

## 2013 World of Difference 100 Award Recipients



**TIAW congratulates the extraordinary individuals who have been selected as recipients of the 2013 TIAW World of Difference 100 Award!**

Each year, the TIAW World of Difference 100 Award recognizes women - and men - who have advanced the economic empowerment of women, whether on a small scale in the developing world, or effecting change in the boardrooms of the business capitals of the world. Established in 2008, the TIAW World of Difference 100 Award has garnered worldwide attention for the high caliber of achievement and change leadership demonstrated by its recipients, the impressive reach the awards throughout the world and by their growing impact. The awards celebrate the inspiring, courageous, tenacious and creative achievements of the extraordinary champions of women's economic advancement.

Recipients of the 2013 TIAW World of Difference 100 represent 35 different countries on five continents and their accomplishments are truly inspiring. The awards were presented at the TIAW World of Difference Awards dinner on March 27, 2014 in Washington, DC as part of the annual **TIAW Global Forum**.

**Be inspired: Read their extraordinary stories.**

### **Astrid Aafjes The Netherlands Non-Profit/NGO**

Astrid Aafjes is the founder and President of *Women Win*, an internationally recognized centre of excellence on gender and sport. In 2006, after joining more than 22,000 others in an all-women race in Morocco, Astrid realized how sports can be a powerful strategy to improve the lives of girls and women. Identifying sports as a way for girls to learn new skills and dissolve restrictive gender norms, *Women Win* works with a curriculum called 'Goal' that combines sport with life skills education. Targeting girls aged 12-18, especially those living in underserved communities, Goal is divided into four modules, each focused on one key life skill; communication, health and hygiene, rights, and financial literacy. Astrid has focused her career on gender and human rights and has been advancing the lives of girls and women by creating social change through her innovative strategies. This year, *Women Win* expanded to 14 countries, serving more than 17 000 girls through the *Goal* curriculum. "Women in sport leadership can shape attitudes towards women's capabilities as leaders and decision-makers, especially in traditional male domains." – UN Division for the Advancement of Women States.



### **Grace Amey-Obeng Ghana Non-Profit/NGO**

In 2007, Grace Obeng set up the Grace Amey-Obeng Foundation International (GAOFI) to improve the quality of life for vulnerable women by helping them learn trades in beauty therapy, cosmetology, dressmaking and other areas of their interest at the expense of her NGO. Mainly, the focus of the organization is to assist child prostitutes and the vulnerable through empowerment and skills training. In this respect, GAOFI has over the years organized countless vocational and rehabilitation programmes for commercial sex workers, females at the Buduburam Refugee Camp and recently for inmates of the Osu Girl's Correctional Centre. Ms. Obeng is a dedicated, solutions-oriented, and compassionate professional, with in-depth knowledge in providing exceptional care, implementing effective treatment plans, and promoting health and wellness. She is also a Medical Aesthetician, running a highly successful beauty therapy providing services that include service delivery, education, manufacturing, and sale of salon equipment and beauty supplies. She has over the past twenty-five (25) years grown her company from a Cosmetic Retail Shop to a big conglomerate but has never forgotten her society and the marginalized women that form part of the community.



**Christine Asiko United Kingdom Education**

Christine Asiko was inspired by a press release that asked "what makes Sir Richard Branson, Sir Alan Sugar and Sir Norman Foster special?" The Answer? Dyslexia. The title of this press release was ""Entrepreneurs Five Times More Likely to Suffer from Dyslexia". After meeting an inspiring girl with dyslexia named Maria, Christine studied dyslexia in the UK and qualified to teach dyslexic students. During her studies, she wondered how girls with dyslexia in her birth-place, Africa, were doing. Boys, she learned, are disproportionately identified with dyslexia, yet research suggests that the learning difficulty is as common in girls. Christine then established Strive International (SI) in the UK to improve the education of children with Dyslexia in Africa by building awareness, helping to identify those with dyslexia, particularly girls, and providing dyslexia-related training for teachers. By addressing teaching strategies as well as the issues surrounding dyslexic students and providing opportunities for teachers to improve their skills in recognizing and managing students with specific learning difficulties, SI is increasing the number of children who can succeed in the educational system. Her Flagship project is in Kenya, which focuses on teacher training and education reform. Christine has also launched an awareness campaign in South Africa which will culminate in an annual Conference on Dyslexia.



**Elisabeth Babcock United States of America Non-Profit/NGO**

Elisabeth Babcock is the President and CEO of Crittenton Women's Union (CWU). Under her leadership, CWU has become a leading voice across the United States, focused solely on helping low-income women attain economic independence. CWU has improved its client outcomes in all areas, including graduation rates, average earnings, and family savings. CWU addresses the root causes of poverty through a combination of powerful direct services, advocacy for policies that support the working poor, and research on best practices that lead to benefits for the sector as a whole. The results of this approach provide women with a tangible and realistic set of goals and the skills needed to create better futures for themselves and their families. Today, CWU is recognized internationally as an innovator in its field, helping more than 1,400 women a year establish a clear pathway out of poverty. Her dedication to helping women achieve economic independence combined with her business acumen and results-oriented mentality is changing the face of women in the American workforce. She regards every woman who attains economic independence as a career accomplishment and is dramatically changing the lives and future for low-income women.



**Svetlana Balanova Russia Corporate**

Svetlana Balanova is passionately committed to women's economic empowerment and she is an outstanding role model and mentor for women looking to build a successful career in male-dominated fields. As well as advocating for more women on boards and top corporate levels, she co-founded the community of high-potential corporate women called Leadership Without Boundaries and is a board member of the non-profit organization The Committee of 20, an organization of leading Russian businesswomen dedicated to helping other Russian businesswomen increase their success and be recognized as an influential power in the economic development of the country. Ms. Balanova is currently the General Director of IBS Company, the top IT service provider in Russia. Before IBS, she developed an international career at 3M, ascending from junior positions to President, Electronic Monitoring Business, and was the first Russian citizen and the first woman to become a Managing Director at 3M Russia. In 2009, she was elected to the Board of Directors of American Chamber of Commerce in Russia. She has received accolades as one of the Top 50 Most Influential Women in Russian Business, one of the Top Managers in the Ukraine and has joined the list of 500 managers identified as the human capital reserve under patronage of the President of Russia.



**Ifat Baron Israel Non-Profit/NGO**

Ifat Baron began her career providing the tools for economic empowerment to men and women as an Area Manager for the Cisco Systems Corporate Social Responsibility Networking Academy. While working in this capacity, she noticed the disparity in training and employment opportunities, as well as economic gaps between Israel's genders and social classes. Recognizing that the technology sectors were generating job opportunities that were not reaching those most in need of skilled employment, she founded ITWorks, a non-profit organization that provides technological training for low income, unemployed, and uneducated women from all backgrounds in Israel. The curricula was designed in cooperation with local businesses in low-income communities and includes professional skills training to meet the many needs of low income and unemployed women. This program has provided the tools for financial self-sufficiency and long-term integration into Israel's technology sectors for approximately 1,200 women from diverse backgrounds. Achieving a 70% skilled job-placement success rate. ITWorks is diversifying the skilled work force and providing women with greater access to economic resources. At the same time, the programs have created a cadre of women that will inspire others in their respective families and communities to pursue education and training for fulfilling careers.

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**Tanvi Bhatt India Entrepreneurship**

Tanvi Bhatt is a young entrepreneur who has broken out of the corporate mould to pursue what she loves and what she believes in: the power of having a personal brand that leaves behind a legacy of inspiration! At 22 years old, she created a corporate grooming studio called Panache, with the sole mission of helping those in corporate roles to create their own personal brand. She empowers the female thought leaders in India to discover what makes each one of them unique and teaches them how to leverage their personal brand equity to convert their ideas into professional and economic milestones. Building profile and personal brand has been a stumbling block for many women whose skills and contributions remained unseen and unappreciated. Ms. Bhatt has envisioned a future where everyone, and especially women, have access to a platform that empowers men and women alike to build a powerful personal brand. Featured in numerous blogs, magazines, and other publications, she is credited with bringing the billion dollar global industry of Personal Branding to India and pioneering a revolution in the way executives manage their personal brand, reputations, and careers.

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**Ros Bopha Cambodia Community**

For the past several years, Ros Bopha has dedicated herself to supporting hundreds of thousands of women in Cambodia who have been displaced from their land due to the expropriation of land for urban development and large scale farming, robbing women of their livelihoods in two ways; for women in the city, the land issues force them to relocate to smaller centres where there is no job opportunities and they have no way to commute to where the work is. For women in rural areas, their small farm holdings are being swallowed by big businesses as they buy land for large scale farming. Women and their families are forced to relocate, losing their livelihood in the process. Neither the rural or urban women receive adequate compensation for lost land. Ms. Bopha reacted by forming women's groups for organized protest and acquired the knowledge needed to negotiate on behalf of these groups and win fair compensation for lost land. She mobilized women to participate in national marches arranged by human rights organizations, each woman carrying a lotus flower that symbolizes Cambodia. She is now applying her skills to a social enterprise that is bringing tailoring work to displaced women, equipping them with sewing machines and developing markets for their products, thus restoring their livelihoods.

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**Ishreen Bradley United Kingdom Entrepreneurship**

In 2003, Ishreen Bradley moved from her successful corporate career as a Senior Manager at Cap Gemini Ernst and Young to empower and enable people to realize their full potential. She soon discovered a passion for working with women executives and entrepreneurs, as she could relate to the challenges they faced. She has supported over 1,000 women executives and entrepreneurs to not only function at their highest ability and improve their economic capacity, but also to experience fulfilment, joy, and satisfaction at work. She typically enables her clients to double their turnover within a six month or one year period. She is a master of unlocking the potential in

her clients and is known for helping her clients achieve goals they never thought was possible. She is also an expert in business and combines her practical experience of working in small and large organisations around the world with the academic knowledge from her London Business School MBA and her Masters in Coaching from Ashridge.

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**Melanie Brown United States of America Education**

Melanie Brown, the founder and Executive Director of The Communiversity of South Africa, has eleven years of success in bringing major US foundations into South Africa to fund innovative educational programs, especially those that have a strong impact on the ability of young women to move ahead with their training. With a stellar team of South African business people and educators, she started a social enterprise for unemployed youth, representing 73% of the nation's 25% unemployed. Of these, women represent almost two-thirds of the program recipients. The Communiversity brings educators and professionals into the community as a little "university on wheels", saving student housing and transport costs. The first campus opened in Vrygrond, a former squatter camp in Cape Town in 2012, with funding from the Ford Foundation and others. A second campus will open in the Overberg area in 2014. The Communiversity, working directly with communities, helps students, particularly women, to achieve personal and economic self-sufficiency while providing companies and institutions with "hidden gems" – desirable candidates for higher education, training or business through individualized assessments. There are two phases – one is a six month "Pre-Professional" program covering a wide range of development from computer skills to stress-management. Phase two offers in depth skills development and placement either in internships, career entry positions and/or further training.

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**Claire Charnnac Singapore Education**

Claire Charnnac is the co-founder of Women LEAD, the first and only leadership development organization for young women, led by young women, in Kathmandu, Nepal. Since 2011, she has empowered more than 400 female high school students aged 14 to 18 to become leaders in their schools and communities. Women LEAD's programs provide young women with leadership training, career guidance, professional skills building, mentoring, and a peer-support network. Ms. Charnnac co-founded Women LEAD at the age of 20, when she was still in university, because she strongly believes that the lack of female leaders around the world is one of the biggest inequalities of the 21st century and she strives to empower female leaders who will advocate for women's rights and encourage other women to be leaders. Women LEAD is motivating families and schools to support girls' accomplishments, and reforming institutions to prioritize the professional development of women. They are building a culture in Nepal that values young women's leadership. The young women Ms. Charnnac has empowered are leading workshops for hundreds of students in their own schools, mentoring others, and creating social ventures to address problems such as waste and poverty in their community. They have incredible dreams for themselves and their country, and Claire is committed to supporting them as they pursue their vision for change in Nepal



**Wilhelmina Cole Holladay United States of America Education**

The idea for the National Museum of Women in the Arts (NMWA) grew from a simple, obvious, but rarely asked question: Where are all the women artists? In an effort to correct the inequity, Wilhelmina Holladay established the NMWA in 1987. Today, the NMWA is the only major museum in the world solely dedicated to recognizing women's creative contributions. The NMWA brings recognition to the achievements of women artists of all periods and nationalities by exhibiting, preserving, acquiring, and researching art by women and by teaching the public about their accomplishments. Six years after the museum opened its doors in Washington, D.C., it boasted an organization of national and international chapters and a membership of more than 125,000, making it the third largest museum in the world in terms of membership. Currently, NMWA sponsors a network of over 20 national and international committees, engaging museum

members who advocate for women artists at the local, regional, and international levels. NMWA presents 10 world-class exhibitions of women artists each year and offers education curricula and programs for learners of all ages. By bringing to light remarkable women artists of the past while also promoting the best women artists working today, the museum directly addresses the gender imbalance in the presentation of art, thus assuring great women artists a place of honor now and into the future.

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**Bernice Dapaah Ghana Entrepreneurship**

Bernice Dapaah is the Executive Director Ghana Bamboo Bikes, which she founded to build the capacity of rural women who lack the skills and knowledge necessary to create wealth. The initiative has trained 30 rural women to build and sell bamboo bike frames and other bamboo products to the supply chain, thus providing employment to women who otherwise would be out of a job or below the poverty threshold. These 30 women are representing a household with an average of about 5 thereby benefitting about 150 people directly. The products are being sold to existing markets in Ghana and fair trade markets internationally. Ms. Dapaah is inspiring young girls, especially the physically challenged and street girls, to become economically empowered through job skills that lead to employment and sustainable livelihoods. The initiative has garnered international praise and has been awarded for its efforts. In a cultural context where age and gender impact on social status, being young and a woman can be a challenge, but this has never stifled Ms. Dapaah's potential. She is intelligent and talented and, more importantly, confident enough in her own abilities to assert herself and speak her mind. She pursues whatever objectives that she sets her mind to with a sense of commitment and dedication of purpose that makes her a success.

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**Gitane De Silva Canada Public Service/Government**

Gitane De Silva, recently appointed as Canada's consul general in Chicago, is an ardent supporter of the empowerment of women, particularly their economic empowerment. She has achieved many successes for women during her career in Canada's Foreign Service. As Director General for Policy at the Status of Women Canada, she was responsible for leading policy development on behalf of Canadian women across the entire Government of Canada. She was also a lead strategist to the Minister for the Status of Women for federal-provincial policy and programming cooperation on a wide range of women's issues. During her tenure at the Status of Women Canada, Ms. De Silva led Canada's Gender Based Analysis teams which are responsible for training the trainers and providing advisory services on gender analysis to the entire Canadian civil service. She was instrumental in creating and helped deliver Canada's successful strategy on the creation of the UN Day of the Girl approved by the UN in 2011 and has played a key role in Canada's successful participation and contribution to the APEC Women in the Economy Summit hosted by Hilary Clinton in San Francisco in 2011. Although young herself, She has already mentored a number of up and coming young women and welcomes older women and men who also seek her advice and guidance.

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**Sonnie Dockser United States of America Non-Profit/NGO**

Sonnie Dockser has been actively involved in the mission of Vital Voices to empower women for the past 10 years, and is a member of the Executive Committee of the Board. The Vital Voices Democracy Initiative was established to promote the advancement of women as a U.S. foreign policy goal. The overwhelmingly positive response to this led to the creation of Vital Voices Global Partnership as a nonprofit, non-governmental organization (NGO). Vital Voices is now continuing the work of advancing women's economic, political and social status around the world, by providing skills, networking and other support to women around the world. Her work in Vital Voices has focused on fulfilling the mission to give women the skills and resources they need to lift up themselves, their communities and their countries. She has participated in programs that have included women from Israel, the West Bank and Gaza to discuss and research best practices for conflict resolution in the region and the importance of women's role in the

negotiating process. As President, she and her husband support education through the Dockser Family Foundation which has special interest in programs focused on women's issues and international study at Harvard University, Yale Law School, and the University of Pennsylvania. She is a member of the Women's Leadership Board at the Kennedy School at Harvard University.

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**Candace Duncan United States of America Corporate**

Candace Duncan is the Managing Partner, Washington Metro for KPMG. She serves on KPMG's Board of Directors and is an executive sponsor for KPMG's Network of Women for Washington Metro, providing financial resources and personal leadership to enable inclusion and career advancement for all. Ms. Duncan develops the economic vitality of women in many ways. She has been and continues to mentor young women she sponsors through The Fortune/U.S. State Department Global Women's Mentoring Partnership which connects talented, emerging women leaders around the world, who are between the ages of 25-43, with members of Fortune's Most Powerful Women Leaders, for a month-long internship program. She has hosted women through this program and continues to mentor them as they grow their businesses in their home country. Her leadership style exemplifies a leader who makes a difference and her service with World Affairs Council, Washington, DC inspires others to give of their time and talents to support education and economic growth for the region.

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**Leah Eichler Canada Entrepreneurship**

Leah Eichler has used her own success in journalism to support the career success of other women. She writes a widely-read career advice column in Canada's Globe and Mail, offering insights on issues that women face in today's workplace. Going to the next level, she created *Femme-o-comics*, a web portal featuring articles and blogs on women's career advancement. Then, when she observed that current social media tools were transaction-oriented, the way men prefer to do business, Leah was inspired to create *r/ally*, a mobile social media platform that is open to women and men, but specifically designed to help women articulate, share and achieve their career goals. Beyond addressing a women-friendly style of collaboration, she envisions *r/ally* as a productivity tool that will change the way employees communicate within their companies. *R/ally provides* a structure and style that gives the sense that women have a place where they can create the informal networks and support systems that are such a key aspect of men's career success. Creating *r/ally* has truly been a passion project, on top of Leah's other work responsibilities and her role as a mother of two young children. Many people talk about changing the way things work for women, but Leah Eichler takes action to make a difference.

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**Manal El Attir Morocco Community**

At 28, Manal El Attir created the first social enterprise, ANAROUZ, to tackle women's economic empowerment through market access and entrepreneurship. After years in the international development field, Ms. El Attir brought an enterprise solution to sustain and scale the number one solution to poverty: the economic empowerment of women. Prior to this, she led the Middle East Partnership Initiative (MEPI) Network in Morocco mobilizing hundreds of Morocco's civil society leaders creating cross-sector synergies to tackle issues related to youth development, democracy and women's empowerment. Her work has been widely recognized including the UNAOC International fellow, Fortune's Most Powerful Women mentee, UNESCO Human Rights Chair fellow, and the Australia Middle East Media Women's Award. Ms. El Attir is an international speaker who lives by these tenets: I am not afraid of my own power. I dare to think big and am always ready to take action. I never make excuses or blame my cultural & social limitations to advancing my cause. I believe that one can never be too positive, too optimistic or too dreamy as it's the only way to a brighter future.

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### **Ansgar Gabrielsen   Norway   Champion, Women's Economic Empowerment**

Few men could have had a greater impact on the economic empowerment of women, especially through one single act, but Ansgar Gabrielsen changed the standard for including women on corporate boards worldwide when he proposed legislation in Norway mandating a 40% quota of women on boards. Mr. Gabrielsen, a member of the conservative Christian Democrat party, put forward this ground-breaking legislation when he was Minister of Trade and Industry for the government and was widely criticized for doing so. In fact, the law was passed only because of the support of Norway's socialist parties; his own party voted against the law. Mr. Gabrielsen championed the inclusion of women at the highest corporate level because he saw it as a business issue. "I could not see why, after 25 years of having an equal ratio of women and men in universities and with having so many educated women with experience, there were so few of them on boards." He also observed the informal way board nominations traditionally happened. "I saw how board members were picked: they come from the same small circle of people. They go hunting and fishing together, they're friends." To him, it added up to the need to bring Norway better business practices. "To me, the law was not about getting equality between the sexes, it was about the fact that diversity is a value in itself, that it creates wealth." The legislation galvanized the movement for more women on boards and has been the hallmark for progress since its enactment.

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### **Vinny Garg   United States of America   Non-Profit/NGO**

Born and raised in India, Vinny Garg knows women living in villages across India are trapped in a vicious cycle of illiteracy, poverty and ill health. Having gained the means and resources through her work in the U.S., Ms. Garg has established Nazakat as an NGO vehicle to provide targeted program development opportunities for improving the condition of destitute women in Northern India. Her Foundation is based on the belief that we can empower women to become self-reliant and overcome the acute poverty bestowed upon them by class or social position. Ms. Garg encourages women to tap into their inner-self and recognize what is innate to them, explore the possibilities as to how they see the world, examine how they engage in effective communication, turn their liabilities into strengths, and light up their passion to achieve their goals. Ms. Garg, a Sr. Associate at KPMG, has secured a partnership with MIT's Poverty Alleviation Lab to develop social equality and community development programs. She has set out on a mission to change these dire circumstances and develop a multi-tiered approach to economic parity by promoting educational equality, developing grassroots entrepreneurs and promoting gender equity programs.

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### **Lella Golfo   Italy   Public Service/Government**

When it comes to advancing women in business, Lella Golfo is fearless. A former member of the Italian Senate, she is the originator and co-author of the Golfo-Mosca Quota Law in Italy which decrees that 20% of board seats in all supervisory boards of Italian listed companies must be awarded to women, a quota which will rise to 30% starting in 2015. This law is revolutionary when one considers that Italian listed company boards averaged less than 3% of women when the law was enacted. Ms. Golfo's acts from a deep understanding that to bring radical change and equality women must have access to power. Championing the advancement of women is not new for Ms. Golfo. In 1989 she established "Fondazione Marisa Bellisario", named after Italtel's first female CEO Marisa Bellisario. The Bellisario Foundation promotes entrepreneurship and management in Italy and internationally and hosts the annual "Golden Apple awards", the most prestigious and high profile award in Italy recognizing leading women and men worldwide who have had an outstanding impact in the economical, political and social progress of women, as well as entrepreneurship, political, academic champions and newly-graduated rising stars in business.



### **Barbara Hackman Franklin   United States of America   Public Service/Government**

The Honorable Barbara Hackman Franklin has served five U.S. presidents and was the 29th U.S. Secretary of Commerce under President George H.W. Bush, a role in which her historic mission to China re-opened commercial relations with that country. Ms. Franklin led the first White House effort to recruit women for high-level government jobs as a staff assistant to President Richard Nixon, an effort that resulted in tripling the number of women in those positions (1971-73). Her White House story is told in a book by Lee Stout, *A Matter of Simple Justice: the Untold Story of Barbara Hackman Franklin and A Few Good Women*. Her trailblazing career includes corporate, governmental, academic and entrepreneurial work, and she was one of the first women to graduate from Harvard Business School. Ms. Franklin has been an active leader of professional organizations and was the first woman to serve as Chairman of the Economic Club of New York (2003-2007). She was a founding member of Executive Women in Government, is a member of the President's Circle of the International Women's Forum of Washington, DC. Ms. Franklin is the President and CEO of the Barbara Franklin Enterprises a private international consulting firm. She is an advocate for and an adviser to American companies doing business in international markets, notably China.

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#### **Monowara Hakim Ali   Bangladesh   Entrepreneurship**



Monowara Hakim Ali is pioneer of women entrepreneurs in Bangladesh, a social entrepreneur with a passion for connecting people globally. Director of Italy's Bangladesh Chamber of Commerce & Industry, she is a pioneer of woman entrepreneurs in Bangladesh. In 1978, she started her first business, A. Intraco Tours & Travels, in tourism.

Since then, she has successfully established CNG & solar business under the name Intraco Group and has also established the first environment-friendly butterfly park. As a women entrepreneur she had to face various challenges and obstacles doing business in a conservative community in Bangladesh, especially in Chittagong. But she believes in facing challenges. Ms Ali started Women entrepreneurship development activities in the 1990s, establishing Chittagong Women Entrepreneurs Association in 1999 and the Chittagong Women Chamber of Commerce & Industry in 2003 - the first regional women's Chamber in Bangladesh. To enable women entrepreneurs to access capital, she established the Women Cooperative Bank Ltd. Through her tenacity, fearlessness, creativity, passion, tireless efforts and active support, more than 5,000 women are doing business and over 15,000 women are getting support and benefits from her organization and together they are having a significant positive effect on the socio-economic development of the country. She has also established an orphanage, a women's driving school and a girl's school to broaden even further the support of women's economic empowerment.

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#### **Susan Hall   United States of America   Education**

Susan Hall is the co-founder of W-T-W.org, an international website for women in finance. A media expert, author and educator, Ms. Hall is committed to enhancing financial literacy for women worldwide. Innovative approaches include interviews and onsite reports of financial literacy programs, a database of important articles by and about women in finance and topical news. The site is also marshalling the eyes of women on the ground in politics and finance to call attention to corrupt financial activities that impact women and children disproportionately. Whistleblowers are honored, with particular concern for women in finance and entrepreneurs. W-T-W.org defines financial literacy broadly to make sure that women in business are financially aware. They also show the many career opportunities available to women in the financial world. W-T-W, together with women's networks worldwide, is creating a comprehensive database of financial knowledge to support the economic advancement of women.

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#### **Beverly Hurley   United Kingdom   Entrepreneurship**

Beverly Hurley is an inspiring serial entrepreneur and one of the UK's few experts on growing sustainable and successful women-owned businesses. She founded and directs [Enterprising Women](#), a rapidly expanding national community of over 8000 women. Over 80% of businesses started through the

program are still running after four years, far outstripping national averages. It has been highly commended by the European Commission, and in 2009, Enterprising Women was selected by BIS as one of three national best practice examples for supporting entrepreneurship, and presented at the EC Charter Conference in Stockholm. YTKO Group also has been awarded one of the only two prestigious Prowess "Flagship of Flagship" awards for excellence in support for women's enterprise. A recipient of the Queen's Award for Enterprise Promotion and the Enterprising Britain Award for 2012, Mr. Hurley is CEO at YTKO and founder of Outset, a program whose mission is to enable the creation and support the growth of over 6000 businesses, which together will contribute £1billion each year to the UK economy by 2020. Prior to YTKO, she started and built several successful companies. YTKO Group has demonstrated to the unemployed that self-employment is a realistic alternative to unemployment.

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**Elin Hurvenes   Norway   Entrepreneurship**

When Norway implemented bold, world-leading legislation requiring Oslo Stock Exchange-listed companies to have 40% women on their boards, Elin Hurvenes was a key player in making that happen. She founded The Professional Boards Forum, the first-ever international match-making initiative between board-ready women and company chairmen. The Forum provides new networks and contacts in addition to a unique opportunity for businesswomen to demonstrate their competence by discussing complex financial and strategic issues in "simulated board meeting" events. In 2008, Ms. Hurvenes expanded to the UK with business partner Jane Scot and the support of Vodafone, Royal Bank of Scotland, Pearson, Accenture and PwC. In 2012 she expanded into the Netherlands, in cooperation with Direction and with the support of Shell, Heineken, Accenture, PwC, SNS REAAL and Gasunie. In 2013, she added Switzerland to the list. Ms. Hurvenes is widely cited as an authority by international media such as The New York Times, The Financial Times, BBC World News, The Times and the Wall Street Journal. She is a frequent keynote speaker at key international conferences and in 2012 she became a partner of the mentoring firm CMI, providing Chairmen Mentors for top executives in global firms.

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**Morten Huse   Norway   Champion, Women's Economic Empowerment**

For more than 20 years, Professor Morten Huse has demonstrated with his research how women's participation and the diversity they represent are both essential to creating value on boards. He has followed the discussion in Norway and internationally about women on corporate boards, including the evolution, implementation and consequences of the Norwegian Gender Quota Law on Corporate Boards. His focus has been on board dynamics and characteristics that lead to, and keep women in, powerful positions in the corporate world, particularly his observations about "Golden Skirts" - women who hold multiple board positions and form the female counterparts of the well-established male type who serves on multiple boards. Mr. Huse is the Reinhard Mohn Chair of Management and Governance at the University of Witten/Herdecke, Germany. He is also Professor of Organisation and Management at BI Norwegian Business School, Oslo, a member of the Catalyst Europe Advisory Board and a former president of the European Academy of Management (EURAM). Professor Huse's main research activities are related to value-creating boards, board behaviour, board dynamics, board leadership and board diversity from entrepreneurial and strategic management perspectives.

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**Shereen Ibrahim Allam   Egypt   Community**

By 2008, after setting up and running two successful businesses, Shereen Ibrahim Allam was ready to follow her passion for developing people. She established AWTAD (Association for Women's Total Advancement & Development), an NGO for the development and economic empowerment of women and youth in Egypt. AWTAD's uses mentoring, simulations and enabling platforms to support women to realize their full economic empowerment and achieve their dreams AWTAD is also a founding member of the MENA-BWN (Middle East & North Africa Businesswomen's Network); which currently has ten other member countries, known as "Network Hubs," from the MENA region. In her own career, after working for

five years in multi nationals, Ms. Allam established a workshop to design, produce and distribute baby's clothes, Baby Boom, which has become a huge success. She then founded a recycling company, Ecotek, becoming a pioneer in introducing recycling into Egypt. Once again, she resumed her role of a mentor and coached around 80 of her staff on all the required skills for this unique business. This entrepreneurial experience and passion to uplift women ultimately led to her establishing AWTAD.

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**Christina Ioannidis United Kingdom Entrepreneurship**

Christina Ioannidis has been supporting the economic empowerment of women worldwide since 2004. Christina has developed training programs around the subject of leadership and personal development for women; but aside from her "day job" as the CEO of Aquitude, she has been single-minded in her support of women's economic empowerment. She has served as a board member of the European Professional Women's Network, London; she has been on the board of TIAW, running the Women on Boards program, as well as supporting the Marketing Committee; and she was one of the original Mentors for the Cherie Blair Foundation for Women in 2009. In the latter capacity, she mentored, in her own time, an entrepreneurial woman in India. She has also served as active members in the City Women's Network in London and the Arab International Women's Forum. She has won many accolades for her work and has used her reputation to propel women's organizations forward and help them grow within the eye of the press. As an avid networker, she always seeks to connect women of influence who can support each other's business and personal growth. Moreover, she has shown little fear during a reception in 10 Downing Street in highlighting to the UK Prime Minister that the lack of Women on Boards is a detriment to the UK's Commercial competitiveness!

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**Marilyn Johnson United States of America Corporate**

As vice president of market development, Marilyn Johnson uses her expertise to attract a wide range of women-owned and minority businesses to IBM. Among the many positions she holds, Ms. Johnson is a board director for the National Council of Negro Women, a co-chair of the Women's Leadership Exchange Multicultural Advisory Board, and a Sequoyah Fellow of the American Indian Science and Engineering Society. She has received the Leading by Example award from the Center for Women's Business Research, and was honored as one of Network Journal magazine's Top 25 Influential Black Women. She is among a select few women comprising New York City YMCA's Academy of Leaders, and was honored with the Count Me In Women's Business Growth Forum's Corporate Visionary Award. She has held positions on the executive boards of the Council for Better Business Bureaus, Asian Pacific Islander American Scholarship Foundation, National Council of Negro Women and American Airlines Marketing Advisory Council. She has been applauded for her active commitment to mentoring and coaching activities. Johnson has been a featured speaker for numerous professional organizations around the world, including the World Diversity Conference in the City of Prague in the Czech Republic, Black Women Executive Roundtable hosted by the Mayor of Paris, France, and Blacks in Government, Washington, DC.

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**Hafdis Jonsdottir Iceland Community/Entrepreneurship**

Hafdis Jonsdottir, is the past-president for FKA (The Icelandic Association of Women in Business). As well as being a volunteer leader for this important women's organization, Ms. Jonsdottir is described as a creative, fast-forward thinking Icelandic entrepreneur who loves to motivate people to lead in their own lives. She is renowned as a champion for women's economic empowerment. Her most significant focus has been her tireless devotion to campaign for including more women on boards. She has been a key factor in the quick progress of Iceland becoming one of the top countries in the world in regard to gender diversity on corporate boards. She has truly been making a world of difference with her admirable work to open up corporate boards for more talented and qualified women.



**Violeta Jovanovic Serbia Entrepreneurship**

As Executive Director of Serbia's National Alliance for Local Economic Development, Violeta Jovanovic is empowering women to turn their business ideas into successful enterprises that help drive Serbia's fragile economy forward. Ms. Jovanovic also serves as Chair of the Serbian Ethno Network, which works to preserve Serbia's heritage through the employment of rural women in traditional handicraft activities. Since its inception in 2007, the network has grown to employ 400 women in rural Serbia. She is also leading a coalition of women leaders throughout Serbia who are working to build Serbian government support for women's entrepreneurship. By engaging rural Serbian women and youth with skills but no markets for their goods, she is using her business and government connections to secure financing and other support for the network. She is a driving force for local economic development, helping transform Serbia into a welcoming place for foreign and domestic business. She believes in Serbia's future, in equalizing the regional economic disparities and she is working hard to devise new solutions to long-existing problems, solutions that are helping to empower vulnerable women throughout all of Serbia.

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**Lucy Kanu Nigeria Non-Profit/NGO**

Lucy Kanu is an executive with the Ashoka Fellowship, a global association of the world's leading social entrepreneurs, where she established the "Idea Builders Initiative" in Lagos, Nigeria in 2004. With her long-term goal of making significant contribution to the global women's empowerment movement, Ms. Kanu is currently leading and managing a 20 million Naira NGO Project fund, which aims to strengthen women's leadership and participation in socioeconomic activities. She was recently invited to speak at the ICVA Innovate Conference in Geneva, Switzerland to share knowledge and resources to improve humanitarian action. Lucy's contributions to the Social Sector earned her an international recognition at the 2012 Fairness Award in Washington DC, USA. In 2009, she attended the coveted Commonwealth Fellowship and participated in a 3-month placement with the Prince's Trust in London during which she explored various development initiatives, programmes, and projects across the United Kingdom. After her participation in the prestigious Fortune/US State Department Mentoring Program in 2008, as a way of paying it forward, Lucy started the Women Mentoring Women and the Mentoring Walk to empower women and girls to lead lives of choice. Through Mentoring, Training, Networking and Business Matching, the programs have impacted more than 13,000 women in the various states of Nigeria.

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**Barbara Kasoff United States of America Non-Profit/NGO**

Barbara Kasoff is the President, CEO, and Cofounder of Women Impacting Public Policy Inc., a nonprofit, nonpartisan public policy advocacy organization with over a million members dedicated to educating and advocating with regard to economic issues for women in business. Ms. Kasoff speaks nationally and internationally on issues concerning leadership, economic development and advocacy for business women. She recently completed a term as an appointee to the National Women's Business Council, an independent source of advice and counsel to the President, Congress and the US Small Business Administration on economic issues of importance to women business owners. She also serves on Key Bank's Key4Women National Advisory Board and AT&T's Women Entrepreneurs' Forum. In 2011, Barbara served as a delegate for the United States at the Asia-Pacific Economic Cooperation Forum (APEC). Ms. Kasoff currently serves as co-chair of the National Global Trade and Technology Board of Directors, whose mission is to help balance trade deficits by making US products and services more accessible to global markets and previously served as President of The National Association of Business Owners in Detroit, Vice President of Public Policy for the national NAWBO organization, Secretary for National Women Business Owners Corporation, the Board of Directors for SCORE and on various community Boards.

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**Hilda Kennedy United States of America Entrepreneurship**

Hilda Kennedy is founder and president of AmPac Tri State Certified Development Company (CDC) in Grand Terrace, California, a certified lender for the SBA's 504 loan program and the first faith-based CDC in the country. Founded in 2007, the CDC has approved more than \$160 Million in SBA loans. Ms. Kennedy was appointed to the White House and SBA Council on Underserved Communities, and is one of 15 representatives chosen across the country.

She is Past-President of the National Association of Women Business Owners (NAWBO)- Inland Empire Chapter, President of the Inland Empire Women's Education Foundation, and Public Policy Chair for NAWBO-California. Hilda has been the recipient of numerous community awards including the 2011 Women in Business Champion Award by the U.S. Small Business Administration and 2012 Woman of the Year Award from Senator Gloria Negrete McLeod. Ms. Kennedy also serves her community as a Board member of the Mt. Zion Community Development Corporation. Hilda Kennedy is a champion for women business owners and a dedicated mentor in her community.

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**Abhay Khandagle India Champion, Women's Economic Empowerment**

Professor Dr. Abhay John Khandagle, M.Sc., Ph.D. in Zoology has used his position, knowledge and experience as a champion for women's empowerment for the past 20 years. He comes from a very small village and has seen firsthand the unprivileged state of women. He is intellectually vibrant and has been teaching and designing courses for girl students who come from the rural and hilly areas to make them financially independent. As a member of Board of

Studies he has been instrumental in framing a curriculum that increases women's employability. As a counselor of he has guided rural women on health issues by organizing health camps where every year at least 400 ladies make use of the facility. He has also organized hemoglobin checkup camps in the college where every year 700 girls benefit, providing free iron tablets to those with low hemoglobin. The ladies and girls whose HB is less than 9% are provided free iron tablets. After ensuring their physical well being, he provides guidance on self employment. As a result of his efforts, many women and girl students have started their own small businesses. He is an inspiring speaker at women's seminars where he helps to create the confidence women need to start their small business. His work has earned him several awards including the 2013 Best Teacher Award by the University of Pune and other State level awards.

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**Yasmine Khater Singapore Entrepreneurship**

Yasmine Khater believes if you enable one woman, you enable a whole community. Ms.

Khater has developed leadership programs in the MENA region, which empower hundreds of young women in the world's largest Youth Organization, AIESEC, and has helped

commercialize hand-made products made by women to increase their monthly income and raise money for Children with Cancer. She launched a social enterprise called Gone Cyclin', where she cycled 420 km in one of the world's toughest terrains, raising \$50,000 to enable 500 women in Southeast Asia's poorest region to launch their own businesses. She also launched the world's largest alternative finance program called Social Impact Finance exploring alternative forms of funding to help hundreds of micro-businesses get capitalized. She is the founder of Transpiral, which provides thousands of ambitious women with practical strategies to grow their dream businesses and which donates 10% of profits and training to help women-run businesses in developing countries to grow their own enterprises. She was one of the youngest awardees of the Top 40 AIESEC alumni for her continuous impact on society. She is a Results Certified Coach and has a double degree in Psychology and Integrated Marketing Communications. She has also received the IE-AIESEC Scholarship to study a Masters in International Management.



**Michelle Kreger United States of America Public Service/Government**

Michelle Kreger is the Senior Director of the Strategic Initiatives team at Kiva. At a time when Kiva was exclusively focusing on partnering with traditional microfinance institutions, Michelle saw strong potential for Kiva to get involved with other types of social enterprises, many of which offer significant economic opportunities to women.

Michelle began Kiva's Strategic Initiatives team with the intention of exploring and implementing loans to these types of socially minded organizations in order to generate a positive and sustainable economic impact, especially for women. Through Kiva, individuals from around the world are able to contribute \$25 towards a loan to people who don't have access to financing through the traditional banking system but who would be able to build a better life through a loan and three quarters of Kiva loans are made to women. Through the work of Michelle and the Strategic Initiatives team, Kiva has been able to provide funding to borrowers of 44 social enterprises in 19 countries. Kiva partners with impactful enterprises such as Solar Sister in Uganda, which provides funding to women in rural areas so they can purchase solar lighting and technology products to sell to off-the-grid households. Kiva also partners with Strathmore University in Kenya to provide full tuition loans to talented students who would not be able to attend university without financing. Half of the loans through Kiva to Strathmore have gone to female students.

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**Neelie Kroes Netherlands Public Service/Government**

Neelie Kroes is vice president and commissioner with the European Commission. Her long and successful business career has made her a role model for women in business and she has been recognized by Forbes as one of the "World's '100 most powerful women". In her current role as commissioner of DG Connect, she is actively promoting and empowering young women to seek a career in information technology, a vital sector of the future economy in which women are vastly underrepresented. She has been outspoken in favour of the European Commission's push for gender equality at the senior corporate level, believing that unless quotas are put in place to promote gender equality, it could take hundreds of years to reach gender parity on boards. She has been a strong proponent of the setting a very clear political objective that at least 40% of non-executive directors in publicly listed companies in the EU should be women by 2020, and particularly, in ensuring that the EU approach leaves enough flexibility for countries within the EU to continue with different national models where they can be shown to be effective. The bottom line for Ms. Kroes is that greater gender equality in the boardrooms of Europe's publicly listed companies - and the EU Institutions themselves - is essential to ensure that Europe's most talented businesswomen have a chance to use their abilities and experience to their full extent.



**Namita Krul-Taneja The Netherlands Entrepreneurship**

Namita Krul-Taneja started her career as a nurse and moved on to banking, managing corporate loan accounts. Now with her MBA, Ms. Krul-Taneja has set up her own business, New Yardsticks, which assesses and improves existing social-development programs that help marginalized women and develops new programs. She is also involved

in WORK+SHELTER, an organization that provides fair-trade work for destitute women, some of whom also need a safe space to live. The women get a safe environment, work, a steady income, regular health check-ups, literacy classes and, importantly, motivation and self-confidence. They are taught how to plan and budget their finances and to save one-third of their earnings each month. Having a steady income motivates these women to keep sending their children to school and away from child labor. She envisions empowering these women sufficiently within a two-year period after which they will be able to take care of themselves independently and, most importantly, provide their children with a brighter future than they could otherwise. She believes firmly that small changes can have a great impact and aims to help at least five thousand marginalized women and their children help themselves to bright futures within the

next five years.

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**Kwaku Kyei Ghana Champion, Women's Economic Empowerment**

Concerned with challenges of homelessness and environmental havoc created by indiscriminate littering of plastic waste in Ghana, Kwaku Kyei established the Recnowa Initiative to contribute to the fight against plastic waste in Ghana. Recnowa does this by recycling plastic waste into high fashion goods in an operation that provides homeless girls plagued by instability with opportunities to gain employment and develop the skills required for a lifetime of self-sufficiency. Unemployed women artisans are enrolled in Recnowa's three year paid entrepreneurship academy that develops their skills and allocates a portion of their salaries to an investment pool, which generates savings for them and can be used to set up their own small scale businesses. Fifty-two young women have already been provided with employment opportunities, each representing an average household of 5 people, meaning direct benefit reaching about 260. By encouraging homeless girls to collect discarded plastic, teaching them how to recycle, and paying them a collection fee for each batch that they collect, Recnowa is not only helping to clean up the environment but also providing employment to people who otherwise would be out of a job or below the poverty threshold.



**Laura Lane United States of America Corporate**

Laura Lane is the President, Global Public Affairs at UPS where she is responsible for all worldwide government affairs activities. Ms. Lane has actively recruited women to UPS, reaching them through the Women's Leadership Programs. She is a regular speaker at the School of Global Ethics and Leadership and with American University on Leadership. For over 9 years, she has served as a Girl Scout Troop leader, teaching girls how to be leaders with courage, character, and confidence. Her troop collected over 10,000 pencils for girls in the refugee camps in Sudan so they would have the supplies needed to learn. She participates at Camp CEO which is held annually by the Girl Scouts to give girls an opportunity to interact with senior women leaders in their community in a week-long camp setting. She has served on the Girl Scout Gold Award scholarship panel evaluating applications and determining college scholarship recipients. In addition to other charitable activities, she donates to Dress for Success so women who are trying to get back into the workplace have the clothes they need for their job interviews.



**Jasmine Langevine United States of America Entrepreneurship**

Jasmine Langevine's contribution to women's economic empowerment includes teaching financial literacy to hundreds of college students and community members, by serving as a career counselor and public speaker on career advancement and by producing the entrepreneurship interview series Footprints to Fruition. Targeting the female entrepreneur demographic, she developed episodes focusing on three young, successful, women business owners to enable viewers to understand their unique experiences in the often times male-dominated entrepreneurial industry and share their stories with the world. Through her efforts women become equipped with the knowledge and tools to further lifetime economic empowerment. Ms. Langevine has taught financial literacy to hundreds of community members and students at over 15 colleges and universities nationally; topics included Saving, Investing, Credit & Debt, Homeownership and more. She also speaks on panels about internship readiness, talent management best practices, and effective networking.

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### **Daniel Lebegue France Champion, Women's Economic Empowerment**

Since 2003 Daniel Lebègue has been President of IFA, the French Institute of Directors, and is a Board member, former President and founding member of ecoDa, the European Confederation of Directors' Association. Under Mr. Lebegue's leadership, IFA was the first Corporate Governance organisation in Europe to openly partner with the a business women's association ( European Professional Women's Network, France) to create a Mentoring Program for high potential Women to sit on Corporate Boards in France. This program proved to be visionary, since a year after the program was established, the quota law was enacted in France to ensure women participate fully at the board level. Mr. Lebegue has also led IFA in being the first Institute of Directors to formally join the European Business Schools/Women on Board initiative and the Global Board Ready Women initiative that provides a searchable database of women qualified to sit on boards. A graduate from the Institut d'Etudes politiques in Lyon and an alumnus of ENA, the École Nationale d'Administration, Mr. Lebegue has served as Director of French Treasury (1984-1987), Chief Executive and Vice President of BNP (1987-1996) and as Director General of the Caisse des Dépôts et Consignations (1998-2002). Since 2003, he has been a non executive director of Alcatel, Crédit Agricole SA, Technip, Scor and he is member of the Supervisory Board of Areva.



### **Louise Leger Canada Public Service/Government**

Louise Leger is a senior Canadian diplomat with an extensive track record in leading, creating and supporting international initiatives to promote the economic empowerment of women. Louise is presently Canada's Consul General, resident in Miami. Throughout her career Louise has built a solid reputation for championing women entrepreneurs. Her area of specialty is international trade where her focus is to create business opportunities and partnership possibilities for women owned businesses, particularly in Canada and the United States. Louise has hosted and led numerous missions of prominent businesswomen with a view to growing their success, enhancing their sales levels and supporting their ability to create employment. Louise is a much sought after speaker and regularly addresses and provides encouragement for organizations such as the Organization of Women in International Trade, Women's President Association, and the International Women's Forum. As Director General for the Business Women in Trade Initiative, the government of Canada's signature program to support women in trade, Louise oversaw a successful strategy that supported the creation of WEConnect Canada a non-profit which supports women-owned businesses to connect to the supply chains of large American and global corporations.



### **Ninon Babra Marapachi United States of America Corporate**

Born into humble beginnings, Ninon Marapachi currently heads the Hedge Fund Origination & Product Management team within the Bank of America Merrill Lynch (BAML) Alternative Investment Group. Her team is responsible for sourcing, structuring, negotiating, and managing hedge funds and managed futures managers and products in the BAML's hedge fund platform. At 32, Ninon has risen to the level of Director from the junior level of Analyst in 2004, in a male and white dominated corporate America. Before joining the Alternative Investments Group, Ninon was a senior member of the Structured Products Origination Group within Global Wealth & Investment Management. She has received various professional awards including Black Enterprise's Rising Stars 40 & Under, Black Enterprise's "40 Next Emerging Business Leaders", Ebony's Young Leaders' Recognition ("30 Under 30 Leaders"), Women's Bond Club Rising Star Award and ML's President's Award in recognition of exceptional performance in 2004. A Magna Cum Laude graduate in 2002 with a BA in Economics from Mount Holyoke College, Ninon has reached out a hand to encourage those who follow behind her. She is a Big Sister, role model and a mentor to young women in United States and Africa and

volunteers in a number of organizations including "Dare to Dream Foundation," a non-profit organization that equips girls and women with leadership and entrepreneurship skills.

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#### **Karen Mattison United Kingdom Community**

Karen Mattison is a multi-award winning social entrepreneur who has been creating opportunities for the thousands of women with children who want to work, but can only do so on a part time basis. Half a million women in the UK want to work, but sacrifice the opportunity for their families. Ms. Mattison began researching the issue and developed a potential solution with a former colleague, Emma Stewart. Both had backgrounds in the public and voluntary sectors and understood the huge potential impact that a robust part time job market could have on issues such as maternal unemployment and child poverty. In 2005, Ms. Mattison and Ms. Stewart launched Women Like Us, a career service specifically for mothers who need to accommodate work and family. Thousands of women registered and employers began to advertise the good quality part time jobs they had directly to the network. The service grew and reached a point where it needed to run its career support and recruitment arms as separate businesses. Ms. Mattison then launched Timewise Jobs and Timewise Recruitment, websites dedicated to posting and recruiting for jobs with a full range of flexibility. More than 35,000 talented candidates are now registered across the three services.

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#### **Tonya McNeal-Weary United States of America Community**

Tonya McNeal-Weary is the Founder and Managing Director of IBS Global Consulting, an international marketing and business development firm headquartered in Troy, Michigan that assists clients to successfully launch their companies throughout North America, Europe and West Africa. Ms. McNeal-Weary is the Founder of Michigan Association for Female Entrepreneurs (MAFE), an award-winning not-for-profit organization established to increase and improve economic opportunities for women and girls in Southeast Michigan through advocacy, entrepreneurial training, and leadership development. In 2004, she founded the Young Entrepreneurs Series (YES) program to provide entrepreneurship and leadership development training to high school girls across Southeast Michigan. Since its inception MAFE has assisted over 1,000 women in starting a business. Over 500 teen girls have participated in the YES program creating over 30 youth-owned businesses. She serves as a media and publicity advocate for a non-profit organization in Ghana that provides programs and resources to foster leadership among women in Africa. She serves as a TIAW Board Member as Daughters Program Director, an e-mentoring program for young women and girls. She holds an Executive Diploma in Management Consulting, an MBA in International Business, and a Bachelor's degree in Marketing.

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#### **Diana Medman Russia Non-Profit/NGO**

Diana Medman is a highly successful businesswoman who has always been a strong advocate for women's rights and economic empowerment in Russia. She has launched and supported numerous women's initiatives over a period of many years. In 1989 she founded and was president until 1996 of the Women's Club "Transfiguration". Since 1993, she has been an active member and, since 2013, the President of the "Consortium of Women's Non-governmental Organizations" bringing together more than 150 women's organizations from all over Russia. The main goal of the Consortium is to promote and advocate interests of women, cooperate with authorities in order to improve legislation in the interests of women with the purpose of providing equal opportunities, preventing domestic violence and supporting women's entrepreneurial initiatives. Ms. Medman is also a Founding President of The Committee of 20, an organization of women business leaders.

She was an Advisor for the UN International Year of Microcredit 2005. She is the leading inspirer and founder of the Women's Microcredit Network, which began in 1998 to provide financial support to Russian businesswomen. It was supported by one of the largest international networks of microfinance institutions - the World Bank's Women's (Women's World Banking). Today RWMN operates in 5 regions in Russia and each division is an independent local organization that provides micro loans for clients, with no less than 51% of clients being women. As a result, microfinance of SMEs has become a part of the financial system of the country. Diana's activity in support and advancement of women was recognized on the national level with the National Award and International recognition Award of Women Leader's Network.

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**Sharon Miller United States of America Entrepreneurship**

Previously a business owner herself, Sharon Miller came to Renaissance with personal experience and a vision that has strengthened and expanded the organization's reach and services for aspiring entrepreneurs. During her 13-year tenure, Renaissance became a U.S. Women's Business Center to address the specific needs of women entrepreneurs, grew from one center to four centers, launched online and offsite programs, and now serves over 1600 socially and economically diverse motivated Bay Area residents who start and grow over 500 businesses each year. Renaissance's track record of achievements and high social impact is the reflection of Ms. Miller's effective leadership, courage and genuine commitment to help aspiring women achieve financial independence and realize their dreams. Prior to Renaissance, Sharon served as Executive Vice President of American Jewish World Service (AJWS), a non-sectarian international development organization, where she partnered with grassroots organizations to develop and support micro-credit, education, agriculture, human rights and civil society programs in the developing world. Sharon was the co-founder and co-owner of Travel Systems, an international travel wholesaler specializing in customized group travel. She also worked in public radio and in public relations, fundraising and special events for several social service organizations.

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**Ronit Molko United States of America Education**

Dr. Ronit Molko is the Co-Founder and CEO of Autism Spectrum Therapies (AST). She started AST in Los Angeles in 2001 to make a meaningful difference in the lives of families with autism and a more thoughtful, rewarding and effective work environment for those in her field. In the first year, Dr. Molko employed 4 women and served 20 families while managing the business from her home. As the incidence of autism increased, AST grew quickly but mindfully, with expansion to Washington and Louisiana by 2011. She hired the most qualified candidates and provided them with excellent clinical training, management skills and growth opportunities, including professional development incentives. The field of behavioral services attracts a largely female population and Ronit has 600 young women in her ranks with nearly all upper management having been promoted from within the company. In an age where policies protect a women's ability to return to work after childbirth, but practices are not always as supportive, Ms. Molko's company has a great system that supports both the mother and her temporary replacement. A director role may be filled by a supervisor which creates an opportunity to build skills while highlighting her capabilities to management. Ronit has also invested time and resources to improve the culture and work experience for her staff including retreats and forums to collaborate in the evolution of the company.

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**Mariliana Morales Berrios Costa Rica Non-Profit/NGO**

Mariliana Morales is the Founder and Executive Director of the Fundacion Rahab, an NGO that fights against human trafficking and the commercial sex trade. The foundation provides women with the tools necessary to be able to better their lives. These tools include education,

holistic counseling, individual and group counseling as well as teaching them many important job skills such as sewing, catering, beauty school, computer and English. The ladies are trained with the goal of starting their own business. The foundation works together with the main hospital in San Jose to also provide medical care for the victims. When Ms. Berrios started the foundation she began by herself, then one woman and now works with approximately 50 women weekly along with their families. At the foundation there are approximately 115 teens who also attend a weekly youth group. This youth group provides a mentoring program to help the teens stay-in-school. Many of the teenagers come from very rough neighborhoods throughout Costa Rica. At the foundation there is also a daycare provided so that the women are able to attend their courses and not have to worry about their children. The desire of Ms. Morales Berrios has always been to work with the entire family. Her main goal is to empower the women and given them a purpose in life.

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**Alessia Mosca    Italy    Public Service/Government**



Alessia Maria Mosca is an Italian politician, a member of the Italy's Democratic Party and since 2013, Group Leader of the European Policies' Commission for her party. She was elected to Parliament in 2008. As a legislator, she focuses mainly on gender issues, welfare and employment. Together with Italian politician Lella Golfo, she was co-author of the "Golfo-Mosca" law, which bears her name, recently introducing gender quotas for boards of listed companies in Italy. She is also one of the main sponsors of the "Controesodo" law, a measure which facilitates the movement of young talent to and from Italy. In 2011, Ms. Mosca co-authored "Senza una donna", a dialogue on power, gender issues and rights in Italy. She holds a Bachelor's degree in Philosophy from Cattolica University in Milan, a Master's degree in Diplomacy from the ISPI in Milan, a diploma in International Relations from Johns Hopkins School of Advanced International Studies and a PhD in Political Sciences from the University of Florence. Ms. Mosca has been an Aspen Junior Fellow and since 2009, she has been part of the Young Global Leaders of the World Economic Forum for Economy and Society. In 2010, she was listed among the Rising Talents by the Women's Forum for Economy and Society.

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**Kathleen Mulligan    United States of America    Entrepreneurship**



While on a Fulbright grant to Kerala, India, Kathleen Mulligan taught a workshop at a shelter for victims of domestic violence and the sex trade run by the inspiring Beena Sebastian. When Ms Sebastian was asked at the end of the workshop what was needed most, she replied, "We need a vehicle. We need a way to rescue women and their children when we get desperate calls in the middle of the night." From that conversation, the organization "Wheels for Women" was born. Kathleen and her husband David are professional actors, and that summer they produced a benefit cabaret in Holland, Michigan. They raised \$4000 for Wheels for Women that night, enough to purchase a new auto rickshaw for the shelter. Since then they have produced three more cabarets at Ithaca College, raising another \$4000. In 2011 Kathleen received an IIE New Leaders Group Award with a cash prize of \$2500. To date, Wheels for Women has sponsored driver training and licensing for seven shelter residents and purchased a second rickshaw for the shelter. Auto rickshaws are used as taxis in Kerala, and this training provides women with the skills to move towards financial independence and away from their abusers. In the words of Bindhu, the first trainee of the program: "The auto has been helpful to make frequent trips to Police Station and hospitals especially to take a sick resident at night, which happens very often. I also assisted in rescuing some victims from abuse, since I had gone through abuse in my past life, to help such victims gave me immense joy and satisfaction." Ms. Sebastian says "Female auto rickshaw drivers are rare in Kerala, but we are starting a revolution!"

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**Catherine Munoz    United States of America    Corporate**



Catherine Munoz has dedicated the majority of her adult life to empowering women in her community. For the past six years, as Associate Director, Knowledge Services, she has used her influence in corporate social responsibility to work on local community initiatives. Ms. Munoz spent five years co-facilitating a Domestic Violence support group where she helped survivors regain confidence, embrace their self-worth, and most importantly regain control of their lives in a safe way. Over the past two years, Catherine's efforts have focused on "The Global Give Back Circle", an initiative to transform young girls from disadvantaged educational backgrounds into social participation, community contribution, fulfillment, and financial independence. Since 2011, she has supported four corporate mentor events to increase awareness and secure over 100 mentors from the US to advise young women in Kenya. Ms. Munoz's mentee currently attends the University of Nairobi and has secured a paid internship with KPMG Kenya. As a result of the program, and her hard work and dedication, she will likely gain a permanent position with the firm upon graduation. Ms. Munoz traveled to Kenya to meet her mentee in person for the first time and served as a panelist at the Annual Mentoring Ceremony in Nairobi, Kenya. Through her dedication to young women, Catherine Munoz will continue to impact lives, locally and globally.

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### **Halima Namakula    Uganda    Community**

Halima Namakula is the founding member of Women At Work International, a non-profit organization that helps to take commercial sex workers off the streets by creating job opportunities for them. The vision of Women at Work International is to improve the quality of life of women and children, helping them to overcome health issues in order to generate income. With the founding of Women at Work International in 2003, Ms. Namakula partnered with Program on Accessibility to health, Communication and Education (PACE) in 8 districts of Uganda, resulting in commercial sex workers moving off the street and learning basic measures to prevent HIV/AIDS. They also received key leadership and entrepreneurship training to improve their ability to earn a living. Many of these women go on to start their own businesses or form village farming groups and savings circles. Ms. Namakula also runs Hana Girls, a holiday camp for mentoring young women. Her latest project to empower women is the END-FISTULA PROGRAM. Fistula is a severe medical condition in which a hole develops between either the rectum and vagina or between the bladder and vagina as a result of lack of proper medical attention during child birth or as the result of sexual violence. She has mobilized funds to enable over 400 women to be treated countrywide and return to normal life.

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### **Benedicta Nanyonga    Uganda    Non-Profit/NGO**

When Benedicta Nanyonga quit her job at Bank of Uganda in 2001, many questioned why she would leave a stable job to go into the unknown. Today, at 65 years of age, she does not regret her decision. She started the Kinawataka Women's Initiatives, a non profit organization whose mission is to empower girls and women of the Kinawataka slum in Kampala to become economically independent, socially responsible and focus on community development. Specializing in making handcrafts and jewelry using recycled drinking straws her initiatives have impacted more than 1200 families nationally. These unique products have transformed family's incomes and livelihood hence their famous tagline "from trash to cash." The women have formed savings and investment groups, taken their children to school, fed them well and above everything, have restored their image, self-esteem and purpose in life. Ms. Nanyonga's work has been exhibited both locally and internationally and has won her several awards including The Investor of the Year Awards 2013 by Uganda Investment Authority, the President's Export Award in 2008, the Lubogo Award for Community Involvement, the Lake Victoria Environment Award from UN Habitat in 2005 and an appointment as a member on the Regional Steering Committee of Great Lakes Initiatives of AIDS.



**Marcela Navarro United Kingdom Corporate**

Marcela Navarro is a highly motivated and dynamic senior business banker with a proven track record of delivering results in a multitude of international banking environments. She possesses in-depth corporate knowledge and experience, an innovative and entrepreneurial approach, excellent operational and execution skills alongside the capability to comprehend and align with the strategic aims. She is commercially astute, achieves results by identifying the way forward and engaging all stakeholders to make it a reality. Marcela is engaged with a number of organisations including the Global Banking Alliance for Women and she is the Chair of the WEConnect International European Advisory Board. WEConnect supports "supplier diversity" and Marcela has pro-actively driven this agenda forward in the UK by leading on the development of a Supplier Diversity and Inclusion Code of Conduct that was launched at Westminster in May 2013. This code is a commitment by corporate organisations to provide a level playing field for women-owned and other diverse/under-represented suppliers to strengthen market places, promote competitive advantage and enable business sustainability. The Code is guided by the principles of inclusion, development, compliance and continuous improvement. Ms. Navarro has been the driving force behind the design, development and launch of the Code which will significantly advance diversity and increasing business opportunities for female business owners, enabling them to earn a living and make an economic impact.



**Elphi Nelissen The Netherlands Entrepreneurship**

Elphi Nelissen leads by example both as a woman business owner of Nelissen Engineering and as a professor of Building Sustainability and Dean of the Faculty at the Technical University Eindhoven (TUE) in the Netherlands. She has created a number of initiatives to encourage more girls and women to pursue an education in science and/or technology, has hired and promoted women wherever she can and is a role model for women in science and technology as President of VHTO, a national expert organization for girls/woman in science and technology. In 1991, at the age of 31, Elphi started her engineering company, convinced that she could make a difference with an integrated view on engineering, design and execution in a long term sustainable manner. Today her company successfully employs more than 40 professionals and many of them are women. In 2009 Elphi became professor of Engineering and Architecture at the TUE and since 2011 she has been the Dean of the Engineering faculty, the only woman Dean at the university. On "Girls in Science" over 7000 girls visit tech companies, labs and universities to show them the attraction of a future career in science or technology. As an active member of the Association of Engineers she coaches and mentors many women.



**Deborah Nixon Canada Education**

Deborah Nixon has had great impact in helping women in gaining control over their financial affairs. She helps them to understand their emotional connection to money and how gaining control of their money will help them to gain control over their lives. By helping women uncover their underlying motivations regarding money, she takes them on a journey of self-discovery and empowerment. By sharing her personal story, she serves as an inspiration to other women and writes regularly about women, money and emotion for Huffington Post. In addition, she holds workshops to help women get out of debt and become financially independent and educates financial professionals in dealing with women clients. She also helps other financial professionals learn how to effectively assist women clients and to further their economic empowerment, making the reach of her efforts far and wide.

**Yetunde A. Odugbesan-Omede    United States of America    Non-Profit/NGO**



Yetunde A. Odugbesan-Omede, is the CEO and Founder of Yetunde Global Consulting LLC., a management consulting firm which specializes in leadership development and training, organizational management and global business strategies. She is also the Founder of Young Woman's Guide, an organization that links young girls to mentors. It also stages events focused on women's empowerment, offering resources and opportunities to get involved with philanthropic and humanitarian initiatives geared toward female development. She is also the creator of the online forum, Putting Your Best Self Forward providing personal and professional advice. Her commitment to youth development, education, leadership, women's and girl's empowerment is reflected by her continuous work with organizations like Teboho Trust based in South Africa, Friends of Teboho, Inc., Global Woman Leadership Collaborative, Clinton Global Initiative, SHE Summit Week, New York Needs You, Young Woman's Guide and others. She is an international motivational speaker and proponent of political inclusion and greater representation of women in government. In 2010, she met with the First Lady of Nigeria to discuss tangible solutions to alleviate youth unemployment and increase social and economic entrepreneurship for women. Ms. Odugbesan-Omede is currently a Ph.D. (ABD) candidate at Division of Global Affairs and an Adjunct Faculty Member of Political Science at Rutgers University in New Jersey.

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**Olivier Oger    France    Champion, Women's Economic Empowerment**

Executive Director of the EDHEC Business School since 1988, Olivier Oger has been a visionary key player in encouraging the participation of more women on the boards of publicly listed companies. He was instrumental in the success of the European Business Schools/Women on Boards initiative and the Global Board Ready Women (GBRW) database, started by EDHEC board member and head of the Global Women's Telecommunications Associations, Candace Johnson and European Commission Vice-President, Viviane Reding. Mr. Oger has championed the involvement of EDHEC in this initiative, particularly its role as the leading business school sponsoring the GBRW project. The early commitment and active support of Mr. Oger and EDHEC have been crucial in the success of the initiative. A Professor of Economics, he was responsible for a research unit at the Catholic University of Lille between 1974 and 1988. He is a member of the Steering Committee of the EFMD (European Foundation for Management Development) and served as a member of the EQUIS Accreditation Committee in Brussels from 2000 to 2007. Mr. Oger holds a seat at the Lille Grand Committee, the Council of Development of Lille Métropole, the Steering Committee of the World Forum of Responsible Economy in Lille and is a member of the Higher Council of the FUPL (Institute of Lille University Federation) and the International Advisory Board of the University of Maastricht.

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**Ade Onilude    United Kingdom    Community**

Ade Onilude is a passionate advocate for the economic empowerment of women. Aside from her "day job" she is the founder of Women in Marketing organisation, which has sought to recognize and empower women in the Marketing profession since 2004. The first Women in Marketing event was held in March 2004 to coincide with an International Women's day celebration. Ms. Ade has single-mindedly focused on using this day as the platform for the annual conference which she has managed to deliver with a minimal amount of external funding nor paid staff. Each conference tackles a timely and relevant theme which is presented by primarily female thought leaders in that field/sector. WIM event themes have varied from Work life balance, branding ethical Marketing to global marketing. Ms. Ade launched the Women in Marketing Awards in 2010 with the aim of promoting the achievement of women in the marketing sphere. The awards have recognized highly accomplished women in Google, Boots, and other globally recognized brands. She has a very strong sense of altruism and each conference aims to support a not-for-profit including Brook-Sexual Health Charity, Women for Women International UK and Bull Dog Trust Philanthropy.



**Pamela Parizek United States of America Community**

Pamela Parizek is a forensic Partner in the Washington DC office of KPMG LLP and leads the DC global investigations practice. In that capacity, she leads and mentors extraordinary teams of local and global women, and from the KPMG platform, furthers the economic empowerment of women by serving as co-chair of the DC Chapter of Women Corporate Directors (WCD), and as a board member of several non-profit organizations geared toward women and education, including Global Kids, Adventures for the Mind Foundation, SEC Historical Society, and KPMG's Families for Literacy. Ms. Parizek has a long history of community service activities that spans 30 years. As co-chair of the DC Chapter of WCD, she promotes the interest of women on boards by developing programs for women to interact and share experiences serving on corporate boards. WCD is the only global membership organization of Women Corporate Directors, working together, to ensure best practices in corporate governance around the world. WCD has become a true champion for women directors and a vital source of expertise that promotes women diversity in the boardroom. As a board member for the Adventures for the Mind Foundation, Pam advances the interests of global women by helping to promote entrepreneurial activities, mentorship, and networking with influential women in the US, South America, and throughout the world.



**Ella Peinovich United States of America Entrepreneurship**

For the past 3 years, Ella Peinovich, has worked as a social entrepreneur in and around the informal settlements of East Africa. As the current CEO of Soko Inc., Africa's first mobile marketplace, Ella has a passion for engineering solutions applicable to international development with a focus on women's needs. Ella first developed the idea for SOKO, while working in the slums around Nairobi, after witnessing the amazing cultural capital produced by the artisan community and yet the disproportionately low economic value placed on the artisans' work. Ella and SOKO empower women through e-commerce by creating the tools for trade that enable any artisan to connect directly to web-based consumers, using a simple mobile phone, even if they lack access to the internet, a computer, or a bank account. Since Ella founded the company in May 2012, SOKO has recruited over 250 artisans from Kenya, to sell their crafts online to the international market, increasing their earnings on average by three fold. Women in Africa produce 60-80% of the continent's goods; yet they earn only 10% of the incomes. SOKO aims to promote more equitable and distributed international trade for over 100,000 artisans by 2015 and help eradicate economic discrimination against women. SOKO's proprietary technology and framework, developed by Ella while in her graduate studies at MIT, transform the ubiquitous mobile phone into a tool that expands access to economic opportunity for women in underserved communities, to work their way out of poverty in ways that are both sustainable and dignified.



**Rachel Petero New Zealand Young Women Leaders**

Rachel Petero came to Qatar from London in January 2012 to join her husband. From her time of arrival when she knew no-one, Rachel recognized there was no central body of inspiration for Qatari Women. She empathized with the women in this traditional culture, and realised how she could support leading them towards economic empowerment, working throughout their own community, by sharing skills and creating a sharing environment for change and growth. Rachel created 'Women Leading Change, Qatar' as a platform from which to develop, nurture and promote the emerging talent of Qatari Women. In one year she created Symposia, built programs and initiatives to connect, educate and promote young women within Qatar and Internationally. Using her skills, money and energy Rachel created an inspiring vision and vehicle to bring Qatar Young

Leaders together and lead them into a brighter future. In this short time, WLC has germinated many independent initiatives and active entrepreneurs who now have their own momentum and passion. Rachel has focused on the growth of economic and entrepreneurial skills for young women and engaged Qatari corporate leaders, government and ministries to participate and support these WLC programmes and initiatives. Rachel has tirelessly and with tremendous passion, worked to connect, develop and promote young Qatari women. Rachel believes that Women will ultimately lead the country of Qatar.

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**H. E. Madam Penehupifo Pohamba   Namibia   Non-Profit/NGO**

In 2009 a former street kid, living openly with HIV and AIDS, started an NGO in Namibia, called the Miss Heritage World Organisation. As she was looking for a strong, dynamic and influential person to be the organization's Patron, a request was made to Madam Penehupifo Pohamba, First Lady of the Republic of Namibia. Madam Pohamba graciously accepted the invitation and with her strong leadership and determination as Patron, helped the organisation grow from strength to strength. Miss Heritage World Organization currently has 40 national Directors in 40 countries around the world. 80% are young women who are spearheading the Miss Heritage World Organisation in their countries. These young women are making a living through organizing events such as fashion shows, beauty pageants and tourism in their respective countries. Most of those young women, as they were encouraged by the Patron, came from villages in rural areas. Madam Pohamba is tireless in her efforts, always striving for women's economic empowerment, mostly at a rural level. She contributes financially as well to various women's projects in villages, in order to help more women make a living. Through her selfless sacrifices, support and dedication to the empowerment of rural women in our society, Madam Pohamba has truly made a world of difference and offers a shining example to encourage other African First Ladies to emulate her excellent example.

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**Carolann Harding   Canada   Public Service/Government**

In the early 1990s a young woman, Carolann Harding, won the Youth Entrepreneur of the Year award for the province of Newfoundland and Labrador (NL), a great accomplishment within itself. However no one was aware then just how this young woman would take her business passion and positively impact hundreds of business women in the years that followed. Carolann Harding dissolves the image of a paper-pushing public servant. With her quiet respect, brilliant mind and long reaching foresight she starts her day with women business owners (WBOs) on her mind. Her objective is to empower them to not only dream, but to dream big! She coaches them to discover just where they want their business to be in five years. She comes from the understanding, through personal experience, that some women begin their business out of need and that financial assistance is necessary for survival. In her role as International Trade Officer, Innovation, Business and Rural Development, Government of NL, Carolann helps companies discover markets and market entry strategies that can help them grow their business and explore and reach export markets with the Province's largest trading partner, the USA. Along with NLOWE's (Newfoundland Labrador Organization of Women Entrepreneurs) Deborah Youden, Carolann's team work creates an unstoppable force in the economic empowerment for the province's business women. She is an individual who sees the broader picture and sees how she can use her skills to help others reach their goals.

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**Selma Prodanovic   Austria   Entrepreneurship**

An Austrian Entrepreneur of Bosnian Origin and Philanthropist known also as a Business Angel with a special Investment approach. She founded Brainswork the boutique business developer with an independent office in the USA and 132 partners worldwide. She has lectured on networking and entrepreneurship at numerous universities around Europe promoting women. Brainswork is the first development network for highly talented

teenagers in disadvantaged communities, but helping women at all stages in life is her main aim. She is also the founder & President of IncredibleEurope.

**Shirley Randell    Australia    Community**



Shirley Randell was awarded one of the Inaugural 100 Women of Influence Awards for demonstrating significant influence globally and contributing to driving positive change in Australia. Ms. Randell has worked in a variety of countries. She worked in Rwanda for many years with particular interest in Women's health. She also has worked in Afghanistan with Global Rights: Partners for Justice (GRPJ), where 102 legal fellows were trained - 78 women and 24 men from Kabul and three other provinces. The purpose of the training was to build their capacity and empowerment in gender awareness and the legal framework in Afghanistan. It was a huge challenge, given the influence of tradition and Sharia law with many minds closed to gender issues. In Lagos, Nigeria, she gave a keynote speech on The Role of Women in Conflict Resolution to the 34th Convention of the International Federation of Women Lawyers on Women Through the Ages and Sustainable Empowerment. There she shared some of the stories of women's empowerment in Rwanda and encouraged leading lawyers from over 30 of the Federation's 64 member countries and from every state in Nigeria to work towards the implementation of UN Security Council Resolution 1325/2000 on women's representation in peace processes and conflict resolution committees. Ms. Randell is a member of WCEI in Australia and returns to attend forums and shares her news regularly.

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**Aysha Rau    India    Non-Profit/NGO**

Aysha Rau founded The Little Theatre Trust in 1991 to raise funds for her outreach programs. For the last 18 years she has scripted and produced musicals and shows. Her outreach programmes include theatre workshops and spoken English classes for 200 underprivileged children on a weekly basis. And every year she selects a minimum of four children for a seven year education scholarship. Her organization pays for them to finish high school from a private school and then to go through University. In this way she has empowered many girls who are now working with Banks and other corporates. These underprivileged girls are first time graduates in their families and been saved from becoming domestic maids. Aysha has definitely impacted their lives for the better. She does this on an honorary basis.

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**Viviane Reding    Luxembourg    Public Service/Government**

Viviane Reding has been a tireless champion and the major driver and advocate for gender equality in Europe, leading the debate with political and business leaders in Europe and pushing to enact a law to achieve equal opportunities for men and women at the highest levels in the European economy, especially on supervisory boards of listed companies. She has also been an open supporter and advocate of the Global Board Ready Women searchable database initiative, which contains more than 8,000 international profiles of highly qualified women who are ready today for listed boards worldwide. Ms. Reding's support has been a major reason for the success and credibility of the GBRW initiative with CEOs, Chairmen and top executive search firms. Getting the legislation through was not easy, with extensive, heated debate and opposition from many quarters. She championed the vigorous debate, saying that "thankfully, European laws on important topics like this are not made by nine men in dark suits behind closed doors, but rather in a democratic process". After a long discussion in the European Commission. Ms Reding's ideas, shared, among others, by the President of the European Commission José Manuel Barroso and the Commissioners with economic portfolios, prevailed. Ms. Reding is the European Commission's Vice-President and Commissioner for Justice, Fundamental Rights and Citizenship.



**Alexandra Richardson   China   Corporate**

As a Senior HR Director for PepsiCo Asia Pacific, and lead for the PepsiCo Africa, Middle East and Asia (AMEA) sector's Centre of Excellence for Diversity & Inclusion, Alexandra Richardson is a tireless proponent for the cause of women and their economic empowerment. She has worked to achieve a workplace culture, supported by policies and practices, that enables women to reach their full potential. Working in both developed and developing economies, spanning more than 90 countries and with over 40,000 employees, she is a champion of female talent. She has ensured that PepsiCo's processes such as succession planning, are inclusive and provide a focus on female talent. Under her leadership female representation has increased annually with females now holding 41.3% of executive positions within the PepsiCo Asia-Pacific Region. Working collaboratively with business leaders she has developed and implemented a multi-year roadmap that has introduced a range of programs and initiatives to support females. These include an "Inclusive Mentoring" program which establishes female talent with executive mentors and an external Female Leadership program which utilises both classroom and on-line learning. She has embedded International Women's Day as an annual event across the company and, through her work with Women's International Networking (WIN), she has extended the reach of her work to develop female talent beyond PepsiCo by engaging with strategic business partners in Japan. The success of her work is demonstrated by the recognition that PepsiCo has received both from government and private sectors with workplace awards such as Employer of Choice for Women (Australian Government, 2011/12) and Asia's Most Women Friendly Employer (WIL Forum Asia, 2012). Recently she further extended her commitment outside the corporate world engaging as a mentor to a female university student as part of a PepsiCo Community Business initiative.

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**Elisabeth Roelvink   The Netherlands   Non-Profit/NGO**

Elisabeth Roelvink was an experienced management coach when she first heard of the work of The Hunger Project (THP) in Bangladesh. She bought a ticket and showed up in Bangladesh in early 2000 and volunteered to do whatever she could to help. She spent the next three years in rural Bangladesh, learning the language and working with poor women. She came to realize that women were not "problems" but rather the solutions to ending hunger and poverty and furthermore, that creating opportunities for women was the key to a self-reliant Bangladesh. Equally important, she recognized that although these women shoulder much of the responsibility of the family, they had little self-esteem because of the deeply patriarchal society. Using her coaching skills, Ms. Roelvink was able to empower hundreds of village women to fulfill the dream of starting their own income generating activities and so become the authors of their own future. Back in the Netherlands, she was instrumental in transforming the Dutch THP from a small, volunteer organisation with 300,000 euro turnover into an NGO with 6 employees and a 3 million euro turnover, creating a strong community of entrepreneurs and family foundations that recognizes the power of women in ending their own hunger.



**Nancy Ruth   Canada   Public Service/Government**

For decades, Senator Nancy Ruth has been one of Canada's most outspoken champions of women's economic advancement in Canada and internationally. A senator since 2005, she co-founded many organizations that work for women's advancement in Canada: LEAF (The Women's Legal Education and Action Fund), The Canadian Women's Foundation, [www.section15.ca](http://www.section15.ca), The Linden School, The Women's Future Fund and the Charter of Rights Coalition. In particular, LEAF focuses on the application of the Canadian Charter of Rights and Freedoms to the discrimination women experience in the workplace, such as pay inequality, sexual harassment, discrimination in government benefits and hiring. Internationally, Senator Nancy Ruth (who uses her given

names and no surname) has been a staunch supporter of women's human rights emphasizing political leadership and economic participation. A Canadian Senate Human Rights Committee report pushed to ensure that women in Afghanistan were fully able to participate capacity building and advocated gender-sensitive training to enable peacekeeping troops to maintain women's security. "Women cannot be treated as only victims of war and beneficiaries of peace. Violence against women cannot be curtailed unless women are full and active participants in society," she said.

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**Nermin Saad Jordan Community**

Nermin Saad, a Jordanian mechanical engineer found herself living in Kingdom-of-Saudi-Arabia (KSA) unable to work on site because of very specific work restrictions on women in that country. At the same time, she found there was strong demand for her skills on the design/planning side where she could work remotely from home as a-freelancer and use her qualifications. When Nermin returned to Jordan, she placed a seven word ad in a local Jordanian newspaper for a female engineer to work from home, not expecting many replies. She was overwhelmed by hundreds of applications and realized there was a huge gap in the market for female engineers who cannot work on site due to the conflicts with their home life. She says, "Initially, I wanted to recruit someone to help me achieve my own successes, but then I realized there was a whole generation of female engineers who were watching their dreams go up in smoke as they sacrificed their careers and years of training to stay at home and raise their families. This pushed me to do something to help other women utilize their skills. My mission changed from simply building a career for myself to doing something to help other women." Thus her company, "Handasiyat" was born and now employs ten female engineers.

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**Achyuta Samanta India Champion, Women's Economic Empowerment**

Sometimes the simplest vision can be the most powerful. Achyuta Samanta developed a vision from the simple equation that poverty creates illiteracy and literacy eradicates poverty. Thus began his relentless efforts to create an equitable society without poverty and ignorance by educating girls. It started with a small school in 1993 for the indigenous peoples in the region. The Kalinga Institute of Social Sciences (KISS) has grown into the largest residential institute in the world for twenty thousand tribal children providing education, food, accommodation, clothing and health facilities absolutely free. Dr.Samanta's belief that women need to be the fundamental actors of the society motivated him to focus on ensuring that girls were fully included and determined to educate more than nine-thousand underprivileged girls. KISS has introduced various programs like Life skill education (in collaboration with UNFPA), vocational training, English Micro-access (collaboration with US embassy) and personality development classes so that girl's can pursue careers. Girls from remote tribal districts are pursuing careers in medicine, sport, economics, all because they've all grown up at KISS having their basic right to education fulfilled. Dr.Samanta believes that education is every girl's right and intends to educate more than 15,000 girls by the end of this decade.

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**Nicole Sandford United States of America Corporate**

Nicole Sandford has been a vocal advocate for including more women on corporate boards for more than a decade. Recognized as a "Rising Star of Corporate Governance," by Yale University's School of Management, Nicole's impact on women and diverse candidates on corporate boards is enormous. In 2003, Nicole, along with former Deloitte Chairman, Sharon Allen, launched the "Diversifying the American Board Series," to encourage diverse executives - who may lack access to the traditional pathways that lead to America's corporate boardrooms - to consider board membership. The series, led by Nicole for the past ten years, also aims to provide companies seeking diversity for their boards a chance to meet potential board members while providing an educational opportunity that is valuable to all of the program participants As Co-Chair of Financial

Women's Association's Directorship and Corporate Governance Committee, Nicole's leadership has impacted hundreds of women through programs, including FWA's popular Directors Dinner, which empower and educate female executives about the skills required to be on a corporate board. Moreover, she has led research efforts, assisted by Deloitte, including the FWA-100 Study, which surveys the leading Tri-State companies concerning their progress on board gender diversity. Ms. Sandford is a partner and national practice leader for Deloitte & Touche LLP's Governance and Enterprise Compliance Services and Co-Chair of the Financial Women's Association of New York, Inc.'s (FWA) Directorship and Corporate Governance Committee.

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**Hajjat Aphwa Sebyala Uganda Non-Profit/NGO**

Hajjat Aphwa Sebyala has a passion for empowering girls and women through mentoring and training, working with organizations like the British Council, TechnoServe, Coach Africa and CEDA International. She is a role model for professional women, and specifically coaches young women to leadership positions in DFCU bank, National Enterprise Corporation, and Uganda Revenue Authority. She has also worked extensively with Federation of Uganda Employers to improve the employability of young professional women and is well known in Uganda for her unique Islamic dressing, energy, humour and charisma. Ms. Sebyala's areas of expertise are technical insurance and reinsurance, human resources, general management, project management, international conference coordination and public speaking. She is an Associate of the Chartered Insurance Institute UK (ACII)-London school of Insurance (UK) and the first woman to get this professional qualification in Uganda. Ms. Sebyala formed the Gomba Women's Environment and Development Group, working with rural woman to fight effects of Climate Change, and to improve the entire family livelihood through energy and money saving methods like cooking with briquettes instead of firewood. Several women have embraced environment protection to create businesses planting of seedlings, making ovens, briquettes, growing and selling fruit.

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**Romaine Seguin United States of America Corporate**

As President of UPS Americas Region, Romaine Seguin is responsible for all UPS package and cargo operations in Canada and more than 50 countries and territories across Latin America and the Caribbean. She also has oversight of the UPS Supply Chain Solutions operations throughout Latin America, Miami and the Caribbean. Romaine was the first female Chief Operating Officer of the Europe, Middle East and Africa (EMEA) of UPS and the first to start a UPS corporate women's leadership network outside of the USA, which she accomplished during her posting in Europe from 2008 to 2010. Ms. Seguin began her career with UPS in the U.S. in 1983 and in 1989, accepted a five-year assignment in Europe in operations and finance, living in both the UK and France. In 1994, she returned to the U.S. as controller for the air district, based in Louisville, Kentucky. From 1996 to 1999, she returned to operations rising through increasingly senior roles and in 2007 Ms. Seguin moved to Milan, Italy as the managing director of UPS South Europe and a year later was promoted (March 2008) to Chief Operating Officer for the Europe, Middle East and Africa region, based in Brussels, Belgium. Romaine is an active board member of the Florida International University (FIU) School of Business Dean's Council and sits on the Transportation Advisory Board for Best Buy Inc. She is also the current President of Conferencia Latinoamericana de Com.



**Theopista Ntale Sekitto Uganda Corporate**

A Banker and Social Entrepreneur, Theopista Ntale Sekitto is currently working with DFCU Bank as the Head of Wholesale Banking, a position that has enabled her to directly be involved in the Women in Businesses Program. This program enables women entrepreneurs from both the formal and informal sector to acquire key skills in financial management, business planning, production, customer care and marketing. Ms. Sekitto's role as the

champion, task manager, mentor, confidant and friend to so many women has transformed the women to confidently interact with the bank on a regular basis. As the African regional head for Global Banking Alliance for Women, in her role sitting on the Global Banking Alliance Board representing the African continent. She has pushed "women's access to finance agenda" in national and global forums. Ms. Sekitto also heads the Uganda Chapter of New Faces, New Voices, an initiative started by Graca Machel, wife of Nelson Mandela. Through this program she focuses on grooming and mentoring young women to rise to leadership positions especially in the male-dominated financial and corporate world. Despite her busy schedule, she serves on a number of national and international boards including: FAWE -Uganda (Federation of African Women Educationists)

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▾ **Dana Shuqom** Jordan Non-Profit/NGO



Dana S. Shuqom is a Jordanian national and the first country national to head one of the regional offices of AMIDEAST. Dana was a recipient of the Fulbright and Chevening scholarships. When she was awarded the Fulbright, her younger daughter was only 1 year old and still, Dana chose to seize the opportunity and traveled to the United States with her child to pursue her graduate degree in international studies. Among the projects to support women's well-being that she supervises as head of AMIDEAST in Jordan is the "Arab Women Entrepreneurship Program", which aims to introduce local women to basic business skills and mentorship required to open or expand a business. Dana is very proud of a mentorship and training project she launched some years ago which provided female orphans with English Language and soft skills to increase their opportunities in securing jobs upon graduation and leaving the orphanages. She is a role model and great source of inspiration to Jordanian females. It is in no small part because of her leadership role and championing of women's economic empowerment that AMIDEAST Jordan is considered a great employer of choice for women.

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▾ **Colleen Sidford** Canada Corporate



Colleen Sidford is a woman who has used her own success and position to bolster the career success of other women. When she retired in 2013, Colleen served as Vice President and Treasurer of Ontario Power Generation (OPG), responsible for generating electrical power for Canada's most populous province. She worked with OPG management to remove gender biases and encourage women in their careers. In the largely male-dominated power industry, Colleen felt women needed support to advance and connect with one another so she founded the "emPOWERed Women Program" which is now reaching women working across the province. Its objective is to provide formalized mentoring opportunities for women to help each other grow their professional capabilities and leadership skills. The program has been highly successful, an achievement that the women's research and advocacy organization, Catalyst, recognized by naming Colleen a 2010 Business Leader Champion at the Catalyst Canada inaugural honours. Colleen has always viewed career advancement of women not as an HR initiative but as a business imperative that needs to be embraced and woven into the culture of an organization to truly integrate the advancement of women in business success. In 2013, Colleen was appointed President of Women in Nuclear, representing Canada in the WIN Global organization and acting as an ambassador for the nuclear industry.

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▾ **Kamela Sidiqi** Afghanistan Entrepreneurship



Kamela Sidiqi is one of only a very small number of Afghan women entrepreneurs who were able to brave the brutal Taliban regime to become a role model for women in business in Afghanistan. She received a teaching degree but was subsequently banned from school and confined to her home when the Taliban came to power. Her father and brother were forced to flee the city and Kamela became the sole breadwinner for her mother and five siblings. She picked up a needle and thread and started a tailoring business of her own, which thrived and

grew to employ 100 women. She went on to create, and now runs, Kaweyan Business Development Services (KBDS), teaching entrepreneurship throughout the country. She has been directly involved in managing projects of a number of large international donor agencies, such as USAID, UNIFEM, UNDP and Hand & Hand. Her expertise lies in gender training, business awareness and business plan writing, organizational development and entrepreneurship. She focuses on process re-engineering and organizational development tools that support proactive approaches in meeting the dynamic challenges ahead. Her story was documented in the book, *The Dressmaker of Khair Khana* by American journalist Gayle Tzemach Lemmon.

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**Linda Smith United States of America Education**

In August 2010 Linda L. Smith was invited to become a member of Congressmen Joe Baca's Women's Advisory Committee for the purpose of working with Congressman Baca and his staff to provide recommendations and advise on matters that will improve the quality of life for women throughout the 43rd Congressional District and nationwide. Her appointment follows a highly successful career as a nurse and entrepreneur. As a Registered Nurse, Ms. Smith combined her love of nursing, high standards of health care professionalism and a deep spiritual faith by founding the first and only African-American owned, fully-accredited, vocational career college in California licensed to teach Vocational Nursing and other allied health care programs. Starting in September 1992 with two students in its first class, today Four-D College has more than 7,000 graduates, almost all women, who have begun careers in the medical field. In addition to the Colton Campus, she opened the first hands-on vocational health care college in the City of Victorville. She continues to successfully operate two campuses for Four-D College, which has recognized as an Outstanding Business by numerous agencies.

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**Narine-Dat Sookram Canada Champion, Women's Economic Empowerment**

Originally from Guyana, Narine Dat Sookram is dedicated to coaching women in business to give them the skills they need to be economically independent. Mr. Sookram spends his own time and money, coaching women entrepreneurs on how to balance financial statements so that they can manage their financial bookkeeping themselves, thereby saving on start up and giving them the confidence that they have the extra knowledge and skill run their own business, or even apply the skills to other companies if they choose to work for other businesses. Many of the women he has guided are now successful business women in their own right and now are living independently. They in turn are sharing their economic empowerment and motivation to help others as well. A recent recipient of the RBC Top 25 Canadian Immigrant's Awards, he donated his prize money to the Focus for Ethnic Women (FEW) because he believes that Focus for Ethnic Women is an organization where women can come together and feel a sense of belonging, where each one can utilize the resources available to maximize her own potential, feel welcome, safe and accepted.

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**Dr. Dagmar Steinmetz Germany Entrepreneurship**

An accomplished businesswoman herself, Dr. Dagmar Steinmetz was elected Secretary General of FCEM (Femmes Chefs d'Entreprise Mondial) following many years service on the FCEM steering committee. In addition to being a highly successful business consultant, Dr. Steinmetz has contributed positively to the aid of many women's careers and organizations, giving tirelessly of her time and energy. Since the 1990s, she has served on countless women's business organizations, including the Association of German Women Entrepreneurs, the Board of the German Women Entrepreneurs Regional Association, Chairman of the German Women Entrepreneurs

International Team, member of the German-Czech and German-Slovak Society, the Association of Czech Women Entrepreneurs and Managers, the Slovak Women Entrepreneurs, Women in Business, Austria, Board Member of the World Association of Women Entrepreneurs, Senior Advisor for Europe to WeConnect International as well as serving as a Global Ambassador for TIAW.

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**Suzanne F. Stevens Canada Education**

Suzanne F Stevens founded a highly successful communications and training firm, Ignite Excellence Inc., but didn't stop there. She also created and hosts Wisdom Exchange TV ([www.wisdomexchangetv.com](http://www.wisdomexchangetv.com)) a program to support, develop, and empower women internationally. Focused primarily on Africa, this web-enabled platform educates and inspires future African women leaders who in turn share their strategies and tactics for success. These women are called the "Leading Ladies" and are change agents of African companies, communities, countries and continent. To fund this initiative, Suzanne and her husband sold most of their possessions and set off to travel Africa uninterrupted for twenty months, conducting interviews in nine African Countries. To date, Suzanne has interviewed 63 African women pioneers and Wisdom Exchange TV is watched in 77 countries, 27 in Africa. In addition, Suzanne founded the Ignite Excellence Foundation (2007) whose vision is to invest, inspire and develop women leaders in emerging countries with primary focus on education scholarships to prospective African women leaders. A portion of her speaking engagement fees and online product income is donated to the foundation creating a sustainable investment in the economic empowerment of perspective African women leaders.

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**Jaleh Taheri Sweden Non-Profit/NGO**

Jaleh Taheri is a force of nature with passion for change. She has been tireless in her efforts to create a link between Scandinavia and the Middle East that would result in collaborative efforts to increase the participation of women in leadership. Her work has not gone unnoticed and she received strong support in her work to establish and develop Women for Sustainable Growth (WS4G). After planting the seed in 2010, she launched WS4G with an Inaugural Summit supported by academia, corporations, entrepreneurs and diplomats from both the Gulf Cooperation Council (GCC) and Sweden in 2011. WS4G's vision has been refined to "promote sustainable growth through increasing female leadership in society and creating a bridge between the GCC and Scandinavia." Their "mission: To encourage, support and develop female leadership in Scandinavia and the GCC. WSG intends to fuel sustainable economic growth and development through collaboration on socially responsible practices in female leadership, sustainability and bridging cultures. Since launch they have held training programs in both the GCC and Scandinavia and continue to develop their network and potential, all of it a direct result of the passion of Jaleh Taheri to make a world of difference for other women as economic drivers.

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**Aini Tahir Pakistan Non-Profit/NGO**

In a family of six sisters, Aini Tahir was the first in her family to achieve a higher education and holds a Masters Degree in English. Despite her own progress, she saw too many systemic threats to the security and well being of other women throughout the rural areas she was familiar with. She deplored the oppression of women, the lack of economic security, the sexual, physical and psychological violence, dowry systems, family violence, rape, prostitution and trafficking of women. Seeing conditions deteriorate, she became determined to work for the betterment of women and although only in her 20s, founded the Sindhica Women's Empowerment Organization in her district of Naushahro Feroze. Sindhica is a platform where women are educated about their rights, informed about gender issues and ways to

reduce violence against women. This cooperative society brought thousands of female members to seminars and trainings that worked to support women's economic empowerment. Her own training and work experience has included microcredit, and human rights and she combines these to ensure women are aware of what they are entitled to and know how to get the resources they need to sustain themselves and their families. Ms. Tahir was one of three women from Pakistan nominated for the Asian Rural Women Coalition in 2011.



**Elizabeth Thande Kenya Community**

Elizabeth Thande started a successful career in the agricultural sector 25 years ago, moving from dairy animals and food crops, becoming a grower of vegetables and flowers and now is Managing Director of PJ Flower Limited, a subsidiary of WETFARM Ltd. When she first settled onto her farm, the poverty and hunger facing immediate neighbours moved her so she took action. Her first step was to organize the women farmers into groups each consisting of 15-30 members. Each group was encouraged to produce a familiar crop and she provided them with a complete production package which included planting material, information on timely farm operations, qualified personnel and marketing of their produce. These farmers are paid their fees every two weeks this scheme has provided tremendous economic empowerment to the women. They speak of being able to keep their children in school, to provide nutritious meals, resulting in an overall improvement in their standard of living. The improvement of these women farmers has improved the local economic base, providing poverty alleviation for many families and communities. Ms. Thande believes in helping rural women farmers adopt new technologies, reduce costs and undertake sustainable farming with profitable returns. Her mission is critical, given that 99% of all farming in Africa is done by women and less the 1% of all loans to farmers go to women.

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**Tracy Theemes Canada Education**

Tracy Theemes entered financial services with a major U.S. brokerage firm and later co-founded Sophia Financial Group (Raymond James), the only full service advisory firm in Vancouver prioritizing the financial needs of women. Ms. Theemes believes that while women make more spending decisions and start more businesses than men, they often lack the knowledge to make confident, informed financial and business decisions. Sophia FG empowers women by providing high quality foundational education, advice and support. In 2007, Ms. Theemes initiated the "Wealth Academy", a day-long conference where women of all economic levels are taught by the city's top experts in banking, career, financial planning, investing and negotiation. Those who can afford to attend are encouraged to sponsor those who cannot. In 2013, forty women attended thanks to other women. Through this sustainable model, and her one day per week of pro bono work, Tracy closes the gap between advantaged and disadvantaged women. Over 225 women attended this year's conference and all proceeds go to Dress for Success, a charity that provides business clothing to women entering or returning to the workforce.

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**Pervin Todiwala United Kingdom Entrepreneurship**

Bombay-born Pervin Todiwala is the co-founder and patron of Cafe Spice Namaste, now on its 18th year and a consistent holder of a Michelin BIB Gourmand. She is a rarity as the "quiet" half of one of the most dynamic and successful partnerships in the UK's male-dominated £3 billion Asian cuisine industry. While her husband, Mr. Todiwala of Mr. Todiwala's Kitchen, is the celebrity chef, those in the know recognise her as the real decision-maker and instigator of the business's continued expansion. She is a staunch supporter of women's business organizations, including City Women's Network, Women in Marketing and TIAW. She holds restaurant fund-raisers for charities supporting women in rural areas of the Sub-Continent such as Learning for Life and Find Your

Feet. She has provided several paid internships for women from the Sub-continent wishing to learn more about the food trade, and is a champion of diversity, personally choosing women from different ethnic backgrounds to hers for senior posts within her business.

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**Diane Tompson Australia Entrepreneurship**

Diane Tompson is a role model and inspiration for women. She shares her talents and wisdom with women around the world and is passionate about the success of women both in business and in maintaining good health and life balance. She is actively involved in many efforts that directly help women empower themselves and grow their businesses. Ms. Tompson is a Past National President of Women Chiefs of Enterprises International and serves as a regional commissioner for FCEM (Les Femmes Chefs D'Entreprise Mondial). She currently serves as Managing Director and co-owner of Powercom Group (parent of four companies), established in 1991 and based in Tasmania, Australia, in addition to serving on numerous boards related to manufacturing in Australia: Tasmanian Council of the Australian Institute of Company Directors and is Tasmanian Chair and member of the National Board of Family Business Australia. Diane was named a finalist in the 2013 Ernst Young Entrepreneur of the Year Award Australia. In 2011, she was a recipient of an International Women's Entrepreneurial Challenge Award. In 2009, Ms. Tompson became the first woman to receive the Gold Medal Award presented by the Australian Institute of Company Directors. In 2005, Diane was named Tasmania's Telstra Business Woman of the Year.

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**Artemis Toumazi Cyprus Entrepreneurship**

Artemis Toumazi is the president of the Cyprus National Federation of Business and Professional Women and has been a driving force behind the advancement of women's entrepreneurship and economic empowerment in Cyprus. She strongly believes that women's small businesses will prove to be the crucial factor in changing the country's economic problems and will shape Cyprus's economy towards sustainable development. Under her guidance in 2001, a group of 350 women, decided to start-up their own business to empower women entrepreneurs and founded the Cyprus Women's Cooperative Bank (Women's Co-Op Bank). Since its establishment, the Women's Co-Op Bank has financed more than 470 enterprises owned by women. It remains the first and only cooperative bank founded, financed, and operated by women. Through the efforts of Ms. Toumazi and the Women's Co-Op Bank, women's participation in entrepreneurship in Cyprus has grown from 12% to 28%. The Women's Co-Op Bank identifies gaps in the economy, promotes support programs for female entrepreneurship and provides free advice and guidance, as well as loans that are tailor-made to the needs of small business owners. Said Ms. Toumazi, "Unless men are accepting the new role of women being economically independent (and) being politicians, society won't progress".

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**Jannet Vaessen The Netherlands Non-Profit/NGO**

Jannet Vaessen is General Director and the driving force behind the national women's network WOMEN Inc. Ms. Vaessen has led this network with great passion, vision, dedication and inspiration. She has proven to be a successful female leader in the new feminist movement by inspiring society, businesses and government to make a difference. WOMEN Inc. provides an accessible and active media platform where women from all walks of life can meet, be heard and join forces, bridging the gaps between individual women, business professionals and policy makers in order to solve collective issues related to women. The main pillars are programs to help women develop financial independence and programs to address gender-specific health issues. In the

areas of financial independence, WOMEN Inc. has created a special program focused on women who lacking formal education. It enables them to develop the kinds of skills that are important if they are to be employable and helps them on the road to financial independence. This program has been very successful and has been implemented in all of the provinces of the Netherlands. Likewise, in the field of health, WOMEN Inc has programs to highlight the gender-specific medical needs of women that aren't always recognized by medical professionals and is necessary to ensure the well-being of women and their ability to contribute to their own independence and the economy.

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**Ludo Van der Heyden France Champion, Women's Economic Empowerment**

Ludo Van der Heyden is Academic Director of the INSEAD Corporate Governance Initiative and has been a Professor of Technology Management at INSEAD since 1988. As a leader of INSEAD's International Corporate Strategy and Governance programs, Mr. Van der Heyden has promoted board gender diversity as an economic factor in global corporations. He has been a key supporter of Viviane Reding and Candace Johnson's European Business Schools' initiative to get more women onto corporate boards and has been vocal in his support of quotas to bring gender diversity to corporate boards in Europe. He says not only should boards become more gender diverse but also that it is "absurd and not normal" that there are corporations with no women in their executive ranks. His view is without quotas, nothing will change, noting that the current rate of 1% improvement per year is unacceptable. Mr. Van der Heyden has held the Solvay Chair of Technological Innovation, the Wendel Chair in the Large Family Firm, which initiated INSEAD's activities in family businesses. He has been recognized with numerous awards for his work on the introduction of the Euro, for teaching excellence and for his case studies. He currently holds the Mubadala Chair in Corporate Governance & Strategy.

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**Flora Villarosa Philippines Public Service/Government**

Flora Villarosa is Mayor of the poorest municipality in Zamboanga del Norte and her biggest accomplishment has been her focus on creating livelihood opportunities to the people of her town, particularly the women. For the first three years as Mayor (2010-2013), she did not receive her monthly salary, which she instead gave to a cooperative that she organized in the villages. By the end of her first term, all the villages in the town had at least one functioning cooperative. Through shares in these cooperatives, members can earn vitally important extra money. In addition to assisting several farmers in the marketing their products, Ms. Villarosa has supported women who are vendors in the market to increase their business activity. After three years, Siayan is no longer the poorest town in the province and the skills trainings and capability building have helped prepare her constituents, particularly women, to engage in business.

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**Susan Vinnicombe United Kingdom Education**

Susan is the Director of the International Centre for Women Leaders at Cranfield School of Management in the UK, her particular research interests are gender diversity on corporate boards, women's leadership styles and the issues involved in women developing their managerial careers. Her Research Centre is unique in Europe with its focus on women leaders and the annual Female FTSE Report is regarded as the premier research resource on women directors in the UK. A prolific writer and much in demand conference speaker, her latest book, "Handbook of Research on Promoting Women's Careers". She has consulted for organisations in over twenty countries including the UAE, the Philippines, Trinidad, Nigeria and Malaysia on how best to attract, retain and develop women executives. She has advised government in the UK, New Zealand, Australia, Finland

and Spain on how to increase the number of women on corporate boards. Susan is the founder and Chair of the judges for Women in the City Awards. She is a Board member of the Saudi British Joint Business Council and Vice Patron of Working Families, a charity. She is also Visiting Professor of Curtin University, Graduate Business School, Perth, Australia. She was awarded the OBE for her Services to Diversity in 2005.

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#### **Fatuma Wamala Uganda Education**

At only 32 years of age, Fatuma Wamala is the Deputy Executive Director of the Girls' Education Movement (GEM-Uganda). She is one of the six visionary youth leaders who transformed GEM-Uganda into an NGO three years ago. The child-centred organization is led by young people and promotes girls' education through skills development, advocating and mobilizing for increased opportunities, and creating platforms for girls' empowerment. Ms. Wamala is passionate about the GEM-Uganda strategy of putting girls in the lead, with boys as allies and tapping into the wisdom of elders. With a fund of more than \$1 million, her work is positively impacting more than 1,000 girls in secondary schools and vocational institutes by providing scholarships, scholastic materials, health, mentoring, technical and entrepreneurship skills. This hasn't only inspired girls to go to school, but also increased the school retention rates for girls. Ms. Wamala is also part of the team that developed the United Nations Girls' Education Initiative (UNGEI) training guidelines in Uganda and a member of the gender task force and the national UNGEI chapter, a gender trainer and monitor with the ministry of education.

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#### **Padmasree Warrior United States of America Corporate**

As Cisco's Chief Technology & Strategy Officer, Padmasree Warrior is charged with aligning technology development and corporate strategy to drive technology and operational innovation across the company and oversees strategic partnerships. Ms. Warrior shares her knowledge as a mentor and coach, particularly in the science, technology, engineering and math area (STEM), and has used her prominence to support other women following in her wake. She recently participated in the US State Department's International Women Leaders Mentoring Partnership and Women in Technology Sharing Online (WitsOn). Her key points of focus for increasing women in STEM are to provide role models, remove barriers for careers, develop flexibility for integrating family and work, coaching to sharing experiences, and speaking publicly to women in STEM fields. Ms. Warrior has been widely recognized for her creative, visionary leadership. In 2012, Forbes named her one of "The World's 100 Most Powerful Women," Business Insider called her one of the "25 Most Influential Women in Wireless," the Aspen Institute honored her with its first Leadership in Science and Technology Award, and Fast Company included her among the "100 Most Creative People in Business". In 2007 she was inducted into the Women in Information Technology International Hall of Fame.