EUROPEAN NETWORK OF WOMEN IN LEADERSHIP


2020 Brochure

www.wileurope.org
Follow us on Twitter @WILEurope
WORDS FROM OUR PRESIDENT

“We have created a unique cross-European and cross-sectoral platform, that allows women leaders to meet and exchange, learn and grow, expand their horizons, step out of their comfort zone and increase their visibility!

With this close network of women in leadership positions, not only do we provide our members with a friendly place for best practices sharing and support, but we also create new opportunities for women at large by showcasing different types of professional success.

Finally, we also contribute to keeping up social and political pressure to ensure that gender equality remains on the agenda!”

Thaima Samman
# 2017 - 2020 Board of Directors

<table>
<thead>
<tr>
<th>President</th>
<th>Secretary General</th>
<th>COO</th>
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</table>
| Thalma Samman  
Founder  
Cabinet Samman | Pinuccia Contino  
Head of Unit  
European Commission | Nathalie Wright  
Digital and IT Transformation Director  
Member of the Executive Committee  
Rexel Group |

| Dorothee Belz  
Founder and Managing Director  
Go Digit | Preverchse Berèse  
MEP  
European Parliament | Elena Bonfiglioli  
Managing Director Health and Life Sciences  
EMEA Microsoft |
| Cinzia Boschiero  
CEO  
E.C. Partners | Viviane Chaine-Ribeiro  
President  
Talentia Software | Katherine Corich  
Group Chair  
Sysdoc |
| Paulina Dejmek-Hack  
Member of Cabinet  
European Commission | Béatrice Delmas - Linel  
Managing Partner  
Osborne Clarke | Brigitte Dumont  
CSR Chief Officer  
Orange |
| Anne Houtman  
Lecturer  
Sciences Po Paris | Nida Janusakis  
Associate Dean of Advancement  
INSEAD | Isabella De Michielis di Stonghillo  
CEO and Founder  
Ernieapp LTD |
| Marina Niforos  
Chair, Hellenic Corporation of Assets and Participations S.A. | Emanuela Palazzani  
Founder & CEO  
Atman Advisory | Antonyia Parvanova  
Former MEP  
European Parliament |
| Delphine Poupineau  
SVP Diversity and Inclusion  
Orange | Claudine Schmuck  
Director  
Global Contact | Herke Van Hulst  
Lawyer  
Osborne Clarke |
WIL Europe Snapshot

Our Vision

The European Network for Women in Leadership (WIL Europe) is committed to the promotion and advancement of the professional and social interests of women in leadership positions across Europe.

Our Members

300+ women in leadership positions

Types of Organisations

- ICT (45%)
- Legal (5%)
- Public Sector (17%)
- Academia (5%)
- Health Ind. (4%)
- Finance + Other (17%)
- NGOs (6%)

Our Mission

Since 2010, WIL Europe has been acting as a platform where our members can meet and exchange, network, enlarge their horizons, and identify opportunities and ideas that are not readily available in their current social and professional environments.

We achieve our mission through international and local events, peer networking, core social and economic debates with key political and business leaders, and via our online website and newsletter.

From 24 European Countries

www.wileurope.org
Follow us on Twitter @WILEurope
Activities

International & local events
- High-level conferences across Europe

Networking Opportunities
- Various types of networking sessions

Visibility Opportunities
- Through our online media & our conferences

Learning Opportunities
- Online & offline learning trainings and webinars

Talent Pool Program
- 12 month leadership program
Events and Networking Opportunities
WIL events offer our members the opportunity to **broaden their understanding** and **speak on a variety of pertinent issues**, **expand their horizons** beyond their immediate working environment, and **network** with one-another as well as with other high-level decision makers.

### Annual Gatherings
- Once a year
- European capital
- 2-days program
- Include panel debates, networking sessions, trainings, and cultural visits

### EU Debates
- 3 times a year
- EU Parliament, Brussels
- Panel debate or keynote speech, and networking session

### Exclusive Executive Events
- 2-3 times a year
- European capital
- Breakfast, Luncheon, Dinner Debate ...

### Local Gatherings
- 4-6 times a year
- European city
- Discussion & Networking session
Overview of recent WIL Europe Events

EU DEBATES

Digital Health
Brussels
30th January 2019

“The world will be a shortage of 13 million health-care workers by 2035!”
Elena Bonfiglioli, Managing Director Health & Life Sciences EMEA, Microsoft and WIL Board Member

Gender Equality in the Workplace
Brussels
29th November 2018

“Gender equality is like driving a car uphill, if you don’t always have your foot on the accelerator, it rolls down.”
Isabella Lenarduzzi, Founder and Managing Partner, JUMP and WIL Member


Overview of recent WIL Europe Events

ANNUAL GATHERINGS

Annual Gathering at Microsoft & Cariplo Factory,
Milan
21st and 22nd March, 2019

“Digital Transformation is going to permutate through all sectors, Agriculture will be an industry which will face most change”

Lucilla Sioli, Director for Artificial Intelligence & Digital Industry, European Commission

Event partners: Microsoft, Softlab, Cariplo Factory, Tech Italy Advocates, Fidanza Village.

Annual Gathering at Orange,
Warsaw
14th and 15th June, 2018

“I don't believe that we are born leaders, we become leaders. You need appetite and talent in order to succeed.”

Jean Marc Vignolles, COO Europe, Orange

Event partners: Orange, Dow Chemicals.
Digital4Her Conference and Signing of the Declaration

Brussels
19th June 2018

On the occasion of a conference organized by EU Digital Commissioner Mariya Gabriel, WIL President Thaima Samman signed the Declaration and call to action to EU corporate tech leaders to achieve gender balance in their companies.

Thaima Samman, President of WIL, signing the Declaration

Dinner with Laurence Rossignol, former French Minister for Families, Children & Women’s Rights

Paris
8th November 2016

16 WIL Europe members from all over Europe were invited to discuss the promotion of women in leadership roles in Europe, with the Minister.

www.wileurope.org
Follow us on Twitter @WILEurope
Overview of recent WIL Europe Events
LOCAL GATHERINGS

**Afterworks**
**Paris, Brussels**
4th and 6th February 2020

Our talents, alumni and guests met in **Paris** and **Brussels** for **Afterworks** for inspiring conversation and networking! A great opportunity to catch up and exchange!

**Members’ Dinners**
**Paris, Brussels**
22nd and 30th January 2020

WIL Members and Guests from across sectors and nationalities gathered for **Dinners in Paris and Brussels**! What a great way to kick off the new year!

**Afterwork at Expedia**
**London**
21st February 2019

WIL was introduced to the **Expedia Community** by Ariane Gorin, President of Expedia Partner Solutions & WIL Member. In conversation with **WIL President, Thaima Samman**, Ariane shared some vital career tips, which was later followed by a **networking session**.
WTP Session and GlobalWIN Reception at Osborne Clarke
Berlin
18th February, 2020

“Everyone in this room is perfect as you are. If you dream it, you will achieve it. Be confident in yourself.”
Tina Umbach, Managing Director of PrimeCrowd

Annual Gathering & WTP 5 Kick-off at Osborne Clarke and Grifols
Barcelona
10th and 11th October, 2019

“At Osborne Clarke, across our 26 offices worldwide, we strive to give special attention to diversity and gender inclusion, as we believe in the power of collective intelligence!”
Our Board Member Béatrice Delmas-Linel, Managing Partner of Osborne Clarke France

Osborne Clarke Headquarters, Berlin: Members, Participants, GlobalWIN Delegation and Guests networking during the reception.

Dr. Anke Freckmann, WIL Member and Partner at Osborne Clarke, welcoming our Women Talent Pool participants and guests of the SWANS Initiative to the first part of our event.

Grifols, S.A. Headquarters: Participants of the 5th edition of our Women Talent Pool program

Thaima Samman, WIL President, together with Nuria Martin, Managing Partner at Osborne Clarke Spain, welcoming participants during our networking cocktail.

Event partners: Orange, Osborne Clarke, GlobalWIN, Lenovo.

Event partners: Microsoft, Orange, Osborne Clarke, Grifols, Lenovo.
Speakers at Recent WIL Europe Events

- Michel Barnier
  EU Chief Negotiator for Brexit
  (France)

- Pervenche Berès
  then Member of the European Parliament
  (France)

- Maggie De Block
  Health Minister
  (Belgian)

- Ourania Ekaterinari
  CEO,
  the Hellenic Corporation of Assets & Participations
  (Greece)

- Delphine Ernotte
  President, France Télévisions
  (France)

- Mariya Gabriel
  EU Digital Commissioner
  (Bulgaria)

- Stéphane Richard
  Chairman and CEO, Orange
  (France)

- Margrethe Vestager
  EU Competition Commissioner
  (Denmark)

- Jean Marc Vignolles
  COO Europe, Orange
  (France)

- Mark Wilson
  Group CEO, AVIVA
  (United Kingdom)
Visibility Opportunities
Visibility Opportunities
COMMUNICATION CHANNELS

Online Exclusive Directory on WIL Website

300+ Women Leaders
Across sectors
In 24 EU countries

www.wileurope.org

Monthly Newsletters

November 2019

www.wileurope.org/newsletters

Strong Social Media presence

Follow us on Twitter @WILEurope

Twitter, LinkedIn
Meet our Members

Learning from peers holds greater weight than learning from books and videos.

Pinuccia Contino
Directorate-General for Justice and Consumers
European Commissioner

I have seen how powerful it is to have women visible in management positions in terms of example-setting. It is key to set the example of what is possible so that it will to become natural!

Diane Nicolas
Senior Legal Counsel Mergers and Acquisitions, Orange

Meet our Talents

Meet our Board Member...

Interviews

Our Members, WTP Participants, and Alumnae have the opportunity to be interviewed and featured in our monthly newsletter, shared with over 1000 WIL Members, Friends, and self-registered followers, and on social media.
We provide our members and talents with various forms of **speaking opportunities** (speeches and presentations during our conferences and panel debates, possibility to conduct workshops and trainings...) to further increase their visibility.

**Ourania Ekaterinari**  
*CEO, Hellenic Corporation of Assets and Participations S.A.*  
Speaking at a WIL EU Breakfast Debate on Gender Diversity

**Fozia Jabbar**  
*Head of Legal, Microsoft Denmark*  
Wrapping up the final panel debate on *How can Artificial Intelligence help Organisations operate in the 21st century* at our Annual Gathering Milan

**Racha Abu el Ata**  
*Health Industry Sales Director France, Microsoft*  
Speaking at our Executive Kick-Off event of the Women Talent Pool Program in Paris
Learning Opportunities
WIL Members and WTP Participants are offered the possibility to further develop their leadership skills through online and offline trainings and webinars, in partnership with world class institutions like INSEAD.

WEBINARS

INSEAD WEBINAR
21 March 2019
Daniel Porot on Finding Work that Fits

INSEAD WEBINAR
20 February 2019
Gender Myth Busting

TRAININGS

WTP Participants and Orange Talents brainstorming on their strengths during the training session on Career Development at WIL’s 2018 Annual Gathering in Warsaw (June 2018)
Women Talent Pool (WTP) Program
Launched in 2012, the WIL - Women Talent Pool program (WTP) is a **unique cross-sectoral leadership program** that aims to train and promote a **new generation of women leaders** in Europe. Our WTP program is dedicated to **young female talents** (7-10 years experience) identified as **high potential** with the **ability, ambition and motivation** to rise and reach tier 1 positions.

- **12-months cycle program**
- **Tailored learning & networking opportunities**
- **5 Editions and >160 participants since 2012**
- **10+ European nationalities**

- Networking sessions
- Trainings & workshops
- « Speed dating » with senior leaders
Testimonials

“We are all convinced that gender balance in all roles and at all levels, guarantees economic performance and employee well-being. Today women must be part of the digital revolution and promote inclusive digital technology and “tech for good”. WIL network, grouping influential women from different sectors and from different countries is an effective way to continue to advance women's rights everywhere in the world.”

Delphine Pouponeau, Diversity Director, Orange
WIL BOARD MEMBER

“A high-level training program that provides access to more in-depth knowledge on highly strategic topics and allows us to strengthen our position to address these issues within our organizations.”

Christine Sturma, EMEA Service Delivery Senio Manager, Lenovo
WTP ALUMNA
WTP 5th Edition Kick Off

WIL Gathering & WTP 5th Edition Kick-off, Barcelona
10-11 October 2019

- 40 Participants
- 9+ Sectors represented
- 17 Organisations
- 16 Nationalities
- Based in 8 different cities

We were delighted to launch the 5th edition of our Women Talent Pool program in October 2019!

Katherine Corich, WIL Board Member and Sysdoc CEO will accompany the 40 selected talents as Godmother of this edition!

Read about our current participants in our online Directory! → WTP 5th Edition Directory

From left to right: Networking Afterwork hosted by Osborne Clarke Spain; Group photo, at Grifols; Speed-dating session between WTP Participants and WIL members.
Our WTP 6th edition will start in January 2021 and will run until January 2022.

Profile of the participants

Our program is open to young female talents working in both the private and public sector and meeting the following criteria:

**Strong track record**
- At least 7-10 years of work experience
- Above average performance over the last 3 years
- Positioned for career step up in the coming 3 years
- People management experience

**Ambition to rise to senior roles**
- Motivation to invest in learning and networking
- Aspiration and curiosity for international environment
- Openness to diversity
- Holistic interests beyond current responsibilities

Calendar 2020 - 2021

Opening of the applications: September
Selected applicants confirmed: November
Launch of the 6th Edition: January

Want more information? Check out our website
Want to apply? Contact us: contact@wileurope.org
2020 WIL AGENDA

- **LEADERS WHO MEDITATE**
  - 28 May, 11 & 25 June 2020
  - ONLINE

- **PURPOSE BEYOND PROFIT**
  - 12 June 2020
  - ONLINE

- **PITCH & TALK**
  - 18 June 2020
  - ONLINE

- **LEADING IN TURBULENT TIMES**
  - 23 June 2020
  - ONLINE
Become a Member
MEMBERSHIP CRITERIA

WIL Europe strives to create a network of like-minded women in leadership positions across Europe. Its membership should reflect a balanced diversity with respect to the geographic origin of its Members within Europe and to their professional sector whether academic, non-governmental organizations, public sector or private sector.

Therefore, membership of the Association is open to any female applicant, who:

• has a minimum 15 years of professional work experience;
• has a high-level profile and leadership role in one’s organization and senior management experience;
• believes in the advancement of women in the economic and social sphere;
• is motivated to invest in networking and to attend our events, which take place in various European capitals;
• is willing to actively contribute to the actions of the association;
• is proficient in English;
• does not have any aim or purpose that is in conflict with WIL Europe’s Internal Rules.
# MEMBERSHIP APPLICATION PROCESS

## Application

1. If you wish to apply to WIL Europe’s Membership, send your biography and professional portrait picture to the WIL Team.

2. If your profile meets the criteria expected of a WIL Member, you will then receive an application package including the association’s Bylaws, Internal Rules and the subscription form.

3. After having taken note of the application package, confirm your interest to join the network by email to the WIL Team. Sign and attach the subscription form to it.

## Assessment

4. A WIL member other than the one who has endorsed your application will set up a phone call with you to collect any further necessary information to complete your application.

6. The President of the Association submits your application to the Board of Directors.

7. If there are no objections to your application, you will be notified of the Board of Directors’ approval by email and asked to pay your membership fee and complete a membership form.*

## Subscription

8. Once we receive your membership fee and form, you will be notified of your entry into the WIL network by email. and welcome to use all services provided by the network.
Become a Partner
A Partnership with WIL Europe can serve as a vehicle for an organization to communicate upon its own added-value in the society and/or to promote its best case practices for the advancement of women to an audience of select leaders from the business, political, administrative, and civil society areas across Europe.

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<th>Packages*</th>
<th>Fees</th>
<th>Membership</th>
<th>Free access to WIL events</th>
<th>WTP program</th>
<th>Visibility Opportunities</th>
<th>Voting rights</th>
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<td>PREMIUM</td>
<td>50 000 €</td>
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*Besides our fixed packages, we also design customized partnership packages to better fit your needs and interests.

** Associate Partners participate to a specific project and take part to its funding (ex. sponsoring an event)
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