project Manager.

1998 represents her entry at Henkel AG and CO in Duesseldorf, Germany, first as Purchasing Manager, then as Manager Venture Capital before becoming the Corporate Director Business Development and Venture Capital. Since 2005, she is Director and General Manager of Henkel Biomedical, Adhesive Technologies Dublin, Ireland; Duesseldorf, Germany. Tatiana holds a MsC in Chemical Engineering/ Chemistry from the Universidad Nacional de Colombia, a Master in Management and Logistics and an EMBA ESSEC & Mannheim. She is multi-lingual: English, Spanish, German and French.



### ***Katrin Bennhold,***

#### **Correspondant, International Herald Tribune**

Katrin Bennhold is a correspondent for the International Herald Tribune in Paris and part of a group of reporters contributing to this year's Female Factor series on the state of women in the 21st century. An economist by training, Katrin has been covering French and European politics for the IHT and its parent newspaper, The New York Times, for over six years. Prior to that she was a senior economics writer for Bloomberg News and a television reporter for Bloomberg TV and N24, a German 24-hour news channel, in London. Katrin obtained her BSc and MSc degrees in economics from the London School of Economics in 1997 and 1998 respectively.

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## Workshop 2: Mentoring



***Martine Van Went***

**EuropeanPWN Mentoring Club**

Martine has over 20 years experience as a freelance coach and trainer. She works with both professional companies and Individuals. With businesses, Martine works in the specific area of organizational behavior and relational communication where she designs, organizes and delivers in companies trainings in companies selling, management, negotiation, specific situations (fraud, conflict...). She coaches individuals who have a business or personal question to change, Martine has helped managers, teams through business coaching and team building for over 13 years. She works with companies and professionals to give value to employee's skills. She is member of ICFF (International Coach Federation en France). Before becoming a professional coach and trainer, Martine worked in marketing in the banking industry for 15 years: first as a consultant in Groupe des Caisses d'Epargne in Marseille, then at the Chambre Syndicale des Banques Populaires (today Natexis), and finally as a Marketing Manager at the Caisse d'Epargne.



***Ines O'Donovan***

**EuropeanPWN Mentoring Club**

**PhD Researcher, Lecturer & public Speaker**

Ines O'Donovan can be called a real European. Born in Germany, she is now living in France married to an Irish. She is a PhD researcher with Lancaster University Management School in the UK and lectures MBAs from all over the world on Coaching and Mentoring for Leadership and Management and International HR Management with the London School of Business and Finance. In addition to this she speaks at events in Europe. Ines helps current and future leaders to strengthen their leadership by providing insights & knowledge, training and consulting around leadership, mentoring, employee engagement and personal & organisational wellbeing.



## «Women, Empowerment and Leadership»

Ines' expertise comes from a variety of different sources: She can refer to 17 years experience in Leadership/Entrepreneurship, Well-being Management and Business Development/Marketing. Furthermore Ines holds an MBA, a degree in Marketing and international Management, a degree in Business Communications and various other professional qualifications. An area that Ines is especially active in is Mentoring. For the last 5 years Ines is heading up the Mentoring Programme of the European Professional Women's Network Côte d'Azur and leads since 2009 the European-wide Mentoring Programme. She also helps organisations like the international WIN Conference and the British Academy of Management to conduct effective Mentoring Programmes. And Ines is - of course - mentor and mentee herself.

In 2007 Ines has been awarded a doctoral Fellowship from the Northern Leadership Academy. She has published articles on mentoring, leadership and well-being.

### Workshop 3: Networking



#### ***Valérie Rocoplan,***

**Executive coach, CEO of Talentis, international coaching company**

Valérie has over 15 years of managerial experience in the marketing and sales area in different international organizations such as LVMH, Cerruti and Essilor. Valérie funded Talentis, an international coaching company in 2003, and developed an activity focused on leadership development and change management. Valérie is managing a team of 60 coaches who are partners with Talentis worldwide, to deliver coaching and training programs to high potentials and executive in large companies. Valérie is also an executive coach, passionate about the development of women's leadership; she has accompanied many women in their transition phases or professional projects. She also facilitates women's leadership training programs and group coaching, or conferences for companies that want to promote the development of women's presence at all career levels. She also built mentoring programs for women. She wrote "Oser être la chef" (Editions S.Leduc), where she presents her beliefs and advices to women about how to accelerate their career.

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## PLENARY SESSION

5:15 - 6:15pm

### Promoting Women to Leadership Positions

How to influence opinion leaders? Selection criteria for future executives and board members; what companies are doing to develop women as senior leaders/ promote women into executive roles - examples of best practices.

Introduction - student presentation Essec Chair Diversity and Performance: benchmark on best practices.



**Anne Bouverot,**  
**Executive Vice President,**  
**Mobile services France Telecom Orange**

Anne Bouverot was appointed Executive Vice President in charge of Mobile services for Orange France Telecom in March 2009. A member of the Group Leadership Team (G24), she is responsible for the consumer mobile P&L across geographies, marketing programmes, and for selecting devices which are sold to customers together with mobile offers. She previously was responsible for International Business Development, preparing the international development strategy and proposing and leading specific opportunities for acquisitions and partnerships. Achievements included the privatization of Telkom Kenya, a new license in Armenia, and partnerships in Portugal and UAE. She also worked for Orange in London, and for Equant, in charge of the IT Services business unit serving multinational business customers, managing IT ServicesTover 600 IT specialists located in Europe, North America and Asia, with profit & loss responsibility. Before this, Anne worked for Global One, including 3 years in Virginia, USA from 1996 to 1998. She began her career in telecommunications as IT project manager for Telmex in Mexico in 1991. Anne received M.S. and Ph.D. degrees in mathematics and computer science from the Ecole Normale Supérieure in Paris and an M.S. degree in telecommunications engineering from Telecom Paris. In 2008 she was appointed as Non Executive Director of Groupama, a major French insurance company with over 14B€ of revenues.

She lives in Paris with her partner and their two sons.

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***Sophie Macquet,***  
**Group Diversity, Renault**

Sophie Macquet, Sup de Co Lille, Diversity CSR pilot, Renault. Sophie Macquet joined Renault after having worked in a top consulting firm. She moved from HR to marketing in the After-Sales Division, being the marketing Manager of the UK operations during 3 years developing BtoBtoC skills. She then expanded her 4 P's\* footprint and her knowledge of the car under-bonnet mechanical parts as Corporate Group Manager and later became the MD Deputy Manager. She currently pilots one of the ten Renault Cross Functional teams that are a real asset to identify breakthroughs and to maximize performance. The Diversity team focuses on talent development with a strong business orientation.



***Jean-Michel Monnot,***  
**Vice President, Group Diversity & Inclusion, Sodexo**

Jean-Michel Monnot is Vice President, Group Diversity and Inclusion for Sodexo, based at the Group Headquarters in Paris. He has a degree in business from the Ecole Supérieure de commerce de Saint-Etienne in France. Jean-Michel joined Sodexo in 1987 in the Sales department in Nancy, then moved to Paris managing large accounts in the healthcare market. From there he became a regional director in Lyon and then Rouen. His latest position was in Corporate Services in Paris, as a regional director. Since October 2007, he has been responsible for implementing Sodexo's Diversity strategy across 25 European countries in which Sodexo operates. Collaborating with local teams Jean-Michel works to establish each country's business case for Diversity & Inclusion, sharing best practice and tools, and defining targets. Sodexo employs 380 000 people on 5 continents (140 000 in Europe), and is considered a benchmark for Diversity & Inclusion in the USA where it was ranked #1 on the 2010 DiversityInc business index of Top Companies for Diversity and Inclusion. In 2009, Sodexo received in France the Grand Prize for global diversity policy. Jean-Michel Monnot was born in Burgundy, and lives in Normandy with his wife, and his 11 years old son.

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