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Welcome Word

Dear members,

Dear partners,

I hope this newsletter finds you well at the start of this warm and different summer. Like all organisations, Women on Board adapted to the new reality and held virtual Board and Admission Committee meetings, a General Assembly and organised Webinars.

During the board meetings and the GA we adopted the Women on Board Manifesto with three key promises to guide us in our future actions for 2020-2025:

1. Women on Board offers to help corporates, SME's and NGO's build gender-diverse boards
2. Gender diverse boards contribute to better-performing companies and organisations
3. Gender diverse boards are a leverage to engage for a better future

You can help us realise these promises in three specific and concrete ways.

- Whenever you are informed about a vacancy for a board, think 'Women on Board' and contact us.
- In addition, Women on Board with its 310 members and 23 corporate partners constitutes a tremendous pool of knowledge, expertise and experience. Let's share this huge experience between us! WOB offers a unique platform to make this happen. If you want to share particular expertise with your fellow members, please do not hesitate to contact us.
- Most of all, change, means more than gender; change also means an equal and fair future for all. We look forward to welcoming members with as many different backgrounds as possible, help us fill the future pipeline of board members by supporting the career of diverse future candidates or to recommend them to us.

Thank you for being a member and a partner of Women on Board on its mission, we hope to meet you live again after the summer.

Have a nice holiday! Stay safe!
 Françoise Roels and Trees Paelinck

The Numbers

309 'Talent Pool' members

Dominique Clerbois, Veronique De Mulder, Sabine De Veilder, Vanessa Didden, Ilse Henne, Ilse Jansoon, Liesbeth Keymeulen, Marthe Palmans, Anne Van de Vijver

60 Supportive members & 19 Women on Track

Tania de Decker, An De May, Isabelle Hendrickx

General Assembly

On Wednesday 10 June we held our General Assembly and we have the pleasure to inform you of the latest news of Women on Board.

- scoop of the meeting was the announcement that, during the last year, our members have obtained or prolonged 53 mandates (44 as Chair or Board Member and 9 at Advisory Committee). These figures are based on the information reported by our members. This is again a success for

Women on Board and the companies or organisations who will enjoy the richness and performance of a gender diverse board.

- we announced some changes in the composition of the Admission Committee and the Board. For the Admission Committee, Martine De Rouck will be succeeded by [Karel Baert](#). Together with [Robert van de Eijk](#) who joined the AC in April, they will bring their vision on the profiles and personalities needed for performant and future-oriented boards.
- for the Board composition, the GA confirmed the renewal of the mandate of [Dirk Oosterlinck](#) and the appointment of [Ingrid Gonnissen](#) and [Monica De Jonghe](#)
- the results of the member's survey were shared and translated in a Manifesto for the future of Women on Board
- annual accounts and budget were approved and discharge was voted for the board directors

The GA [presentation](#) will inform you in more detail, including the list of the nominations.

Focus Group "Better Boards for a Better World"

We hope to organise **live** roundtables with limited participation starting in September.

For more information on the focus group please contact [Emmanuele Attout](#).

NEWS

Here is the list of known new mandates obtained by our members since July 1 2019.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Marijke	Beel	Rikolto vzw	Board Member
Marijke	Beel	Rikolto International SON	Board Member
Marijke	Beel	I-Beton	Advisory Committee
Marijke	Beel	Peeters Interieur	Advisory Committee
Inge	Boets	Econoholding	Chairperson
Katrien	Bousson	Ranson NV	Board Member
Anne	Cambier	Q7Leader	Board Member, Administrateur délégué
Ingrid	Ceusters-Luyten	CPI	Board Member
Ingrid	Ceusters-Luyten	UZGent	Board Member, chair audit committee



2.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Anne-Catherine	Chevalier	Mus-e Belgium	Chairperson
Francoise	Chombar	Soitec	Board Member
Catalina	Daniels	Birdhouse	Board Member
Muriel	De Lathouwer	Olympia group of companies	Board Member, Vice-chairman
Muriel	De Lathouwer	Etex group	Board Member
Ingrid	De Poorter	IMEC International	Board Member
Ingrid	De Poorter	Fidimec NV	Board Member
Emilie	de Riollet de Morteuil	@Vitam	Board Member
Katya	Degrieck	Smartphoto	Board Member, Also Remuneration Comité and Audit Comité
Katya	Degrieck	Lannoo	Board Member



3.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Linda	Galle	Duke & Grace	Board Member
Sophie	Goblet	The pond and the warterfall	Board Member, Membre fondateur
Pascale	Hendrickx	Nieulandt recycling	Advisory Committee
Roberte	Kesteman	Fluxys Belgium NV	Board Member, Member of remuneration committee and member of corporate governance committee
Martine	Klutz	Isabel	Board Member
Martine	Klutz	Belfius Commercial Finance	Chairperson
Anne	Leclercq	PLEXUS VZW	Board Member
Dominique	Leroy	Ergon Capital	Advisory Committee



4.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Kate	Lybeer	Mentes VZW	Board Member
Sophie	Malarme-Lecloux	Compagnie Het Zoute	Board Member, Advisory Committee
Vanessa	Marquette	Loyens & Loeff	Board Member
Jacinte	Monsieur	VZW Wervel	Board Member
Kathleen (Cassy)	Ramsey	ESADE Business & Law School	Advisory Committee
Kathleen (Cassy)	Ramsey	Bank Degroof Petercam	Chairperson
Kathleen (Cassy)	Ramsey	Bank Degroof Petercam	Advisory Committee
Françoise	Roels	Les Petits Rien	Board member
Sonja	Rottiers	Matexi NV	Board Member, Chair of Audit Committee
Sonja	Rottiers	Kinepolis	Board member



5.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Sonali	Schandmal	BW LPG	Board Member
Sophie	Servaty	Cliniques Universitaires de Saint-Luc	Board Member
Nicoline	Spruijt	Palais Coudenberg / de Charles Quint	Board Member
Marleen	Vaesens	De Eik nv	Board Member
Isabelle	Van Iseghem	Envie	Board Member
Helena	Vandebecck	Siat NV (www.siat-group.com)	Chairperson
Helena	Vandebecck	Vlaams Instituut voor Biotechnologie (www.vib.be)	Member of the General Assembly
Helena	Vandebecck	Urban Crop Solutions (https://urbancropsolutions.com)	Advisory Committee
Katleen	Vandeweyer	Scarlet	Board Member
Katleen	Vandeweyer	ConnectImmo	Board Member



6.

Women on Board New Mandates

First Name	Last Name	Company	Position taken
Helene	Vareille	Fondation Royaumeont	Board Member
Sonja	Willems	Flanders Investment & Trade	Chairperson
Diane	Zygas	Belfius Bank	Advisory Committee (Nomination Committee)
Diane	Zygas	Belfius Bank	Advisory Committee (Remuneration Committee)
Diane	Zygas	Croix-Rouge de Belgique	Board Member

Events to Come

Webinar: The Hacking Experience 30/9/2020

18:00 - 19:30

By PwC

Better protect your business by understanding how a hack happens in real life



Ever wanted to see how a real hacker does it? An advanced hacking team lets you look over their shoulder and make the money-making decisions while they execute a targeted attack on a fictitious organisation with a real security setup. Get a glimpse of the criminal digital underworld on the Dark Web and experience the kill chain on both sides of the fence!

Thanks to:



Women on Track Closing session 29/9/2020

16:30 - 20:00

For the mentees and mentors of the Women on Track-mentoring program

"Knowledge and experience sharing of 1 year WoT"

Agenda

- Knowledge and experience sharing of 1year WoT
- Facilitated by Dirk Luyten
- Professional Photoshoot by Joke Storme
- Networking drink

Location: The Gradient, Ave. De Tervuren 270, 1150 Brussels

Past Events

Webinar: Reputational Management (4/6/2020) by **Ann Caluwaerts (Executive Vice President @ Telenet)**



On 4 June we held our first webinar on Reputational Management given by Ann Caluwaerts. Over 51 attendees followed this Zoom session with an interesting Q&A moment at the end.

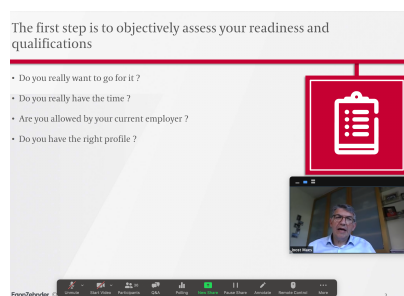
Ann explained the need for your company to bind Brand, Purpose, Culture and People and through a couple of case studies demonstrated how your company's reputation can be improved or destroyed.

Some tips for Boards on Reputational Management:

- Start with your purpose and values
- Think Strategically in a 360° view
- Safeguard Authenticity
- Dare to question things.

Webinar: How to maximise your chances to get a board mandate (22/6/2020)

by **Isabelle Langlois-Loris & Joost Maes (partners @Egon Zehnder)**
& **Nicoline Spruijt (Brandhome)**



We thank our partners for engaging with our members. The first part was given by Joost and Isabelle partner @Egon Zehnder.

They shared tips and insights on how to get a board mandate. Once you are ready (you have the competencies) to go for the mandate, patience and persistence are

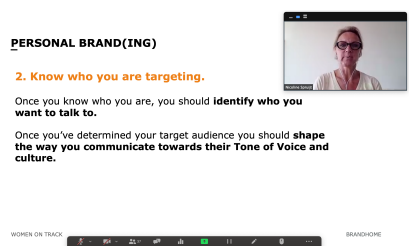
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PERSONAL BRAND(ING)

2. Know who you are targeting.

Once you know who you are, you should **identify who you want to talk to.**

Once you've determined your target audience you should **shape the way you communicate towards their Tone of Voice and culture.**



The session was followed by a presentation given by Nicoline Spruijt member of Women on Board and Manager @ Brandhome. Key here was to make sure you create a brand for yourself. How do you shine and always

have an elevator pitch?

The webinar was attended by 42 members.

The slides can be downloaded [here](#).

EgonZehnder



Would you like to co-host a webinar on a subject that may interest the Women on Board members please reach out to Trees.

News About Our Members



Ingrid De Poorter: Lid van Raad van Bestuur van IMEC

April 2020

IMEC is een wereldvermaard onderzoekscentrum voor nano-elektronica en digitale technologie, met tegelijk een sterke verankering in Vlaanderen. Wij zijn steeds op zoek naar de beste mensen en hechten hierbij veel belang aan diversiteit, omdat diversiteit een belangrijke bouwsteen is voor beter onderzoek en beter management. In technologie blijven vrouwen spijtig genoeg nog steeds ondervetegenwoordigd en dit enorm potentieel van vrouwelijk talent aanboren en

ontwikkelen blijft een belangrijk aandachtspunt voor IMEC.

Ook in de raad van bestuur zien we erop toe dat we steeds 1/3 mannelijke en vrouwelijke collega's hebben. We zijn dan ook blij om Ingrid De Poorter te kunnen verwelkomen als bestuurder bij IMEC. Ingrid brengt heel relevante ervaring en ervaring op het gebied van onder andere intellectuele eigendom en corporate governance. Met haar ervaring en gedrevenheid is zij een duidelijke versterking voor onze raad."



Karen Dumery: Lid van Raad van Bestuur van Wervel

March 2020

Wervel is a non for profit organisation that advocates for a sustainable, socially honest and ecologically viable food system and agriculture, in Belgium and the southern countries. It works on agroecology - with respect for soil, biodiversity and climate - on short supply chains and on fair trade. Wervel tries to connect consumers, retailers and producers behind these shared values: it promotes innovative best practices, supports pioneer projects and helps to share knowledge.

As administrators, we are providing the necessary support in designing and implementing the strategic, financial and HR goals of the organisation."

New Board mandate? Tell us about it!

Have you also been appointed via the database of Women on Board, an executive search agency or in another way? [Mail us.](#)

Time to update your profile!

It is crucial you take the time to update your profile with the new mandates you have mentioned as well as the new/extra skills you may have acquired.

We have noted that there are some competencies that are new and very relevant for the board positions of tomorrow. We have added the following skills to our profile database:

- Sustainability
- Digital Transformation
- Cyber Security
- Strategy

Please feel free to [login](#) to your profile and mark these skills if you practice these competencies.

We wish to thank all the ladies who spent a couple of minutes updating their profile in our talent pool.

Having problems logging in? Feel free to contact [Ilja Bakker](#)

**Next Admissions Committee:
16/9/2020**

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 **10 September 2020**.

Our Corporate Partners

Our Partners



7 DIAMOND PARTNERS



8 GOLD PARTNERS



7 SILVER PARTNERS



1 KNOWLEDGE PARTNER: McKinsey

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