



LEAD NETWORK 
CONFERENCE 2022
13-14 OCTOBER - PARIS

AGENDA

LEAD Network Conference 2022

Doing not Trying: **Lead through Inclusion**

[REGISTER NOW](#)

Why attend?

LEAD Network's Conference is the flagship-event in Europe for D&I, focusing on gender equality in the retail and consumer goods industry. Delegates – including CEOs of some of Europe's largest companies – will connect for two days of networking, inspiration, learning, discussions, and best practice sharing, to drive action as an industry to create more gender-equal workplaces.

Our theme for this year is **Doing not Trying: Lead through Inclusion**. We believe that every one of us must play an active role in driving change, and every action counts. Whether you are a business leader trying to create a more inclusive organisation, a D&I professional seeking to learn from your peers, or a leader looking for ways to grow, this event will provide you with the inspiration, ideas, and connections to do so.

LEAD Network is a non-profit and volunteer-led organisation whose mission is to attract, retain and advance women in the Consumer Goods and Retail sector in Europe through education, leadership, and business development.

Overview

October, 13th 2022

Whole day	Virtual D&I Marketplace
11.00 – 12.00	Live virtual D&I Marketplace Showcase Presentations
15.00 – 16.30	NextGen Chapter event Supply Chain Chapter event
17.00 – 18.00	OPENING PLENARY <ul style="list-style-type: none">• Opening & Welcome• Opening Speech
18.00 – 18.30	LEAD Network Awards Ceremony
18.30 – 22.00	Networking Celebration Event sponsored by 

October, 14th 2022

Whole day	Virtual D&I Marketplace
9.00 – 10.30	Lead through Inclusion – Stories from Inspirational Leaders
10.30 – 11.15	Refreshment Break & Networking
11.15 – 12.30	Lead through Inclusion – Business practices to change the workplace and beyond
12.30 – 14.00	Lunch Break & Networking
14.00 – 15.00	Lead through Inclusion – How industry leaders can propel the 50/50 agenda forward
15.00 – 15.45	Refreshment Break & Networking
15.45 – 17.00	Lead through Inclusion – Your bold action to drive change

All times provided are Central European Summer Time (CEST)

October 13th | 17.00 – 18.00 CEST

Official opening of the LEAD Network Conference 2022



Sharon Jeske
Executive Director
LEAD Network



Veronika Pountcheva
Senior Vice President Corporate Responsibility
METRO AG / CO-CEO NX-Food GmbH & Chair of the
LEAD Network Advisory Board

How two iconic French companies lead through inclusion

Hear from two leading French companies why D&I is important to them and what they are doing to advance inclusion. What role does LEAD play in this? And how do Carrefour and Danone collaborate with each other and with other retailers and CPG companies on this topic.



Rami Baitieh
Executive Director Carrefour
France & Member of
Carrefour Group Executive
Committee



Nigyar Makhmudova
Executive Vice President,
Chief Growth Officer
Danone

**CONFERENCE
OPENING**

Doing not Trying: **Lead through Inclusion**

October 13th | 18.00 – 18.30 CEST

LEAD Network Awards Ceremony – Celebrating our Volunteers

Recognizing the outstanding contributions our volunteers make is important for us and we want to celebrate their achievements.

Join us as we raise a toast to our Partners and Volunteers and announce the winners of our annual **LEAD Network Awards** in the following categories

- Excellence in Volunteer Services
- Exceptional Partner Ambassador
- Partner Company Excellence
- Outstanding Chapter Committee
- Inspirational Leadership

Presented by



Sharon Jeske
Executive Director
LEAD Network



Caroline Basyn
SVP, Strategy & Transformation Europe
PepsiCo

**AWARDS
CEREMONY**

Doing not Trying: **Lead through Inclusion**

October 13th | 18.30 – 22.00 CEST

Join us for our first in-person networking celebration in three long years!

Relax, enjoy yourself and network with participants, speakers, and the LEAD Network community. The evening will all be about networking and will allow you to meet fellow LEADers, ensuring you can make meaningful connections and broaden your network.

sponsored by



Invitation to the Networking Celebration Event
by Page Guillot, President, Coca-Cola France



**AWARDS
CEREMONY**

Doing not Trying: **Lead through Inclusion**

October 14th | 9.00 – 10.30 CEST

**STORIES FROM
INSPIRATIONAL
LEADERS**

What can you do as an individual to advance inclusion?

Personal stories and experiences from inclusive leaders on how to bring your whole self to work.

Four speakers from diverse backgrounds will give us their perspectives on our theme, through short TED-like talks.

Avoiding burn-out, the generational divide, being born differently, and becoming an empowered person at a young age. Tales of how diversity has shaped them and their careers.

Facilitated by



Béatrice Dupuy

President & General Manager, France, Belgium,
Luxemburg & The Netherlands
Procter & Gamble

Doing not Trying: **Lead through Inclusion**

October 14th | 9.00 – 10.30 CEST

**STORIES FROM
INSPIRATIONAL
LEADERS**

DE&I is Messy

A series of humoristic experiences combined with prescriptive principles to help drive the mess that DE&I can become in a large corporation, pertaining to inclusive leadership, internal politics and DE&I solutions.



Ruben Santos
European HR Strategy Director
Ahold Delhaize

How my 7-month-old taught me to be a better leader

Almost daily I get the question “how do you do it” - 3 young kids, incredibly demanding career, moving around the world. I was going 200mph on the road to burn out. Had to be the perfect mom of two boys, exceptional leader at work, an acceptable wife, caring daughter, thoughtful sister, supportive and fun friend... and then I was pregnant with my 3rd. Being perfect was no longer an option. I had two options – stop working or change.



Katie Moran
EMEA Sector Leader- Baby Child Care
Kimberly-Clark

Doing not Trying: **Lead through Inclusion**

October 14th | 9.00 – 10.30 CEST

**STORIES FROM
INSPIRATIONAL
LEADERS**

A journey to Inclusive Leadership

Matthew's personal key take-aways from the LEAD inclusive leadership programme, how it has made him reflect on and change his leadership style and what he is personally doing to play it forward. Inclusive Leadership is just great Leadership. If you want to be a better leader, you need to be an inclusive leader. It starts with you.



Matthew Jipps
Group Revenue Management Director
Asahi Europe and International

I'm Coming Out: Being a Trans Leader in the Workplace

You may remember the song by Diana Ross "I'm Coming Out". In this conference, I will be coming out, too (Upps, spoiler!). Real-life stories are one of the most important transformative tools to draw the listeners attention into a specific topic. This session will mainly be focusing on my personal real-life story. I will delve into the significance of ED&I agenda and explain what I find important to enable an open and inclusive workplace for all in order not to leave anybody behind. As the ED&I Lead at Unilever Turkey, I will highlight the significance of this position and how Unilever conceives it.



Emirhan Deniz Çelebi
Equity, Diversity and Inclusion Lead
Unilever

Doing not Trying: **Lead through Inclusion**

October 14th | 11.15 – 12.30 CEST

**BUSINESS
PRACTICES TO
CHANGE THE
WORKPLACE AND
BEYOND**

Company leaders share their experiences and their journey towards creating a more diverse and inclusive workplace. Gender equality is an intentional choice that builds our culture and our business. Business driven best practices with an inspirational touch. Which concrete actions, that can be easily reapplied, can be put in place to improve inclusion? The companies featured in this session have made inclusion a fundamental expectation and cultural shift. Come and learn from them.

Facilitated by



Stéphane Grenier
Managing Director Advertising France
Amazon

Doing not Trying: **Lead through Inclusion**

October 14th | 11.15 – 12.30 CEST

**BUSINESS
PRACTICES TO
CHANGE THE
WORKPLACE AND
BEYOND**

How brands can lead through inclusion to move society forward

Pankaj will share his experience on how he leveraged core brand assets to drive inclusion and gender equality in front and behind the camera, diverse representation of society and the importance of the male role models to drive allyship. He will show how he and his team made an impact both internally and beyond the walls of P&G to move society forward.



Pankaj Bhalla
Senior Vice President Europe Grooming
Procter & Gamble

A place at the table for everyone: how Kellogg Company advances ED&I to create a long-lasting inclusive culture

Miranda Prins and Olivier Kac share the stage and discuss how Diversity and Inclusion was placed at the heart of Kellogg's ESG strategy. They comment on some of the company's key achievements and best practices to create a diverse and inclusive work environment across the Group and at a local level.



Miranda Prins
Vice President and
General Manager
Continental Europe
Kellogg Company



Olivier Kac
General Manager France
Kellogg Company

Doing not Trying: **Lead through Inclusion**

October 14th | 11.15 – 12.30 CEST

**BUSINESS
PRACTICES TO
CHANGE THE
WORKPLACE AND
BEYOND**

The inclusive culture shift

What actions do our panelists take within their companies to further D&I? How can these be leveraged, also for smaller companies? This interactive session will allow for an open discussion with these accomplished leaders and provide delegates also with the opportunity to engage by asking questions.

Moderated by



Dr. Zaheer Ahmad MBE JP

Global Head of Diversity, Equity and Inclusion
Haleon

Panelists



Clare Wardle

General Counsel and Company
Secretary
Coca-Cola Europacific Partners



Béatrice Guillaume-Grabisch

Executive Vice President, Global Head
of Human Resources & Business
Services
Nestlé S.A.



Carine Kraus

Director of Engagement and
member of the Executive
Management Committee
Carrefour



Dorothee Massoulier

Managing Director Erborian
L'Occitane

Doing not Trying: **Lead through Inclusion**

October 14th | 14.00 – 15.00 CEST

**HOW INDUSTRY
LEADERS CAN
PROPEL THE 50/50
AGENDA FORWARD**

LEAD Network has become a unique forum for executives within the European consumer packaged goods and retail industry to speak openly about the challenges and rewards of promoting more women to leadership positions. This session considers the actions that CEOs and senior leaders can take to interrupt, disrupt and eliminate the workplace bias that affects the career progression and advancement of women.

Facilitated by



An Claes
Vice President Deliver Operations EMEA
Johnson & Johnson

Doing not Trying: **Lead through Inclusion**

October 14th | 14.00 – 15.00 CEST

**HOW INDUSTRY
LEADERS CAN
PROPEL THE 50/50
AGENDA FORWARD**

A global perspective on the state of gender equality
(Speaker to be confirmed)

Setting the scene & outcomes from the CEO Roundtable

What is the LEAD Network doing to advance gender equality across the industry? Where does it stand on the “Voice of the Industry” work, Gender Diversity Scorecard, D&I Maturity matrix, and CEO Pledge? Please join us for an update on the CEO engagements and the specific outcomes of the latest CEO Roundtables.



Sarah McGowan
Partner August Leadership
and LEAD Network Advisory Board Member

Doing not Trying: **Lead through Inclusion**

October 14th | 14.00 – 15.00 CEST

**HOW INDUSTRY
LEADERS CAN
PROPEL THE 50/50
AGENDA FORWARD**

Panel discussion

Moderated by



Sarah McGowan
Partner August Leadership
and LEAD Network Advisory Board Member

Panelists



Matt Close
President Ice Cream
Unilever



Piers Heaton-Armstrong
Vice President
Amazon Ads Europe



Laurence Etienne
President Western Europe
Mondelez



Sinéad Kwant
President, Europe & Executive
Committee Member
Diversey

Doing not Trying: **Lead through Inclusion**

October 14th | 15.45 – 17.00 CEST

**YOUR
BOLD ACTION
TO DRIVE CHANGE**

Facilitated by



Olena Neznal
VP & Head of EMEA
Kimberly-Clark Professional

D&I in times of crisis: Highlights on the changing paradigm of diversity dimensions during a war and the role of the CEO



Olena Vdovychenko
Chief Executive Officer
METRO Cash & Carry Ukraine Ltd.

Doing not Trying: **Lead through Inclusion**

October 14th | 15.45 – 17.00 CEST

**YOUR
BOLD ACTION
TO DRIVE CHANGE**

Closing inspirational speaker



Cécile Béliot
CEO
Bel Group

Closing remarks

Highlights of the conference and call-to-action for
“Doing not trying, Lead through Inclusion”



Tanya Kopps
CEO of Metro Italy
and Chair of the
LEAD Network Leadership Team

Doing not Trying: **Lead through Inclusion**

Live virtual D&I Marketplace Showcase Presentations



Join us for **Live virtual D&I Marketplace Showcase Presentations** by our exhibitors where they'll provide in-depth insights into leading practices that are having a real impact on gender equality and D&I in their organisations.

Moderated by **Tanit Bravo**, Senior Director IT Supply Chain and leader of Pepsico internal network ONE for stem females

October 13th 11.00 – 12.00 CEST

Companies participating



Doing not Trying: **Lead through Inclusion**

Virtual D&I Marketplace – Best Practice Showcase at any time



Explore the Exhibition Space

A key part of our strategic objectives at the LEAD Network is to help our Partners progress towards gender equality and we believe that by sharing the practices that really have an impact across our Partner Network, we'll all be able to reach that ambition quicker.

Our **D&I Marketplace** is a multimedia, virtual exhibition area where a number of our Partners and external sponsors showcase their D&I related activities, their learnings and the outcomes.

Explore the exhibition in your own time in the booths and ask questions via the chat to learn more, network, and deepen your understanding. Check the host calendar and book a 1:1 video chat to discuss special needs and there will be a live presentation as well.

Doing not Trying: **Lead through Inclusion**

Virtual D&I Marketplace – Best Practice Showcase at any time

Amazon 

Shine as you are: Asahi Europe & International 

Asahi in Japanese means rising sun and Shine as you are is natural evolution of this. At Asahi we believe that what makes us different, makes us also stronger and a more innovative organization. Part of being an inclusive company is understanding and respecting all different types of diversity. We started to increase our focus on gender diversity two years ago and now we are moving forward to creating more understanding and awareness of other types of diversity and the importance of inclusion. As part of our journey we launched 'Shine as you are' this year. This is our DEI identity; respecting difference, and support everyone's freedom to be their true selves at work, at home, in public. To belong without having to conform, having the freedom to just be you and shine as you are.

Coca-Cola – Building a better shared future where everyone's welcome 

Please join us to learn how the Coca-Cola system is developing and scaling new approaches to build a diverse, thriving culture. Listen to how Coca-Cola Europacific Partners is successfully embedding their DEI strategy worldwide.

Criteo - Returnship Program 

At Criteo, we have launched our Career Returnship program, specifically dedicated for anyone who has taken a career break for up to 12 months. We know how difficult it can be to re-enter the workforce after time away, and so this program offers you flexibility, onboarding support, training, mentoring and more to help you get back to work permanently.

Danone - Driving forward Inclusive Diversity in 365 days



At Danone, we believe that "Diversity is a fact and Inclusion is a choice". A choice we make every day to drive Inclusive Diversity forward. Hear about the impactful initiatives our teams around the world have brought to life and our progress on Inclusive Diversity through our impactful brands, strong partnerships, and passionate people.

Let's #ActInclusive and #NurtureDiversity together!

Virtual D&I Marketplace – Best Practice Showcase at any time

EmpowHer – Ecolab Europe

The journey to gender parity in Ecolab Europe. EmpowHer program presentation.

IBM

Johnson & Johnson - We All Belong

We are living in a period of profound change. Our employees, customers, patients and the communities we serve are demanding more from organizations to accelerate diversity, equity & inclusion (DEI) outcomes. At Johnson & Johnson, Our Credo outlines our responsibility to create an inclusive workplace and respect the dignity and diversity of all people. Our DEI strategy has enabled us to build diverse teams and an inclusive environment that values different perspectives, backgrounds and life experiences. Approaching DEI with intentionality and rigor—as we do every business opportunity—allows our strategy to evolve and remain relevant in our rapidly changing world. At Johnson & Johnson, all of us have a responsibility to accelerate our progress, and we all are accountable and empowered to drive measurable change. Because at Johnson & Johnson, WE ALL BELONG.

#BreakingTheBias @ Kellogg

The story of Kellogg's ED&I strategy and journey to date, giving some case studies of ED&I In Action.

Kimberly-Clark – Our path to parity **Kimberly-Clark**

Kimberly-Clark continue its growth journey and with the focus on our representation goals for gender, we will share some of our Inclusion & Diversity initiatives we have implemented over the past 12 months and share learnings on each of these aspects that are supporting us in driving an Inclusive and Winning Culture.

Virtual D&I Marketplace – Best Practice Showcase at any time

Kraft Heinz - Female Leadership Journey

KraftHeinz has embarked on an ongoing journey to strengthen its Female Leadership because we believe that diversity will drive us to success. To start this cultural change, we have identified challenges, set up mentor programs and other initiatives.

Migros: Better Future Better Together

Explore Migros' best practices under the umbrella of "Better Future Better Together": We are working to empower all women in our ecosystem, both socially and professionally with the support of many leadership development programmes. One of our main goals is to have at least one female manager in each of our stores.

Nestlé - Driving an inclusive culture during turbulent times



Learn how Nestlé focuses on health and well-being for our employees, empower diversity in the sustainability transformation across the value chain, and leverage the power of our brands for inclusive communication.

Nielsen - Inclusive Content is Good for Business **Nielsen**

Nielsen is helping marketers understand the benefits of investing in representative programming and inclusive content.

Nielsen IQ **NielsenIQ**

PepsiCo Europe - Designing an inclusive future **PEPSICO**

Our vision is to make PepsiCo Europe a place where everyone smiles. Not few. Not many. But all. We are creating a space to be you. We are on a journey from awareness to commitment to action. And we're proud of the progress we've made in creating a diverse, equitable and inclusive workplace for our associates. It's an approach that extends to our business partners, communities and future generations.

Virtual D&I Marketplace – Best Practice Showcase at any time

Equality & Inclusion @ P&G



At P&G, we aspire to build a better world for all of us – a world free from gender bias, with equal voice, equal representation and equal opportunity for all individuals – a world where everyone sees equal. We know that when we do this, communities are healthier, businesses thrive, and the world is a better place for everyone. We focus on having the biggest impact: Creating an inclusive, gender-equal environment inside P&G — and advocating for gender-equal workplaces beyond P&G — where everyone can contribute to their full potential. Leveraging our corporate voice and the voice of our brands in advertising and media to tackle bias and promote gender and intersectional equality. Removing barriers to education for girls and economic opportunities for women through social impact programs, partnerships and advocacy efforts in communities around the world.

#We See Equal #ChooseEqual

Reckitt - Embracing allies to create a more inclusive world



Hear more about Reckitt's experience building Allyship to create a more inclusive business. As told by colleagues around the globe using the Allyship model of Educate-Engage-Act. Find out how Reckitt is creating a culture where everyone can be their authentic selves and have the freedom to succeed.

Unilever-Equality isn't equal, equity is



Equality and equity may look and sound similar but they have two very distinct concepts. At Unilever we recognize why we need both to achieve a fairer and more socially inclusive world.

LEAD Network D&I Community of Practice



Exclusively available to corporate members of the LEAD Network, the D&I Community of Practice enables leaders to network, explore common challenges, share best practices, and to learn from thought leaders across the industry and beyond. Visit us to find out more and request to join.

LEAD Network Digital Chapter



The LEAD Network Digital Chapter has the mission to empower women to grow their careers successfully in and with digital. We will present our mission as well as the activities planned for 2023.

Virtual D&I Marketplace – Best Practice Showcase at any time



LEAD Network NextGen Chapter

The LEAD Network NextGen Chapter is created with the aim to empower the younger generation of professionals and to develop authentic business leaders of the future. We, NextGen, are as mid-career working professionals, usually millennials, who are future-driven, digitally connected, and looking for a meaningful career combined with work/life balance. Do you want to learn more about what we're doing and join us? Check this (virtual) booth!



LEAD Network Romania Chapter - Each of us can make a difference, Including YOU!

Talking about Diversity & Inclusion is a first step to make them exist! Come join us to discover our steps to a better reality, where those differences that make us unique individually and better together are normalized. Let's talk about superpowers and about how we can inspire those around us!

Chapter Events | Thursday, October 13th, 15.00 – 16.30 CEST



LEAD NETWORK
NEXTGEN
CHAPTER

Defining Leaders of a New Era

The world of work has changed tremendously in the past few years. Gather together, share wisdom and discuss with fellow leaders and NextGen on how you can best prepare your people for a new era.




LEAD NETWORK
SUPPLY CHAIN
CHAPTER

Stronger Together

Engaging and Connecting for value through the LEAD Network Supply Chain Chapter

Doing not Trying: **Lead through Inclusion**

Foundation LEAD Network
www.lead-eu.net

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conference@lead-eu.net

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