

Dear members and partners,

The first milestone of the Belgian quota law is a fact. The **Women on Board Index** shows that **50%\*** of the listed companies are today compliant with the quota law. This means that their board is at least 1/3 diverse. The other half of the companies have until 2019. With 270 WoB members, qualified to become board members or already accomplished board members, the opportunity is there and we will continue to promote our pool of members.

We are also working on developing the pipeline of future directors: we welcome Women on Track as members and support in-house diversity programs run by some of our corporate partners. With your help we want to increase these efforts: you can participate by becoming a mentor of a woman-on-track. Being a mentor is an enriching experience for both mentor and mentee, it broadens your network and develops your skills.

Many networking and informative events have been planned for the last quarter. Take look at "Coming Soon" and block your agendas.

We hope to see you then.

**Françoise Roels**  
Chairwoman

**Trees Paelinck**  
General Manager

*\*50% based on the collective input of the board mandate prospection team*

## The Numbers

**270** 'Talent Pool' members

We welcome in the talent pool:

**Laurence Boens, Ann Caluwaerts, Nathalie Gilson, Victoria Hingre, Anne Leclercq, Ellora-Julie Parekh, Brigitte Thito**

## WoB own governance: news from our Board:

At its 4 October meeting, the Board acknowledged the resignation of Marie Evrard as board member. As co-founder of the association Marie devoted since 2009 a large part of her energy to the Women on Board project, bringing her legal competences and professional eye on the governance and always acting as a strong ambassador for Women on Board. The Board warmly thanks Marie for her contribution and her flawless commitment during the last nine years.

## Your opportunity to be Mentor of Women on Track:

To support our Women on Track in the development of their board potential, we propose them an individual mentor from our members' pool. You could be this mentor. Should you think you would be a good mentor for one of our Women on Track, then please let us know at [trees.paelinck@womenonboard.be](mailto:trees.paelinck@womenonboard.be)

The Board welcomed Dirk Oosterlinck as new board member. Dirk is Managing Director of Easyfairs Belgium, and has a career in consumer oriented industries and start-ups, where he has always embraced and advocated diversity. The Board is looking forward to work together with Dirk and is grateful for his commitment.

## Coming soon:

Our members are kindly invited to the following activities. Please already block these dates in your agenda. More information will follow or visit our [website](#).

<b>26/10/2017:</b>	16h00 – 20h00	General Data Protection Regulation (GDPR) hosted by Fieldfisher
<b>28/11/2017</b>	18h30 – 22h00	Survey results Profacts hosted by Deloitte with speaker Hilde Laga
<b>12/12/2017</b>	12h – 14h30	Reform of the Belgian Companies' Code (limited to 45 participants) hosted by SimontBraun
<b>December 2017</b>		Kick-Off WIDD2
<b>18/1/2018</b>		New Year Event, hosted by McKinsey at B19

## Next Admissions Committee: 4<sup>th</sup> December.

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

## New Board Mandates

Last year we noted 60 board appointments for our members. We are convinced that we can even do better this year !

To promote our talent pool, Women on Board will sit together with a selected number of executive search firms to intensify our collaboration; our Board Mandate Prospection team is contacting the listed companies. Take your chances to network and if you are contacted for a board mandate which is not fit for you, please refer it to other Women on Board members.

We are always happy to hear about your successes and new nominations! Your latest positions will be

published onto the Women on Board website under NEWS.

Please keep us informed  
([trees.paelinck@womenonboard.be](mailto:trees.paelinck@womenonboard.be))

## Women Intergenerational Digital Dialogue - Edition 2

Whilst writing this newsletter, we are working closely with our members & partners to match up our next participants for the WIDD2 program.

This reverse mentoring program aims to bring together the 2 crucial skills needed for our future board members: Digital knowledge and Corporate Governance.

We will plan the kick-off in December and introduce you to the participants and corporate partners involved.

Registration is still possible: there are few places left; if you wish to get involved please let us know ASAP.

More information will be mailed to you or contact:  
[Ilja.bakker@womenonboard.be](mailto:Ilja.bakker@womenonboard.be)

## External Communication planning

Whilst you are reading this Newsletter, computers are making analysis on the research data collected by Profacts, one of our partners. The research investigates the perception people hold about (executive) women in the year 2017. There were +1300 respondent to the survey 😊, out of which +100 of our members. We thank you for your active participation. Profacts & WoB are all looking forward to the research outcome and conclusions. The research aims to unleash a richness of information that will underpin our external communication. The scoop will be part of the Event we are organizing on 28 November in close collaboration with Deloitte. We hope to see you there!

**Press Articles:** we have appeared in the Trends/Tendances (19/10) with articles on diversity. Creating awareness together with the press is key to our cause.

You can expect more from us on communicating externally about Women on Board and the successes that are being made.

## European Women on Board (EWOB)

As a founding member of European Women on Boards, WoB is closely following its development.

EWOB has now successfully completed its initial program for the EU and is now focusing on further promoting its international talent pool and on expanding in new European countries. Should you have international board experience, don't hesitate to apply for the EWOB talent pool.

Mid October, EWOB gathered in Amsterdam the participants to the second wave of their cross-border mentoring program run with PwC Europe. This unique international program proved to be very inspiring and powerful for both mentors and mentees. A third wave of the program will be launched in 2018.

Cécile Coune who co-chaired EWOB since June 2013 has decided to take on new challenges. Monique Lempereur has been elected as the new co-chairwoman of EWOB. Monique will also be the trade-union between WOB and EWOB to optimize our joint efforts. The board of WOB would like to thank Cécile for her contribution in developing EWOB as a unique first tier international federation of female board members.

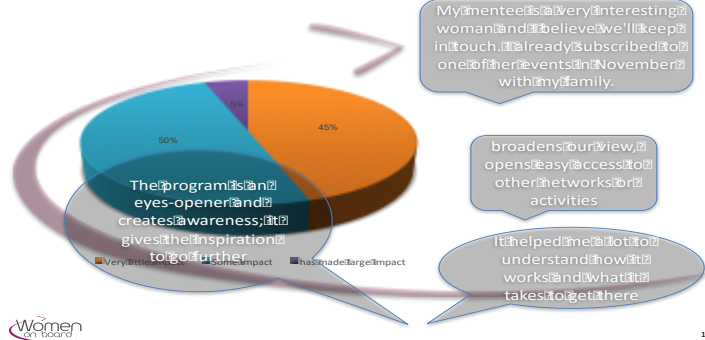
For more information on European Women on Board please contact Monique Lempereur. Her contact details can be found in our member pool portal.

Some of the events enjoyed so far!

## Women's Intergenerational Digital Dialogue (1) 19th September



What impact has this program had in your professional life?



## BNP Artificial Intelligence 19th September

We thank BNP Paribas Securities for organising this event.



## FutureBoards round table: thoughts and views on gender quotas and other effective measures to improve the gender balance on corporate boards



## IN OUR NEXT NEWSLETTER

- Results of the Profacts Survey
  - Women on Board in 2018
- Next Newsletter: January 2018

## Our PARTNERS

### 8 DIAMOND PARTNERS



1 KNOWLEDGE PARTNER: McKinsey

### 5 GOLD PARTNERS



### 8 SILVER PARTNERS

