

BETTER BOARDS

WHAT IS GETTING IN THE WAY OF BOARD **diVeRSiTy**

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**BOARD
DIRECTOR
PROGRAMME**

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ΑΕΣΧΗ ΕΠΙΧΕΙΡΗΜΑΤΙΚΟΤΗΤΑΣ


OliverWyman

DATE: 24th June 2021, 18:00

VENUE: British Residence in Athens or Join through Web-Conferencing

CORPORATE DEVELOPMENT PROGRAM

Investors, regulators, governments, customers and employees are increasingly pushing companies to increase the diversity of their Boards. And with good reason – not only is this the right thing to do, but the business benefits to having more diverse voices around the table are clear. However, many firms are still struggling

to increase diversity on their Boards – and even those who have appointed more diverse Board members find it difficult to move beyond tokenism to harness the benefits of truly inclusive, diverse leadership. We will explore what is getting in the way of Board diversity, and what can be done to accelerate change.

TITLE:

Better Boards – “What is getting in the way of Board Diversity”

AGENDA:

18:00	Opening - Welcome	
18:05	Diversity & Inclusion - Moving our society positively forward	<u>Kate Smith</u>
18:15	Women in Business	<u>Mareva Grabowski</u>
18:30	What is getting in the way of Board diversity	<u>Michelle Daisley</u>
	We will explore what is getting in the way of Board diversity, and what can be done to accelerate change:	
	<ul style="list-style-type: none">• What does diversity mean: gender, race, generational, cognitive diversity, LGBT+• Progress has been made, but has the pace slowed?• The value and benefits of having diverse perspectives around the Board table – and the pitfalls of groupthink• Diversity vs Tokenism – the importance of inclusion to ensure diverse voices are heard and valued• What are the barriers to progress and what can be done to accelerate change?	
19:00	Q&As - Panel Discussion	<u>Distinguished Panelists</u>
20:00	Close - Networking Drinks	



Ms Kate Smith CMG has been Her Majesty's Ambassador to the Hellenic Republic since January 2017. She joined the Foreign and Commonwealth Office in 1987, and took up her first diplomatic post overseas in Athens in 1991, serving as Second Secretary Political and Press Attaché. She returned to London in 1994 to the Non-Proliferation Department of the FCO, focusing on Chemical and Biological Weapons. Later she served at the UN in New York at the Security Council and in a number of roles in London relating to Defence and Security issues, including in the aftermath of the 2003 war in Iraq.

Ms Smith became Deputy Head of Mission at the British Embassy in Tehran from 2005–2007 and was appointed a Companion of the Order of St Michael and St George (CMG) in HM The Queen's New Year's Honours for 2008. On return from Tehran, she was seconded to Royal Dutch Shell as an international adviser from 2008, subsequently joining the company as Head of UK Governmental Relations from 2009 until 2012. On returning to the FCO in 2012 she served as Director Americas until 2016. Ms Smith was educated at Oxford University, graduating in Philosophy, Politics and Economics in 1986.

KATE SMITH

Mareva Grabowski, after 12 years in the investment banking and asset management divisions at Deutsche Bank, in 2007, founded MG Capital Advisors S.A., an independent advisory firm which focuses on wealth management, deal origination and private equity. In 2010, Mareva founded Eterna Capital, an asset management firm which focuses on hedge fund investments.

She holds a BA in Political Science and History from Boston College, a MIA from Columbia University and a MBA from Harvard Business School. She is also a member of the Asia Pacific Acquisitions Committee at the TATE Modern, a member of the Board of Trustees of the Athens Biennale and a member of the Contemporary Art Support Committee of the Museum of Cycladic Art.



MAREVA GRABOWSKI



Socrates Lazaridis is Chief Executive Officer of Hellenic Exchanges- Athens Stock Exchange and the subsidiaries Athens Exchange Clearing House and Hellenic Central Securities Depository. He is also Chairman of the Board of the Stock Markets Steering Committee, Member of the Board of the American - Hellenic Chamber of Commerce, Member of the Board of the Council on Competitiveness of Greece, Vice Chairman of the Federation of Euro-Asian Stock Exchanges (FEAS) and Member of the Board of the Association of S.A. & Limited Liability Companies serving also as President in the Capital Markets & Corporate Governance Sector.

He joined the Athens Exchange Group in 1994 and held several positions at the Central Securities Depository, the "Systems Development and Support of Capital Market" (ASYK SA) and the Athens Exchange, while he also served as member of the Board at Athens Derivatives Exchange and the Athens Derivatives Exchange Clearing House. He was also member of the Board of the Hellenic Capital Market Commission, member of the Board of the LinkUp Markets and of the Federation of the European Securities Exchanges (FESE).

SOCRATES LAZARIDIS

Christina Papaconstantinou is Deputy Governor of the Bank of Greece. Previously, she was Chair of the Board of Directors of POH Single Special Liquidation S.A. She has served as a member of the Financial Stability Board, of the Board of Directors of the Hellenic Capital Market Commission and of the executive committee of the Government Council for Private Debt Management.

From 2012 to 2014, she was Secretary General of the Ministry of Finance, as well as Secretary General of Fiscal Policy at the General Accounting Office. She has represented Greece at various high-level fora and expert working groups and has long experience in the fields of financial services, structural reforms, economic policy coordination, fiscal policy, bank liquidations and non-performing loans.



CHRISTINA PAPACONSTANTINO



Sabina Dziurman started working in Greece in 1979 in the tourism sector - she changed career following an MBA. Her first contract with the EBRD was in 1991 where she set up a training course for privatisation officials in St Petersburg, Russia before becoming an expert for the development of viable commercial banking sectors in countries of the former Soviet Union. She spent 12 years as a freelance consultant focussing on banking and SME credit lines, mainly for EBRD but also for organisations such as DFID and World Bank in; Armenia, Belarus, Moldova, Russia, Turkmenistan and Uzbekistan.

In 2004, she became a staff member of EBRD, initially joining the Group for Small Business and later the Financial Institutions Group which provides equity and a range of debt products to 350 partner institutions across EBRD's countries of operations. She successfully led landmark transactions such as the rescue of Latvia's Parex Bank and the EBRD's first investment in Cyprus in the Bank of Cyprus. She was appointed Director for Greece and Cyprus at EBRD in July 2015 and was based in Athens until November 2019 when she retired. She is an NED on the board of a state-owned bank in Uzbekistan. She holds dual British/Polish citizenship, was educated at London University and London Business School.

SABINA DZIURMAN

Michelle Daisley leads Oliver Wyman's Global Board Effectiveness practice. She has over 20 years' experience, working with the Boards of the world's biggest and most complex banks, insurers and market infrastructure firms to assess and enhance their effectiveness, with an increasing focus on Diversity & Inclusion. Michelle was the lead author for Oliver Wyman's first "Women in Financial Services" report, published in 2014, and a key contributor to the following volumes in 2016 and 2019. She is regularly quoted in the media and is a frequently invited to speak on this topic.

She has supported a number of major financial institutions in developing and implementing their diversity strategies, helping them to become more inclusive organisations. She was an advisor to the team that produced the 2015 UK Government's "Women in Finance" Review (also known as the Gadhia Report). She holds a MA (Hons) degree from Cambridge University.



MICHELLE DAISLEY

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