



lep  
network



**WOMEN  
LEADERS  
2019**

6TH JUNE 2019 10.30AM-4PM  
**QEII CENTRE LONDON**



#LEPWomenLeaders

Goldman  
Sachs

**10,000  
small  
businesses**

# MESSAGE FROM

## The Rt. Hon Penny Mordaunt MP

Secretary of State for Defence and  
Minister for Women and Equalities

**I'm pleased to send my best wishes to everyone attending the 'LEP Network Women Leaders 2019' event – helping Local Enterprise Partnerships ensure that their boards reflect the business communities they represent.**

You are an exceptional group of women leaders gathering to inspire and support your LEPs to be the best they can and meet your target of ensuring 50% of LEP boards are women by 2023.

All over the country LEPs are doing fantastic work. The Solent LEP in my area is working with female business leaders to encourage more young women to take up opportunities in STEM related industries, encouraging a generation of young women to reassess the way that they look at their careers and develop a world class skills base in the Solent.

LEPs are making real progress and I hope more women leaders will be inspired to get involved in the work of their LEP.



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Email [info@lepnetwork.net](mailto:info@lepnetwork.net)

# WELCOME

## Today is a celebration of women in leadership.

This country has a great track record of women leaders, some of whom are here today. From science and technology to politics and journalism, women are leading the way. But we need to do more – we need to make sure that more women put themselves forward for leadership positions.

As a woman LEP Chair, I am proud of the work LEPs are doing to promote gender diversity and as a network we want to do more. We want every local business woman to think about joining our LEP boards, knowing that their input is invaluable, whether they are the leader of a FTSE company or an entrepreneur starting out on their journey.

The best business boards are made up of people with unique talents and different experiences – people who can offer different views and come together to move an organisation forward.

I hope today inspires you to find out more about your local LEP board and how you can participate in local decision making that makes a difference to business and the economy.

Best wishes



**Christine Gaskell CBE DL**  
Chair of Cheshire and Warrington LEP



# WOMEN LEADERS 2019



Goldman  
Sachs

**10,000**  
**small**  
**businesses**

**Goldman Sachs 10,000 Small Businesses UK is delighted to be working closely with the LEP Network and supporting women entrepreneurs.**

Through the Goldman Sachs 10,000 Small Businesses UK Programme, we have the privilege of working with many extraordinary entrepreneurs and today we are here to celebrate some of our female business founders. These businesses cover all sectors, from water treatment and geophysical surveying to marshmallow manufacturing and childcare support.

From receiving royal honours and industry recognition to acting as government advisors, women business leaders across the UK are achieving incredible things. Far too few of these entrepreneurs are shouting about their success and, in the UK, still only 20% of small businesses are female-led.

It is incumbent on all of us not only to grow that number but also to celebrate our community of inspirational women business leaders and share their stories. We are proud to give these pioneering leaders a platform for success through 10,000 Small Businesses UK.

Tweet [#LEPWomenLeaders](#)

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There are **38** Local Enterprise Partnerships (LEPs) across England.

They are business-led partnerships between local authorities and local private sector businesses, and other key stakeholders from the education, skills and community sector.

LEPs play a central role in determining local economic priorities and undertaking activities to drive economic growth and job creation, improve infrastructure and raise workforce skills within the local area – all to improve the productivity of their local economy.

To date LEPs have:

- **LEVERAGED OVER £7.6BN IN PRIVATE SECTOR INVESTMENT**
- **HELPED DEVELOPERS TO BUILD 93,200 NEW HOMES**
- **SUPPORTED OVER 196,000 BUSINESSES**
- **HELPED BUSINESS TO CREATE OVER 180,600 JOBS**

As LEPs finalise their Local Industrial Strategies to support the government's national industrial strategy, they need strong boards which are truly representative of the communities they work in. That's why LEPs are working towards more diverse boards that will include 50% women from all backgrounds by 2023. Women who want to make a difference to their local economies.

## ABOUT LEPs

"One of the key things I get out of being on the LEP Board is a real insight into government policy nationally and how it fits into our region's economy. It's extremely important to have a mix of senior leadership experience and viewpoints on the LEP Board. We're a vast region with lots of different communities and it's good that all those communities are represented."

**MARTI BURGESS**

Board Member  
West of England LEP

LEP Women Leaders 2019 will focus on inspiring women business leaders to get involved with Local Enterprise Partnerships at board level where they can help shape the strategic economic direction of their LEP area.

The event will:

1

Showcase existing women in leadership positions and the challenges and barriers they face.

2

Inspire future generations of women to become business leaders and get involved with LEPs.

3

Promote the work of LEPs around the economy, skills and infrastructure.

# WOMEN LEADERS 2019

EVENT  
OUTLINE

10.30am Refreshments and Registration

## SESSION 1

11.00am Welcome  
Christine Gaskell CBE DL  
Chair of Cheshire & Warrington LEP

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11.15am Goldman Sachs 10,000  
Small Businesses Programme  
Charlotte Keenan  
Head of the Office of Corporate Engagement,  
EMEA, Goldman Sachs

# AGENDA AM

### CHRISTINE GASKELL CBE DL

Christine was appointed as the first Chair of the Cheshire & Warrington LEP. She has spent most of her career in the motor industry and from 1995-2012 she was a Board Member at Bentley Motors. She is Vice Chair of NP11 and a member of the Prime Minister's Industrial Strategy Council.

### CHARLOTTE KEENAN

Charlotte is Head of the Office of Corporate Engagement in EMEA at Goldman Sachs and oversees the Goldman Sachs 10,000 Small Businesses UK programme.



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## SESSION 1 continued

**11.30am Inspiring future generations of women to become leaders – panel discussion**

**Chair: Dr. Ann Limb CBE DL**

**Former Chair of South East Midlands LEP Panel**

- Julie Baker – NatWest
- Fern Lulham – public speaker
- Christine Hodgson – Capgemini UK plc
- Anne-Marie Mountifield – Solent LEP
- Tajinder Banwait – Urban Apothecary London

**12.30pm Diversity in the Civil Service and why it makes good business sense.**

**Melanie Dawes CB**

**Permanent Secretary, Ministry of Housing Communities & Local Government**

**12.45pm Networking Lunch**

## AGENDA AM

### MELANIE DAWES CB

Melanie is Permanent Secretary at the Ministry of Housing, Communities & Local Government. She is gender champion for the Civil Service and sits on the Civil Service Board and Senior Leadership Committee.

### DR ANN LIMB CBE DL

Ann is the inaugural LEP Ambassador, having served from 2011-2018 as founding Chair of South East Midlands LEP – recently judged exceptional in all areas of performance by government. An experienced business leader and innovative social entrepreneur, Ann is the first woman Chair of The Scouts.



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# WHO WE ARE

11.30AM  
PANEL



## JULIE BAKER

Julie is Head of Enterprise and Community Finance at NatWest. She has chaired the BBA Diversity & Inclusion Council and the Access to Finance Group at the APPG for Women in Enterprise.



## FERN LULHAM

Fern is a public speaker who regularly speaks to a wide range of audiences about emotional well-being and overcoming challenges. Her message is to concentrate on our similarities, not our differences.



## CHRISTINE HODGSON

Christine is Chairman of Capgemini UK plc where she has held a number of UK and global roles. In 2015 she was appointed by government to chair the Careers & Enterprise Company.



## ANNE-MARIE MOUNTIFIELD

Anne-Marie is Chief Executive and board member at Solent LEP and through her work with the Maritime UK Council, is an ambassador for Women in Maritime.



## TAJINDER BANWAIT

Tajinder is an award winning entrepreneur, founder and creative force behind luxury brand Urban Apothecary London. She is an alumnus of the Goldman Sachs 10,000 Small Businesses programme.

## SESSION 2

1.45pm **Welcome back Ursula Lidbetter MBE**  
Chair of Greater Lincolnshire LEP

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1.45pm **Progress towards gender diversity in the boardroom**  
Denise Wilson OBE  
Hampton – Alexander Review

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2.00pm **Enhancing gender diversity on LEP Boards – panel discussion**  
Chair: Sara Uzzell  
Panel

- Anja Skvortsova – Audeliss
- Rosie Ginday – Miss Macaroon
- Stacey King – BT
- Sarah Windrum – Emerald Group
- Katrina Morris – Disability Rights UK

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2.45pm **LEPs making a difference – panel discussion**  
Chair: Ursula Lidbetter MBE  
Panel

- Karen Smart – East Midlands Airport
- Marti Burgess – Greggs Latcham
- Jo Smedley – Red Herring Games
- Dr Kerry Mashford OBE – Interfacing Ltd

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3.30pm **The importance of diversity in tech**  
Sarah Atkinson  
Micro Focus

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3.45pm **Closing remarks Ursula Lidbetter MBE**

### URSULA LIDBETTER MBE

Ursula is Chief Executive of Lincolnshire Co-op and former Chair of the Co-operative Group. She has chaired the Greater Lincolnshire LEP since its inception in 2010.



### SARA UZZELL

Deputy Chair of the Dorset LEP Board, Sara's background is in marketing and business development in software and services and later in hotels and hospitality. Sara's drive to promote the LEP board role has resulted in a record number of women applicants and new appointments.



## AGENDA PM



### SARAH ATKINSON

Sarah is Head of Global Social Responsibility at Micro Focus and also chairs the Diversity & Skills Council at techUK where she is actively involved in several programs spanning all aspects of inclusion.

### DENISE WILSON OBE

Denise is Chief Executive of the Hampton-Alexander Review which leads the national, business-led task force for increasing the number of women on FTSE 350 boards and into leadership positions.



# WHO WE ARE

2.00PM  
PANEL



## ANJA SKVORTSOVA

Anja is a Partnership Director at Audeliss executive search. She has over 13 years' experience in conducting executive and board appointments with a focus and passion for diversity at the highest level in business.



## ROSIE GINDAY

Rosie is the founder of award-winning Miss Macaroon. A social entrepreneur, she helps disadvantaged young adults in her local area and is an alumnus of the Goldman Sachs 10,000 Small Businesses Programme.



## STACEY KING

Stacey is the Group Regional Director for BT Group and board member at Enterprise M3 LEP. She has many years' experience in the digital landscape and a passion for skills.



## SARAH WINDRUM

Sarah is CEO of the Emerald Group, helping organisations harness technology to achieve their goals. She is board member at Coventry & Warwickshire LEP where she also chairs the Digital Creative Business Group.



## KATRINA MORRIS

Katrina works for Disability Rights UK. Her role is the Leadership Academy Executive, leading on a project called the Leadership Academy Programme.

# WHO WE ARE

2.45PM  
PANEL



## KAREN SMART

Karen is Managing Director of East Midlands Airport and board member on two LEP boards – Leicester & Leicestershire, and Derby, Derbyshire, Nottingham, Nottinghamshire.



## MARTI BURGESS

Marti is an Associate Director at Gregg Latchams and heads up the Corporate SME team. She is trustee of a BAME-led organisation whose vision is to eradicate inequality and discrimination and is a board member at the West of England LEP.



## JO SMEDLEY

Jo is Managing Director of award-winning Red Herring Games. She is an export champion for the Department for International Trade and is small business champion on the Humber LEP board.



## DR KERRY MASHFORD OBE

Kerry is a Chartered Engineering consultant working predominantly in energy and the built environment and committed to creating a more sustainable future. She is a board member at South East Midlands LEP.

# IMPROVING DIVERSITY ON LEP BOARDS

## TAKE THE NEXT STEP

Local Enterprise Partnerships are tasked with increasing local economic growth and productivity throughout England. To achieve that, they depend on the quality and strategic direction of their executive boards.

This is what some of our current women LEP board members think about their roles:

"Being a non-executive board member is an interesting and rewarding experience. You not only make a real, valuable contribution to the economic success of your local area, but you work with inspiring people on exciting, challenging projects."

**SARA UZZELL**

Deputy Chair, Dorset LEP

"Our region is diverse and I believe the LEP must reflect and celebrate this diversity – from the make-up of our Board and staff to our values and the way we engage with businesses and stakeholders. Diversity fosters growth and innovation and is integral to the delivery of our strategy."

**JULIE KAPSALIS**

Coast to Capital LEP board member

"For me I think it's incredibly important for women to work at a strategic level – without greater representation, boards (LEP or otherwise) are losing out on talent and the different perspectives that women can bring."

**AMANDA LYNE**

Liverpool City Region LEP board member

Take a look at our website to see the current LEP board vacancies. Please get in touch if you are interested in finding out more about joining your local LEP board.

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## THE *10,000 SMALL BUSINESSES* PROGRAMME

Small businesses play a vital role in creating jobs and economic growth in the UK. Goldman Sachs *10,000 Small Businesses UK* programme addresses the support gap for growth-orientated small businesses, helping them to unlock their economic and job creation potential. Designed by business education experts and run in partnership with leading UK universities and business schools, the programme is fully funded for all participants.

The *10KSB UK* Programme is a partnership between Goldman Sachs, the Goldman Sachs Foundation and leading UK universities.

For more information visit [gs.com/10ksb-uk](https://gs.com/10ksb-uk)

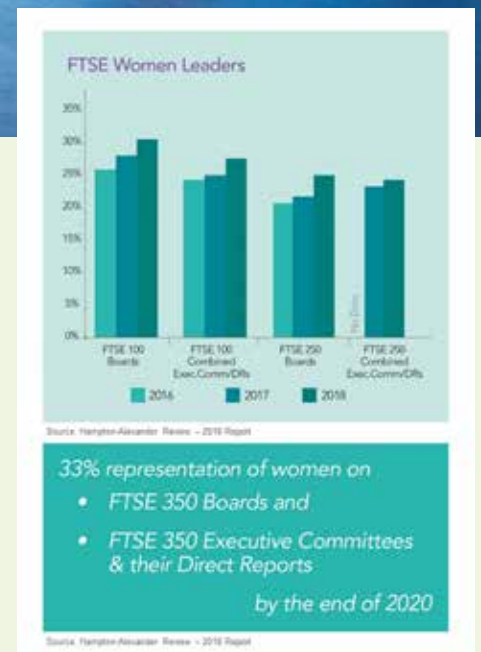


For more details, please contact the Recruitment Team at [10KSB.RECRUIT@LEEDS.AC.UK](mailto:10KSB.RECRUIT@LEEDS.AC.UK)

# Hampton-Alexander Review

## Increasing gender diversity in FTSE 350 senior leadership

The Hampton-Alexander Review is a voluntary, business led review backed by Government which was set up in 2016 to build on the success of its predecessor, the Davies Review. The Hampton-Alexander Review specifically addresses the shortfall of women at the top of British business. It requires all FTSE 350 companies to have at least 33% women on their boards and in leadership roles by the end of 2020.



Women's representation on boards of FTSE 100 companies has reached over 30% for the first time in history and has come a long way from 12.5% in 2011 when the Davies Review started. If this rate of progress continues, the 33% target is well within reach by 2020.

Around seventy companies in the FTSE 250 have already met the 33% target or are well on their way to doing so by 2020, which leaves over 150 companies with work to do. Far too many companies are dragging their heels, with men still dominating the biggest, highest paid roles.

We celebrate those leaders working hard to bring about change – it is clear who they are – but it is time to change out those quietly blocking progress. There is no shortage of competent capable women waiting in the wings to take their place.

Find out more and read our latest report by visiting our website [www.ftsewomenleaders.com](http://www.ftsewomenleaders.com)

# MAKE LEARNING BETTER

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# THE INCLUSIVE ECONOMY PARTNERSHIP

We believe that some of society's most entrenched challenges can only be solved through the power of partnership.

The Inclusive Economy Partnership was conceived in 2018 in recognition of a simple truth: there are some challenges that can't be solved by government, civil society, or businesses alone. So, what if we bring the strengths of all three sectors together and create a new model for solving the problems that they all have a stake in?

Established by the Cabinet Office and the Department for Digital, Culture, Media & Sport, we are identifying, developing and scaling up innovative solutions to the following three challenge areas to ensure more people are included in society.

- FINANCIAL INCLUSION & CAPABILITY
- MENTAL HEALTH
- TRANSITION TO WORK FOR YOUNG PEOPLE



## WHAT HAVE WE ACHIEVED SO FAR?

So far we've engaged over 200 organisations, established 100 high impact partnerships and scaled the solutions of 18 social innovators.

All this hard work and commitment culminated in one key outcome: 50,000 more people have access to fairer services as a direct result of the Inclusive Economy Partnership.

## WHAT'S NEXT?

We want to create a step-change in the lives of those in the UK who need help the most. To do that, we need to scale up the Inclusive Economy Partnership.

We intend to go further and deeper into our three challenge areas as there is still so much more we can do together to affect change in each focus area.

To find out more, please visit our website or email us [iep@cabinetoffice.gov.uk](mailto:iep@cabinetoffice.gov.uk) to explore how your organisation can get involved

CHAMPIONED BY:



# WITH SPECIAL THANKS TO THE FOLLOWING ORGANISATIONS



**URBAN  
APØTHECARY**  
—  
LONDON



# ATTENDEES

COMPANY	NAME
AAG IT Services (and LEP board member)	Alexa Greaves
Airbus Defence & Space UK (and LEP board member)	Jo Sawford
Audeliss	Anja Skvortsa
Avec UK	Becks Beere
BAE Systems	Amelia Gould
Balfour Beatty	Alexandra Smith
Balfour Beatty	Kate Lewis
Baywear Clothing	Leigh Helliwell
Birketts LLP (and LEP board member)	Jeanette Wheeler
Black Country LEP	Sarah Middleton
Bosch (and LEP board member)	Eman Martin-Vignerte
British Business Bank	Sue Barnard
BT	Jacqueline Beer
BT (and LEP board member)	Stacey King
Buckinghamshire New University (and LEP board member)	Rebecca Bunting
Buckinghamshire Thames Valley LEP	Richard Harrington
Buckinghamshire Thames Valley LEP	Marina Jackson
Burton and South Derbyshire College (and LEP board member)	Dawn Ward
Business Locksmith (and LEP board member)	Yvette Lamidey
Cabinet Office	Mary Kunnenkeril
Cabinet Office	Shevaun Haviland
Capgemini	Christine Hodgson
Chequers Contract Services (and LEP board member)	Rosaleen Liard
Cheshire & Warrington LEP	Philip Cox
Cheshire & Warrington LEP (LEP Chair)	Christine Gaskell CBE DL
Chichester College (and LEP board member)	Julie Kapsalis
Coast to Capital LEP	Jonathan Sharrock
Coast to Capital LEP	Katie Nurcombe
Coast to Capital LEP	Helen Weedon
Cognition Education	Kay Sanderson

<b>COMPANY</b>	<b>NAME</b>
Connectegrity (and LEP board member)	Linda Cheung
Cornell Sailing and district councillor (and LEP board member)	Doina Cornell
Cornwall & Isles of Scilly LEP	Glenn Caplin
Cornwall Museums Partnership (and LEP board member)	Emmie Kell
Coventry & Warwickshire LEP	Paula Deas
Cranfield School of Management	Samita Kapur
Cranfield School of Management	Alvina Farrow
Cranfield School of Management	Alison Cutland
Cumbria LEP	Jo Lappin
Daikin	Shivali Mathur
Daletech Electronics Limited	Tracey Dawson
Department for Business, Energy & Industrial Strategy	Karen Leigh
Department for Business, Energy & Industrial Strategy	Hazel Rimmer
Department for Business, Energy & Industrial Strategy	Veena Prajapati
Department for Business, Energy & Industrial Strategy	Jenny Dibden
Department for Business, Energy & Industrial Strategy	Katherine O'Connor
Department for Business, Energy & Industrial Strategy	Yasmin Irrobeh
Department for Work & Pensions	Catherine Blair
Derby, Derbyshire, Nottingham, Nottinghamshire LEP	Sajeeda Rose
Disability Rights UK	Katrina Morris
Dorset LEP	Martina Hanulova
Dorset LEP (board member)	Sara Uzzell
East Midlands Airport (and LEP board member)	Karen Smart
Enterprise M3 LEP	Kathy Slack OBE
Fairburn Eggs (and LEP board member)	Sarah Louise Fairburn
Field Seymour Parkes LLP (and LEP board member)	Philippa Roles
Freeths LLP	Zalena Vandrewala
Freeths LLP (and LEP board member)	Emma Anderson
Funding London	Maggie Rodriguez-Piza
GFirst LEP	David Owen
GFirst LEP (board member)	Deborah Potts
Girls in Charge	Maggie Chen
Give Us a Chance	Lynsey Sweeney

<b>COMPANY</b>	<b>NAME</b>
Goldman Sachs	Charlotte Keenan
Goldman Sachs	Nancy Straates
Goldman Sachs	Kirsty James
Greater Birmingham & Solihull LEP	Katie Fulcher
Greengineering Ltd (and LEP board member)	Peni Brudenell-Pryke
Gregg Latchams (and LEP board member)	Martino Burgess
Hampton-Alexander Review	Denise Wilson OBE
Hampton-Alexander Review	Lucinda Longmore
Hertfordshire LEP	Rashmi Pillai
Hofmann Leadership	Yetunde Hofmann
HTP Apprenticeship College Ltd (and LEP board member)	Rachael Randall
Humber LEP	Kishor Tailor
Interfacing Ltd (and LEP board member)	Dr. Kerry Mashford OBE
Islamic Moments	Sabah Nazir
Kent Invicta Chamber (and LEP board member)	Jo James
Landau (and LEP board member)	Sonia Roberts
Learning Curve Group (and LEP board member)	Brenda Mcleish
Leeds City Region LEP	Melanie Corcoran
LEP Network	Jayne Atkinson
LEP Network	Jennifer Gunn
LEP Network	Warren Ralls
LEP Network	Mike Dennehy
Lincolnshire Co-op (and LEP Chair)	Ursula Lidbetter MBE
Manchester Business School	Damaris Albarran
Metal Culture (and LEP board member)	Colette Bailey
Micro Focus	Sarah Atkinson
Microsoft	Lucy Bramley
Ministry of Housing, Communities & Local Government	Melanie Dawes CB
Ministry of Housing, Communities & Local Government	Zainab Agha
Miss Macaroon	Rosie Ginday
National Grid	Susan Robson
NatWest	Julie Baker
Natwest	Victoria Stevens

<b>COMPANY</b>	<b>NAME</b>
New Anglia LEP	Rosanne Wijnberg
NOCN	Fabienne Bailey
NOCN	Helen Shorter
NOCN	Kathryn Broadbent
North East LEP	Michelle Rainbow
North Lindsey College (and LEP board member)	Anne Tyrrell
North Warwickshire & South Leicestershire FE College (and LEP board member)	Marion Plant
Northern Power Women	Simone Roche
Oxfordshire LEP	Katie Willis
Oxfordshire LEP	Nigel Tipple
Oxfordshire LEP	Sadie Patamia
Parity Trust (and LEP board member)	SJ Hunt
Pluss Ltd (and LEP board member)	Frances Brennan
PM Management Consultants (and LEP board member)	Dr. Ruth Smith
Protolabs (and LEP board member)	Sara Williams
Publicis Groupe	Jodie Stranger
Rail Freight Group	Maggie Simpson
Red Herring Games (and LEP board member)	Jo Smedley
Scarlett and Mustard (and LEP board member)	Sandy Ruddock
Sefton Council for Voluntary Service (and LEP board member)	Angela White
Sheffield City Region LEP (board member)	Laura Bennett
Solent LEP	Anne-Marie Mountifield
South East Midlands LEP	Judith Barker
South East LEP	Adam Bryan
South East LEP	Suzanne Bennett
South East Midlands LEP	Hilary Chipping
South Tees NHS Trust (and LEP board member)	Siobhan Mcardle
St Bernard's Catholic Grammar School	Representatives from
Staffordshire County Council	Preeya Buckley
Story Contracting (and LEP board member)	Emma Porter
Sussex Chamber of Commerce board (and LEP board member)	Rhonda Backwell
Sussex Community Development Association (and LEP board member)	Penny Shimmin



<b>COMPANY</b>	<b>NAME</b>
Swindon & Wiltshire LEP	Debby Skellern
Tees Valley Combined Authority	Julie Gilhespie
Thames Valley Berkshire LEP	Margot Tomkinson-Smith
The Emerald Group (and LEP board member)	Sarah Windrum
The Lake District Foundation (and LEP board member)	Sarah Swindley
The Scout Association (and former LEP Chair)	Dr. Ann Limb CBE DL
ULEMCo (and LEP board member)	Amanda Lyne
University of Wolverhampton (and LEP board member)	Jackie Dunne
Urban Apothecary London	Tajinder Banwait
Urban Apothecary London	Dan Williams
Veenus	Monisha Bhalla
Viveo (and LEP board member)	Marina Hop
WELL Associates Ltd (and LEP board member)	Lindsey Flynn
West & North Yorkshire Chamber of Commerce (and LEP board member)	Sandy Needham
Wiltshire College (and LEP board member)	Amanda Burnside
Windsor Forest Colleges Group (and LEP board member)	Kate Webb
Worcestershire LEP	Gary Woodman
York, North Yorkshire and East Riding LEP	James Farrar
Your Consortium (and LEP board member)	Sam Alexander
ZEST	Joana Baptista
	Fern Lulham
	Drs. Joyce Carols
	Dr. Margaret Casely-Hayford CBE
	Robin Lulham

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**in**



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