

OCTOBER 2022



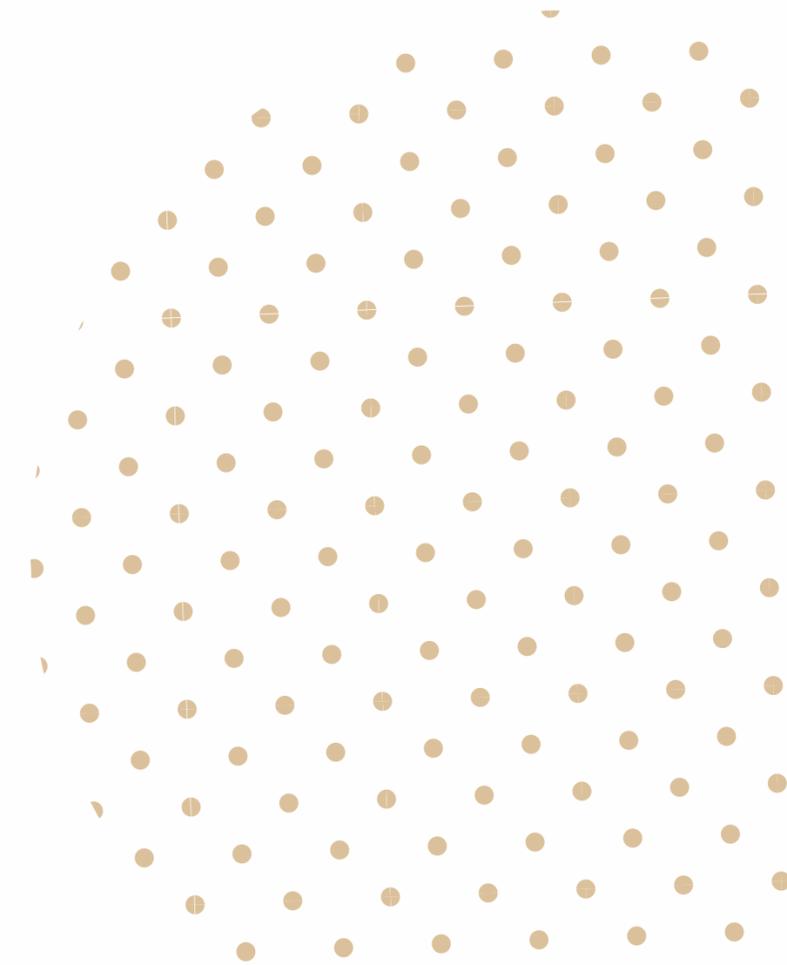
EUROPEAN NETWORK FOR
WOMEN IN LEADERSHIP

WIL Europe: 10 Years of Connecting, Inspiring & Empowering women across Europe



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Our Story

The European Network for Women in Leadership (WIL Europe) was founded in 2010 when seven brilliant female leaders - **Thaima Samman, Pinuccia Contino, Béatrice Delmas-Linel, Pervenche Berès, Viviane Chaine-Ribeiro, Claudine Schmuck and Brigitte Dumont** - decided to open up a space for women to come together and enlarge their professional and personal horizons. The focus was always on exchange and networking with each other and also with other prominent decision-makers, both male and female. Since its establishment, WIL Europe has evolved. As well as providing opportunities for senior female leaders to connect, learn and grow, including through our high-level events focused on the big issues facing the world today, we

also offer a leadership programme, the Women Talent Pool (WTP), to help emerging talents on their journey to become the leaders of tomorrow, in addition to visibility opportunities to promote the expertise of the women in our network. What makes WIL Europe unique is its reach. We are the only organisation of its kind bringing together women from different sectors and industries, from right across Europe. We therefore benefit from a unique dynamism and energy which comes from uniting women from different walks of life and with different worldviews. This report offers a look back at the last ten years, what we have achieved and the impact of our activities and actions for the women in our network.



Foreword from our President

Since day one, WIL Europe has existed to promote solidarity, exchange and collaboration between female leaders across Europe - women who might otherwise never meet - and provide a platform for them to learn something new. As the years have passed, the network has grown, and today we are proud to offer a space for women at different stages in their career to share experience and inspire one another. After 10 years of connecting, empowering and inspiring, we wanted to better understand what being part of the network has meant to those who have passed through it. And so this report was born. Thank you to all those who have contributed, and especially to all those who have helped to make our network the rich and diverse female platform it is today. It is an honour to know you all and to be a part of it!



Word from our Corporate Partners



Premium
Partner



We are all convinced that gender balance in all roles and at all levels, guarantees economic performance and employee well-being. The 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.



Silver
Partner



For leaders and emerging leaders who rarely come into contact with anyone outside of their immediate professional bubble, the interactions at WIL can be especially impactful and be very useful to extend their network. I have seen the many benefits that they have brought to the women in our team.



WTP
Partner



Participating in the WTP delivers great professional and personal value to the female members of Lenovo EMEA who take part. The partnership with WIL fosters the exchange of advice and key information and is a place to learn and share experiences which are so important for career development.

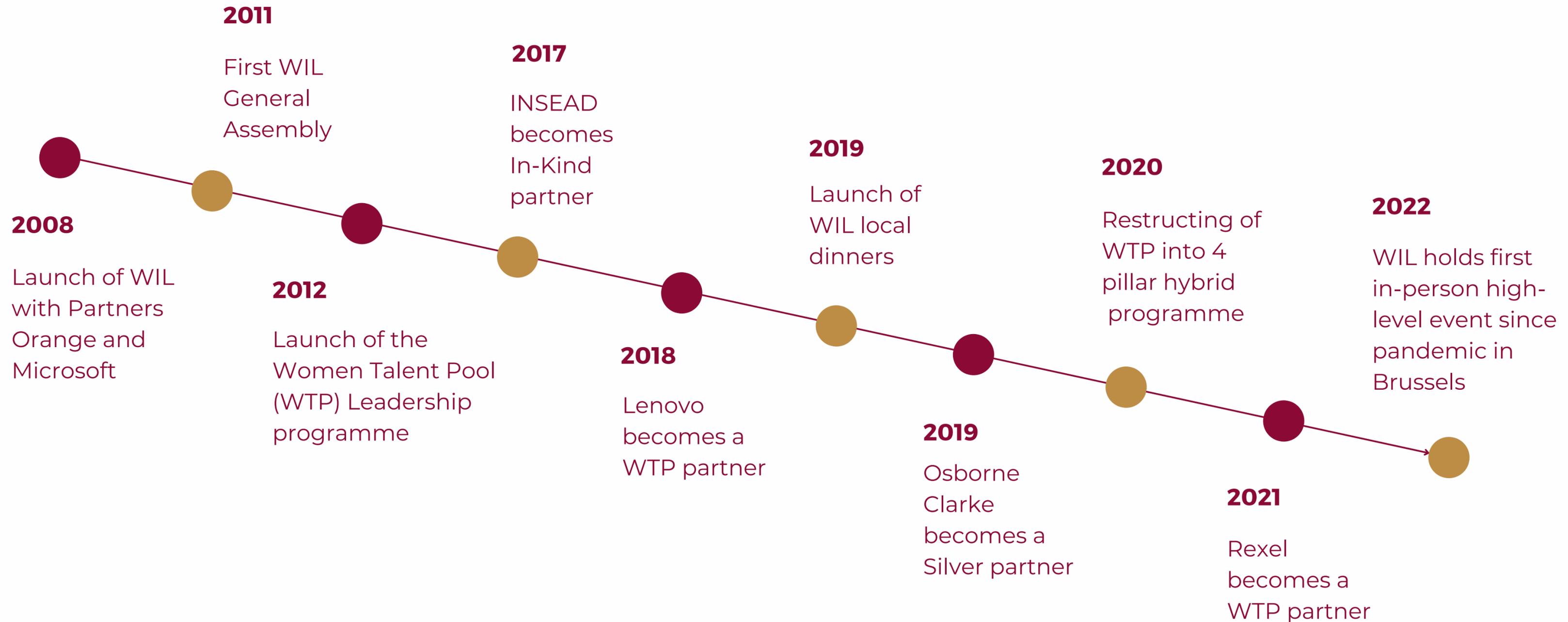


WTP
Partner



The WTP provides a unique and really important development opportunity for women at Rexel. By partnering with WIL Europe on the WTP, and opening up opportunities for high-potential women to connect, learn and grow, we hope to inspire the next generation of female leaders at Rexel.

WIL Milestones



WIL MEMBERS

Senior female leaders from
different sectors, including
18 Board Members

250

Leaders &
emerging
leaders



WTP TALENTS

Emerging female leaders
participating in 12-month
WTP leadership programme

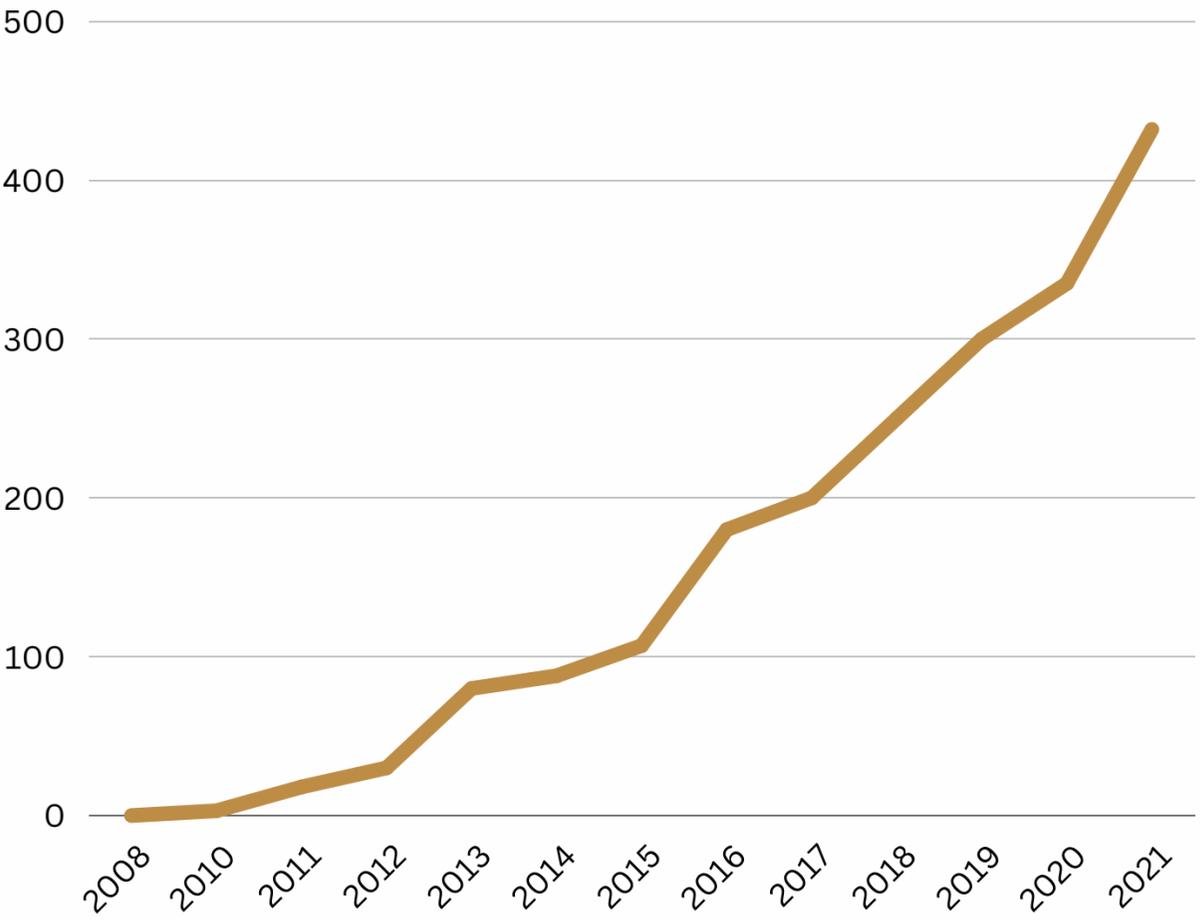
WTP ALUMNI (WIL FELLOWS)

Former WTP participants who
choose to remain active in network
("WIL Fellows" as of 1 Sept 2022)

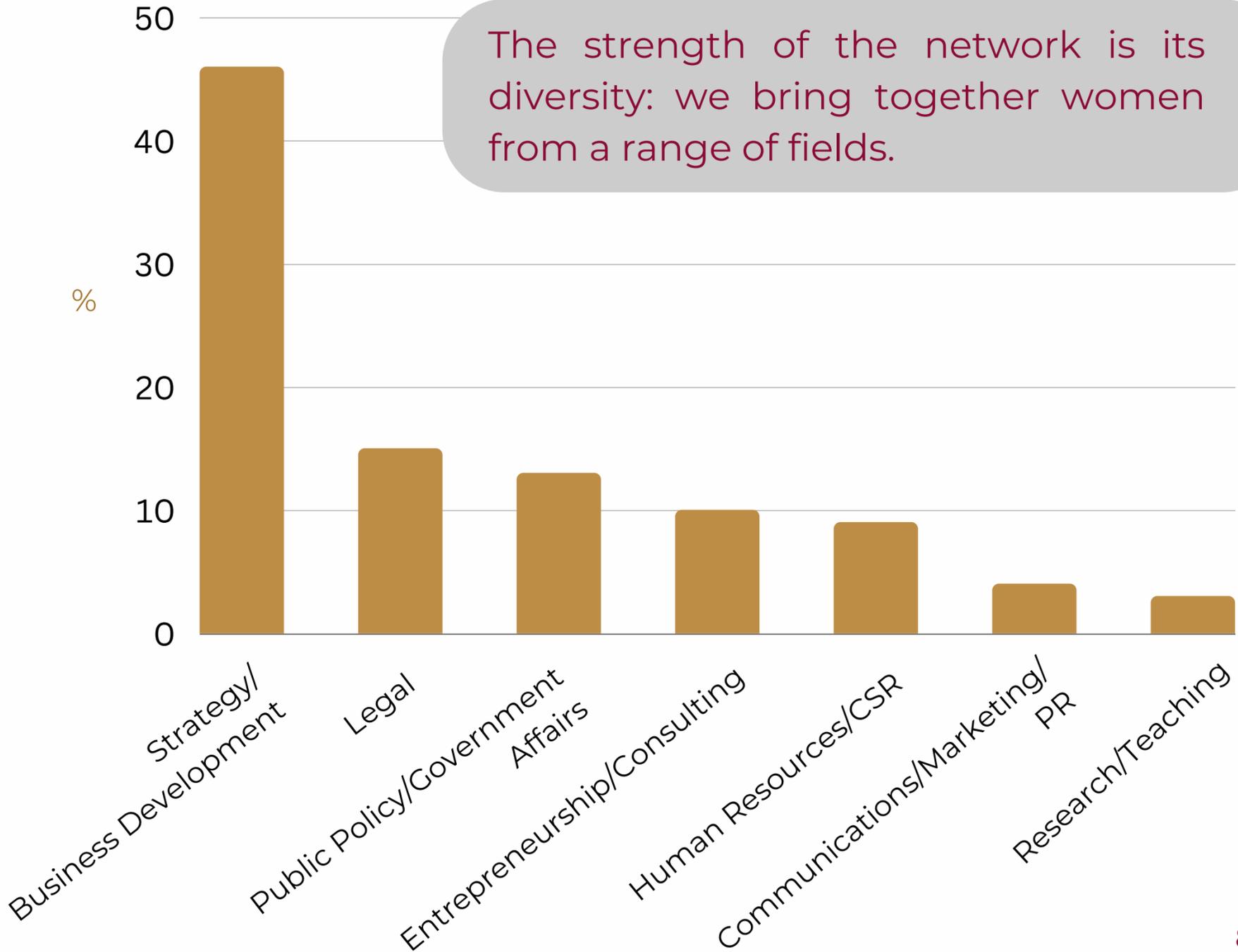
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Different
nationalities

Membership has grown year on year



Over the years, the number of women who have passed through the network has grown exponentially



Our Activities

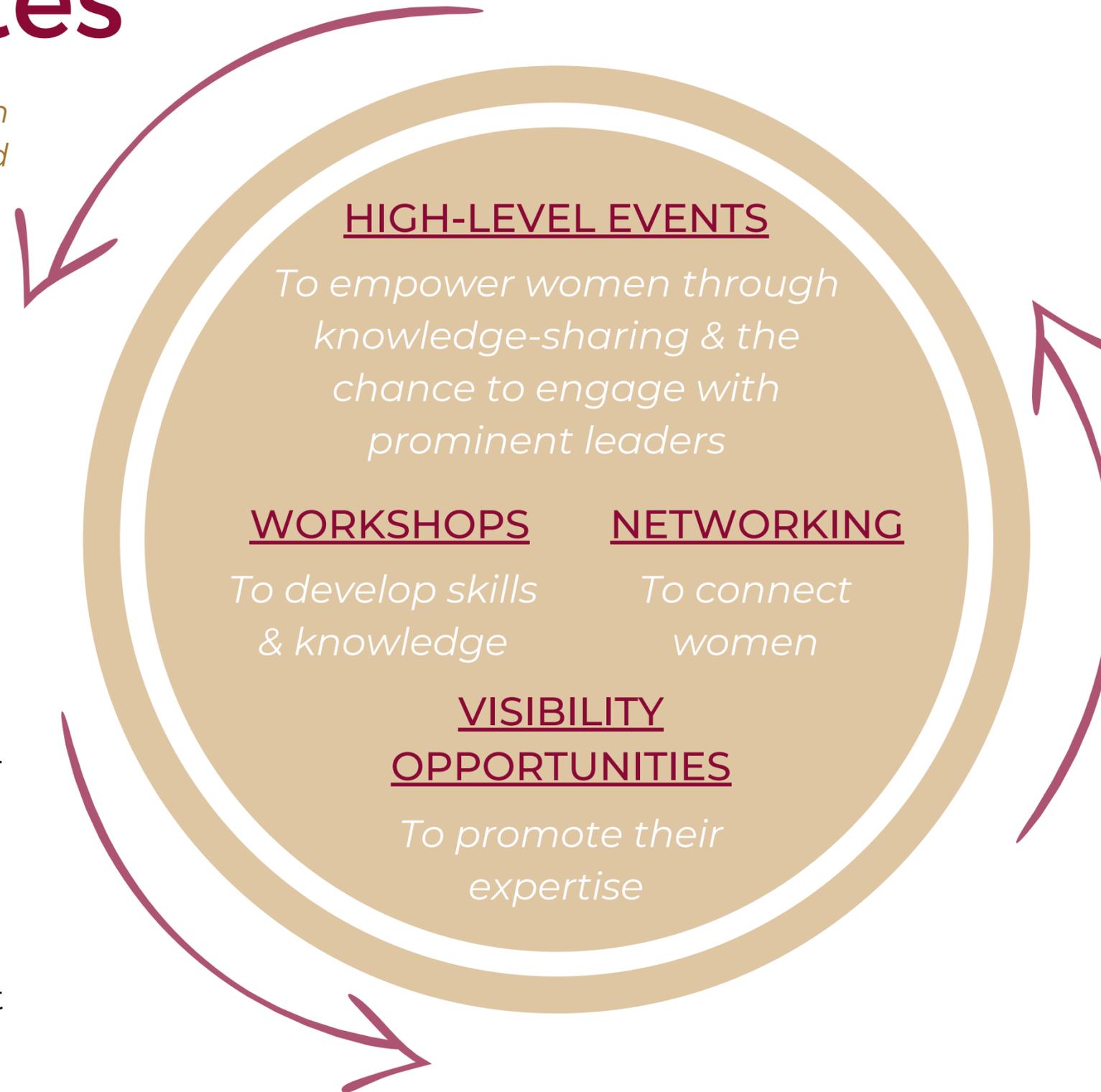
WIL Europe is a network in which each woman benefits from and gives back to the others

WTP ALUMNI (FELLOWS)

- Participate in events and networking
- Design and lead WTP workshops
- Benefit from visibility opportunities like promotion of achievements in WIL newsletter

MEMBERS

- Participate in events and networking
- Design and lead workshops for whole network
- Benefit from visibility opportunities like interviews and speaking at WIL events
- Lead WTP career development sessions



TALENTS

- Participate in WTP programme (events, tailored workshops, networking, career development sessions)
- Benefit from visibility opportunities like interviews and leading event "wrap ups"

Impact in Numbers: Promotions

52%

of the women at
WIL have been
promoted since
joining the
network

For many of the women in our network, developing the skills, confidence and network to get ahead in their career is one of the reasons they decide to join WIL. It is therefore exciting that over half of our members report having had a promotion since entering the network!

*I joined as a director
and am now a vice
president*

WIL Member

*I got not only promotion but
also recognition by the
company of my seniority
and me being a reference
for younger colleagues*

*Alumna
(Fellow)*

*I got promoted—
twice!*

*Alumna
(Fellow)*

43%

of the women at
WIL have had or
considered a career
change since
joining

Our network is unique in bringing together women from different sectors and industries. Meeting women outside of one's professional bubble can offer inspiration and new insights. Hardly surprising, then, that over 40% of our members report having had or considered a career change since joining WIL.

I learned from a great speaker that to grow you need to get out of your comfort zone, and I did

*Alumna
(Fellow)*

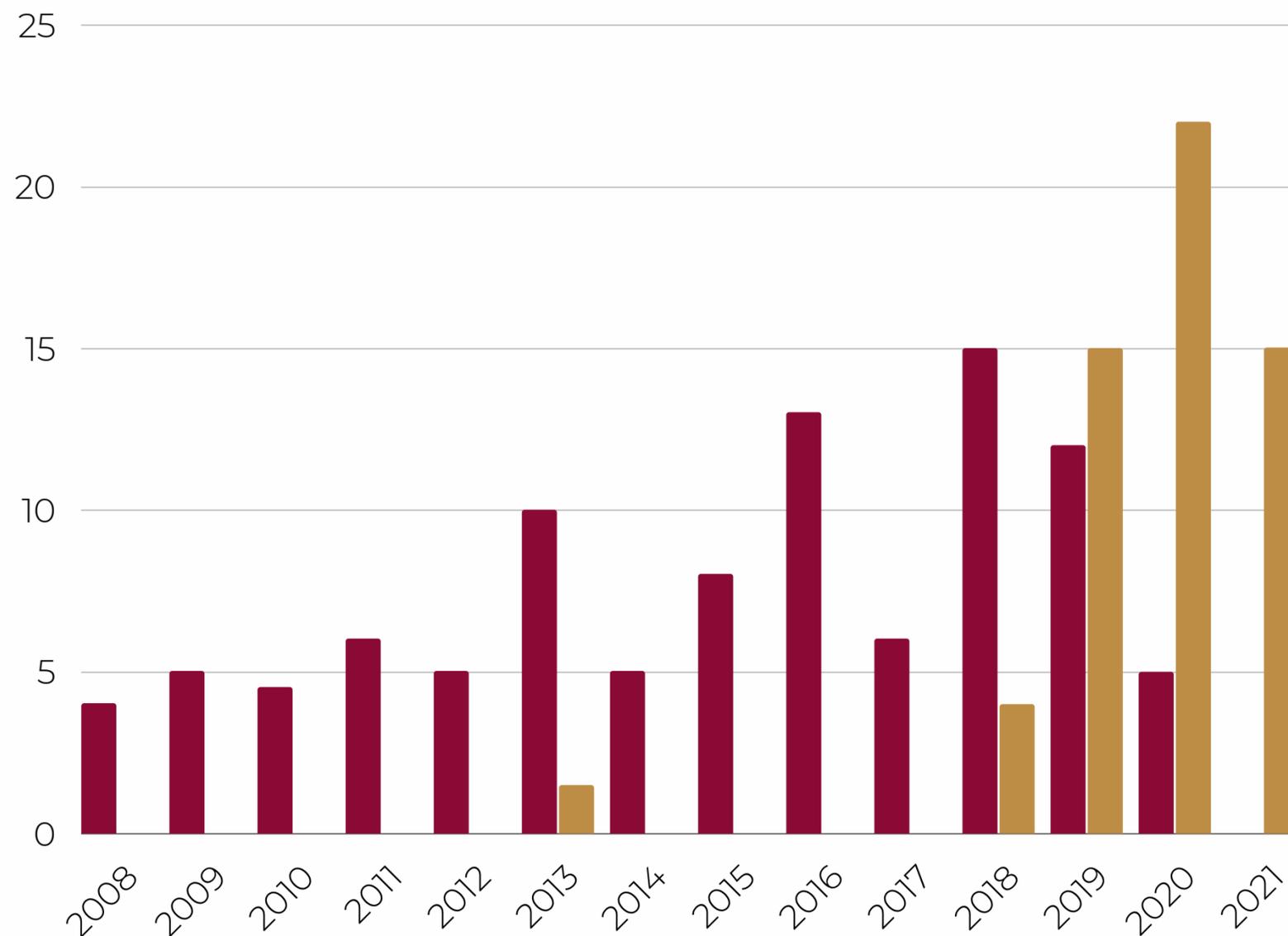
My arrival at WIL coincided with a completely new job

WIL Member

I left a corporate job in design and tech to become a successful, full-time contemporary artist

*Alumna
(Fellow)*

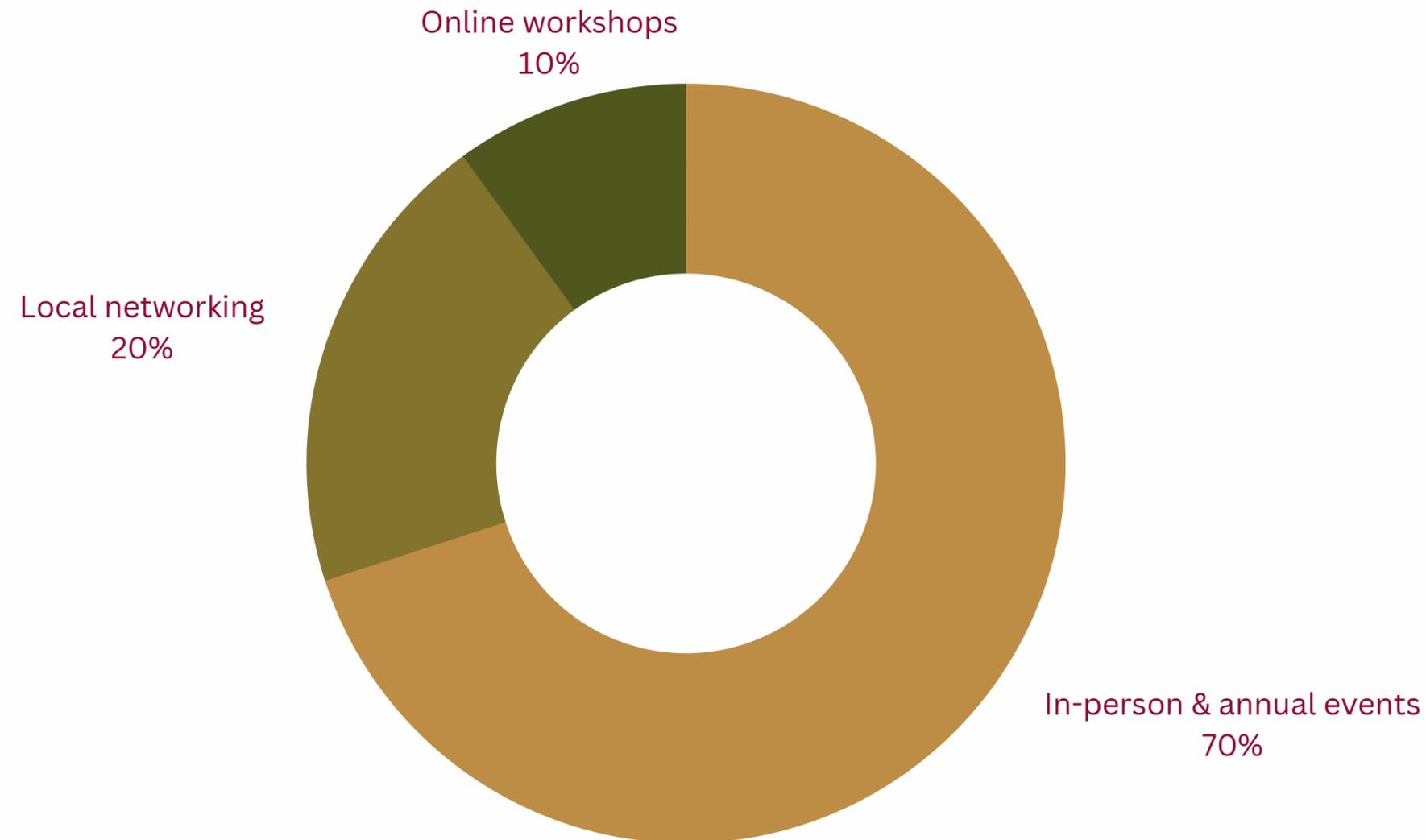
Evolution of our events: scope



As the WIL network has increased, so have the number and range of events that we are able to offer our female leaders and emerging leaders. We tested online events very early on, and quickly pivoted to these during the pandemic to ensure we kept offering great content for the women in the network - our well-received "Leaders Who Meditate" session in 2020 was one highlight!

-  Physical Events
-  Online Events

Event scope: preferences



In-person events are the bread and butter of what we do and a chance for deeper and more meaningful connections. Unsurprising, then, that they are the preferred event-type of the women in our network.

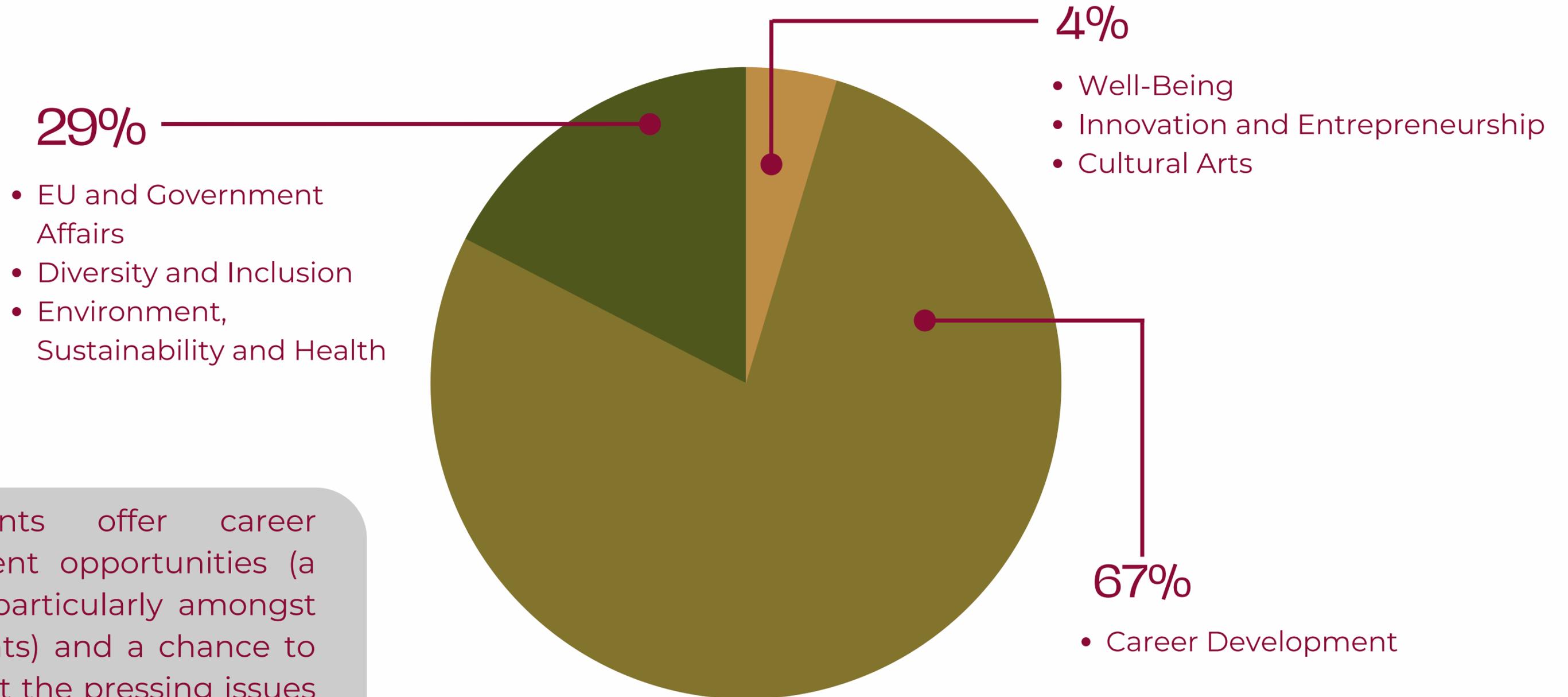


Local networking event in Milan, Sept 2021



WIL Gathering in Brussels, March 2022

Event themes: preferences



Our events offer career development opportunities (a favourite, particularly amongst WTP Talents) and a chance to learn about the pressing issues that leaders cannot ignore

Memorable WIL moments

2013

WIL Bi-annual Meeting at the
Palace of Westminster in London



2015

WIL-WTP Bi-Annual
Event in Athens, Greece

2016

Luncheon/Debate with
Emmanuel Macron

2017

Breakfast with EVP
Margrethe Vestager



2018

Annual Gathering in Warsaw

2019

Launch of 5th edition of WTP
in Barcelona

2019

WIL Annual Gathering
in Milan

2021

Online debate with EVP
Valdis Dombrovskis

2021

First Members' online
networking

2022

First in-person event in two years (post-pandemic),
hosted by Petra De Sutter in Brussels



What being at WIL has brought those in the network*

50%

Have gained leadership competencies, skills, & knowledge

I get vision on strategical topics and I can better identify my strengths and reinforce it

Member

46%

Have gained inspiration from other women

It's an incredible source of strength, where I've met ,any female role models

Alumna
(Fellow)

36%

Have gained a larger network of professional & personal contacts

WIL broadens my network beyond my company, my sector, and my country

Alumna
(Fellow)

20%

Have engaged & interacted with prominent leaders across Europe

I've connected with inspirational women and got feedback from them

Talent

*We asked our Members, Talents & Alumni (Fellows) to tell us about everything they have gained from being at WIL, not just one



Pinuccia Contino

**HEAD OF THE UNIT « PRODUCT SAFETY
AND RAPID ALERT SYSTEM »,
EUROPEAN COMMISSION**

WIL Founding Board Member & Secretary General

For me, WIL is one of the ways to respond to what struck me as a child: the fact that in most parts of the world women are pushed to develop only in specific, limited, often underestimated areas of life. I grew up with the firm intention of being myself fully, and this brought me to work for the European Commission in Brussels just after university. In 2008, when WIL started to take shape, I realised the strategic importance of developing a safe and supporting space for and by female leaders, which I had missed so much until then. Being among the founding members and WIL Secretary-General since its inception has come with the privilege to work closely with outstanding women who want to make the world a better place for all. I have been especially thrilled to contribute to the launch and constant development of the WTP Programme, with its unique experiential approach. Among the many fond memories of this first WIL decade, one stands out. In September 2021 I had just concluded the second session of the “Wholeness & Purpose” module of the WTP, and I was pausing to take in the positive feedback of our Talents. The success of the project paved the way to my certification as Ambassador of Applied Compassion by Stanford. My call to active compassion is thus aligned with WIL’s mission: connecting, inspiring and empowering women to lead the way.



Sarah de Carvalho

CEO, IT'S A PENALTY

WIL Member since 2016

The new world of work is all about the network, not just in a technology sense – although that is crucial too – but in the context of people and organisations. Being part of WIL Europe has given me the opportunity to connect with like-minded women in leadership and to make great connections for It's a Penalty, which I spearhead to protect children and vulnerable people from abuse, exploitation, and human trafficking worldwide.

My most memorable WIL moment was being invited to speak on a panel in February 2020 in Berlin, just before the pandemic, for the European Network for Women in Leadership and the theme was taking risks for career growth. The room was full of young future leaders and the takeaways were ... trust yourself, persevere in your vision and develop interpersonal skills. One of the privileges I have today is mentoring some of these young leaders.

I discovered WIL by chance. The description of WIL and of the WTP programme convinced me that it was what I was looking for. Being at WIL has given me the chance to be part of a network of women with diverse professional and personal backgrounds, to exchange in an open and goodwill way, to progress, to remain curious and to always want to move forward by following my own path. I joined the WTP programme after I had just changed jobs. I was at a new professional stage where I was gaining responsibility and had to prove myself quickly on the different issues for which I was responsible.

Participating in the WTP made me aware of my professional and personal background and path, of my skills and of the fact that I had also developed a form of leadership - "my leadership" - and that above all I had to trust myself and to dare. WIL shows you that every woman has her own leadership, whatever her background, her job, her age.



Emmanuelle Bautisa

DEPUTY HEAD OF OFFICIAL DEVELOPMENT ASSISTANCE UNIT, FRENCH MINISTRY OF ECONOMY

Participant in 5th edition of WTP Leadership Programme

Being a part of the WTP6 gave me a lot of opportunities for quality interaction with women leaders, to share experiences and career goals. I was strengthened by understanding that we had so much in common even if we were from different professions all across Europe. To be nominated as a WIL Talent gave me immediate positive internal and external recognition.

The WIL network brings visibility and encouragement to the Talents, and also provides a productive and safe environment where one can choose to challenge one's self image as a leader. It is not just about the many seminars and workshops led by WIL Members, it is also equally about the learnings we got from other Talents and the guidance we could pass on ourselves. One of the many memorable moments of the WTP6 was when I finally met with some of my fellow Talents in Brussels after a year of solely virtual contact. I felt that I already knew them, and we still keep in contact.



Anna Maria Björklund

**NORDIC DATA PROTECTION OFFICER,
CAPGEMINI**

Participant in 6th edition of WTP Leadership Programme



We are incredibly proud of our network: of the women within it who contribute to making what we do possible, and of the programme of activities and events that we have been able to build up led a small core team of three. It has been astounding to see the reactions of the more than 100 people who responded to our survey. Thank you to them. Thank you, too, to our Partners (Orange, Osborne Clarke, Rexel, Lenovo, INSEAD); to our Friends (Savvitas, JUMP, herCAREER, GlobalWIN, Women Equity); to the committed team at Rexel who crunched and analysed the data for this report; and of course to the Members, Talents and Alumni (Fellows) who bring their energy, intelligence, time and good humour to this network, and who make it what it is. We look forward to growing and developing the network and seeing that the next decade will bring!



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WTP Partners



In-Kind Partners

