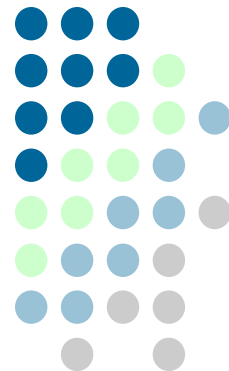


2014  
COLLOQUIUM ON  
GLOBAL DIVERSITY



CREATING A LEVEL PLAYING FIELD FOR WOMEN

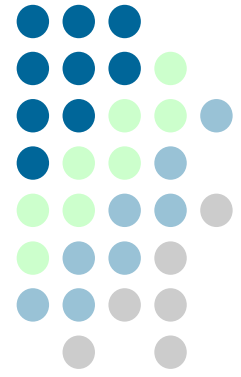
**FEBRUARY 20-21, 2014**

MetLife Building  
New York City, USA



# 2014 COLLOQUIUM ON GLOBAL DIVERSITY

## CREATING A LEVEL PLAYING FIELD FOR WOMEN



**FEBRUARY 20-21, 2014**

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COLLOQUIUM PROGRAM

### THURSDAY, FEBRUARY 20, 2014

**4:30 p.m. Welcome and Introductions**

Speakers: **Frans Hijkoop**, Executive Vice President and Chief Human Resources Officer, MetLife  
**Irene Natividad**, President, Global Summit of Women

**4:40 p.m. - 5:00 p.m. Knowing and Growing Your Career Capital**

Speaker: **Stacey Jones**, Managing Director, Corporate and Recruitment Marketing, Accenture

**5:00 p.m. - 6:00 p.m. Quantifying the Business Case for Gender Diversity**

Speaker: **Sam Jones**, Founder and CEO, The Gender Gap (U.K.)

**6:30 p.m. - 8:30 p.m. Dinner Roundtables: Battling Diversity Fatigue**

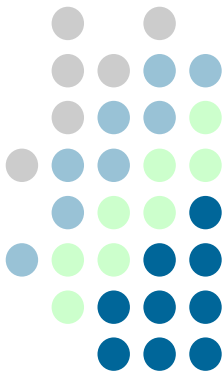
Group I Host: **Ron Glover**, Vice President, Diversity & Workforce Policy, Human Resources (*retired*), IBM  
Group II Host: **Leslie Mays**, Vice President, Global Diversity & Inclusion, Avon Products Inc.

### FRIDAY, FEBRUARY 21, 2014

**8:00 a.m. - 8:30 a.m. Breakfast Networking**

**8:30 a.m. - 9:15 a.m. Market Update: Is the Economic Recovery Here?**

Moderator: **Irene Natividad**  
Speaker: **Nela Richardson**, Senior Economist, Bloomberg Government



# COLLOQUIUM PROGRAM

FRIDAY, FEBRUARY 21, 2014 (continued)

9:15 a.m. - **Changing Workplace and Family Culture**

10:15 a.m. Moderator: **Kimberly Admire**, Corporate Vice Pres., Diversity, Inclusion, and Equal Opportunity Programs, Lockheed Martin

Speakers: **Debbie Storey**, Senior Vice President, Talent Development and Chief Diversity Officer, AT&T  
**Jonina Bjartmarz**, Former Minister of Environmental Affairs, Iceland, and CEO, Iceland Europe Travel  
**Angela E. Guy**, Senior Vice President, Diversity & Inclusion, L'Oreal USA  
**Aida Sabo**, Vice Pres. and Chief Diversity Officer, Cardinal Health with **Rayona Sharpnack**, Founder, Inst. for Women's Leadership

10:15 a.m. – 10:30 a.m. **BREAK**

10:30 a.m. - **Understanding and Managing Millennial Men Globally**

11:30 a.m. Moderator: **Margaretta Noonan**, CEO, noonanWorks

Speakers: **Marie-Laure Soulie**, Group Communications Director, Mazars (France)  
**Karyn Twaronite**, Partner and Americas Inclusiveness Officer, Ernst & Young  
**Patricia Harris**, Vice Pres. and Global Chief Diversity Officer, McDonald's

11:30 a.m. - **Developing Women's Leadership Across Industries and Across Borders**

12:30 p.m. Moderator: **Ursula Schwarzenbart**, Director, Global Diversity Management and Performance & Potential Management, Daimler (Germany)

Speakers: **Elizabeth Nieto**, Vice President, Global Chief Diversity & Inclusion Officer, MetLife (USA)  
**Monica Flores Barragan**, Managing Director, Manpower Group LATAM (Mexico)  
**Gloria Lorenzo**, Director of Translation Architecture, and Founder, Oracle Women's Leadership Program (Spain)

12:30 p.m. - **Luncheon Program: Gender Diversity on Boards of the Retail and Consumer Products Industry**

2:00 p.m. Speaker: **Irene Natividad**, Chair, Corporate Women Directors International

2:00 p.m. - **New Approaches to Battling Unconscious Bias**

3:00 p.m. Moderator: **Ava Youngblood**, CEO, Youngblood Executive Search

Speakers: **John Fayad**, Senior Associate, Barbara Annis and Associates  
**Rosalyn Taylor O'Neale**, Principal Consultant, Cook Ross, Inc.

3:00 p.m. - **Roundtable Reports**

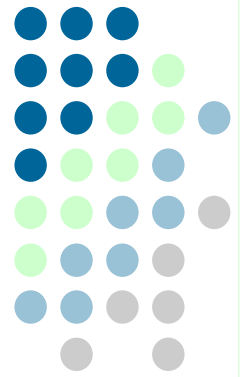
3:20 p.m. Speakers: **Ron Glover** and **Leslie Mays**

3:20 p.m. - **Closing Remarks**

3:30 p.m. Speaker: **Irene Natividad**

# 2014 COLLOQUIUM ON GLOBAL DIVERSITY

## CREATING A LEVEL PLAYING FIELD FOR WOMEN



# COLLOQUIUM PRESENTERS

### IRENE NATIVIDAD

*PRESIDENT, GLOBAL SUMMIT OF WOMEN (USA)*



Irene Natividad is President of the Global Summit of Women, a 24-year old annual gathering of women leaders in business and government to share strategies for increasing women's economic impact worldwide. She also serves as Chair of Corporate Women Directors International, which conducts research and brings together women corporate directors globally on issues of corporate governance. A former Board Director of the Sallie Mae Corporation, she has served as a Commissioner on the national Association of Board Directors' Blue Ribbon Commission on Board Diversity. In 2004, she was selected by *Women's eNews* as one of the "21 Leaders for the 21st Century," and, in 1988, as one of the "100 Most Powerful Women in America" by *Ladies Home Journal*.

### KIMBERLY ADMIRE

*CORPORATE VICE PRES., DIVERSITY, INCLUSION, AND EQUAL OPPORTUNITY PROGRAMS, LOCKHEED MARTIN (USA)*



Since joining Lockheed Martin in 1998, Kimberly Admire has held a number of positions of increasing responsibility including Vice President, Human Resources for Enterprise Operations; Vice President, Human Resources and Communications at Sandia National Laboratories; and Vice President, Human Resource Operations for Lockheed Martin Integrated Systems and Solutions. Before joining Lockheed Martin, she worked as a human resources consultant for *Fortune* 500 organizations concentrating on talent acquisition and development.

### JONINA BJARTMARZ

*FORMER MINISTER OF ENVIRONMENT AND MEMBER OF PARLIAMENT; CEO, ICELAND EUROPE TRAVEL (ICELAND)*



Jonina Bjartmarz served as Iceland's Minister of the Environment and Minister of Nordic Cooperation from 2006-2007. As a Member of Parliament from 2000-2007, she was also appointed the Vice President of the Nordic Council in 2005-2006. Prior to her government service, she was the Founder of the Icelandic Association of Women Entrepreneurs and currently serves as CEO of Iceland Europe Travel.

### JOHN FAYAD

*SENIOR ASSOCIATE, BARBARA ANNIS AND ASSOCIATES (USA)*



John Fayad is a Senior Associate with Barbara Annis & Associates and conducts Gender Intelligence sessions for executives and managers globally. He was senior editor on Barbara Annis' and John Gray's latest book entitled *Work with Me: The 8 Blind Spots between Men and Women in Business*, and is senior editor for Barbara Annis and Keith Merron's book entitled *Gender Intelligence*.

# COLLOQUIUM PRESENTERS

## MONICA FLORES BARRAGAN

MANAGING DIRECTOR, MANPOWER GROUP LATAM (MEXICO)



As Managing Director of Manpower Group for Latin America since January 2013, Monica Flores is responsible for operations in 18 countries. Under her leadership Manpower has been recognized as a "Super Company to Work" by *Top Companies* magazine, and she was recognized as one of the most powerful women in business in Mexico.

## RON GLOVER

VICE PRESIDENT, DIVERSITY AND WORKFORCE POLICY, HUMAN RESOURCES (RETIRED), IBM (USA)



Ronald C. Glover was IBM's Vice President, Diversity and Workforce Policy, Human Resources, with worldwide responsibility for diversity & workforce programs, until the end of 2013. He joined IBM in 2003 as Vice President, HR, Integrated Supply Chain, and subsequently became Vice President, HR, IBM Global Services-Americas. Prior to joining IBM, he was Vice President, HR, for i2 Technologies, a global software supplier, and Vice President, HR, Global IT Outsourcing at Compaq Computer.

## ANGELA E. GUY

SENIOR VICE PRESIDENT, DIVERSITY AND INCLUSION, L'OREAL USA (USA)



As Senior Vice President, Diversity and Inclusion for L'Oréal USA, Angela Guy is responsible for shaping the diversity efforts for L'Oréal USA as a business imperative. She is a member of the L'Oréal USA Executive Committee and collaborates to align L'Oréal's global diversity efforts. Prior to this appointment, she served as Senior Vice President of SoftSheen-Carson, the #1 ethnic haircare brand in the world.

## PAT HARRIS

VICE PRESIDENT AND GLOBAL CHIEF DIVERSITY OFFICER, MCDONALD'S (USA)



In her current role, she is responsible for the development and implementation of diversity strategies throughout McDonald's Corporation and its restaurants in over 100 countries. She began her career with McDonald's over 30 years ago as an Administrative Assistant in the Corporate Legal Department, before being promoted to several positions within the Human Resources department leading to her current global leadership role. She has documented her experience within McDonald's in her book, *None of Us is as Good as All of Us: How McDonald's Prospers by Embracing Inclusion and Diversity*.

## STACEY JONES

MANAGING DIRECTOR, CORPORATE AND RECRUITMENT MARKETING, ACCENTURE (USA)



Stacey Jones has served as a Director of Corporate Marketing with Accenture for the past 14 years. A representative on Accenture's Corporate Citizenship Council, she also serves on the National Council of Research on Women's Advisory Board. Before joining Accenture, she held PR positions with Aetna, Fleishmann-Hillard and Burson-Marsteller.



2014

## CREATING A LEVEL PLAYING FIELD FOR WOMEN

## SAM JONES

*FOUNDER AND CEO, THE GENDER GAP (UK)*



Sam Jones is Founder and CEO of the Gender Gap, a member of the Data Morphosis Group, which creates software that enables organizations to measure the true value of diversity by correlating workforce analytics with business performance metrics. Prior to founding the company, he spent nine years in the executive search industry in Asia Pacific, identifying front office professionals across sales, trading and research for Tier-1 global investment banks.

## GLORIA LORENZO

*DIRECTOR OF TRANSLATION ARCHITECTURE & FOUNDER, ORACLE WOMEN'S LEADERSHIP PROGRAM, ORACLE (SPAIN)*



Born in Madrid, Gloria Lorenzo has worked at technology companies in Ireland, Italy, US, and Spain for companies including Corel Corporation, Logos Italy, Lotus and Oracle Ireland. In 2009, she started the Oracle Women's Leadership program (OWL) in Spain to foster leadership for women at Oracle. As Director of Translation Architecture at Oracle, she manages an organization spread across Asia and Europe.

## LESLIE MAYS

*VICE PRESIDENT, GLOBAL DIVERSITY AND INCLUSION, AVON PRODUCTS INC. (USA)*



Leslie Mays is responsible for designing and driving a business-centric, results-oriented diversity and inclusion strategy for Avon worldwide. Before assuming her position at Avon, she served as VP Diversity and Inclusion at The Conference Board. Prior to that position, she was Vice President of Worldwide Diversity and Inclusion at Pfizer Inc., where she worked with senior global leadership teams across the world's largest pharmaceutical company to develop and drive change strategies. She has also she served as Vice President and Head of Global Diversity and Inclusiveness at Royal Dutch Shell Group in London, and held leadership positions at General Mills Inc. and Reebok International Ltd.

## ELIZABETH NIETO

*VICE PRESIDENT, GLOBAL CHIEF DIVERSITY AND INCLUSION OFFICER, METLIFE (USA)*



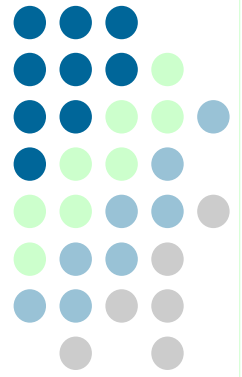
As Global Chief Diversity & Inclusion Officer at MetLife in June 2012, Elizabeth Nieto has been working with MetLife's CEO in the development of a global diversity and inclusion strategy for the 66,000 employees in the company. Previously, she was the Global Head of Talent, Learning and Diversity for Marsh, Inc. and spent almost 20 years with Citigroup.

## MARGARETTA NOONAN

*CEO, NOONANWORKS (USA)*



CEO of noonanWorks, a human resource consultancy, Margaretta Noonan previously served as the Chief Administrative Officer and Executive Vice President of Human Resources for the Hudson Group. She has also held the position of Senior Vice President, Global Human Resources for Monster Worldwide, Inc., and Vice President, Human Resources for Lord & Taylor, a division of May Department Stores Co.



# COLLOQUIUM PRESENTERS

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## ROSALYN TAYLOR O'NEALE

PRINCIPAL CONSULTANT, COOK ROSS, INC. (USA)



Rosalyn Taylor O'Neale is a corporate leader, consultant, educator, and author with more than thirty years experience leading the diversity and inclusion efforts in over twenty five countries, across four continents. At Cook Ross Inc., she designs global diversity and inclusion strategic initiatives and identifies diverse talent. From 2008-2012, she served as Vice President and Chief Diversity & Inclusion Officer at the Campbell Soup Company, EVP Diversity Initiatives for MTV Network and CEO of Barnes O'Neale & Associates. The author of "Seven Keys To Success: Unlocking The Passion For Diversity", she was named one of the Most Influential Blacks in Corporate America by *Savoy Magazine* and one of the 100 Top Executives in America in *Uptown Professional Magazine*.

## NELA RICHARDSON

SENIOR ECONOMIST, BLOOMBERG GOVERNMENT (USA)



As Senior Economist at Bloomberg Government, Nela Richardson conducts research on financial regulation, housing and derivatives. A former research economist at the Commodity Futures Trading Commission and researcher at Harvard University's Joint Center for Housing Studies, she is also a frequent guest expert on media including CNN, Bloomberg, BBC, CSPAN, and NPR.

## AIDA SABO

VICE PRESIDENT AND CHIEF DIVERSITY OFFICER, CARDINAL HEALTH (USA)



Aida Sabo leads the Diversity/Inclusion Center of Excellence at Cardinal Health, focusing on executing a Global Workforce Diversity Strategy in partnership with the company's leadership team. Previously, she led Corporate Diversity at EMC, where she executed the Living Diversity@EMC strategy focused on attracting, retaining, and developing top talent globally, advancing multi-cultural competence and providing an innovative/inclusive environment.

## URSULA SCHWARZENBART

DIRECTOR, GLOBAL DIVERSITY MGMT. AND PERFORMANCE & POTENTIAL MANAGEMENT, DAIMLER AG (GERMANY)



Ursula Schwarzenbart has held several positions at Daimler covering the entire scope of the HR landscape, including organizational and corporate security issues. Since beginning her career at Daimler-Benz in 1988, she has held positions including Director of Global Diversity Management, Senior HR Manager in Engineering of Mercedes Passenger Cars, among others. In 2000, she implemented the global rollout of a new performance and potential management system (LEAD) in addition to her line responsibilities.

## RAYONA SHARPNACK

FOUNDER, INSTITUTE FOR WOMEN'S LEADERSHIP (USA)



In 1991, Rayona Sharpnack founded the Institute for Women's Leadership, an organization known for its groundbreaking work throughout the United States, Australia, and Canada. Drawing from her successful careers in education, professional sports and business, she has helped over 25 corporations launch and/or expand the impact of their women's initiatives.

## MARIE-LAURE SOULIE

GROUP COMMUNICATIONS DIRECTOR, MAZARS (FRANCE)



In 2007 Marie-Laure Soulie joined Mazars, an international audit and consulting group present in 70+ countries, as Group Communications and Brand Director. In this position, she devises and implements the strategic and brand communication plans; contributes to the positioning of the Group on the French and International markets; and advises country offices on their communication projects. She started her career at 3M in International Marketing and Communications, holding positions both in Europe and in the USA.

## DEBBIE STOREY

SENIOR VICE PRESIDENT, TALENT DEVELOPMENT AND CHIEF DIVERSITY OFFICER, AT&T (USA)



In her role as Senior Vice President-Talent Development and Chief Diversity Officer at AT&T, Debbie Storey is responsible for identifying and developing leaders, aligning managers with the company's priorities and employee engagement. She also oversees the award-winning AT&T University, as well as the company's efforts to leverage diversity and inclusion to drive innovation and growth. In her previous role as Senior Vice President – AT&T Consumer Centers Support, she oversaw all operations support for the consumer wireline and mobility sales and care centers, as well as all online operations.

## KARYN TWARONITE

PARTNER AND AMERICAS INCLUSIVENESS OFFICER, ERNST & YOUNG (USA)



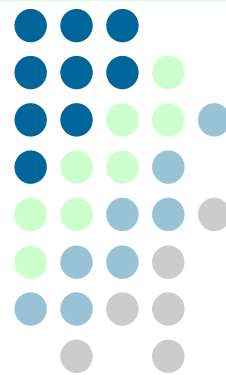
As Partner and Americas Inclusiveness Officer at Ernst & Young, Karyn Twaronite works closely with the Americas executives and her fellow firm partners to maximize diversity so that all employees feel most included and valued. She also consults with Ernst & Young clients on talent management, diversity and flexibility matters. In addition, she frequently serves as an Ernst & Young spokesperson on diversity and inclusiveness matters and has been quoted in the *Financial Times*, *The New York Times*, and *USA Today*, among other media.

## AVA YOUNGBLOOD

CEO, YOUNGBLOOD EXECUTIVE SEARCH (USA)

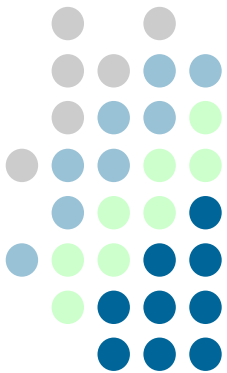


Ava D. Youngblood possesses over 25 years of corporate and recruiting experience. In 2002, she founded Youngblood Executive Search, Inc. (YES), an executive search firm which helps clients identify, recruit, develop, and retain wisdom-driven, high-impact executive leadership talent. YES conducts searches for senior executives and board members, and differentiates itself by presenting to clients a highly qualified, inclusive, and diverse slate of candidates with demonstrated leadership skills.



# COLLOQUIUM PRESENTERS





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