

what we heard

**& Leaders 2017
Daughters**

Leaders & Daughters

“Courage is when your motivation is bigger than your fear.”

London

March 1, 2017



EgonZehnder



what we heard

On March 1st 2017, Egon Zehnder hosted its third annual “Leaders and Daughters” event in London to discuss the experiences of strong female leaders, what it took to get there and advice for young women starting out in their careers.

The event welcomed over 200 attendees to the Ham Yard Hotel in Soho to hear from an inspiring group of people. The evening was kicked off by hearing from three fantastically accomplished women - Miriam Gonzalez, international trade lawyer and founder of Inspiring Girls, Roz Savage, first woman to row across three oceans, and Serpil Timuray, Chief Commercial Operations and Strategy Officer of Vodafone.

This was followed by a lively panel conversation between four leaders and their equally impressive daughters or mentees: Vodafone CEO Vittorio Colao and his mentee Anne O’Leary, CEO of Vodafone Ireland; Patricia Hewitt, former Education and Health Minister and her daughter Alex Birtles of TalkTalk; Lucy Kellaway, FT Columnist and founder of Now Teach and her daughter Rosie Goodhart, a teacher; and Deanna Oppenheimer, Founder of CameoWorks and her daughter Jeni Oppenheimer, who works at the UK Power Reserve.

The conversation was wide-ranging, engaging and informative, underpinned by a collective enthusiasm and determination to support women advancing into senior leadership positions. Here are some takeaways:

True authenticity

The question of whether or not young women should be authentic in a professional setting caused some debate. In her powerful speech, Serpil Timuray urged women to be themselves in their professional life, to be human and most importantly, to be true to themselves as women.

In the panel discussion, Lucy Kellaway challenged this assertion, arguing that it may not be possible for young women to always be themselves, as there would always be certain rules that they have to follow in the corporate world.

Bringing men on board

Time and again, our speakers and panelists reinforced that the responsibility for furthering women’s success in business lies not only with the young women themselves but, equally important, with men. There was a widespread consensus about the important role men played in helping women to succeed in the corporate world. As Deanna Oppenheimer pointed out, “nobody would be in their roles if it weren’t for a number of really enlightened men”. Men as fathers, partners, colleagues and bosses are hugely influential in a woman’s career and in each of these roles they need to be advocates for women. Vittorio Colao explained his role as a champion for women: “I am the sponsor of women inside the company, to remove the barriers and the challenges.” Women have to help men to do this, through helping them to understand the pressures they face and holding them to account when they fail to be supportive.

The need to ‘speak up’

There was unanimous agreement that women have a responsibility to speak up in the workplace against unfair and unequal practices. Miriam Gonzalez called on women to “speak up if you see it, a little comment here, a bit of attitude there. If you don’t, it’s the young women coming behind you who will be the victims”. This was echoed by many of the other panelists who urged women at work to embrace the position of role models for the coming generations, as Patricia Hewitt said “As you become more senior, you are a role model. Even if you didn’t choose it, you are.”

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How young women can find courage

Many of our inspirational women had advice to their daughters and mentees about how to handle fear and find courage. Many young women will undoubtedly encounter situations that they are fearful of in their career. “I spent the first five decades of my life so afraid,” said Lucy Kellaway,

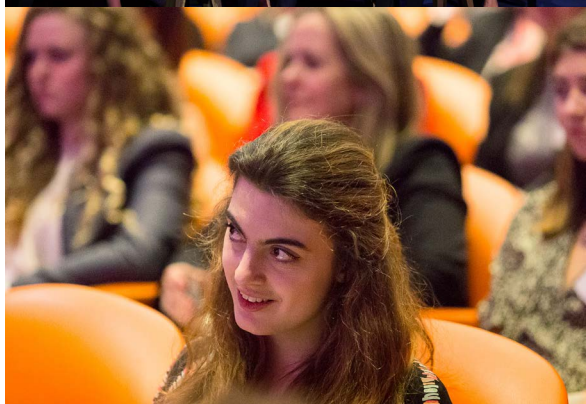
but she also added “fear can be very, very positive” as a motivator. Roz Savage, a woman who has rowed three oceans solo and knows a thing or two about fear summed it up perfectly, saying, “Courage is when your motivation is bigger than your fear.”



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Nese Guner

nese.guner@egonzehnder.com



Loula Lefkaritis

loula.lefkaritis@egonzehnder.com



Fiona Packman

fiona.packman@egonzehnder.com



Miranda Pode

miranda.pode@egonzehnder.com



Hosts

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About Leaders & Daughters

To mark International Women's Day, Egon Zehnder conceived Leaders & Daughters, a global series of events that bring the world's most admired leaders and their daughters together to uncover the motivations, challenges and opportunities that face the next generation of professional women.

In 2017, we went further. In celebration of International Women's Day, we hosted Leaders & Daughters events in more than 40 cities worldwide – bringing together the voices of more than 3,500 participants to share their stories of success as well as the obstacles that are preventing progress. We share one common goal: to collectively pave a better future for the next generation of women leaders.

In addition to the events, we have also launched a campaign, “To My Daughter,” in which leaders write letters to their daughters about their hopes and dreams for the future. To participate, please visit www.leadersanddaughters.com.

Visit Leaders & Daughters at
www.egonzehnder.com

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