



# **INITIATIVE WOMEN INTO LEADERSHIP E.V.**

INFORMATION PACKAGE

# OUR MISSION & PROMISE

- The Initiative Women into Leadership e.V (IWIL) has been established in November 2017
- IWIL is a Cross-Mentoring program to bridge the gap in leadership development for women.
  - Exclusive and sustainable network for women **at top level**
  - **Broad exchange of experience** beyond corporate mainstream
  - Promote diversity, drive innovation, and enable female leadership. We deliver a proof point for top management that a **career through the ranks is tangible**
  - It addresses the challenge of developing female leadership at the highest corporate levels.
- **Collaborative efforts** with member companies and leaders from diverse sectors.
- Personal mentorship by distinguished figures from the economy, culture, media, science, medicine, society, and more.
- Ongoing commitment to empowering more female talents to advance in their careers.
- Invitation for interested companies and individuals to engage with the program for further information and participation.

# OUR BOARD



**Sabine  
Hansen**

Chairwomen of the  
Executive Board



**Dr. Natalie  
Daghles**

Vice Chairwomen



**Dr. Werner  
Grünewald**

Financial & Operation  
Management



**Dr. Maïke  
Albers-Malkus**

Program &  
Communication  
Management



**Nicole  
Riggers**

**Relationship  
Management**

# OUR TEAM



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**Jana-Selina Henn**

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# ADVISORY BOARD



**Daniel Kapffer**  
CFO  
DekaBank



**Matthias Schellenberg**  
CEO  
Deutsche Apotheker- und  
Ärztebank



**Melanie Wiese**  
CFO  
Deutsche  
Beteiligungs AG



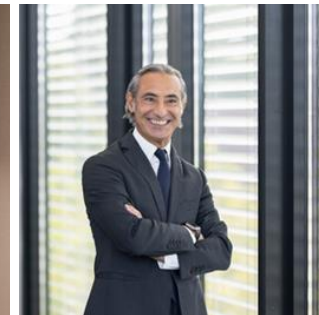
**Dr. Elke Frank**  
Supervisory Board  
Member  
Scout24 Group



**Jacqueline Harvey**  
Regional Director  
China and Hongkong  
Audi AG



**Dr. Christian Kohlpaintner**  
CEO  
Brenntag SE



**Vito Volpe**  
CEO  
Santander Consumer  
Bank AG

# OUR PURPOSE & TARGET GROUP

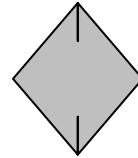
- **Cross-Mentoring program aimed at elevating female talents to top management roles.**
  - Facilitates experience sharing with established leaders across industries and disciplines.
  - Encourages personal and meaningful dialogue beyond company boundaries.
  - Seeks to fill the gap in development programs for women at the 1st and 2nd management levels.
  - Asserts that women at these levels are integral to a company's economic success.
  - Champions diverse management as a pathway to greater corporate success.
  - Dedicated to increasing the representation of women in mid-to-upper management.
  - Targets and prepares identified female talent for their next professional advancement.
  - Offers a unique and enduring network for women at high management levels.
- **Your Benefit:**
  - Provides access to an exclusive network for broad experience exchange.
  - Matches mentees with accomplished mentors from major corporations for guidance.

# QUALITY GATEWAYS

- **Live Matching** by the means of speed dating (30 minutes à 2 rounds)
- **Mentoring Guidelines / Letter of Intent** to be signed by both parties
- **Letter of Commitment / Letter of Engagement** to be signed by Mentor/Mentee
- **Regular check-up calls** by Matching Committee / IWiL Board
- **Monthly Mentor / Mentees zoom** calls to share best practices / issues identified
- **Min. of Six personal/digital meet-ups** of the tandems per year
- **Mandatory networking events**, Kick Off, IWiL Summit, IWiL Graduation Ceremony
- **Evaluation** of the mentoring tandem

# OUR MEMBERSHIPS: MEMBER COMPANY

One-Time Admission Fee:  
4900,00€



Annual Fee:  
4500,00€

- Opportunity **to nominate up to two female executives** yearly to the exclusive IWIL Mentee-Pool.
- Proactive involvement in creating a diversified leadership team, decreasing internal barriers to diversity.
- Enhanced adherence to contemporary ESG standards, meeting capital market expectations for diverse leadership.
- Regular engagement with the network through quarterly **membership calls** for strategic updates and support.



# 3 – PILLAR-CONCEPT

Member Companies	Mentors	Mentees
<ul style="list-style-type: none"><li>▪ are represented by top-level management participating as mentors</li><li>▪ annually nominate female executives into IWIL Mentee-Pool</li><li>▪ systematically develop their own high potentials</li><li>▪ present themselves internally and externally as an attractive employer and systematically tie up their talents</li><li>▪ get own organisation engaged and reduce internal resistance for a more diverse leadership team</li><li>▪ comply better to the new ESG standards and respond adequately to the call for more diverse leadership from the capital markets</li></ul>	<ul style="list-style-type: none"><li>▪ accompany female executives by sharing personal experiences and questions with the mentees</li><li>▪ issue a statement for women in leadership positions through their membership</li><li>▪ are part of an exclusive cross-company network and render support on personal level</li><li>▪ get valuable external feedback by the means of reverse mentoring</li><li>▪ are highlighted as exceptional executives with a true cause and by doing this, we promote their visibility beyond established leadership roles</li></ul>	<ul style="list-style-type: none"><li>▪ are offered a tremendous opportunity to become part of an exclusive network and get personal access to top personalities by being nominated in the IWIL-program</li><li>▪ issue a statement for women in leadership positions through their membership and are part of an exclusive cross-company network</li><li>▪ bring up questions, topics and specific concerns in the meetings and actively use the suggestions, opportunities and contacts offered</li><li>▪ gain internal and external visibility through press coverage helping them succeed in the organization</li></ul>

# OUR PROCESS

## How do we get women in leadership?

Through our innovative and sophisticated hybrid (digital & live) matching process, we match mentees with an individual mentor who is suitable for the mentee's needs and wishes.

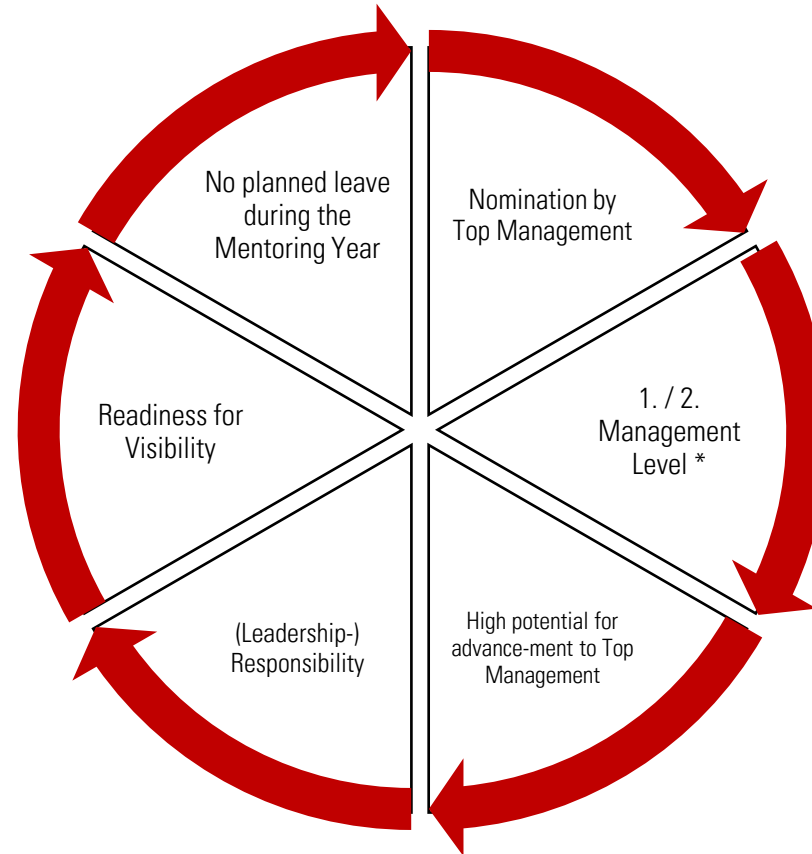


Since trust is an important factor in mentoring relationships, the mentees can indicate who they would prefer as a potential mentor.



To fully satisfy everyone's expectations, mentors and mentees pledge confidentiality and, in a signed 'letter of intent', specify the form of communication (telephone, in person, via skype), the number of meetings, expectations, and goals.

# OUR NOMINATION REQUIREMENTS



\*1. Management Level (Department Management / Director Level)  
2. Management Level (Department Head)

# OUR PROCESS

The mentees are pre-selected by the corporate member organization.

Personal Interviews with possible mentees, IWIL Board and our Matching Committee who will ultimately decide who will make it into the mentee class.

Two live-matching rounds a 30 minutes at the Kick Off event between each mentee/mentor tandem.

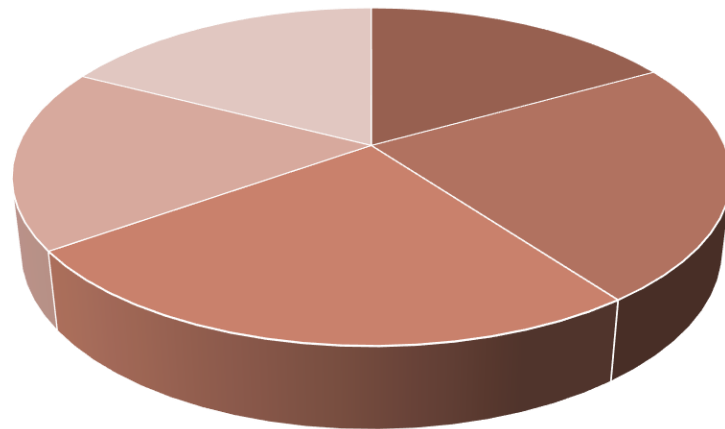
Once individual feedback is collected by mentees & mentors is collected, the final tandem will be assigned by the IWIL board.

Mentoring Duration of 12 Months: March to 28th of February

# SUCCESS STUDY

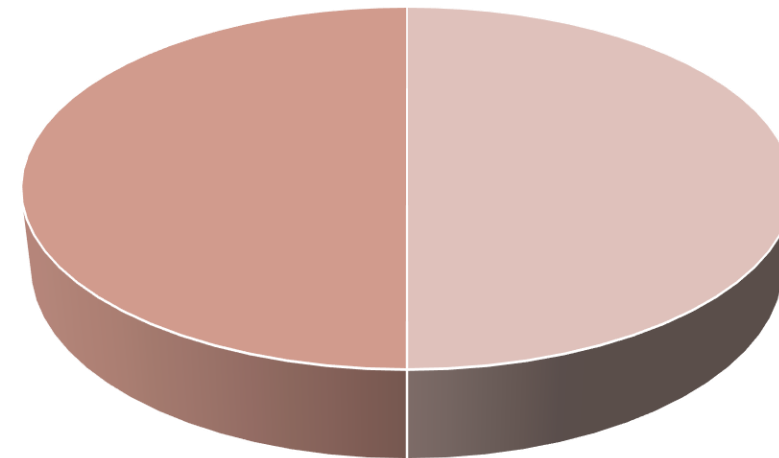
- Over the past five years, a total of 178 mentees have participated in our Cross-Mentoring-Program.
  - Of those 178 mentees, 89 mentees have already taken their next bis step in their careers.

Mentees in Total:



■ Mentees 2018 ■ Mentees 2019 ■ Mentees 2020  
■ Mentees 2021 ■ Mentees 2022

Mentees with a promotion and same position:



■ Mentees with a promotion ■ Mentees with the same position

# SELECTED MEMBER COMPANIES



# DO YOU WANT TO TAKE THE NEXT STEP?

If you feel inspired by our initiative and would like to become part of it as a corporate member or top personality, we look forward to hearing from you. We would be very happy to engage into a first discussion with you and introduce you to IWIL in detail.



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