

View this email in your browser



Welcome Word!

Dear members, Dear partners,

Last week I had the privilege to facilitate the third workshop with the 8 Mentees and 8 Mentors of the Women on Track mentoring program. It was a warm evening driven by the stories of personal growth and gratefulness of the mentees and the generosity and wisdom of the mentors.

Women on Board organises mentoring of Women on Track to support talents to be elevated to the level of a qualified board member. The aim is that the Women on Track build their Personal Board Readiness Project to become a member of the pool of WoB.

The program is part of succession management to support the development of Women on Track as the next generation of board members. It's an initiative of the association: mentors and mentees are both member of Women on Board.

The role of the mentor is to share and discuss her experience of becoming a board member, to help with the personal project for the mentee, to give advice and to support the actions taken by the mentee. The mentee is responsible to make and implement her own personal board readiness project, to listen to advice and to try it out.

Workshops with all the participants offer the possibility to inspire the personal projects, share learnings and practices.

Further, in this newsletter, you can read more details on the program and the participants.

Next year, a new edition of the Women on Track program will be organised for the younger members admitted in the course of 2018. Are you an experienced board member and do you want to have the chance to be a mentor of women on track at the next edition in 2019? Please let me know!

Kind regards,
Trees Paelinck

The Numbers

283 'Talent Pool' members

We welcome in the talent pool 8 new members:
Lien Callens, Sophie Crousse, Wien De Geyter, Leen Gysen, Alexandra Leunen,
Ingrid Maes, Isabelle Van Iseghem & Carole Lamarque

51 Supportive members & 15 Women on Track

Our members tell us.....

Martine Klutz shares here experience of Women on Board with you...

The unknown power of Women on Board, or how WoB helped me fulfil my professional and personal dreams with respect to my core values.

For most of my career, I worked in the financial industry with international roles. Commuting to London or doing short trips, at least a few times per month, was business as usual. It was my “normal” life and had good organization and support in order to cope with a family of 3 boys living nearby Brussels.

When, nine years ago, the new HQ of my company was Paris-based, travel was even more frequent. With my promotion being in charge of several countries, I was spending a minimum of 4 days a week outside of Belgium.

While I truly enjoyed the responsibilities and was recognized as Top Talent with a bright professional future ahead, I was spending a lot of my time on trains, planes, hotels and my apartment in Paris. The flip side of this exciting career is that I was under-investing in the most fundamental interactions anyone needs to be happy in life, those with my kids and my husband.

I hear you. How cliché is that, right ?

One day, the family is not going that well any more. The balance is broken and needs to be reinvented. At that moment choices were obvious, I had to work closer to home or revisit the scope of my responsibilities.

How to do that ? I reached out to people I could trust.

Cecile Coune was my mentor at WoB when I joined in 2015. We had a few interactions and those were rich and authentic. I reached out to Cecile for an informal lunch and explained my intention to return to Belgium and find a new job there. She spontaneously offered to introduce me to Marc Raisiere, CEO of Belfius.



A few days after the interview with Mr Raisiere, I became Chief Strategy Officer of the fastest growing and soon leading bank for enterprises and entrepreneurs in Belgium.

As well as a happy family and an exciting professional challenge, WoB also gave me the chance to work in an inspiring environment where diversity of gender and opinion and authentic leadership are true core values.

Thank you WoB, thank you Cecile.

Martine Klutz & family

Corporate Partners welcome



As you know, Women on Board's primary mission is to increase the consideration of women as board members of Belgian companies and to promote their active participation on these boards. By organizing events and conferences, Women on Board tries as much as possible to ensure the visibility of its mission.

But the association cannot succeed alone. Women on Board relies on its partners and sponsors to support its mission both financially and by participating to the promotion of the Association's goals.

Women on Board can only be successful with the full collaboration of those partners which may choose between three different ways to cooperate (Diamond, Gold and silver partnerships). By signing such partnership, they become real ambassadors of Women on Board, adhere to and respect the Association's values of Diversity, Ethics and Integrity, Empathy, Sharing and Make it Happen.

To find out what the different packages for your partners offer there is a one-slider you can find below.

This is a call to you all to see if there is a diversity program running in your company and if so, would a partnership with Women on Board be of interest?

Want to talk to someone about this, feel free to contact Anne-Sophie Pijcke our Partner Manager. (aspjcke@euronext.com)

Corporate Partner One Slider

LinkedIn Call to action

Many of you are already joined the Women on Board Belgium LinkedIn group and we

thank you for this.

We wish to communicate more broadly to the Belgian Business network and will start publishing, writing and commenting on news items more often.

Your professional network can help promote our initiatives and so we would be pleased to see you share our articles by commenting on them and distributing in your network.

How do you do this?

1. Firstly you must follow Women on Board Belgium
2. Comment and share one of our articles by clicking 'share', writing your ideas then click share.
3. If you have an article you want to share within and onto the Women on Board LinkedIn page, then just type '@women on board belgium' in your article and it will be seen by our members.

Not clear or wish for some advise? Feel free to contact Ijja.bakker@womenonboard.be.

Women on Track

The Women on Track Mentoring program of Women on Board, a short presentation. Do you want to be a mentor?

This year, we launched the first Women on Track mentoring program. 8 Women on Track and 8 experienced board members participated, Patricia Lanssiers and Trees Paelinck developed and facilitated the program.

These were the highlights.

- Four workshops
 1. Kick-off event to present the program and to get to know each other, and have a deeper insight in the roles of both mentees and mentors
 2. Workshop with Martine Vandenpoel “Managing leadership transitions”
 3. Workshop with Jean Van den Eynde and Sara Vermeir, Russell Reynolds, “How to maximize your chances to get a board mandate”
 4. Workshop with Patricia Lanssiers, “Career transition to a non-executive board mandate, personal experiences, shared learnings and roadmap”

The pairs to plan their meetings, every 2 months, a physical or a virtual meeting.

The participants

Mentees: Sylvie Dumortier, Sylvie Focquet, Nathanaelle Kiekens, Elisabeth Matthys, Ann-Marie Morel, Caroline Raedemaeker, Iris Vande Walle, Hilde Wuyts

Mentors: Anne-Cathérine Chevalier, Marie Dequae, Martine De Rouck, Jettie Van Caenegem, Katleen Vandeweyer, Chris Verhaegen, Fanny Verhauwaert, Martine Verluyten

In 2019 we will organise the second edition of the program. Are you a member of a board of directors? Take your chance to participate as a mentor in the program. Contact trees.paelinck@womenonboard.be

**Next Admissions Committee:
4th December**

**In our next
Newsletter:
January 2019**

Do you know some colleague-board members or other ladies who wish to become a member of Women on Board? Then send a short email with candidate details to trees.paelinck@womenonboard.be so we can invite them to fill in the online application. Or you can direct them to the online page of our website: [how to become a member](#). We wish to have all the new candidates' entries by 20th November 2018.

- Information on 10th Anniversary of Women on Board
- 2019 WoT program

AGENDA (for more information visit our [website](#))

- 9th October: [UNIZO & Experts@yourbusiness, 'Zetel in een KMO adviesraad en vergroot je netwerk'](#)
- 23rd October: [BNP Paribas 'How can we create a sustainable future](#)
- 19th November: [Third edition of the annual forum Women Investing as Angels](#)
- 4th December (tbc): [Book presentation Minister Alexander De Croo: De Eeuw van de Vrouw](#)
- Announced December: [Digital needs and live demo's @PWC \(for WIDD participants\)](#).
- 25th March 2019 "[Gendergelijk\(waardig\)heid en diversiteit:quota en quotes](#)"
 - [organised by: Belgisch Financieel Forum, Women in Finance, Febelfin and Women on Board](#)

Our Partners

9 DIAMOND PARTNERS



Liedekerke
wouters
waelbroeck
kirkpatrick

proximus



BNP PARIBAS
The bank for a changing world

Capgemini
CONVULSING. TECHNOLOGY. OUTPERFORMING

Microsoft

pwc



profacts
THE ONLY BOARD FOR WOMEN

5 GOLD PARTNERS

ALSTOM



Cofinimmo
together in real estate

SRIW
Société Royale
d'Investissement de Pérouse



8 SILVER PARTNERS



Belfius

FCR MEDIA

icci

SIMONT
BRAUN

Degroef
Petercam

colruyt
laagte prijsen
welkears gita

INCLUSIO

avocats
advocaten
lawyers

1 KNOWLEDGE PARTNER: McKinsey

Follow us on [LinkedIn](#) & Join our member's [group](#).



Copyright © 2018 Women on Board, All rights reserved.

Want to change how you receive these emails?
You can [update your preferences](#) or [unsubscribe from this list](#).

