

# Our Inclusive Future

CMI WOMEN  
CONFERENCE 2023



## ANN FRANCKE OBE CMGR CCMi

### CEO, CHARTERED MANAGEMENT INSTITUTE



Ann Francke is Chief Executive of the Chartered Management Institute. She started her career at Procter & Gamble and has held senior executive positions at Mars, Boots, Yell and BSI. In 2020, Ann was awarded an OBE for services to workplace equality. Ann is an expert on gender balance in the workplace and speaks frequently in the media and conferences on this and other management topics. Her book on gender balance - Create a Gender-balanced Workplace, published in September 2019. Ann also authored the 'Financial Times Guide to Management' and has been named in the top 100 women to watch in the 2015 Female FTSE Cranfield report.

She was awarded the MemCom award for outstanding leadership of a UK professional body in 2016. Ann holds several Board positions and five Honorary Doctorates for her work in management and leadership. Ann and her husband live in West London; she has one daughter.

## ADAM MARSHALL CBE CMGR CCMi

### SENIOR ADVISOR, CHARTERED MANAGEMENT INSTITUTE



Adam Marshall is Senior Adviser at the Chartered Management Institute, HSBC UK and business advisory Flint Global, and is a non-executive director of the UK Trade Remedies Authority. He is also on the advisory council of UK cybersecurity company Glasswall. Prior to embarking on a portfolio career in early 2021, Adam was Director General of the British Chambers of Commerce from March 2016 through March 2021 - leading the high-profile business group and championing UK business and trade interests through the Brexit process and the Coronavirus pandemic. During his tenure, the British Chambers grew its reach into over 75 markets across the world. Adam served as the BCC's Executive Director for Policy and External Affairs (July 2009 – March 2016).

Prior to joining BCC, Adam helped start up the Centre for Cities, built commercial links between industry and universities, and worked in the broadcast media. Adam holds a BA from Yale University and MPhil and PhD degrees from the University of Cambridge, and is a dual national of the United Kingdom and the USA. He was awarded a CBE for services to British business in the Queen's Birthday Honours List 2021.

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## PAUL SESAY

### FOUNDER & CEO OF INCLUSIVE COMPANIES LIMITED



Paul Sesay is the Founder and CEO of Inclusive Companies Limited, the National Diversity Awards, the Inclusive Top 50 UK Employers List and the Inclusive Awards. Paul's business acumen has mainly been with a social focus.

With over nineteen years' worth of experience Paul is a leading figure across the Diversity, Equality and Inclusion sector, having worked with some of the largest organisations in the world on their D&I profiles. Passionate about inclusion as a whole, Paul continues to work holistically with diverse communities across the UK, encouraging and supporting individuals and groups from various backgrounds to achieve, empowering disadvantaged groups across the nation.

## ALICE MAYNARD CBE CMGR CCM

### NED FOR THE FINANCIAL CONDUCT AUTHORITY AND PEOPLE COMMITTEE CHAIR



Alice has a portfolio of non-executive and business advice roles. She founded and runs Future Inclusion as an executive coach/mentor and adviser, helping leaders improve organisation performance through inclusive practice. She currently sits as a NED for the Financial Conduct Authority where she chairs the People Committee, and has just been appointed as Chair Designate of the University of York Council, taking up the role on 1<sup>st</sup> August this year. She is a member of the Government Commercial Office Remuneration Committee. She recently stood down from HMRC where she chaired the People Committee and was a Board member of Transport for London until 2021. From 2008 to 2014, Alice led the Board of Scope, the disability charity, rebuilding its financial and management capability. This led her to join third sector colleagues in establishing the Association of Chairs, to improve performance through better

chairing. In 2014 Alice won a Sunday Times Non-Executive Director of the Year award, and received an honorary doctorate from the University of York. She received a CBE in the 2015 New Year Honours.

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## AVIVAH WITTENBERG-COX CMGR CCM

### CEO, 20-first



Avivah is CEO, writer, speaker, coach, consultant, change agent – depending on the call and the context. She is a global expert on 21st century leadership, gender and generational balance, longevity and the future of work and careers.

Avivah is a Harvard 2022 Advanced Leadership Fellow researching longevity, gender differences in ageing – and how to manage individuals and teams through the 3rd and 4th Quarters of 100-year lives. Themes summarised in her latest graphic book *Thriving to 100 – Through Life's 4 Quarters*.

## FIONA DAWSON CBE CMGR CCM

### NED FOR LEGO, MARKS AND SPENCER PLC, KERRY FOODS



Fiona Dawson is an experienced NED and Chair. She currently sits on the Boards of LEGO A/S, Marks and Spencer PLC and Kerry Foods and a number of advisory Boards including Trinity Business School in Dublin, and The Social Mobility Foundation. Fiona has a passion for the advancement of women in business and is Chair of the United Kingdom's Women's Business Council, a government backed and industry led group seeking to advance women's careers in business and address the gender pay gap. She is also President elect of the Chartered Management Institute.

Fiona worked for family-owned Mars, Incorporated for over thirty years, and retired in July 2021 to focus on her Board Portfolio. During her career, she held a wide range of leadership and marketing roles including President of Global Retail and Mars Chocolate UK, and European Marketing Vice President. Her last role was as Global President for Mars Foods' portfolio of household brands, the various Multi-Segment markets in Mars, Incorporated, and the Global Customers, sitting on the Mars, Incorporated Leadership team. Mars, Incorporated has global annual revenues of more than US\$40 billion. Previously Fiona has been President of the IGD, Vice President of the UK's Food and Drink Federation (FDF) and previously, served on the Economic Development Advisory Group to the U.K's Department for International Development (DfID). Ms. Dawson holds a BBS degree in Business from Trinity College, Dublin. In March 2021 she was awarded an Honorary CBE (Commander of the British Empire), for services to Women and the Economy.

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## DR VICTORIA HURTH

### FELLOW OF THE UNIVERSITY OF CAMBRIDGE'S INSTITUTE FOR SUSTAINABILITY LEADERSHIP



Victoria is a global leader in aligning business with long-term wellbeing for all (sustainability). Her work with executives centres around thought leadership in the 5 core pillars of purpose, governance, marketing, leadership and culture – which underpin strategy and execution. Among other achievements she co-led the 5 year development of the first global ISO standard in Governance of Organizations ([ISO 37000:2021](#)), was Technical Author for the first national standard in Purpose-Driven Organisations ([PAS 808:2022](#)) and advised the UN on the development of a methodology for SDG 12.6.1 (sustainability reporting).

As a Fellow of University of Cambridge's Institute for Sustainability Leadership (CISL) Victoria is engaged on a range of executive and academic leadership programmes, thought leadership and research, including with some of the world's largest financing organisations. She co-designed, and is Head Tutor, for CISL's online certificate: 'Sustainable Marketing, Media and Creative.'

Victoria is an impact advisor for UnaTerra VC fund, a regular UNCTAD review panel member for ISAR Honors and was a member of the UNCTAD/UNEP Task Force developing a methodology for SDG indicator 12.6.1 and a member of WBCSD's working group on Governance. She is the academic lead for Common Ground Research Network's Climate Change theme and a member of the Scientific Advisory Board for Scientist's Warning Foundation.

Victoria is an active board member and has over 20 years' experience in marketing, management and sustainability, having previously worked for 3M and Accenture with companies including Marks and Spencer, Cancer Research, and J Sainsbury and developing theory as an Associate Professor of Sustainable Business and Marketing.

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## KATE GRUSSING

### FOUNDER, SAPPHIRE PARTNERS



Kate is the Founder of Sapphire Partners. Her early career was in corporate finance for financial institutions at Morgan Stanley in New York and London (1986-1989). After getting her MBA, Kate worked as a strategy consultant at McKinsey in London and New York from 1991-1997 specialising in wholesale financial services: investment management and corporate finance. Subsequently Kate had a range of senior strategic roles at JPMorgan in London from 1997-2004.

Kate is often interviewed by the journalists on and off the record on issues relating to career transitions, non-executives, financial services, and women in the city and in business more broadly. Kate has been said to have one of the best networks of any woman with women in the UK, certainly within financial services. She was named as one of Red Magazine's Red Hot Women for her work mentoring and championing corporate flexibility and was shortlisted for the CBI First Women's award. She was also named in the list of 100 Women Making a Difference by The International Alliance of Women. Kate was recently named as a Companion of the Chartered Management Institute. Kate is on the Advisory Board for Rare Recruitment, the Business Leadership Committee of Wellesley College, and the European Advisory Board of the Tuck School at Dartmouth College. For 17 years, she was a Trustee on the medical charity, the Prader-Willi Syndrome Association (UK) and was previously the International Treasurer. She is a Trustee of the new London Institute of Imagination. She is also an active formal and informal mentor to a wide range of young talent with a focus on black and ethnic minorities.

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## AIR VICE-MARSHAL MARIA BYFORD

### CHIEF OF STAFF PERSONNEL AND AIR SECRETARY, ROYAL AIR FORCE



Air Vice-Marshal Maria Byford was appointed Chief of Staff Personnel and Air Secretary in February 2020. She joined the Royal Air Force in 1991, following graduation from King's College London with a Bachelor in Dental Surgery and for the first half of her career looked after her patients in dental centres and military hospitals across the globe. She was appointed Queen's (now King's) Honorary Dental Surgeon in December 2016.

Leaving clinical delivery behind, Air Vice-Marshal Byford has since served in a wide variety of command and staff appointments across Defence and on operational deployment, always with a strong focus on people. Aligned with her role as the RAF Deputy Diversity and Inclusion Champion, she is passionate about fair, transparent and inclusive treatment of the Whole Force. An ardent supporter of Women in Defence, Air Vice-Marshal Byford is very proud to be an ambassador for the everywoman network, and was delighted to accept the invitation to become the Defence Hindu Network Champion in June 2021.

She is married to Alistair, a retired Air Commodore, and they have 2 grown up children, Will and Charlotte. Together they enjoy skiing, sailing and spending time at their holiday home on the Suffolk coast.

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## JOY BURNFORD

### FOUNDER AND CEO, ENCOMPASS EQUALITY



Joy Burnford is the Founder and CEO of Encompass Equality and a recognised gender equality trailblazer. With over 25 years' experience as a business leader, non-exec director, podcast host and speaker, she supports organisations to navigate a path to gender equality through research, consulting, coaching and leadership programmes. Joy and her team act as gender equality partners to leading organisations to drive forward strategies for the retention of women in the workplace.

As author of bestselling book 'Don't fix women: the practical path to gender equality at work', host of 'The Equality Conversation' podcast and contributor of over 70 articles on Forbes.com, Joy has interviewed hundreds of senior business leaders, board members, CEOs, authors and experts, and has been cited in national, business and HR press. She regularly speaks at conferences and industry events and sits on the Financial Times Women at the Top Advisory Board.

Joy is an active supporter of the Unleashed Women campaign led by the Hunger Project UK charity whose mission is to end hunger and poverty by pioneering women-centred strategies. She is also a Non-Executive Director and Vice President of the East of England Co-op, playing a key role in ensuring the long-term success of the business, shaping future direction and overseeing governance, policy and strategy decisions. She is a busy wife and mum to two wonderfully different children and a puppy called Ziggy, and so understands the challenges that many women face on a daily basis!

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## RESHAM KOTECHA

### HEAD OF POLICY, OPEN DATA INSTITUTE



Resham is Head of Policy at the Open Data Institute – a not for profit company that works with companies and governments to build a world where data works for everyone. She has worked for over a decade on tackling social mobility, volunteering with the Prince's Trust and the Shaw Trust, and giving talks around the UK. Resham worked for a think tank focused on social mobility and served on a Home Office Windrush Working Group.

Resham is the Head of Engagement for Women2Win, a Trustee of the Fawcett Society and a Board member at the John Smith Centre. She holds a Bachelor's degree in Economics from Cambridge University and has been recognised as a 'Global Shaper' by the World Economic Forum.

## ROBERT BAKER

### FOUNDER AND CEO, POTENTIA TALENT CONSULTING



Robert is a passionate advocate for diversity, equity and inclusion (DEI). After a 40 year career in global HR consulting, he now runs his own business, advising organisations on attracting, retaining and developing the best talent and developing diverse teams. A key element of his focus for clients is on helping them build inclusive cultures and workplace environments. Robert runs workshops and speaking events for organisations on engaging their male leaders in DEI and gender balance. He also coaches these leaders on how to be true allies and on how to put this into practice in their organisational roles.

Robert has mentored many women and men and invested in and supported their careers and businesses over the years. He is also highly active with women's and men's networks, being a Global Ambassador for PWN Global, a Trustee for One Loud Voice for Women in the UK and an Associate at Token Man Consulting. Robert is a Board member of European Women on Boards and is their D&I strategist. He is also a Non-Executive Director of Spktral, the gender pay gap analysis specialists and of Talupp, the AI driven talent development platform. Robert is Disrupter in Residence in D&I on the Global MBA Program at EDHEC Business School and also a visiting lecturer on Male Allyship at the University of Amsterdam Academy.