



Women to watch 2022

Supplement to the
Female FTSE Board Report 2022

Hilary Sears
Visiting Fellow
Cranfield School of Management

The Cranfield Female FTSE Board Report 2022

100 Women to Watch 2022

A year that continues to be volatile, uncertain and complex

We have continued to witness change caused by the pandemic, the war in Ukraine and in the way that people want to work. The workplace has become hybrid, more diverse and fuelled by artificial intelligence. At the same time, the business landscape is becoming more complex and clarity of purpose is increasingly important.

Companies are facing challenges in recruitment, retention and skill shortages. Environmental, social and governance (ESG) is on the C-Suite agenda, as are data and digitalisation. These latter challenges (ESG and data) are so important that I have sought this skill set and included more women with them than ever before. There are 16 women whose skills are in ESG and sustainability and 24 in technology and digital. The full breakdown in skills is:

| | |
|------------------------|----|
| Technology and digital | 24 |
| ESG/Sustainability | 16 |
| General management | 15 |
| Marketing | 11 |
| Finance | 9 |
| Human resources | 9 |
| Academia, economics | 6 |
| Legal | 4 |
| Communications | 4 |
| Supply chain | 2 |

I have set out to identify women in a wide range of industries. You will find that they work in academia, business services, consulting, energy, engineering, financial services, FMCG, healthcare, hospitality, media, not for profit, publishing, property, retail, technology and telecommunications.

I have also sought geographic diversity. The list includes women from Afghanistan, Azerbaijan, Belgium, Botswana, the Caribbean, Finland, Germany, Italy, Korea, Netherlands, Russia, Serbia, the US and Zimbabwe, in addition to women from the UK. Where degrees are shown, this is just to indicate nationality; in all other cases, in these short profiles, degrees have not been included.

As I noted last year, the profiles are based on publicly available information. I have not interviewed the women and they do not know that they are included in the list until publication. I have identified many of these women myself, but appreciate the input received from Korn Ferry, Praesta, Sapphire Partners, Stork & May, Warren Partners, Women on Boards and a few individuals who have helped me think outside the box. This was always the intention of the list: to enlarge the pool for potential female NED's.

Data correct as of July 2022

Women to Watch 2022



Marni Allen,
Director, Consumer
Healthcare Futures,
Walgreen Boots Alliance

Marni has over 20 years' experience working in healthcare marketing, developing compelling brand equity and strategy, consumer communications and product innovation. Joining from Johnson & Johnson (J&J) in 2020 she leads a health and wellbeing innovation function that focuses on breakthrough, disruptive propositions to be commercialised under the Walgreens owned brand, and brings innovation to retail partners, enabling them to create a deeper level of engagement with consumers, encouraging better health. She had previously spent 15 years with J&J, initially in product marketing in Philadelphia and Germany. Moving to the UK in 2009, roles included leading the OTC global digestive health portfolio of brands, managing brand equity, strategy, communications, agency partnerships and innovation, before heading European marketing for baby care products, and latterly vision care.



Olga Antonovskaya,
Practice Lead Mergers
and Acquisitions,
BHP Billiton

Olga completed her master's degree in Investment Management at Moscow State University of International Affairs while working for KPMG as an auditor in Moscow. Moving to Deloitte as a Senior Consultant in Moscow, she undertook business valuation and financial modelling. She joined BHP in London in 2005, as an Analyst in Strategy and Development. She became Manager, Acquisitions and Divestment in 2009, managing multinational and cross functional teams in executing acquisitions and divestments across a range of commodities in the resource sector. She moved into her current role in 2019. She is a Fellow Member of the Association of Chartered Certified Accountants.



Caroline Artis,
Ambassador for EY

Caroline joined EY in 1998 from PwC, and has recently retired, having been Senior Partner for London since 2015 and a member of the senior management team, helping to manage a business with over 18,000 UK employees and a turnover of more than £2 billion. She served on the Remco for three years, addressing diversity issues, particularly the gender and BME pay gap challenges, and led the EY Environment Group. As Global Client Service Partner on five FTSE 250 clients, she has significant experience with transport and automotive businesses, as well as business services, and collaborated on research and thought leadership to support campaigns to make London the city of choice to do business. She is a NED of Satellite Applications Catapult and Trustee of Catch22.



Tina Backhouse,
UK Country Manager
Women's Health,
Theramex

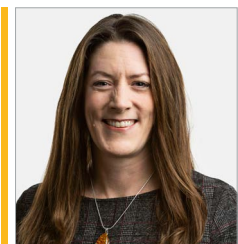
Tina has over 25 years' experience in senior leadership roles in the pharmaceutical industry, launching innovative products across a range of therapy areas within both large and small pharma companies. Starting in clinical research, she joined Bristol Myers Squibb as a trainee General Practitioner representative, and subsequently progressed through sales and marketing roles, spending 12 years with Pfizer working in the UK and US, working latterly at Ascensia Diabetes Care. She joined Theramex in 2020, where the UK focus is on a product and support for the menopause. In collaboration with menopause experts, Tina and her team have developed resources and information for GPs and members of the public, and with leading specialists in women's health to start a menopause mentorship programme for healthcare professionals.



Zahra Bahrololoumi,
Executive Vice-President
and Chief Executive
Officer, Salesforce UK
and Ireland

Zahra was appointed in 2021 to lead Salesforce's operations across both these key growth markets. Prior to this she spent 22 years at Accenture, most recently leading Accenture Technology in the UK and Ireland with a particular focus on transformation in artificial intelligence, cloud computing and platforms underpinning new applications.

She is a strong advocate for equality for all, holding many diversity and inclusion roles across the world. A former Vice-Chair of the Prince's Trust's Tech Leadership board, she currently sits on the boards of TechUK, Cancer Research UK and Movement to Work. She has gained recognition throughout her career as an industry leader, most recently as Number 13 in *Computer Weekly's* 'Most Influential 50 People in UK Tech 2022'.



Jo Baker,
Chief Financial Officer,
RAC

Jo joined RAC (now private equity owned) in 2018 from Wonga where she held the post of Group Chief Financial Officer. She has an extensive background in financial services companies, starting her career as an investment banker at Merrill Lynch and Dresdner Kleinwort Wasserstein before moving on to work at Barclays, Barclaycard Global Business Solutions, Worldpay and Wonga. As CFO of Barclaycard GBS, she was mandated to build a new commercial team to build the B2B business, ultimately with turnover of £170 billion, and headcount of 60. With senior level leadership and management experience, she has expertise in finance, strategy, sales, customer analytics, risk management and corporate finance (acquisitions, disposals, capital raising, deal structuring and IPOs). She sits on the RAC board.



Ambily Banerjee,
Head of Diversity, Equity
and Inclusion, Global Drug
Development, Novartis

Ambily joined Novartis in 2021. With a PhD focused on cancer genetics, she had started her career as a post-doctoral scientist at Imperial College and UCL. To understand the practical applications of scientific discoveries she moved to GSK in 2007 holding increasingly senior roles, including audit and assurance, regulation, and inclusion and diversity. In her final role, within global regulatory affairs, she was accountable for governance activities for the HIV (ViiV) portfolio within GSK Regulator and co-led the EMBRACE Employee Resource Group (for BAME employees) highlighting challenges faced by black, Asian and minority ethnic colleagues. Recognised in the 2020 Empower Ethnic Minority Role Model List and a STEM ambassador with schools, colleges and universities, she came from India to the UK at 13.



Kelly Beaver MBE,
Chief Executive, UK
and Ireland, Ipsos

Joining Ipsos in 2011 Kelly was made CEO in 2021, from Managing Director of Ipsos's UK Public Affairs division supporting government clients on public opinion and behaviours, and the design of public services and policies to achieve social and economic policy objectives. She has led notable research programmes including the REACT study tracking COVID-19 prevalence across England, and the importance of the Early Years. She had earlier worked in consultancies including PwC. Passionate about trust, gender equality, employee engagement and leadership she contributes widely in voluntary roles with the UK Academy for Social Sciences, KCL and Nuffield College, Oxford, and is a Trustee for the Government What Works Centre for Early Intervention. Her MBE in 2022 was for services to academia, research, and the COVID-19 response.



Alessandra Bellini,
Chief Customer Officer
and Executive Sponsor
for Diversity and Inclusion,
Tesco

Alessandra joined Tesco in 2017 and is responsible for building the Tesco brand globally, and focusing on optimising and digitising the customer experience. The role combines marketing, advertising, innovation, loyalty, and insight to build customer relationships. She has overseen Tesco's launch of the Clubcard Plus subscription service in 2019, Clubcard Prices, driving loyalty by only offering promotions to Clubcard holders, and converting nine million Clubcard holders into digital users, giving them access to their points and coupons and paying for their shopping via their smartphones. She had previously spent 20 years with Unilever, latterly as Vice-President, Food Category, North America. She began her career with JWT Milan. She is President of the Advertising Association, having joined the Executive Committee in 2017.



Sara Bennison,
Chief Product and
Marketing Officer,
Nationwide Building Society
(until recently)

The top marketer since March 2016, Sara is credited for having helped "strengthen Nationwide's brand and secured its leading position for service". For her, the mission was "to turn the 'best brand story never told' into something very different, bringing the brand purpose to life". As a result, membership has grown by 1.5 million (= doubling).

Starting as a graduate trainee at JWT in 1989, Sara worked on major accounts at several agencies, including D'Arcy and Bates Dorland, and time in Hong Kong, ultimately becoming Managing Partner at Grey London. She moved brand-side in 2007, as Head of Marketing Communications at BT, before moving to CMO at Barclays for seven years. She is a NED of the Lawn Tennis Association.



Barbara Bergmeier,
Executive Director,
Industrial Relations,
Jaguar Land Rover

Barbara has 30 years multinational experience in the global automotive and aerospace industries. She is a values-based, people-centric leader, passionate about digitalisation as part of improved performance and competitiveness and is dedicated to quality and sustainability. Joining Jaguar Land Rover in 2022, her remit in the industrial relations organisation is to consolidate accountability for the complete ecosystem, and to fulfil its commitment to reduce greenhouse gas emissions by 46% by 2030, and net zero carbon emissions by 2039. Previously with Airbus Defence and Space, as Executive VP and Head of Operations, and CEO of Draxlmaier Group, she had previously worked for over 20 years at the BMW Group in international roles. Brought up and graduated in Germany, she now lives in the UK.



Manasi Bhalerao,
Global Senior Product
Director – Courier,
Operations and Data
Platforms, Just Eat
Takeaway.com

Manasi is the Group Product Director for Online & Digital, Tesco Group, and is driving the product transformation and customer led e-commerce growth for the UK's largest retailer. Prior to Tesco, she held several roles at Just Eat, including leading fast paced, online food delivery growth as the Chief Product Officer at Just Eat. She has also held senior positions at American Express leading digital transformations, building fintech and loyalty products.

Her international career has spanned roles in India, UK, Canada and Mexico. She holds an MBA degree from Instead. She was also named by Product Management Festival in their Women in Product Management Europe official list for 2021.



Dr Diane Bitzel,
Chief Digital and
Information Officer,
Vodafone Europe

Diane has over 25 years of global experience, particularly in the areas of IT strategy, operations and management, HR transformation, and business strategy and process implementation. She joined Vodafone in 2021 from Intertek, for which she moved from Switzerland to London as CIO in 2018. Previous roles in Switzerland include CIO for global life science and food companies including Syngenta AG, Apetito AG and Lonza Group. She started her career, after an MBA from Bocconi, in management consulting in Italy. She is a German national; her university studies were at Heidelberg University, with a PhD research year in Rome.



Dr Ruth Bumphrey,
Chief Executive, Lloyd's
Register Foundation

Lloyd's Register Foundation is a global charity protecting life and property and supporting education, engineering-related research and public engagement. Ruth became CEO in July 2022, having previously had responsibility for a large portfolio of grants, direct charitable activities, and accelerated innovation activities. Earlier roles include Head of Earth Observation, UK Space Agency and Head of International, Natural Environment Research Council (NERC). Her PhD is in ecotoxicology and experience in environmental protection, marine science, and technology.

She has chaired the Welding Institute and the TWI Innovation Network (universities and businesses working together developing new technologies), is a trustee of the National Oceanography Centre, and is a founder of EngineeringX: promoting excellence in international engineering for public good.



Glenda Brady,
Chief Commercial Officer,
Future Planet

Future Planet is an advanced AI sustainability transformation platform, helping companies "build a healthy business and a healthy planet". It is based in Cork, where Glenda graduated. She joined in early 2022 following 24 years of diverse experience at Orange Business Services, latterly as Managing Director of Orange UK and Ireland, and previously VP European Sales, Pre-sales and Marketing, based in Brussels. She brings extensive knowledge of building national and international client relationships, pricing, product management, marketing, and global sales. Before joining the European team, Glenda was Head of International Development at the French Major Accounts division, based in Paris. She is an Advisory Board Member of Be the Business.



Sonya Branch,
Executive Director
and General Counsel,
Bank of England

Recruited by Mark Carney in 2015, Sonya is at the core of the Bank's leadership and decision making. Leading a legal team of 200+, she's navigated multiple critical incidents, periods of intense change and regulatory complexity, including Brexit, Covid-19 and the Russia/Ukraine crisis. Previously, as Director General at the Competitions and Markets Authority (CMA) she led the UK's merger control, market investigation, antitrust and cartel enforcement and consumer protection regimes. She's held senior positions at Department for Environment, Food and Rural Affairs (DEFRA) and the Cabinet Office, advised No 10, and has a reputation in Whitehall as 'a fixer' and astute reputation manager.

Sonya was the youngest ever Partner at Clifford Chance, starting her career at Linklaters. She is a Trustee of Target Ovarian Cancer and of Now Teach.



Lisa Brankin,
Managing Director,
Ford of Britain
and Ireland

Appointed to this role in 2020, Lisa is a Ford “lifer”. Joining Ford as a graduate trainee from the University of Ulster in 1990, she has worked as the firm’s Sales, Marketing, and Dealer Operations Director, and has held managerial roles in its dealer and consumer marketing and communications, events, and sponsorship departments. The UK is Ford’s third largest global market. She has taken the company through lockdown, the global semiconductor shortage, managing costs (halving staff in Ireland), and now the need for transformation in the challenging automotive landscape, including electric power, autonomous driving controls, and the need to be a “software and data-driven company”. She has long held top positions in Autocar’s Great Women in the British Car industry.



Karen Broughton,
Chief Sales and Marketing
Officer, Travelodge

Karen joined Travelodge in 2014 from the Money Advice Service where, as Executive Director Marketing and Service Delivery she had driven substantial growth in online share. She had previously held a range of senior positions in travel and retail across both UK and international markets. Karen began her career with British Airways, where her responsibilities included the BA brand, service development and brand management of Club World. Subsequent roles included Brand Director at BAA, and Marketing and Communications Director at World Duty Free. She has extensive experience in developing distinctive brands, driving revenue growth, evolving the brand with creativity, technology, and data, and in both internal and external communications, digital strategy, customer insight, customer experience transformation and change management.



Fiona Cannon OBE,
Director Sustainable
Business for Lloyds
Banking Group (LBG)

Fiona’s portfolio includes responsibility for the Group’s social sustainability strategy, the inclusion and diversity strategy, and the Group’s approach to supporting LBG’s purpose of Helping Britain Prosper. She also oversees the Lloyds Banking Group Foundations, which support small charities tackling disadvantage across the UK.

She authored *The Agility Mindset* in 2017, proposing a new model of work for organisations in the 21st century. She is on the steering group of the FTSE Women Leaders Review, formerly the Hampton Alexander review of FTSE 100 women leaders. Fiona was awarded an OBE in the 2011 New Year’s Honours List for services to equal opportunities.



Donna Catley,
Chief People Officer,
Compass Group,
UK and Ireland

Appointed in 2017, Donna leads the people strategy which centres on a belief in social prosperity for all, including Compass being a recognised service provider and the launch of ‘Our Social Promise’, a commitment to positively impact one million lives by 2030. Prior to Compass she had spent 11 years at bp, latterly as HR Director European Retail Business, across 10 countries. Donna has international experience as a consultant in Russia with Accenture, global HR Director in the US with PerkinElmer, and Head of HR - Emerging Markets, Cisco Systems in Munich. She serves as a member of King’s College London’s Independent Council. She is a pension trustee, passionate advocate for equality and social mobility, and acknowledged in *HR Magazine’s* 2022 list as one of the most influential HR practitioners.



Mei Chen,
Head of Fashion and
Luxury UK, US and
Northern Europe,
Alibaba Group

Mei has extensive knowledge of the retail and technology industries. Joining Alibaba in 2016 she has focused on helping international luxury and fashion brands better understand and tap into opportunities in the Chinese consumer market. She also leads projects across Alibaba Group's ecosystem, supporting brands to leverage Alibaba's technologies and innovation to drive success, and is the international lead for Alibaba's flagship fashion shows.

She had previously spent four years at Google and was earlier at GE EMEA headquarters. A regular speaker at retail conferences and guest lecturer, she also advises SMEs on online marketing strategies, monetisation, international expansion, and supporting CXOs. She studied in Madrid, Paris and Harvard.



Amanda Chilcott,
Group Human Resources
Director, Neptune Energy

Neptune Energy is a private equity backed, independent global E&P company with operations across the North Sea, North Africa and Asia Pacific. Amanda joined in 2018 from Aggreko, where she was HR Director, Power Solutions, a global remit covering employees in 100 countries. She has more than 20 years' experience in a variety of global HR roles in the UK, Continental Europe, China and the US, specialising in reward management, employee relations, talent and organisational effectiveness. She started her career with the Ford Motor Company (including Land Rover and Jaguar) ultimately based in Germany before spending ten years with bp, first responsible for North Sea operations and then as HR Director, Petrochemicals and bp China based in Shanghai.



Janine Cole,
Sustainability and
Social Impact Director,
Great Portland Estates

Janine was promoted into her current role, with a seat on the Group Executive Committee, in 2021. She is a "sustainability champion" both within GPE, and externally, where she chairs the Better Buildings Partnership and sits on the Sustainability Committee of the European Real Estate Association (EPRA). In what has historically been a male environment, she has demonstrated passion and determination to drive change.

Having joined GPE in 1998, she is now responsible for health and safety (where she started), and for driving sustainability and community initiatives across the group, including GPE's commitment to become a net zero carbon business by 2030 and providing urban greening measures across its portfolio, together with the launch of their Decarbonisation Fund.



Sharry Cramond,
Marketing Director
(Food and Hospitality),
Marks & Spencer

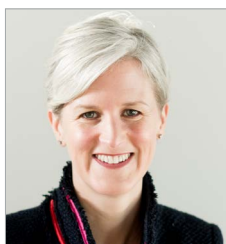
Sharry joined M&S in 2018 as Marketing Director Food, and is also now Director of Hospitality, heading up all 330 in-store cafes. She had previously been Chief Marketing Officer at Southeastern Grocers, the fifth biggest grocery retailer in the US, based in Florida. Prior to that, she was Group Marketing Director at Tesco, following three years as part of the Archie Norman turnaround team at Coles in Australia. She had earlier spent over a decade at Tesco in various marketing and commercial roles for telecoms, personal finance, and convenience foods, starting her career with Kraft Foods. She is author of *Win your lottery*, a self-help book on how to be successful for those like herself from a low-income family.



Amanda Cupples,
General Manager, UK
and Northern Europe,
Airbnb

Amanda joined in 2021 from digital health company Babylon Health, where she spent three years supporting its rapid growth in a variety of roles, first as Chief Commercial Officer, and latterly as Chief Operating Officer Vice-President of Business Performance.

She has 20 years' experience in entrepreneurial management and international operations across the technology, digital, music, entertainment, and health sectors. Prior to Babylon, she served as President, International at Deluxe Entertainment Services, as well as holding numerous senior leadership roles at EMI Music. She is a qualified lawyer and spent three years as a consultant at McKinsey & Company. She is a NED of WildBrain, a global children's content and brands company, and leading producer of children's shows.



Sonia Davies,
Chief Executive Officer,
Scott Dunn

Sonia joined Scott Dunn in 2018 and, as Chief Operating Officer, was responsible for global business operations (marketing, people, IT and product) and managing an acquisition of an Asian operator. She was promoted in the same year, to continue the growth of Scott Dunn and Imagine brands in the UK (meantime, coping with the pandemic). Previous roles included Chief Commercial Officer at NetJets and European Change Director at the leading food service business Sysco. These roles, plus eight years in strategy consulting with Bain & Company have given Sonia significant experience leading and working with global teams. She was named one of the *Women to Watch in Hospitality, Travel and Leisure Index* 2019. She is an Advisory Board member of WiHTL promoting diversity in those industries.



Claire Davenport,
Chief Executive Officer,
notonthehighstreet

Claire joined notonthehighstreet, 'the home of the UK's best small creative businesses', in 2019. Latterly she was CEO of the high-growth meal kit subscription start up HelloFresh UK and previously ran VoucherCodes.co.uk, accelerating its growth as the UK's largest savings destination. With an extensive background of scaling businesses and disrupting markets, Claire has been part of the executive team of several disruptor and tech brands, including as Chief Commercial Officer at global online games company, Bigpoint GmbH, CMO for the launch of online education company FutureLearn and Chief of Staff at Skype. Earlier she was Executive VP Strategy at Europe's largest broadcasting company, RTL Group, after nine years in investment banking with Goldman Sachs and JPMorgan.

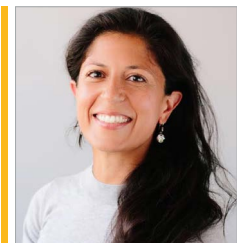
She is a NED at Trustpilot, Copenhagen.



Vicky Davies,
Chief Executive Officer,
Danske Bank UK

Vicky has been with Danske, Northern Ireland's largest bank, for a decade, and, since 2021, the first female CEO, having previously been with Ulster Bank. She is focusing on supporting customers, boosting digital capabilities (investing heavily in robotics, automation, and data), acting as a local leader on global issues, increasing sustainability and ensuring it is a diverse and great place to work. It has networks for race and ethnicity, gender diversity, LGBTQ+, and disabilities, and is creating placements for people with disabilities. It has signed up to Business in the Community's Climate Action Pledge to reduce emissions by 50% by 2030.

Proud of her Welsh roots, Vicky earlier worked across the world of business and finance, including four years in management consultancy with Accenture.



Seema Desai,
Chief Operations Officer,
iwoca

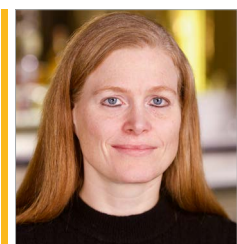
Seema became COO in 2018 having joined in 2017 as Head of People, developing talent and organisational capabilities. Her focus is to scale the customer service that has propelled iwoca to one of the fastest growing digital small business lenders in the UK. A passionate advocate of equal opportunities, she will continue to lead iwoca's efforts to achieve greater diversity and inclusion across the fintech industry. Seema had previously led the development of the Innovative Finance ISA at peer-to-peer lender Zopa as Head of Product, and had worked at HBOS, and GSMA, the trade body of mobile network operators. Her career in financial services started in 2000 with six years in Accenture's strategy division.



Charlotte Di Cello,
Commercial Director,
Waitrose & Partners

Charlotte was appointed into this role from fast food chain LEON, where she had been CCO of LEON Restaurants and MD, LEON Grocery. She had started her career with PwC, in Assurance and Business Advisory, with clients including Unilever and SAB Miller. She then moved client side, with L'Oreal, before joining Sainsbury's, where, over a 15-year tenure, she had roles across trading, finance and strategy, and spent two years in the Far East (Shanghai and Hong Kong).

She therefore has significant experience in the retail and grocery sector and has been described as a commercial leader with a true passion for food and sustainability, which might come from her Japanese heritage and her international roles.



Alex Duncan,
Chief Technology Officer,
British Heart Foundation

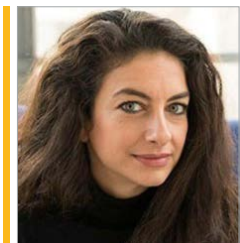
Alex joined BHF in 2022, from Costa Coffee, where she was the Global Director of Digital and Data. She is responsible for delivering BHF's technology roadmap in support of its strategy to 2030. This will include a focus on how technology and data can best support research and innovation; help people affected by heart and circulatory disease; and drive income growth across commercial, retail and fundraising offerings. Alex has a wealth of experience in leading teams across a variety of technology-focused roles using data and insight to advance technological innovation. She was earlier CTO of Ambassador Theatre Group, Director of IT at shopping channel, QVC, and Head of Online Development for the online travel and leisure retailer, lastminute.com.



Mel Edwards,
Global Chief Executive
Officer,
Wunderman Thompson

Mel became Global CEO when Wunderman and J. Walter Thompson merged in 2018 and oversees a network with 20,000 employees across 90 markets, including creatives, data scientists, technologists, and storytellers. She had previously been Global CEO of Wunderman, which she joined in 2012 from CEO of M&C Saatchi's LIDA, starting her career at TBWA. A catalyst for business transformation, she helps marketers anticipate and navigate change. Under her leadership, Wunderman Thompson has won numerous high-profile accounts. She has implemented a gender-balanced Executive Committee, with women in global CEO, CFO, CPO, CMO and IE&D Officer roles, and launched an Inclusive Experience Practice.

One of the most influential people in digital marketing and advertising, she has won many awards. She is a Director of The Ad Council.



Hala El Akl,
Senior Director,
ESG and Operations,
Oxford Properties Group

Hala oversees Oxford's global ESG programme, working collaboratively across asset management, operations, development, finance, and investment risk to create a holistic ESG strategy. Prior to Oxford, she was a Director at PLP Architecture and Founding Director of PLP Labs. As an architect and urbanist, she led teams to deliver highly-sustainable and innovative commercial, life-science, residential, retail and mixed-use projects across the UK, Europe, the Middle East and Asia. At PLP Labs, she explored new ideas for future cities, with a focus on environmental and social sustainability.

In 2020, Hala was the first recipient of the Urban Land Institute (ULI) European Talent Award. She is a ULI global trustee and sits on the Cambridge University Land Economy board. She holds four degrees from Beirut, Paris and London.



Belinda Finch,
Chief Information Officer,
Three

Belinda is responsible for all IT-related activities, from delivering new technology for new products or propositions across all channels, to managing changes to call centre technology, the digital estate and retail systems, billing, and CRM, working closely with the commercial and customer experience teams. Her focus is on delivering a better customer and agent experience and transforming Three's ways of working with the business teams. Her background is in IT and transformation, formerly CIO at Centrica Group PLC and Transformation and Digital Director at Vodafone, an Accenture Senior Manager, and a consultant at KPMG.

She is passionate about dispelling the myth of barriers to entry for women in technology. She is originally from Cardiff where she graduated.



Siobhan Fitzpatrick,
Chief Digital and
Marketing Officer,
Virgin Atlantic

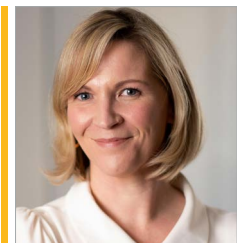
Siobhan has spent the last ten plus years driving transformation across brand, customer, and digital propositions, and is passionate about creating seamless experiences for customers delivered through great technology. In her current role she leads the teams responsible for digital and ecommerce, brand proposition, marketing and communications, loyalty, CRM and building seamless experiences through customer journey development. She also leads the technology, transformation, and data and insight teams.

She joined Virgin Atlantic in 2018 after 15 years in digital, brand, marketing and customer roles for retail brands including Argos and Homebase. With a degree in graphic design, she had previously worked for 10 years in media, advertising, and publishing, when publishing was exploring digital.



Dr Sally Ann Forsyth OBE,
Chief Executive Officer,
Stevenage Bioscience
Catalyst

Sally Ann has been responsible for the strategy, growth, and development of four internationally-recognised science parks: Stevenage Bioscience Catalyst, Harwell Oxford, Colworth Science Park, and Norwich Research Park. Life Science REIT is the first real estate investment trust focused on UK life science properties, and total private equity investment in biotechnology raised in Stevenage has grown to become comparable with that of the Cambridge, London, and Oxford clusters. Beginning her career with Unilever, responsible for Strategic Alliances, she was part of the founding team of Unilever Ventures, working with large corporates and growing start-ups. She gained property experience at Goodman International, as Director of Science Parks, running their UK portfolio. She has a PhD in molecular biology, is a qualified management accountant (CGMA), and NED of Life Science REIT.



Jennie Galbraith,
ESG Director,
Inflexion Private Equity
Partners LLP

Joining in 2022, Jennie is responsible for the ESG strategy at Inflexion, while also providing support to its portfolio companies which are global, with operations in 160 countries. She was previously Group Head of ESG at BAT, where she oversaw the development and implementation of BAT's sustainability strategy with a particular focus on ESG reporting, investor engagement, human rights, and circular economy.

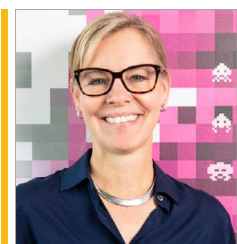
Now with over 20 years' experience in ESG, Jennie started her career with the Co-operative Group and Co-operative Financial Services. She is the Chair and a founding force behind the Institute for Corporate Responsibility and Sustainability (ICRS), the professional body for sustainability practitioners. She is a graduate in environmental science, and postgraduate in environmental management.



Hannah Gibson,
Chief Executive Officer,
Ocado Retail

Recently promoted from Chief Product Officer of Technology, Hannah has a passion for product and customer, with exceptional working knowledge of Ocado's proprietary technology. She set the strategy and drove forward the Ocado Smart Platform for the group's partners (including Ocado Retail, the joint venture between Ocado and M&S) which spans ecommerce, logistics, supply chain, fulfilment, and robotics. Earlier roles included product and merchandising, Head of Ocado Zoom and channel development.

Prior to joining Ocado in 2012, she was a senior policy advisor for No10 Downing Street, having previously been a consultant at Boston Consulting Group from 2007 to 2010. She is a sponsor of Ocado's Women in Technology community.



Keri Gilder,
Chief Executive Officer,
Colt Technology Services

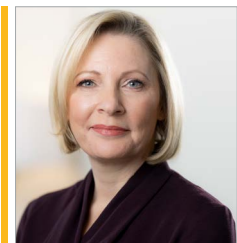
Keri joined Colt as Chief Commercial Officer in 2018, becoming CEO in 2020, after 16 years at Ciena Communications, ultimately as VP and General Manager EMEA. Earlier roles were with Lucent Technologies. During her career in the telecommunications industry, she has focused on leveraging connectivity to deliver outstanding results for customers, transforming the way the world works through the power of connectivity. She is now instilling in Colt agility and a sustainable strategy. Keri also champions greater inclusion and diversity in STEM industries, leading Colt's Diversity Council personally, and supporting several external mentoring and coaching initiatives. Born in Colorado, graduate of New Mexico State University, she is London-based. She is a member of the European Competitive Telecommunications Association's CEO council, and Ambassador for KidsOut.



Niamh Graham,
Senior Vice-President
Global HR, Workhuman

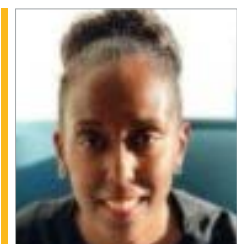
Workhuman (founded in 1999 as Globoforce, co-headquartered in Framingham, Massachusetts, and Dublin) is "the world's fastest-growing social recognition and continuous performance management platform" (Workhuman Cloud) supporting clients globally. Niamh leads the global teams responsible for people, places, culture, talent acquisition, learning and development, internal communications, and employer brand. Her personal values of innovation, determination and respect are fully aligned to Workhuman's core values.

In her 20-plus years with Workhuman, she has also held leadership roles in operations, setting up a global operational infrastructure as the company scaled. Prior to Workhuman, she worked with large multinational music companies and focused on international marketing and intellectual property.



Hannah Gurga,
Director General,
Association of British
Insurers (ABI)

Hannah joined the ABI in 2022, leading the insurance and long-term savings sector's engagement with government, regulators, parliamentarians, and stakeholders. She is overseeing the ABI's strategic direction, improving outcomes for customers, tackling climate change, and improving diversity and inclusion across the industry. She was latterly Managing Director for Digital, Technology and Cyber at UK Finance leading their governance and membership teams and overseeing activities relating to digital innovation, AI and data ethics, resilience and cyber security. She previously led global regulatory strategy and Government relations at the London Stock Exchange Group and held roles at LCH and ICAP as Chief of Staff and Head of European Affairs respectively. Her career began in the civil service in HM Treasury, the Cabinet Office, and Ministry of Defence.



Mehret Habteab,
Vice-President,
Digital Products,
Visa Europe

A computer science graduate, Mehret worked initially at Barclays, then Accenture, in E2E, followed by four years at Co-operative Bank, as an analyst and project manager, before joining the Bank of England. After a short stint at The Financial Conduct Authority, she returned to the Bank of England, initially as COO Financial Stability, and latterly Head of Real Time Gross Settlement Programme Office. Recruited by Visa in 2019 she is a recognised expert and regular speaker on digital technology in financial services – a necessity for consumers during the pandemic. She reports that these habits will stay, with service providers focussed on delivery of personalised and seamless digital experiences across all channels, recognising that carbon impact and crypto wallets will gain acceptance.



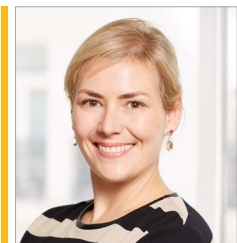
Beth Hart,
Supply Chain Director,
McDonald's, UK and Ireland

Beth joined McDonald's in 2018 and was promoted to her current role in 2020. Her remit covers agriculture, procurement, sourcing, distribution and logistics, sustainability, and food quality. She is a leader in the fields of supply chain, sustainable sourcing, purchasing, agriculture, brand and product innovation in the FMCG arena, leading teams to deliver change, innovation, and competitive advantage. With over 25 years' experience in the food and beverage industry, Beth has worked across supply chain, product and brand innovation, and marketing for UK retailers, joining McDonald's after 13 years at Sainsbury's, and having previously worked at Diageo, Safeway, and Mars Confectionery (UK and International). She started her career in 1993 as a Food Technologist at Marks & Spencer.



Mursal Hedayat MBE,
Co-Founder and
Chief Executive Officer,
Chatterbox

Kabul-born Mursal, former refugee herself, launched Chatterbox as a tech social enterprise: an online language school that trains and employs refugees (often qualified professionals) as teachers, using asylum seekers' language skills. Chatterbox works with corporate clients gaining support from Silicon Valley and British investors, raising over £2 million in just six years. In 2018 Chatterbox won a "Next Billion" Edtech Prize for high impact innovative technology. Mursal herself has been named an Emerging Innovator by Ashoka, one of Forbes' "30 under 30" and in 2021 both the Barclays Woman in the Community and an MBE for services to Social Enterprise, Technology, and the Economy. A graduate of Leeds University, she is on the Advisory Board of their business school, and an Honorary Fellow of SOAS.



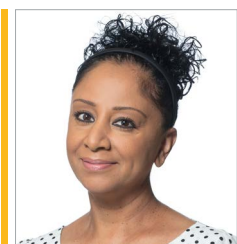
Antje Hensel-Roth,
Chief People and
External Affairs Officer,
ICG

Antje heads strategic human capital management with a particular focus on business diversification strategies, together with communications and external affairs. Appointed in 2018, she has led a comprehensive drive for excellence in leadership, talent management and diversity and inclusion. She has been deeply immersed in the global asset management industry for over 15 years, joining from Russell Reynolds Associates, the global executive search and leadership consulting specialists, where she was a Managing Director and Global Co-head of the Investment Management Practice, having previously been at Spencer Stuart Associates. Antje started her career with AT Kearney in London as a Consultant in European Asset Management. She graduated in Germany and is a postgraduate of LSE.



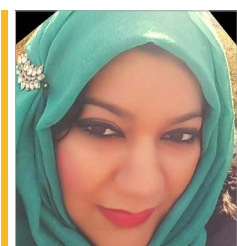
**Professor
Karen Holford CBE,**
Chief Executive and
Vice-Chancellor,
Cranfield University

Karen's career began at Rolls-Royce (Aero) as an undergraduate engineering apprentice, then as a graduate engineer at AB Electronic Products Ltd, becoming a Senior Engineer before pursuing an academic career at Cardiff University. She held posts of increasing seniority and leadership, while also engaged in research with industrial impact, culminating as Deputy Vice-Chancellor. Elected to Fellowship of the Royal Academy of Engineering in 2015, she was named one of the top 50 most influential women UK engineers in 2016 and received her CBE in 2018 for services to engineering and the advancement of women in engineering. Karen has held Advisory Board positions and chairs the Royal Academy of Engineering Research Committee. She serves on the Oxford-Cambridge Arc Leaders Group and the Midlands Innovation University Partnership Board.



Shahbaz Idriss,
HR Director,
Forterra Plc

Shahbaz has over 25 years HR experience gained primarily in the automotive/manufacturing and engineering industries. She joined Forterra Group (a building products manufacturer, FTSE Small Cap) in 2020, and has been driving a wide range of transformation projects, while also leading the people initiatives through the pandemic (including the training of 60 volunteer mental health first aiders). Previously she spent six years in progressively senior global HR roles at GKN Automotive, leaving as Senior Global VP HR GKN Driveline. She earlier held senior roles at Federal Mogul Corporation. Shahbaz has graduate and postgraduate qualifications and is a qualified member of the Chartered Institute of Personnel and Development.



Hena Jalil,
Chief Information Officer,
BT Global Division

Hena is a transformational technical leader who has built an exceptional track record of delivering customer and business outcomes. She has extensive experience in telecommunications, customer experience, energy, security, regulatory commitments, risk management, IT strategy, and digital and cultural transformation. Currently CIO for BT Global, which provides global security, cloud and networking services to multinational companies worldwide, with operations in 180 countries. She was previously Customer, Commercial and Portfolio CIO at Openreach, the BT subsidiary connecting telephones and broadband to homes and businesses in the UK. A graduate of Birla Institute of Technology, Ranchi, India, Hena started her career as an engineer and consultant; following an MBA at Warwick, she joined BT.



Margaret Jobling,
Group Chief
Marketing Officer,
NatWest Group

Margaret joined NatWest Group in 2020 having started her marketing career working on major brands, first in FMCG (with the likes of Unilever, Cadbury, and Birds Eye), and then utilities (from 2014 with British Gas). At the beginning of 2016 she moved into a global role, as Group Chief Marketing Officer at Centrica, to develop marketing capability across all the businesses, transforming marketing capabilities across all regions.

Key achievements include launching Dove deodorant across Europe and winning a Cannes Gold Lion for Lynx "Getting Dressed" campaign. She was one of Marketing Week's Top 100 Most Effective Marketers 2020 for her work at Centrica. She is recognised for her skills in customer experience, market research and marketing transformation.



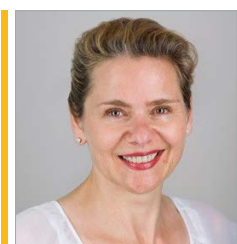
Selina-Valencia Kapellos,
Private Wealth Advisor,
Executive Director,
Goldman Sachs

A law graduate, with two years in solicitors' firms, Selina-Valencia moved to New York, joining first Citi and then Merrill Lynch, returning to London in 2011, where she joined Barclays Wealth Management, as a Private Banker, Director, and Trust and Estate Practitioner, devising a female client strategy. She was active in initiatives, inside and outside the bank, to support diversity: women, ethnic minorities, those from low socio-economic backgrounds, with programmes for school and university students. Following maternity leave, she joined Goldman Sachs in 2021. Herself a British woman of Caribbean heritage, she is an active female and ethnic minority advocate. She empowers through mentoring, and delivery of financial literacy, law clinics and skill-based career progression workshops. She is a Trustee of the Centre for Homelessness Impact.



Afua Kyei,
Chief Financial Officer,
Bank of England

Afua is the Executive Director for the Finance Directorate, a Director of the Bank of England Asset Purchase Facility Fund and of the Bank of England Alternative Liquidity Facility. She is one of the executive sponsors leading the Bank's approach to climate change and is focused on diversity and inclusion. Afua joined in 2019 from Barclays Bank where she held Finance Director roles (2012-2019) across its three divisions: group operations and technology, the investment bank, and latterly in the retail bank as Chief Financial Officer Mortgages. Previously, she held advisory roles at UBS in Mergers and Acquisitions, and Group Strategic Advisory, having started her career with EY. She was named CFO of the Year 2021 in the Women in Finance UK Awards.



Natasja Laheij,
Chief Financial Officer,
Google

Natasja is Senior Finance Director Google EMEA Products (including Devices and Services, Platforms and Ecosystems), and a Board member for Google Payments Ltd. She has extensive international commercial and financial management experience in internet, ecommerce, technology, consumer electronics, telecommunications and retail in B2C and B2B environments. She joined Google in 2019 after four years with Amazon, most recently as CFO of Fashion EU, and previously Director Finance Operations Europe, working across 27 EMEA countries for all Amazon businesses. Her career has been international, beginning in finance with KLM in Singapore, with Lucent and Vodafone in the Netherlands, Deloitte Australia as a Senior Manager Strategy and Technology, and with Sony Ericsson in Munich, moving then to the UK, ultimately as VP Global Pricing and Competitor Intelligence.



Danielle Lane,
UK Country Manager,
Vattenfall

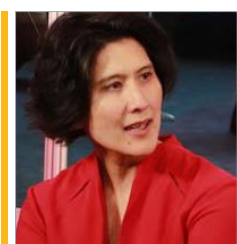
Vattenfall is a Swedish state-owned company, developing fossil free energy projects, with over 19,000 employees worldwide, which has been building and operating wind energy in the UK since 2008. Danielle joined in 2018, just as the business stepped up its offer to the British consumer of a more integrated, customer-focused, low carbon energy service in power, heat, and transport. She has over 20 years of experience working in the UK wind industry. Starting as a Policy Analyst with the Association of Electricity Producers in 1999. Danielle has subsequently worked at Centrica, the Crown Estate, and Orsted, in the UK and US. She is Co-Chair of the Offshore Wind Industry Council, an Advisory Board Member of Ripple Energy, and advocate for greater diversity.



Mallika Mathur Lheritier,
Chief Transformation
Officer and Chief
Sustainability Officer,
RCI Bank and Services

Mallika joined RCI, which operates under the commercial brand Mobilize Financial Services, in 2020, in Paris, responsible for digital transformation, innovation, strategic projects, CSR and ESG, culture and capability transformation. After graduating from Tuft, she joined Merrill Lynch, and then Royal Bank of Scotland, and spent 11 years with the HSBC Group in Toronto, Paris and London (culminating as a Director in the Global Banking Markets division). Then followed two roles in consulting, with Accenture's Sydney practice focused on workforce transformation, and Ernst & Young in Kuwait in strategy, digital and corporate transformation, during which she finished an EMBA, specialising in innovation and entrepreneurship at HEC Paris.

She is an Advisory Board Member of Qorus Global Community of sustainability and regulation executives.



Cat (Catherine) Little,
Director General
Public Spending,
HM Treasury

Cat joined HM Treasury in 2020 as Director General Public Spending, now combining this role as Head of the Government Finance Function. She is also Chair of the Finance Leadership Group for Government. She has overseen finance transformation programmes and is passionate about diversity and inclusion.

She joined the Civil Service in 2013 after 11 years working on Government and public sector clients at PwC, first in the Ministry of Justice, then joining the Board of the Ministry of Defence as Director General Finance, leading finance, commercial and analytical functions and reforming procurement. She was the department's race champion. She represents the UK as a member of International Federation of Accountants, Professional Accountants in Business and is also a co-opted member of Chartered Institute of Public Finance and Accountancy (CIPFA) Council.



Charlotte Lock,
Pan-Partnership
Customer Director, John
Lewis Partnership (JLP)

Joining JLP early this year, Charlotte had spent two years as the Co-op's Director of Data, Digital Products and Loyalty, incorporating insight, membership, CRM, and customer experience. A focus was on social impact, supported by the "community wellbeing index", measuring the wellbeing of over 28,000 communities across the UK, and delivering resource on three key missions: Fairer access to food; mental wellbeing; education and employment for young people.

Having grown up in a deprived area, aware of social injustice, she graduated in social and political sciences, joining Asda on their loyalty programme. She moved into data, marketing and digital consultancies, before eight years at the BBC, running "Marketing and Audiences" and BBC Sounds. She has been a NED at Cooperative Legal Services.



Dr Precious Lunga,
Chief Executive Officer
and Co-Founder,
Baobab Circle

Precious' company developed the award-winning health platform Afya Pap which delivers personalised management of chronic health conditions such as diabetes and hypertension across the African continent via mobile phones. Previously at Econet Wireless, she established Econet Health, launching several services including the HealthTips platform which acquired more than 750,000 users within a six-month period. Earlier roles have included working in biotechnology research and development, clinical trials, and policy implementation. She has held positions as an advisor at UNAIDS Geneva and the Children's Investment Fund Foundation. She trained as an epidemiologist and sits on the boards of the Medical Research Council, London School of Hygiene and Tropical Medicine and Malaria Consortium. Born in Zimbabwe, she came to the UK at 17.



Savita Mace,
Director Supply
Management,
AstraZeneca

With over 20 years' experience in procurement and supply chain management, Savita is a well-respected leader and speaker in her field, and a champion of inclusion and diversity and lifelong learning (for herself and those she coaches). She has built high-performing teams at blue chip companies (including Roche, Sony and Hilton) with a focus on capability uplift, performance and improvements in and across the value chain.

She joined AstraZeneca in 2020 as Associate Director, Global Procurement, and took on her current role in 2021. She started her career in Trinidad and Tobago. She is the UK representative for global Chartered Institute of Procurement & Supply (CIPS) Membership Committee and continues to deliver lectures and coach students at the University of Sussex.



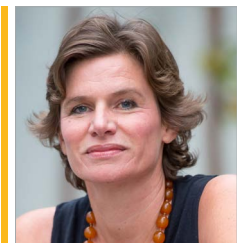
Nigyar Makhmudova,
Chief Growth Officer,
Danone

Nigyar was made Chief Growth Officer in 2020, having joined Danone from Mars in 2019 as Executive VP, Growth and Innovation. Her career started in 1991 in pharmaceutical marketing with Boots and SmithKline Beecham in the UK and Russia. In 1998, she joined Mars Russia, holding marketing and sales positions across the entire Mars product portfolio, becoming Regional President of Mars Petcare Russia, and in 2012, Global Chief Marketing Officer Mars Petcare, based in the Brussels HQ. She became Regional President Mars Petcare Europe, Russia and South Africa in 2014, and Global President of Mars Pet Nutrition in 2016, both based in London. She is a NED of Jungbunzlauer in Switzerland. Born in Azerbaijan, she graduated in Moscow, and from Nottingham Business School.



Kate Markham,
Chief Executive Officer,
Hiscox London Market

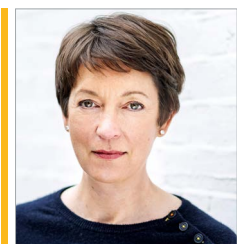
Kate joined Hiscox in 2012 to run the UK Direct business, leading a team of over 200 people across three locations in sales, marketing, operations, and underwriting. Having built UK Direct into a market-leading operation with a strong brand and a culture of creating customers for life, she was promoted in 2017 to her current role. Prior to Hiscox, she spent 12 years at Vodafone where, as Head of International Enterprise, she identified a significant new opportunity to serve multinational clients globally and built an effective operation to support the venture. She started her career at Anderson Consulting (now Accenture), and brings strategy, business development, commercial, marketing and sales expertise. She has experience of working in Europe, Asia and Africa, and has been a Pilotlight volunteer.



Mariana Mazzucato,
Professor of Innovation
and Public Value, UCL
and Founding Director of the
UCL Institute for Innovation
and Public Purpose

Mariana is recognised for her work on dynamics of technological change, challenging orthodox thinking about the role of the state and the private sector in driving innovation; how economic value is created, measured and shared; and how market-shaping policy can be designed in a ‘mission-oriented way’ to solve the grand challenges facing humanity.

She was named as one of the ‘three most important thinkers about innovation’ by the *New Republic*, on *The Bloomberg 50* list of ‘Ones to Watch’ for 2019 and winner of the 2020 John von Neumann Award. She is a regular advisor to public and private sector organisations on the economics of growth and innovation, and how to achieve smart, inclusive, and sustainable economic growth. She has dual American-Italian citizenship.



Michelle McEttrick,
Chief Customer Officer,
Primark

Michelle is highly experienced as a leader in brand and marketing. She was most recently Tesco’s Group Brand and Proposition Director, credited with building an end-to-end brand and marketing capability over her six-year tenure, as well as leading a successful repositioning “with a focus on quality, value and reputation”. By 2020, Tesco was named Brand of the Year at the *Marketing Week Masters*.

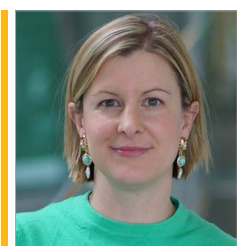
Her task now is to further develop the Primark brand and customer strategy as it looks to expand into new markets, channels and products. She will additionally be responsible for marketing and customer communications, customer insight and the retailer’s sustainability strategy, Primark Cares.

She has held similar roles at the likes of Barclays, advertising agency Bartle Bogle Hegarty and US-based McCann Erickson.



Rosemary McGinness,
Chief People Officer,
Weir Group

A commercially-focused HR leader, Rosemary is expert in culture and HR transformation, talent development, building sustainable employee engagement and delivering high performance through people internationally. She joined Weir, with 18,000 employees worldwide, in 2017 and works closely with the CEO on developing a high-performance culture, driving improvement in organisational capability, aligning reward and recognition systems, and enhancing leadership capability. She had previously spent 12 years with William Grant & Son and earlier worked in the US with Bowne Business Solutions, starting her career in line management with Forte Hotels. Based in Glasgow she has chaired Young Enterprise Scotland, and sponsored initiatives to encourage girls into STEM careers. She holds advisory board and trustee roles in Scotland. She has won several HR awards.



Victoria McKenzie-Gould,
Corporate Communications
Director, Marks & Spencer

Victoria worked for the Rt Hon Tony Blair for two years as a Special Advisor at No10 Downing Street, followed by four in a private capacity. She then transitioned from politics into government affairs with Tesco, leading the Government Relations function for four years, after which she joined Britvic. As Corporate Affairs Director, she had responsibility for all corporate and colleague communications, sustainability, public affairs and consumer care. She has been in her current role since 2019, during which M&S has navigated the pandemic. She has been involved in using digital to build trust and loyalty. One initiative has been to introduce an employee alumni. She has served as a Trustee of Winston’s Wish, and is an Advisory Board Member, University of Liverpool Management School.



Wendy McMillan,
Chief Executive Safety,
Halma

Halma, a group of technology companies, makes products for hazard detection and life protection, operating through three distinct business sectors: health and analysis, infrastructure sensors, and industrial safety. Wendy joined as Divisional Chief Executive in the Safety Sector in 2018. Prior to Halma she held a range of leadership roles with a focus on growth and transformation. Latterly at Dyson, as Global Finance Director, she led product category, commercial, digital and retail finance teams, changing the way finance supported decision making and strategy in a rapidly growing global business. Previously with Arqiva, and BT, she started her career with Bain & Company, consulting to private equity and corporate clients in Europe, the US and South Africa with a focus on growth and turnaround strategies.



Nicola Medalova,
Managing Director,
National Grid
Interconnectors

Starting her career in local government, in industrial regeneration and then planning, Nicola joined National Grid in 2007, initially leading its commercial property business, regenerating gasworks and sites, then shaping the commercial and technical frameworks that govern the electricity industry. Between 2017 and 2021, she led National Grid's Electricity Construction team, delivering major infrastructure projects (c.£15 billion) to maintain the electricity transmission system and connect new generation to deliver the UK's net zero targets. Her current role encompasses business development, construction, operation, and expansion of a fleet of subsea electricity cables connecting the GB electricity grid to the grids in mainland Europe, including the new Viking Link.

She is passionate about social mobility, wellbeing, and suicide prevention in construction.



Siobhán Moriarty,
Recently General Counsel
and Company Secretary,
Diageo

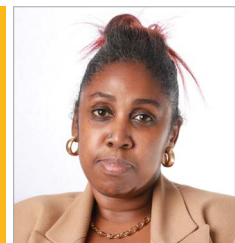
A Dublin native, Siobhán started her legal career there before joining Clifford Chance in London. Joining Diageo in 1997, she became General Counsel in 2013 and took on the combined role of General Counsel and Company Secretary in 2018, overseeing 150+ lawyers globally. She has been instrumental in the making of today's Diageo, from her work on the Guinness/Grand Metropolitan merger, followed by pivotal investments, joint ventures and ground-breaking acquisitions in the US, India, China and Turkey. Her commercial focus to the legal remit made a valuable contribution to Diageo's long-term performance. She is also a passionate advocate for inclusion and diversity, and social mobility. External recognition includes the *Financial Times* list of top 20 global General Counsel and *Financial Times* HERoes Champions of Women in Business.



Lara Naqushbandi,
Director, until recently,
Lifestyle Retail, and
Executive Sponsor for
Sustainability in the UK,
Google

Lara led Google's commercial partnerships across fashion, luxury, home and beauty sectors, spanning advertising, international, programmatic, Cloud and Google, accelerating digital transformation. She was also responsible for shaping Google UK's sustainability strategy, with a particular focus on supporting UK customers and industry partners.

She joined Google in 2019 as Financial Director, UK and Ireland, having previously been with Rio Tinto for eight years in Singapore, where she became Chief Finance Officer, Commercial and Marine Group, responsible for the commercial finance, risk and governance, market analysis and commercial strategy teams. She has experience of working in four continents across commercial disciplines for Goldman Sachs, Bridgewater Associates, Climate Change Capital, and BCG. She is an International Trustee of VSO and graduated from Harvard.



Roianne Nedd,
Global Director of
Inclusion and Diversity,
Oliver Wyman

Roianne is dedicated to improving workplaces for all employees by helping organisations embrace the principles of diversity and inclusion. She is an amplifier of women's voices, especially women of colour in the workplace – explored in her book *The Trusted Black Girl*, and in the network of the same name.

At Oliver Wyman she provides expert oversight on inclusion, belonging and diversity across all 60 offices worldwide, and is the firm's strategic lead for racial, ethnic, and cultural diversity. She specialises in cross-cultural diversity, inclusive leadership, intersectionality, and financial inclusion, and has advised boards across a range of industries. She was named in the top 20 Global Diversity Professionals List 2020 and shortlisted for the National Diversity Awards as the positive BAME Role Model of the Year.



Catherine O'Kelly,
Managing Director,
British Gas Energy

Appointed in 2021, Catherine has been with Centrica since 2011, holding positions of increasing seniority, and had most recently led Bord Gáis Energy in Ireland where, under her leadership, profitability grew, new products and services were introduced, and the business invested in delivering better customer outcomes. Previous roles included Director of Industry Development at British Gas, and Chief of Staff to the Centrica Group CEO. Her background is in energy strategy, initially as a management consultant with Booz & Company advising companies in Europe, Asia, and Africa, and at the UK's Carbon Trust working on low-carbon energy policy design.

Catherine chairs IBEC's Transport and Infrastructure Council, is a NED of the Peabody Housing Association's charitable foundation, and a 30% Club mentor.



Emma Orr,
Customer Experience
Lead, Google Cloud

Emma developed an expert career in digital in the early 2000s by helping disrupted industries and global brands, such as Prudential (Finance) and Hearst (Publishing), adapt to the new online world. Emma then moved into ecommerce in 2008, leading customer growth at ASOS.com and then at The John Lewis Partnership. With an obvious passion for digital transformation, Emma joined Google in 2014 as an advisor to multinational private companies, first on data regulation and SaaS solutions and now leading customer experience for Google Cloud technology. She combines strategic, operational and financial expertise with a solid understanding of both start up and established business environments.

Emma is an independent advisor on the Customer Experience Committee at HMRC.



Oriel Petry,
Senior Vice-President UK,
Airbus

Oriel leads Airbus' Government and institutional relations in the UK, working with Airbus' senior UK leadership team and the Global Executive Committee. She joined from the Department of International Trade, where she had been Director of Technology and Advanced Manufacturing, having previously spent four years with the Foreign and Commonwealth Office at the British Embassy in Paris as Her Majesty's Deputy Trade Commissioner, leading commercial diplomacy teams across 31 markets to shape the conditions for UK trade. She has worked at other Government departments and spent time as European Policy Advisor at the House of Lords advising on financial services,

the internal market and social affairs. She is a Trustee of the Franco-British Council.



Kate Priestman,
Senior Vice-President,
R&D Strategy and Portfolio,
GSK

Kate is focused on the development of transformational medicines and vaccines. Formerly European head of GSK's infectious disease portfolio, her GSK career has encompassed roles in commercial, corporate governance, communications, and government affairs. She previously worked at AstraZeneca and Eli Lilly, starting her career as a BBC presenter. She is widely recognised for her impact in increasing ethnic representation, gender diversity and inclusivity. A member of the GSK Global Ethnicity Council and Executive Sponsor of the EMBRACE employee resource group, she was honoured with an Ally Award from the British Black Business Awards 2021 recognising her role as a "pioneer and vocal champion on gender and race issues" in the workplace. She has a brother of Somalian heritage. She is a Trustee of Kew Gardens.



Collette Roche,
Chief Operating Officer,
Manchester United
Football Club

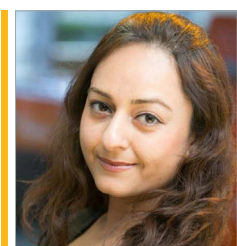
Collette's career began in HR, on the Ford Motor Company HR graduate programme. She has since worked in a variety of sectors and international blue-chip companies, holding senior roles at Siemens, United Utilities and Connaught before joining Manchester Airport Group (Manchester, East Midlands and Stansted Airports) as HR Director, and subsequently becoming Deputy MD, then deputy CEO of Manchester Airport. In 2018 she was appointed Chief Operating Officer at Manchester United, the highest-placed woman in the club's history. She has been a NED with the family-owned JW Lees Brewery, an Advisor to the Board, UK Trade, and served on the board of the Northern Powerhouse project.

In 2018, she was listed by Vogue as one of the 25 "most influential women working in Britain".



Kate Rodi,
Chief Transformation
Officer, Newcastle Building
Society

Newcastle Building Society, the largest building society in the Northeast, is committed to adapting its business to respond to the changing needs of customers, communities and colleagues. Kate has responsibility for the Society's change programme with a remit to optimise the value and impact of both customer and business-related change, alongside developing and expanding change services to the broader organisation. Established in the telecommunications industry, she is a strategic business leader, and has held senior-level roles centred on strategic transformation, business change management, organisational efficiency, service experience, technology, and customer operations. She joined the Society in 2020 from Virgin Media, where she had most recently been Director of Technology and Services, Customer and Digital Solutions. She is based in Harrogate.



Aarti Samani,
Senior Vice-President,
until recently, Product
and Marketing, iProov

Aarti joined iProov in 2018, having previously worked for Microsoft, SwiftKey, Nomura and UBS, giving her experience in multinational as well as applied AI firms across financial services, fast growth consumer tech and health-tech. She is a specialist in global expansion in both mature and emerging markets, with a track record in accelerating distribution, revenue, and penetration in markets like India and the US.

iProov is world leader in online face biometric authentication, working with governments and large enterprises to securely verify customer identity. iProov has been named by the *Financial Times* as one of Europe's fastest growing companies in 2022. Reporting to the CEO, she led a team covering business intelligence, product management, pricing and proposition, marketing, partnerships and strategy, policy and regulatory affairs, and analyst relations.



Joanna Santinon,
EY Ambassador

As a Transaction Tax Partner at EY until December 2021, Joanna was responsible, with her fellow London Board members, for the firm's over £300 million performance and strategic direction. She led the EY Entrepreneur of the Year programme and was instrumental in driving EY's diversity and inclusion strategy, as partner sponsor of the Women's Network. In the *Financial Times*' 2018 HERoes list (Champions of Women in Business), a founding member of the 30% Club steering committee and creator of the 30% Club cross-company mentoring scheme, she sits on the Advisory Board for Digital Boost, supporting SME's and charities acquire digital skills, and on the EY Foundation's investment taskforce and is Audit Committee Chair for Octopus Future Generations VCT plc, which backs companies with a sustainability focus.



Yael Selfin,
Partner and Chief
Economist, KPMG UK

Qualifying at PwC as an accountant, Yael established and ran their Macro Consulting business, overseeing economic outlook analysis and forecasts for over 40 economies. She has subsequently advised clients across a wide range of industries and geographies on the global economic outlook for over 20 years. Her research looks at the impact major shocks and new technologies could have on the economy and on the strategy of individual businesses. As a Fellow of the National Institute of Economic and Social Research she evaluates ways to lift growth across UK regions.

She was recognised as City AM Analyst 2016 and one of City AM Power 100 Women. She is a member of the Council of Management of SUERF and a member of the Bretton Woods Committee.



Jelena Sevo,
Chief Strategy Officer,
RELX

Jelena is a global information and technology business leader with direct profit and loss experience and functional skills across strategy, digital transformation, sales and marketing, mergers and acquisitions and global expansion. A qualified lawyer (Belgrade and Georgetown, DC) she was a consultant at Booz Allen before an MBA at Harvard, and with Bain & Co. afterwards. Joining RELX in 2011, she has had senior management roles in the LexisNexis and Elsevier companies. As Global Sales, Elsevier (2014-7) she led a team of 350 in the health sector, and was then Managing Director of Tolley, RELX's UK tax information, training and solution business, before promotion to CSO in 2019. She has spoken about diversity, inclusion, and innovation in the context of her personal story in Serbia.



Claire Solon,
Managing Director,
Greystar Ireland

Claire leads the investment, development, and operational business in Ireland, responsible for growing Greystar in the Irish market, from identifying acquisition and development opportunities, to the delivery and operation of the finished properties. Before joining Greystar in 2019 she was Head of Property at Aviva Ireland managing property funds of over €600 million in Ireland and the UK, leading strategy formulation, acquisitions, disposals, and developments within its extensive property portfolio. She was previously Head of Estates Management at ESB Ireland, the largest landowner in the country. A Fellow and past President of the Society of Chartered Surveyors Ireland (SCSI), she is a Fellow and Sustainability Committee member of Royal Institution of Chartered Surveyors (RICS), and a NED of state-owned Home Building Finance Ireland. Qualifications include planning, surveying, and project management.



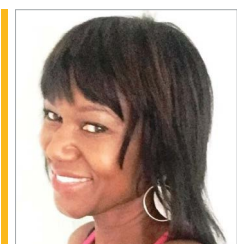
Kaushalya Somasundaram,
Executive Director and
UK Head of Payments
Partnerships and Industry,
Square

Since 2020 Kaushalya has overseen Square's corporate governance, regulatory matters and relationships with industry partners. She joined after 12 years at HSBC, latterly as Managing Director, Fintech Partnerships, Corporate and Institutional Digital Group and previously Director, Strategic Innovation Investments team, leading on HSBC's investments in fintech companies, representing the bank on various portfolio company Boards and committees. Earlier roles were in strategy and planning, corporate development and group audit. She started with Westpac and UBS. Currently an Advisory Board member of PayU, a member of the World Trade Board, and a mentor of Techstars, she has been recognised on numerous lists of women innovators and women in fintech. She grew up in Botswana, holds an Australian MBA and came to the UK in 2006.



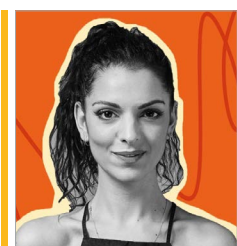
Katharina Stenholm,
Senior Vice-President
and Chief Sustainability
Officer, PepsiCo Europe

Katharina is a proven change leader with strategic vision. She joined PepsiCo in 2022 to lead on, accelerate and embed PepsiCo Positive (pep+), their end-to-end transformation, putting sustainability at the heart of the business, with ambitious 2030 sustainable farming and climate goals, bringing an integrated approach to sustainability planning across all functions and partnerships. Previously at Danone in leadership roles in procurement and supply chain delivering its nature sustainability agenda, she was earlier Global CPO at SABMiller where she built and led their global procurement organisation and oversaw the successful transition of the team to AB Inbev. She started her career in Finland as a Research Scientist (combined with her PhD), and then followed 12 years at Polttimo Finland, ultimately as Group CEO.



Unette Spencer,
Chief of Staff to
Vice-Chair, Mastercard

Unette is a customer insight and loyalty expert, providing strategy expertise to improve the customer experience and engagement through data led decision making. With over 25 years' experience gained at CACI, dunnhumby, and now Mastercard, which she joined in 2016, she has leveraged the latest developments in fintech, data insights and retail technologies. From VP Micro Credit Programme MEA Region she was promoted into her current role in 2019, reporting to Ann Cairns, Mastercard's Vice-Chair responsible for supporting diversity, inclusion, and innovation activities, and as a senior ambassador representing Mastercard globally with non-corporate stakeholders. She has led personal development programmes for the Women's Leadership Network and for Employees of African Descent and is Mastercard's Global Co-Chair of LEAD (Leading Employees of African Descent).



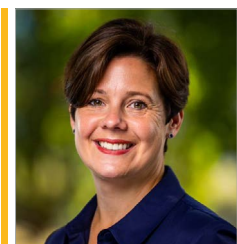
Cassandra Stavrou MBE,
Founder,
Proper Snacks

In 2011 Cassandra, aged 27, launched Propercorn, now Proper Snacks, the first palm oil free and Fairtrade popcorn, with Google as the first major customer. It became the leading UK independent snack brand, exporting globally, and a B Corp since 2018. Their lentil crisps were the biggest "better for you" launch of 2019. In 2020 she was awarded an MBE for services to the food industry; sales were £24 million. Proper worked with Fareshare and The Felix Project and helped to crowdfund homeless people into employment through their charity partner, Beam. After a decade, Cassandra sought further investment, and sold Proper to Exponent (who merged the brand with Eat Real). She sits on the Government's Food and Drink Council, representing the needs of food start-ups and SMEs.



Sylvia Tang,
Chief Executive Officer,
Active Care Group

Sylvia joined The Huntercombe Group in 2020, which was acquired by PE-backed Active Care Group in 2021, offering an integrated pathway of support through hospitals, care homes, residential supported living and 24-hour care at home. She had previously been CEO of Priory Healthcare for five years and earlier the Medical Director and Deputy Chief Executive at Camden and Islington NHS Foundation Trust. She became a Consultant Psychiatrist in 2000 and is a Fellow of the Royal College of Psychiatrists. She has sat on a variety of NHS committees including the NHS England London Clinical Senate Council as one of the 11 clinical experts to review evidence for service reconfiguration in London, NHSE National Mental Health Payment Steering Group and London Mental Health Strategic Clinical Network.



Katy Taylor,
Chief Customer Officer,
Southern Water

Katy has extensive experience of leading culture change programmes, reputation strategy, development of climate change strategy and digitisation of customer service and retail channels. Her recent appointment in this newly created role underlines Southern Water's commitment to upgrading their service to consumer and commercial customers. She joined from Go-Ahead, the FTSE 250 transport company, where she was Chief Strategy and Customer Officer, responsible for strategy, sustainability, customer experience, corporate affairs, commercial development, and marketing. Katy is a NED of Anchor Hanover, England's largest not-for-profit provider of housing and care for older people. She has chaired industry-wide committees to drive improvements in customer and diversity. She is currently Chairman of Ontrack Retail, an ecommerce start-up that builds app and retails tickets for travel.



Jennifer Thomas,
Head of Communications,
Data and Analytics,
London Stock Exchange
Group (LSEG)

Jennifer is an experienced Communications Director, and joined LSEG in September 2021, after consulting at GlaxoSmithKline (GSK) on change, culture and engagement communications, plus their global diversity and inclusion strategy as they planned separation into two organisations. Previously she had spent 13 years at Direct Line Group, ultimately as Director of Internal Communications, Experience and Sustainability and as its Director of Financial Communications.

As a prominent diversity and inclusion specialist, she is a co-opted Member of the England Netball Board, and a NED of the UK Athletics Board. She had a former career as a 400m runner and hurdler for England and was previously on the Board of Working Families and Chair of Governors of a primary school.



Samantha Thompson,
Mergers and Acquisitions
(M&A) Corporate Lead,
Anglo American

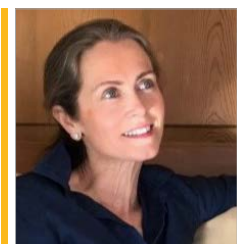
Samantha (Sam) joined as Head of Legal Global M&A in 2018, and works closely with the Government Relations team on ethics, transparency and accountability matters. She had previously spent three years at PwC in London, latterly as co-head of Corporate Affairs which included responsibility for reputation and regulation. Prior to that Sam was based in Hong Kong for ten years as a corporate partner at Linklaters, with a broad corporate practice including governance, corporate advisory and all types of M&A. She started her career at Slaughter and May in London, and is a qualified lawyer in England and Wales, and Hong Kong. She has degrees in International Strategy and in Chemistry and recently completed the Harvard Kennedy School Climate Change Policy (Economics and Politics) programme.



Michele Tiley-Hill,
Chief Financial Officer
Global, RX
(previously Reed
Exhibitions)

Michele is an experienced Global CFO, first with MEC (now called Wavemaker, in advertising and media services), and, for the last five years, at RX. She acts as a key strategic partner to the CEO to drive growth of RX as a digitally-enabled, data-driven business, managing 400 events in 22 countries, and supporting customers across 43 industry sectors. She is the architect of organisational changes and efficiency and is a member of the finance leadership of RELX Group, RELX Compliance Committee, RX ELT sponsor for Operations Leaders and Co-Chair of RX Global Inclusion.

Trained as an accountant/audit manager at KPMG, she moved into events, entertainment, media and now trade shows, in each the focus being on helping customers to grow their business.



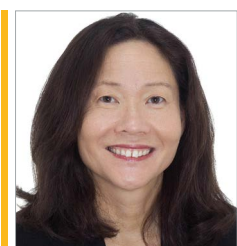
Sabine Vandenbroucke,
Chief Operating Officer,
Condé Nast, UK

Appointed to the new role of COO in 2017, Sabine's remit includes direct oversight of finance, legal, IT, production, property and editorial business. She has extensive experience in shaping and implementing strategy in a transformational media environment in addition to day-to-day management across diverse business operations. She had been with Winkorp, the parent company of Monocle and Winkreative, since 2005. As CFO there, she was responsible for investor relations and acquisitions, as well as serving as chief of operations for the company's publishing arm, which she helped to establish. She is a Belgian native who speaks four languages. She is a NED, and chair of Audit Committee of die Keure Publishing, and Trustee/Remco and Audit Committees, National Army Museum.



Lamé Verre,
Head of Strategy,
Innovation and
Sustainability, SSE Energy
Solutions

Lamé joined SSE in 2021, responsible for driving the innovation and sustainability agenda. A Fellow of the Energy Institute, she has over 22 years' experience working across the energy industry value chain. Previously Senior Regional Manager, Treasury for Europe, Eurasia, and Sub-Saharan Africa (EESSA) at Halliburton, she had earlier founded consulting firm Alaric & Associates, focused on upstream, midstream and renewable energy sectors, and co-founded ScanTech International, providing low carbon pipeline construction and rehabilitation solutions to the Energy industry. Starting her career with ENI E&P as a Petroleum Economist in Italy and Nigeria, she relocated to the UK working for Sterling Energy Plc, and Baker Hughes. She is Co-Chair of Lean In Equity and Sustainability, Europe, and Governor of a further education college.



Anna Vikström Persson,
ex Chief Human Resources
Officer, Pearson

Anna has over 20 years of experience leading global organisational change programmes. She left Pearson, where her focus was to guide people through the transformation to a digital learning company, in late 2021, and is now an investor in Monjin. Previously at global companies Sandvik and SSAB, she drove company-wide transformation programmes, developing strong corporate values with a focus on diversity. Earlier, in eight years at global telecom company Ericsson, ultimately as VP, HR and Organisation, she helped establish a new operating model and organisational structure enabling the company to drive operational excellence, while improving quality and reducing costs. Born in South Korea and raised in Sweden, Anna has also studied in the US, Germany, and the UK.



Grazia Vittadini,
Chief Technology
and Strategy Officer,
Rolls-Royce

In her current role since 2021, Grazia is pioneering cutting-edge technologies that deliver clean, safe, and competitive solutions to meet our planet's vital power needs. She had formerly spent 20 years at Airbus, latterly as CTO (and first woman on the Airbus Executive Committee) and in senior roles across a range of operations, from commercial aircraft, defence and space to technology and innovation, leading transnational, and diverse teams. She has expertise in future mobility and sustainable aerospace, promoting innovation through fields like AI and quantum computing.

On Siemens Supervisory Board; the Senate of the Fraunhofer-Gesellschaft; advisor at the German Centre for Mobility of the Future (DZM) and at the Department of Aerospace Science and Technology of Politecnico di Milano, her alma mater.



Barbara Welch,
Programme Director,
Mace

Barbara has been seconded to the Royal Household since 2017, leading the ten-year Buckingham Palace Resourcing Programme. Previously she was responsible for Mace's Western Europe and Global Clients businesses. Joining the Mace graduate scheme in 1997, she spent seven years delivering a variety of consultancy and construction management projects across the UK, before moving overseas in late 2004, first in Asia, then Russia. Originally training as a civil engineer, sponsored by the RAF and the Royal Academy of Engineering, she has wide experience in the construction industry, delivering projects for clients in retail, residential, commercial offices, education, rail, regeneration, and leisure sectors. In 2013 Barbara was awarded "Outstanding Woman in Construction Award" at the UK's Women in Construction Awards, cited as an inspiration for all women in engineering, property, and construction professions.



Dr Paula Walter,
Chief Technology and
Information Officer,
Aldermore Group

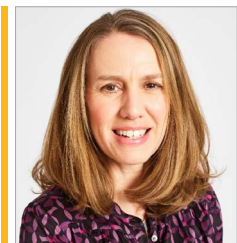
Responsible for technology and data strategy across the Group, and on the Executive Committee, Paula is a financial services technology leader and business partner. Previous roles include Chief Operating Officer at Ruffer LLP and Chief Technology Officer at Newton Investment Management. She began her career as a software developer in the technology division of Goldman Sachs, where she held various positions supporting the Equities and Investment Management Divisions, running global Technology teams.

An alumna of the University of Cape Town she is a trustee of the UCT Trust UK. As a Commonwealth Scholar at Christ Church Oxford, she gained a doctorate in linguistics. She is a Director of the German School London and a member of the Royal College of Music's Audit Committee.



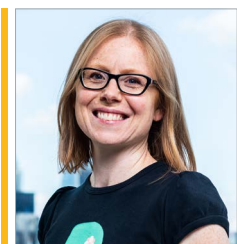
Sue Whalley,
Chief People and
Performance Officer,
Associated British Foods
Plc

Sue joined ABF in 2019, responsible for executive remuneration, senior talent and leadership, group procurement, health and safety and security across the group of companies. She had previously spent 12 years at the Royal Mail Group, first as Group Strategy and Regulation Director, playing a major part in the privatisation process, and then as COO of the UK business, driving operational and cultural change in letters, and implementing digital transformations in the parcels business in an increasingly competitive environment. An ex-partner of McKinsey, she worked internationally across industry sectors including retail, consumer goods, downstream oil and gas, and healthcare, supporting clients on multiple project types, including functional skills, corporate and BAU strategies, post-merger integrations and business transformation.



Rachel Woods,
Senior Vice-President,
Global Head of
Communications, bp

Joining bp in 2013, Rachel leads the global communications team, helping to bring to life for stakeholders around the world the massive corporate transformation the company is undertaking. Her expertise includes strategic planning, reputation management, stakeholder and media engagement, policy advocacy, employee engagement, sustainability and ESG. She has 27 years' experience working with multinationals across the energy, telecommunications, retail and food/drink sectors. Before moving client side, she had spent 16 years with corporate communications consultancy Fishburn Hedges, latterly as a Director and Head of the corporate reputation practice, leading work for clients including Shell, Nestle, Unilever, Sainsbury's and BT. She started her career with Burson-Marsteller, a global PR and communications firm.



Alice Woodwark,
Managing Director,
Communities, Mitie

Mitie Communities provides facilities management technical engineering and soft services across the UK public sector, for example supporting ambulance services, schools, hospitals, libraries, university campuses. Alice joined Mitie in 2021 from Compass Group, the global FTSE 100 soft services provider where she served as Group Head of Strategy and Mergers and Acquisitions, and then in Managing Director positions for Compass UK. She started her career as an analyst with McKinsey, then worked in marketing with Diageo, and after an MBA at Stanford re-joined McKinsey, where she worked for eight years as an Associate Principal across the UK and US with clients in the hospitality, retail, transport and infrastructure sectors. She has a strong track record in financial performance and competitive growth.



Heather Xiao,
Director, Regional Product
Lead - API Banking,
UK and Europe,
Standard Chartered Bank

Heather is an open banking, open data, and Application Programming Interface (API) ecosystem product leader, creating digital and technology strategies, implementing enterprise architecture and leading digital platform innovation teams at blue chip organisations. She has worked in the UK and Australia, across financial services, management consulting and aviation industries. She has a wealth of leadership insights, business, product, and technology skills.

In her current role since early 2021, she is responsible for articulating API, open banking product strategy and roadmaps for the Europe region collaborating closely with cash, trade, and digital teams. She was previously with KPMG UK for 4 years in Enterprise Transformation Architecture, and earlier with Qantas, and BT in Australia. Her early career in the UK included 4 years with Accenture.



Jeanie York,
Chief Technology Officer,
Virgin Media O2

Jeanie has 22 years' experience in leading telco and cable business strategy, network planning, engineering, technology development and operations. Graduating in Idaho, her career started with CenturyLink in the US, before moving to Europe to join Liberty Global in 2013, as VP Network Operations, then Managing Director, responsible for operations across 10 European countries. She joined Virgin Media in 2019 as CTIO for Virgin Media, and is now on the Executive Committee of the newly formed Virgin Media O2, delivering IT and application developments aimed at consumers, including the launch of the Virgin Media App.

Jeanie is a member of the Women in Cable Telecommunications (UK chapter) and she is also involved with Child Advocates – Court Appointed Special Advocates (CASA).

The Women to Watch 2022 supplement forms part of the Female FTSE Board Report 2022, which is sponsored by Ernst & Young LLP

www.cranfield.ac.uk/femaleftseboardreport