



career  
women's  
forum

# WOMEN'S ADDED VALUE in the ECONOMY

**CLOSING THE GENDER GAP:  
the present and the future**

**programme**

20.01.2014 16h30-20h  
Hôtel Métropole, Genève

# WAVE V

## CLOSING THE GENDER GAP: the present and the future

### programme

20.01.2014 16h30-20h  
Hôtel Métropole, Genève

16.30 – 17.00  
Registrations

17.00 – 17.10  
*Welcome & Introduction*

The renowned cartoonist Thierry Barriguet will draw the salient points on the spot.



#### PLENARY SESSION

17.10 – 17.35  
**Martine Brunschwig Graf**  
President of the Federal Commission Against Racism (FCR) and former member of the Swiss National Council for the Canton of Geneva

17.40 – 18.05  
**Raymond Palmen**  
EMEA Director Sourcing & Logistics and EMEA D&I Champion - DuPont

18.10 – 18.35  
**Fleur Bothwick**  
EMEIA Director of Diversity & Inclusive Leadership - Ernst & Young LLP

18.35 – 18.50  
**BREAK**

#### PANEL SESSION

**Moderator: Marion Aufseesser**  
Cognitive and behavioral coaching psychologist

18.50 – 19.00  
**Barbara Hintermann**  
Deputy Director Human Resources International Committee of the Red Cross (ICRC)

19.05 – 19.15  
**Sudeshna Datta Cockerill**  
Diversity Program Leader - CERN

19.20 – 19.30  
**Anne Ray**  
Senior HR Business Partner - Credit Suisse

19.30 – 20.00  
**Panel discussion & Q&A**

20.00 – 20.10  
**Closing Remarks by Nicolette de Joncaire**  
Editor-in-chief of Work and Journalist at Agefi

#### COCKTAIL AND INFORMAL DISCUSSION

# 5<sup>th</sup> Women's Added Value in the Economy (WAVE)

The Career Women's Forum was created in 1982 for independent career and professional women. It consists of more than 250 active members from over 30 nationalities. Its goal is to engage with professionally active women to promote networking and gender equality along with women advancement in various sectors of the economy, politics and society.

Over time, the CWF grew more and more present at the top of large corporations, therefore CWF created the "Corporate Member" (CM) offer. Today 14 CM sponsor up to 15 women executives within their companies. It is a way for those members to acknowledge the high potential of their female executives and to enhance their visibility within the economic community. The Corporate Members of the CWF are: **ALCOA, Banque Cantonale de Genève, DELOITTE, DuPont de Nemours, Firmenich, Groupe Richemont, IBM, ICRC, Julius Baer Bank, Lexmark, Mirabaud & Cie SA, Oracle, Banque Pictet & Cie SA, PWC.**

In today's quest for a more gender balanced society, our members have expressed a keen interest in this topic and it became obvious for the CWF to organize their 5<sup>th</sup> Forum "WOMEN'S ADDED VALUE IN THE ECONOMY" (WAVE) on "CLOSING THE GENDER GAP: the present and the future" in order to share food for thoughts.

Renowned female and male guest speakers will present their reflections on the gender gap, the progress made in the past 5 years and the future prospective. The presentations and discussions will take place in French and/or English depending on the speaker's language and will not be translated.

Career Women's Forum  
1200 Genève  
[administration@cwf.ch](mailto:administration@cwf.ch)  
[www.cwf.ch](http://www.cwf.ch)



# speakers

## **Martine Brunshawig Graf**

President of the Federal Commission against Racism (FCR)  
and former member of the Swiss National Council for the Canton of Geneva

Economètre de formation, Martine Brunshawig Graf est née à Fribourg en 1950. Elle débute en 1975 dans la vie active comme rédactrice romande auprès de l'Association suisse des employés de banque à Berne. Elle est ensuite nommée rédactrice-économiste à la Société pour le développement de l'économie suisse à Genève; elle devient directrice de son siège romand en 1991.

Membre du Parti libéral genevois, elle le préside de 1988 à 1990 et siège comme députée au Grand Conseil de 1989 à 1993. Cette année-là, elle est élue au Conseil d'État où elle siège jusqu'en 2005 après deux réélections successives. A la tête du département de l'instruction publique pendant neuf ans, elle dirige ensuite le département des finances et le département des affaires militaires. Durant son mandat, elle préside le Conseil d'État à deux reprises (1999 et 2005).

En octobre 2003, elle est élue au Conseil national et intègre la commission de la science, de l'éducation et de la culture, puis celle des finances. Vice-présidente du groupe PLR dès 2007, elle siège au parlement fédéral jusqu'en 2011. Elle préside depuis 2006 le Bureau de l'Amiable compositeur et depuis 2012, la Commission fédérale contre le racisme. Elle est notamment membre, depuis 2011, du conseil d'administration d'Allianz Suisse. Femme politique libérale-radical, elle se considère comme une «féministe tendance Badinter».

## **Raymond Palmen**

EMEA Director Source & Logistic and EMEA D&I champion  
DuPont International Sarl

Raymond is Swiss and Dutch and lives with his wife Nathalie and their 2 sons now already for 22 years in Geneva.

Raymond is currently Director for Procurement, Sourcing & Logistics in Europe/Middle East & Africa for Dupont. Before that he has had several other director functions for EMEA in businesses such as Chemicals & Fluoroproducts, Nylon Fibers and different regional and global management jobs for the Lycra® fiber.

Between all of these business jobs he was also director for Corporate Planning/M&A in EMEA. He started his career at Hewlett Packard in Belgium as he moved as a 13 year old with his parents from The Netherlands to Brussels.

It is also in Brussels where he got his university degree as Commercial Engineer of the "Solvay" Business School.

**Fleur Bothwick**

Director of Diversity & Inclusive Leadership – EMEIA  
Ernst & Young LLP

Fleur is the Director of Diversity and Inclusion for EMEIA – Europe, Middle East, India and Africa which is an Area covering 93 countries and 70,000 people. She develops and drives EY's D&I strategy across the Area through a stakeholder group focused on engagement, inclusive leadership and embedding D&I into how EY runs its business and thinks about its people.

Prior to joining EY, Fleur spent 18 years in the Investment Banking Sector. Latterly at Lehman Brothers in addition to HR roles at Bankers Trust and Deutsche Bank.

Until March 2013 she was the co-chair of Working Families and she is now the Chair of Governors for a free school opening in her borough for children on the autism spectrum.

In the Queen's 2013 New Years Honours List, she was named an Officer of the Order of the British Empire in recognition of her contribution to D&I in the workplace.

**Barbara Hintermann**

Deputy Director Human Resources  
International Committee of the Red Cross (ICRC)

Barbara Hintermann was born in 1962 in Zurich, which was also where she studied economics. Before joining the ICRC, she has worked during two years in a banking project for UBS. Leaving the private sector, Mrs. Hintermann worked as a consultant for Swiss hospitals in environmental projects and human resources, and later on took the responsibility of the fundraising within UNICEF Switzerland.

Within the ICRC, she has held the post of Head of Operations for North America and Western Europe at the International Committee of the Red Cross from 2008 to 2012. She is now Deputy Director of Human Resources. Her first missions on joining the organization in 1995 took her to the Middle East (Jerusalem and Beirut) and Africa (Rwanda, South Sudan). From 2002 to 2004 she served as Deputy Head of Operations for the Balkans. She then returned to the field as Head of Delegation in Guinea-Conakry (2004-05) and in Colombia (2006-08).

**Sudeshna Datta Cockerill**  
Diversity Programme Leader  
CERN

Sudeshna Datta-Cockerill is a senior HR professional with executive level expertise in spearheading the development and implementation of strategic actions and initiatives linked to the organizational mission in the areas of learning & development, performance management, conflict resolution, equal opportunities and diversity.

She is a Swiss national of Indian origin, and comes from a multi-lingual, multi-cultural background, having lived and studied in India, the USA and Europe.

Sudeshna has been working at CERN for 36 years, in the Human Resources field. Her various roles have included HR Advisor (advising line management & staff on recruitment, performance management & career development), Equal Opportunities Officer and Head of the Learning & Development Section with direct responsibility for the management & communication training programmes. She is currently responsible for the CERN Diversity Programme and member of the HR Management Board.

**Anne Ray**  
Senior HR Business Partner  
Credit Suisse

Née à Aubonne le 15 septembre 1965, elle effectue sa scolarité à Nyon, puis à Lausanne. Après des études économiques et un stage linguistique auprès de l'UBS de Toronto, elle est embauchée à la United Overseas Bank à Genève en 1987, où elle débute au Service juridique, avant de bifurquer vers les Ressources humaines, en 1988.

En 1994, elle décide de reprendre des études en œnologie, à l'Ecole de Changins, puis en sommellerie à l'Université du vin de Suze-la-Rousse (F), d'où elle sort Major de promotion. Elle s'installe alors dans les Corbières pour reprendre un domaine viticole avec sa nouvelle famille. La perte de son compagnon et de ses enfants à la suite d'un accident de voiture va en décider autrement.

Elle revient en Suisse en 1996, rejoint les Ressources humaines de Zyma à Nyon – juste avant qu'elle ne devienne Novartis – puis le Credit Suisse en 1999 où elle occupe depuis lors la fonction de Senior HR Business Partner, en charge de collaborateurs de la clientèle privée et entreprises, basés à Genève et en Suisse romande.

Parallèlement à son activité (à 90%), elle anime depuis 1996 des cours d'accords mets et vins.

# moderator

## Marion Aufseesser

Cognitive and behavioral coaching psychologist

Marion is a trained psychologist with masters in cognitive and behavioral psychology (Universities of Geneva and Lausanne). She furthered her studies with a degree in entrepreneurship from the University of Geneva.

She has been working in organizations for over 20 years with a particular interest in career development, work-life balance and well being.

She works with individuals and groups in areas such as career transition and projects related to the prevention of stress and psychosocial risks in the workplace. Marion recently published an innovative self-help book on how to transition, (Odile Jacob, Paris).

She has lived in Africa and Asia and currently lives in Geneva. Her working languages are English, French and German.



Corporate Members:



Scénographie:

# ECOLE DE **CREATION** EN COMMUNICATION

CREA: Samir El Bourachdi, Maaïke Hazen et Paola Muratori sont tous les trois étudiants à Créa (École de création en communication), où ces futurs créatifs s'initient à la direction artistique et à la conception-rédaction. Ils sont responsables de la réalisation photographique et de la rediffusion de cette conférence. - [www.creaGeneve.com](http://www.creaGeneve.com)

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