



**Women
For
Boards**

MWM CONSULTING

The problem:

There are too few high-quality women for boards

It is difficult to find high-quality women who bring value and capabilities – beyond gender diversity – who are ready to take on a Non-Executive role.

- Less than 7% of Non-Executive Directors across all UK quoted companies are women
- In the FTSE 100, only 15% of Non-Executive Directors are female
- In the FTSE 250, only 9% of the Non-Executives are female and 62% of these companies have no women Non-Executives at all

Why is this important?

Women can bring:

- Valuable diversity of thinking
- Fresh perspective
- Different approach

Not only is this an obvious waste of talent but a study by Catalyst in 2007 of companies in the Fortune 500 concluded that companies with three or more women on their Boards had an 83% greater return on equity than companies with the lowest representation of women. Such companies had a 73% better return on their sales and a 112% higher return on invested capital.

“In my experience, women enhance board effectiveness. They bring different perspectives that help to drive new insights, whilst creating a more collaborative and reflective atmosphere that helps boards work better together.”

Lord Mervyn Davies

Trade Minister and previously Chairman, Standard Chartered

“Women win board positions on merit but add value to the role with gender – a different mind-set, a different skill-set and a different style. Boards are intellectually and socially enriched by the presence of women and are consistently more effective through balanced judgement and opinion in decision making.”

Roger Carr

Chairman, Centrica and Cadbury

The solution:

How Women For Boards can help

Anna Mann, Anna Ford, Sally Bott and Victoire de Margerie, supported by MWM Consulting, recently founded an international network of top business women, focused on making a difference in the current environment.

One of the initiatives arising from this forum was the creation of a calibrated database of high potential women who have the experience and capacity to take on a Non-Executive role.

The right woman for your board

Through an extensive programme of research and recommendations, MWM, in conjunction with the wider network, has built a database of relevant, high quality, high potential women.

The process:

- Meet with you to agree the candidate profile based on your business needs
- Provide you with a tailored list of names from this database
- Agree a shortlist of candidates for you to meet
- Support you through the process

Each shortlisted candidate will be offered the opportunity to be mentored by a highly experienced, female Non-Executive Director, to help them contribute effectively and become a valued member of your board.

This initiative is sponsored by MWM Consulting, BP and a number of senior business women who are contributing both time and resources. As a result, there will only be a modest cost to the client.

Anna Mann

Anna is one of the founders of MWM Consulting, and previously a founder of Whitehead Mann. She acts as a specialist adviser to many of the world's leading corporations on board performance, capability and succession.

Anna Ford

A former journalist and television presenter, Anna retired from the BBC in 2006, after 32 years in News and Current Affairs. Anna is currently a Non-Executive Director of Sainsbury and N Brown Group. She is also Chancellor of Manchester University.

Sally Bott

Sally is Group HR Director of BP and a member of its Group Executive Committee. Prior to joining BP in 2005, Sally spent most of her career in financial services including senior HR roles at Marsh & McLennan and Barclays. Sally is also a Non-Executive Director of UBS.

Victoire de Margerie

Victoire is a Professor at Grenoble Graduate School of Business. She is also a Non-Executive Director of Outokumpu, Ciments Francais and Chairman of Rondol Technology. Victoire's earlier career was spent in general management roles at Pechiney (Alcan).



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