

18 February 2020



EUROPEAN NETWORK FOR
WOMEN IN LEADERSHIP

Event Report

WTP Session and GlobalWIN Reception in Berlin



On the occasion of the visit of our US-based partner **GlobalWIN**, on the **18th of February 2020**, our members, talents, and friends met in Berlin for a gathering, kindly hosted at the offices of **Osborne Clarke**.

Our event began with a self-awareness and career development workshop led by **Korn Ferry**, followed by a **networking session** and **roundtable discussion** on “**Taking Risks for Career Growth**” moderated by our **President, Thaima Samman**, and joined by a distinguished panel of thought leaders and professionals!

We rounded off the day with a **networking reception** with the **GlobalWIN** delegation joined by more than **100 participants**!



The participants during our event's networking reception.

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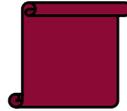
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OUR GATHERING AT A GLANCE



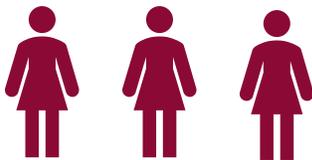
**Osborne Clarke
Berlin**



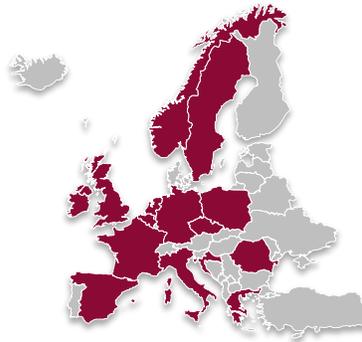
- **1 WORKSHOP**
- **1 ROUNDTABLE DISCUSSION**
- **1 NETWORKING RECEPTION**



**7 HIGH LEVEL
SPEAKERS**



100+ PARTICIPANTS



14+ NATIONALITIES*



**Joint Networking
Reception with our
visiting U.S. partner,
GlobalWIN**

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EXECUTIVE SUMMARY

The gathering took place at the offices of our SILVER and event partner **Osborne Clarke** in **Berlin**. **Dr. Anke Freckmann**, *WIL Member and Partner at Osborne Clarke*, kindly welcomed the participants of the first part of the event, our Women's Talent Pool talents and members of the **SWANS Initiative**.



Dr. Anke Freckmann, Partner at Osborne Clarke, welcoming the participants.

They then took part to a workshop kindly offered by **Korn Ferry**. In view of the workshop, the participants of the workshop were thus invited to complete one of Korn Ferry's psychometric proprietary tools, the **Korn Ferry Four-Dimensional Assessment (KF4D)**, which offers an objective view of who the person is (traits), how they perform (competencies) and what motivates them (drivers), in relation to a success profile. They then received a personal report, and, during the workshop were given a presentation of the assessment's objectives and benefits.

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Career Development Workshop led by Sigrid Marz (left) and Joseph Calleja (right) of Korn Ferry..

Many thanks to [Joseph Calleja](#), Korn Ferry International Limited's Vice President, and [Sigrid Marz](#), Senior Client Partner at Korn Ferry and WIL Member, **for generously leading this workshop!**

After this insightful workshop, our participants gathered for a **networking coffee** and were joined by WIL Members and other guests. What a great way to meet one another and debrief before the roundtable discussion!



Networking Coffee with participants of our Women's Talent Pool and Guests of the SWANS Initiative.

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Following the networking coffee, the participants reconvened for a **roundtable discussion** on the topic **“Taking Risks for Career Growth.”**

WIL President, [Thaima Samman](#), Partner at SAMMAN Law & Corporate Affairs served as **moderator**, engaging in thought-provoking content with our **high-level panellists** including WIL Members [Sarah de Carvalho](#), CEO of *It's A Penalty Campaign* and [Dr. Anke Freckmann](#), Partner at Osborne Clarke, and [Tina Umbach](#), Managing Director at PrimeCrowd!



Roundtable Discussion, left to right: Thaima Samman, Dr. Anke Freckmann, Tina Umbach and Sarah de Carvalho at the offices of Osborne Clarke, Berlin.

In closing, WIL Talent [Anna Bowtruczuk](#), HR Director at Lingaro, conveyed a great summary of the roundtable discussion (see annex).



Roundtable Wrap-Up (left to right): Thaima Samman, Dr. Anke Freckmann, Anna Bowtruczuk, Tina Umbach and Sarah de Carvalho at the offices of Osborne Clarke, Berlin.

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After a productive day of key insights on career development and women's leadership, participants and guests were invited to attend our joint **networking reception with GlobalWIN!**

The evening kicked off with opening remarks by WIL President, [Thaima Samman](#), *Partner at SAMMAN Law & Corporate Affairs*, Helen Milby, *Executive Director of GlobalWIN* and [Dr. Anke Freckmann](#), *Partner at Osborne Clarke*. What an inspiring end to a great gathering!



Members, Participants, GlobalWIN Delegation and Guests networking during the reception.

Many thanks to our event sponsors [Osborne Clarke](#) and [GlobalWIN](#), to our Premium partner [Orange](#), and to our WTP partner, [Lenovo](#), for enabling this gathering.

Thank you also to all the **speakers** and **participants!**

And many thanks in part to WIL Member [Dr. Anke Freckmann](#) of [Osborne Clarke](#) for offering to host and to [Korn Ferry](#) for generously leading the workshop on career development for our Women Talent Pool!

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ANNEX: Wrap up of the panel discussion “Taking Risks for Career Growth” by Anna Bowtruczuk

Career growth might mean something different for each of us. For some, it means being promoted vertically from one role to another in one organization. For others, it might be connected with the career change defined as a change to a different type of job from the one you have been doing. Changing direction completely usually means going outside the comfort zone, pushing yourself into unknown, taking a bigger risk and learning new skills and abilities. People are different. They have different competencies and drivers, different definitions of success and different level of willingness to take a risk. During the panel discussion we had a great opportunity to hear very personal stories of three successful women who decided to make a pivot during their professional lifetime:

- ✓ For Sarah it was leaving a tempting and well-paid career in media to start helping children around the world which was also connected with moving to another country.
- ✓ Tina went out of the classic career in corporation to develop her own start up.
- ✓ Anke decided to change her professional and private life by switching the area of her expertise in law and moving to Berlin to become the first female Partner in Osborne Clarke.

What useful and inspiring advices we could hear?

1. Stretch yourself. Push yourself into unknown.
2. There is no one path to succeed. Sometimes it is good to take a step back.
3. Think about the worst-case scenario and decide if you can accept it. Either you learn either you win. It is not a failure if it is not as you expected.
4. Build your private advisory board. Surround yourself with the people better than you, with the people who can help you when you simply don't know what to do and develop the courage to admit it.
5. Find an objective person that you can fully trust, somebody who can share with you an honest feedback.
6. Develop yourself. Identify the leader that inspires you and don't be afraid to ask him/her to be your Mentor (even if it's about having three sessions through a video call).
7. Never underestimate the power of network. Build relations and attend the meetings like today.
8. The more self-aware you are the better leader you are. Rising self-awareness is a must - listen to yourself and trust yourself.
9. Be authentic in a smart way.
10. It is not about who you are but who you want to be.
11. Have one hashtag you own (by Tina Umbach). Have one area of expertise that you are really good at and let people know about it. This is a baseline to make you feel self-confident and build other competencies.
12. Remember about the work-life balance.
13. Fight with “I am not good enough thinking”. Everybody in this room is perfect.

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To sum up and show a broader context – gone are the days of holding one job in a professional life. Unlike our parents who may have worked in one company for decades, we are less likely to stick to the same job and less afraid of taking a risk for career growth. According to the new studies, the average person will change careers 5-7 times during their working time. 2019 Deloitte Millennial Survey indicates that 49% of Millennials will quit their jobs within 2 years ([link](#)). What does it mean from the people management perspective? The old school saying that any inconsistency in career path found in a job application should make us suspicious because the person sooner or later would think about the change again should be replaced by hiring open minded high potentials with a good culture fit and focusing on developing the strategies to keep them (e.g. by providing opportunities for continuous learning and internal mobility). Example of such approach was shared in the latest interview with the WIL Talent, Astrik Gabrielyan ([link](#)).

Wishing everyone amazing career growth and courage to push yourself into unknown!

Anna Bowtruczuk

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