

DIVIDE OR PROSPER? INCLUSIVE GROWTH IN THE NEXT DECADE

CMI Women Conference • Thursday 9th May 2024



ANN FRANCKE OBE CMGR CMI (SHE / HER)

CEO, CHARTERED MANAGEMENT INSTITUTE



Ann Francke is Chief Executive of the Chartered Management Institute, the UK's leading professional body for management and leadership with an international member community of over 200,000. She started her career at Procter & Gamble and has held senior executive positions at Mars, Boots, Yell and BSI.

Ann is an expert in Management and Leadership in the workplace, and speaks frequently in the media and at conferences on this; she is a regular columnist for The London Times. In the New Years Honours list 2020 she was awarded an OBE for services to Workplace Equality. Her book, 'Create a Gender-balanced Workplace,' was published by Penguin Business in 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. In 2023, she was awarded the inaugural Memcom Outstanding Contribution Award, for her work in championing, and acting as a role model, in the membership sector.

Ann holds several Board positions and five Honorary Doctorates for her work in management and leadership. She is an ambassador for the 30% Club.

FIONA DAWSON CBE CMGR CMI (SHE / HER)

PRESIDENT, 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 roles including European Marketing Vice President of Global Retail and Mars Chocolate UK. 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), served on the Economic Development Advisory Group to the UK's Department for International Development (DfID) and an expert member of the Independent review into Labour shortages in the Food Industry (DEFRA). She has recently finished her term as Chair of the

Women's Business Council, and sits on a number of advisory Boards including Trinity Business School in Dublin, and The Social Mobility Foundation.

Fiona holds a BBS degree in Business and Economics from Trinity College, Dublin and has received many awards over the years including a CBE for services to Women and the Economy, and a Lifetime achievement award for Women in Business.

ANNE BODEN MBE CMGR CCMi (SHE / HER)

FOUNDER, STARLING BANK



Anne Boden founded Starling Bank in 2014, after a distinguished 30+ year career working for world-leading financial institutions. It became a leading bank, announcing record profits in 2023. She stepped aside as CEO in June 2023, but remains on the Board.

Anne chronicled Starling's story in *Banking on It*. The bestseller and *The Times'* Business Book of 2020 was described by one reviewer as a "banking blockbuster". She's also the author of *The Money Revolution* and *Female Founders Playbook*, which came out in March 2024 and is already a Bestseller on Amazon in the Venture Capital category.

Widely considered a thought-leader in fintech, Anne was awarded an MBE in 2018 and recently chaired the government's Women-led High-growth Enterprise Taskforce.

TAMARA BOX CMGR CCMi (SHE / HER)

MANAGING PARTNER, REED SMITH



Tamara is the Managing Partner, Europe & Middle East and a member of the senior executive team at Reed Smith, as well as sitting on the global board of the firm. She is the former chair of the firm's largest practice group, the Financial Industry Group, and a leading lawyer in our Structured Finance team.

Tamara is a founding member of the Steering Committee of the 30% Club, an influential group seeking to enlist Chairs and CEOs to bring more women into senior management and onto boards.

MAGGIE BUGGIE CMGR CMI (SHE / HER)

CHIEF OPERATING OFFICER, NORMATIVE



Maggie Buggie is the Chief Operating Officer at Normative, the world's first carbon accounting engine, which enables enterprises to calculate their full carbon footprints and reduce their emissions to net zero. Maggie is a technology industry executive, adviser, and speaker. She has extensive experience building fast-growth digital businesses. Before joining Normative, Maggie was SVP and Chief Business Officer at SAP, Chief Revenue Officer at Capgemini, and Director of Global Cloud Sales at Fujitsu. Maggie is a Non-Executive Director at Spirent (LON:SPT), serves on the International Committee of the UK Chartered Management Institute, and has previously served on the Board of Green Token by SAP. Maggie holds both a Master of Letters and a BBS Lang in Business and French from Trinity College, Dublin.

KATHRYN AUSTIN CMGR CMI (SHE / HER)

CHIEF PEOPLE AND MARKETING OFFICER, PIZZA HUT RESTAURANTS



Kath has been a member and Companion of the CMI for many years and in 2021 is honoured to accept the position of Chair of the CMI Wales, Cymru Board.

Kath's mission is to unlock potential and to build the reputation of careers in hospitality, a sector she believes has a critical role to play in aiding social mobility. She works with various bodies to develop hospitality Apprenticeships and qualifications from entry to MBA. Kath has a diverse experience of leadership in both global and small local businesses. Kath is currently both a Director of Heart with Smart (HwS) operators of Pizza Hut Restaurants UK, and along with her husband Pete, involved in growing and mentoring a number of local businesses in their home town of Cardigan.

Prior to the Hut, Kath worked for Yum Brands! and has also has over 10 years of experience in the financial sector. Kath started her career with British Airways and her early claim to fame was that she won 'Young Cook of Great Britain' and judged Junior Master Chef. Kath has been recognised as an industry leader awarded HR Magazine's 'HR Director of the Year', 'Most Influential' & HR Excellence Awards 'HRD of the Year'.

JOY BURNFORD CMGR CCMi (SHE / HER)

FOUNDER AND CEO, ENCOMPASS EQUALITY LTD



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, Joy helps organisations accelerate their journey towards sustainable gender equality by providing them with strategic advisory services, research and a range of practical solutions that create equitable places to work. 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.

PAULINE MILLER (SHE / HER)

CHIEF EQUITY OFFICER EMEA, DENTSU



Pauline Miller is Chief Equity Officer, EMEA for global advertising agency dentsu. In this position Pauline is responsible for shaping and leading the DEI strategy and execution across the region, reports to the CEO and is a member of the EMEA Executive committee.

During her previous tenure at Lloyd's of London, Pauline held the position Head of Culture, with responsibilities spanning culture, diversity and inclusion, employee engagement, talent development and responsible business. Notable achievements at Lloyd's includes leading Dive In, the festival for Diversity and Inclusion across the insurance sector globally and spearheading the cultural transformation of the Lloyd's market, addressing issues such as lack of diverse representation, sexual harassment and bullying.

With more than two decades of experience holding a number of senior positions Pauline is highly regarded as a change agent and expert in her field. Prior to Lloyd's, Pauline held a variety of positions at State Street, Barclays Wealth, Barclays Capital and Starcom Mediavest Group.

Pauline is an emeritus advisory board member for the UN Foundation's Girl Up and current trustee for Romildamor, a women's rights organisation. Pauline completed her MSc in Occupational and Business Psychology in 2020, with a research paper titled "The Missing Female CEO".

ADAM MARSHALL CBE CMGR CCMi (HE/HIM)

SPECIALIST PARTNER, FLINT GLOBAL



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.

REBECCA ROBINS CMGR CCMi (SHE/HER)

GLOBAL DIRECTOR, INTERBRAND



A recognised Global brand advisor & intergenerational expert, Rebecca has two decades of experience advising the world's leading brands. Based in London, she works across Europe, The Americas and Asia, with experience across multiple industries in multicultural, matrixed organisations, such as AstraZeneca, Burberry, Dior, GSK, HUGO BOSS, LEGO, LVMH, RELX and Reuters, alongside organisations, non-profits, and founder businesses.

She writes, comments and speaks on brands, culture, collaboration, leadership, and the future of learning for publications such as: The BBC, The Business of Fashion, The Economist, The FT, The Guardian, The New York Times, The Times, and WIRED. And she is co-author of two leading business books, including the FT acclaimed book *Meta-Luxury: Brands and the Culture of Excellence*.

Education is part of Rebecca's DNA, having been central to transformative growth as Chief Learning and Culture Officer of the world's leading brand consultancy, and having established and led a global Academy for professional excellence and leadership development.

The University ecosystem is an integral part of her commitments and work, including Cambridge University, Oxford University, and other leading Universities across the world. Education and access to education are at the beating heart of her non-profit commitments: she is an ardent advocate of the work of the CMI and is Board Trustee and Committee Chair of The EY Foundation.

CAROL ANN WHITEHEAD CMGR CMI (SHE/HER)

CO-FOUNDER AND MANAGING DIRECTOR, THE ZEBRA PARTNERSHIP



A Non-Executive Director, Global Goodwill Ambassador and a Fellow of the Royal Society of Arts, Carol Ann is the award-winning Managing Director of The Zebra Partnership - a Publishing, Events and Marketing agency working with consultants, freelancers and performers on a project by project basis. Executive Director and Presenter of National Diversity Awards nominated Your Manchester Media with a flagship magazine show streamed via Sky Glass and other platforms with viewing figures exceeding 1 million in 2021 and a 2.8 million reach in addition to spin off shows and podcasts.

Carol Ann is also founding member and start-up Board member of BURN (The Black United Representation Network) which is actively tackling persistent racial inequalities in Greater Manchester through economic empowerment of communities and businesses.

She is guest lecturer at the University of Manchester also part time lecturer for Events and ESPORTS.

Passionate about EDI, equity and belonging, Carol Ann is on the Northern Power Women Power List, on the Chartered Management Institute Women's Board, Pankhurst Trust Ambassador and a member of the Manchester City Council Steering Committee for International Women's Day.

She is co-founder of the Pankhurst Centre based Global Wikiedition and an Action Partner for the United Nations (UN) Sustainable Development Goals (SDG) campaign. Carol Ann was invited to deliver a lecture at the UN Youth Association in Denmark, mentored the UN Youth and was part of the 2019 UN Global Festival of Action in Germany.

Carol Ann was honoured with a Global Goodwill Ambassador title in 2018 and received a Certificate of Appreciation in 2022 by the Global Goodwill Ambassador Foundation.

DR JUMMY OKOYA FCM (SHE/HER)

INTERIM DEAN, OFFICE FOR INSTITUTIONAL EQUITY, UNIVERSITY OF EAST LONDON



Jummy is a highly accomplished leadership and organisation development consultant with more than 2 decades' experience. She is a highly experienced educator, trainer and researcher within the public and private sectors with experience of commissioning new and revalidating programmes.

She is a multisector HR & positive psychology consultant focusing on wellbeing and human flourishing. She is a qualified positive psychologist who uniquely integrates positive psychology interventions with HR tools to achieve a flourishing organisation and thriving employees. She has experience of working in Education, Health, Third sector, Aerospace and Professional bodies.

She is the project lead for CMI race 2020, associate Programme Leader for MSc Human Resource Management and Chair of the Women's Network at the University of East London. She is a board member of CMI women, regional lead for Equality, Diversity, Inclusion and Belonging (EDIB) for Chartered Institute of Personnel Development and a panel member for Global D&I initiative.

Jummy holds a PhD in Human Resource Management and Entrepreneurship, MSc in Positive Psychology and Coaching Psychology; she is a Fellow of the Royal Society of Arts, Senior Fellow of the Higher Education Academy, Fellow of Chartered Management Institute and a Chartered academic member of CIPD.

Jummy is very passionate about D&I and using her leadership experience to support women who are new to leadership. She was listed among top 50 inspirational black women in the UK in 2019.

ANNA PRICE CMGR CCMi (SHE/HER)

CEO, HUMAN. EDI LTD.



A Strategic Marketer, Anna has devoted her life and career to helping other businesses and people to reach their potential. She does this by working closely with organisations to establish their market position and understand how they can differentiate themselves from the competition by identifying, developing and capitalising on their strengths. She helps people and businesses to see things from a different perspective.

Anna has first hand experience of creating and growing businesses, having founded the Rural Business Awards and her current business human. Through her involvement in the rural sector Anna has worked with the Prime Ministers Office and provided evidence to the House of Lords Select Committee on the Rural Economy. She has worked closely with organisations including Amazon and O2 on campaigns in the rural sector, appeared on BBC Countryfile, and is a regular speaker and contributor on rural matters. More recently Anna has

taken the experience gained during her time with the Rural Business Awards and applied this to found human. bringing together organisations wanting to do more to create inclusive business culture with providers of equality, diversity & inclusion services to streamline what is currently a fragmented and complex sector to navigate.

Inclusion is Anna's passion, as a mum to two disabled children – one with Downs Syndrome and one with Autism, she has embraced her visionary thinking and entrepreneurial spirit and taken positive action to create a business that she hope will change the world of work for the better - for her children and everyone who feels like a square peg in a round hole.

Often described as a whirlwind Anna was diagnosed with ADHD in 2014 leading her to become a champion for neurodiversity in the workplace - or as she likes to call it “allowing people to be themselves”. Anna enjoys sharing her experiences - the good, the bad and the ugly to help people to understand that every person irrespective of diagnosis or disability can bring positivity to the workplace and can instigate and champion change. Anna embraces her difference – describing her ADHD as her superpower, without which she would not be where she finds herself today or have been brave enough to say yes to the opportunities she has created.

GIDEON FRANKLIN CMGR CCMi (HE/HIM)

CHIEF EXECUTIVE OFFICER, GIDEON FRANKLIN LTD



Gideon Franklin has been an investment banker for 40 years, working at large banks including UBS, Morgan Stanley (Managing Director) and Mizuho (Managing Director). He is CEO of his own company Gideon Franklin Ltd, a corporate finance advisory firm with a focus on Japan related M&A and integration. Gideon divides his time between the UK and Japan, and is a non-executive director of 2 large Japanese quoted companies – MCJ (computers) and Daifuku (material handling). A long-standing CMI Companion welcoming the chance to contribute to its activities.

CHIEF OPERATING OFFICER, CIVIC FUTURE



Pamela is the COO of Civic Future, a new charity building a broader and deeper talent pool for politics and public life. Prior to this she was a senior civil servant for over a decade, most recently in the Cabinet Office having founded and led the Government skills Campus. Last year she chaired the Inclusion at Work Panel, submitting recommendations to improve the use of evidence in workplace DEI. In a career spanning the private, public and social sectors, Pamela has supported major public service reforms in education, criminal justice, and digital entrepreneurship and began her career as a consultant in the private sector.

A member of the Council of Management (2021), and a Governor (2021), The Ditchley Foundation.

SYREETA BROWN (SHE/HER)

GROUP CHIEF PEOPLE & COMMUNICATIONS OFFICER, VIRGIN MONEY UK PLC



Syreeta Brown is currently Group Chief People & Communications Officer at Virgin Money UK PLC reporting directly to the CEO and is a member of the Executive Leadership Team. She was appointed to the role November 2021. Prior to joining Virgin Money Syreeta was a Managing Director at the US Global bank, Citi, and led the HR function for the Global Functions and Operations and Technology business in Europe, Middle East and Africa region. In this role Syreeta was responsible for the People Strategy and HR practices regionally for 20,000 employees (Global Functions covers Risk, Finance, Legal, Compliance, HR, Internal Audit, Public Affairs, Government Affairs, Security Investigative Services, AML).

Syreeta joined Citi in November 2010 as EMEA Regional Head of Talent Acquisition, a role she held for three years before assuming the Global Head of Talent Acquisition (TA) Strategy role in 2013 responsible for Citi's enterprise-wide TA operating infrastructure and strategy covering on average 60,000 hires annually. This remit covered TA recruitment processes and systems / technical infrastructure, global attraction and engagement strategies to help define Citi's strategy for sourcing talent and developing the Citi Employee Value Proposition. In this role Syreeta led the creation of Citigroup's first ever Global Talent Acquisition function which managed over 2.5 million applications annually.

Prior to joining Citi Syreeta was a HR Director at British Telecom Group PLC having joined as a graduate. She worked across various businesses in her 12 years there in a number of roles across the HR generalist and Centre of Excellence space (Performance Management, Resourcing and Talent Management).

Syreeta has been a Board Trustee for the Access All Areas Theatre (2016-2019) – a theatre company for learning disabled artists based in Hackney, London and sits on the 'Panel of Influential Women' run by the Advanced Boardroom Excellence Group led by Helen Pitcher OBE, based in London which is focused on the development of senior executives. Syreeta has been recognised for 20 years of service to Human Resources by CIPD and was named Financial Services Leader of the year at 2018 Black British Business Awards. She was also included in the UK Powerlist 2022 and named as an Involve Empower Role Model 2022. In 2023 Syreeta was included in the UK Powerlist top 10 most influential Black British people. Syreeta is an advisory Board member for the Black Talent charter initiative in the UK led by Harry Matovu KC, a Board Trustee of the ALETO foundation chaired by Sir Ken Olisa and Vice Chair of the Change the Race Ratio Campaign chaired by Sir Trevor Phillips. Syreeta actively advocates for and supports Parents who have children with Special Needs focusing on Autism.

CEO, FTSE WOMEN LEADERS REVIEW



Vivienne is the CEO of the FTSE Women Leaders Review, the UK's business-led voluntary framework, supported by Government to improve the representation of women on the Boards and Leadership teams of the FTSE 350 and 50 of the UK's largest private companies.

Vivienne also holds a number of board and advisory roles supporting businesses in their data, privacy and digital strategies, with a focus on digital identity, anti-financial crime and equality & diversity. Vivienne has over twenty five years experience in global financial and professional services sectors, having previously held the role of Managing Director and Chief Privacy Officer for London Stock Exchange Group. Prior to that she also held senior leadership roles at Refinitiv, Thomson Reuters and Citibank.

Vivienne is an exceptional advocate for gender balance in business, and is the former CEO of Women in Banking and Finance. She was awarded an OBE for services to Financial Services and Gender Diversity in 2021.