



Initiative

Women into Leadership

CROSS-MENTORING-PROGRAM

www.iwil.eu

PREFACE

For companies, it is particularly challenging to ensure and internally develop female leadership representation on top level. The cross-mentoring Initiative Women into Leadership aims to close this strategic gap in the leadership talent development on the first two levels below top management with sustainable effect.

The initiative provides an opportunity for companies wishing to actively engage in the process of developing their female leadership talents. The aim is to achieve a break-through for female leadership talents in cooperation with the member companies and leading personalities - from various backgrounds: economy, culture, media, science, medicine, society and others - who take the position of personal mentors and accompany highly qualified and successful women in the course of the mentoring program on the road to the top of their profession.

Motivated by the women's summit initiated by the German Chancellor and convened in Berlin in April 2017, the four initiators, Alex Iwan, Founder and owner of the press agency textschwester, Dr. Natalie Daghles, Partner of the international law firm Latham & Watkins, Sabine Hansen, Director at Kienbaum Consultants International, and Petra Schlieter-Gropp, Director of Schlieter & Friends, have launched the charitable organization Initiative Women into Leadership e.V. (IWIL) in November 2017 together with fifteen companies. With the help of leading women and men as their mentors the mentees are being prepared for strategic networking and receive individual support for leadership and career situations.

The association's website www.iwil.eu gives further information about current activities and network events which we conduct throughout the year.

If you want to become a part of IWIL, we are happy to hear from you under vorstand@iwil.eu.

Yours

Sabine Hansen
Chairwoman

Dr. Natalie Daghles
Vice Chairwoman



DR. JÖRG EHMER
CEO
APOLLO-OPTIK HOLDING
GMBH & CO. KG
MENTOR

TINA MÜLLER
CEO
PARFÜMERIE DOUGLAS GMBH
MENTOR



Instead of pondering about what „someone should do“, IWIL supports highly qualified women on the second and third management level with an excellent network and cross mentoring program – anyone seriously intending to promote the representation of women in top leading positions has to support this initiative!

Promotion of future female top-managers in a trusting environment is material to me of course and it is a pleasure to share my experiences with the mentees.

THE CONCEPT

By establishing a cross-mentoring program, a platform for women aiming at the top level is created, allowing for an exchange of experiences with leading male and female personalities across various industries and disciplines. As a result, a personal and close dialogue across company boundaries takes place.

the challenge

Programs for women on the 2nd and 3rd management level are almost non-existent

Scientific studies show that the number of women in management positions on the 2nd and 3rd management level is contributing to companies' economic output. The level of women on these levels can be increased significantly by sustainable programs specifically targeting already identified female leadership talents. Such programs are in need of improvement or do not exist at all (source: ESCP Europe). On the one hand, this is due to gender-specific distortions and the one-sided definition of who is a real talent for the company. On the other hand, career orientation – which so far only allows for vertical consideration – is immensely important. Women who have reached the upper management levels are no longer considered by the usual talent-management-programs. The danger of a „backing down“ increases steadily.

the aim

An exclusive and sustainable network for women at the top level

IWiL aims at offering companies and mentees an exclusive and sustainable network of leading personalities from science, society and industry. The network intends to enable a wide exchange of experiences beyond corporate mainstreams and to prepare for leadership challenges caused by changes in the business model.



DR. ACHIM LEDER
MANAGING DIRECTOR
JETLITE GMBH
MENTOR

The success of diversified teams is quickly reflected in a startup like ours. We want to pass on this experience and support women in their career ambitions.



DANIELA MÜNDLER
MEMBER OF THE MANAGEMENT
BOARD
BAHLEN GMBH & CO. KG
MENTOR

I engage as mentor in IWiL because I know from my own experience how valuable structured and personal exchange can be when evaluating a job situation or the achievement of personal goals. Even more, the set-up of IWiL ensures an exchange at eye level and is therefore equally enriching for me as a mentor.

THE CONCEPT

Target mentees to be nominated by the member companies are women who are expected and shall be developed to take over a management position in a subsidiary company or join the top of the management within the next five years.

the realization



SANAM MOAYEDI-STUMMER
DIRECTOR HR BUSINESS PARTNER
SUPPLY CHAIN
COCA-COLA EUROPEAN
PARTNERS
MENTEE

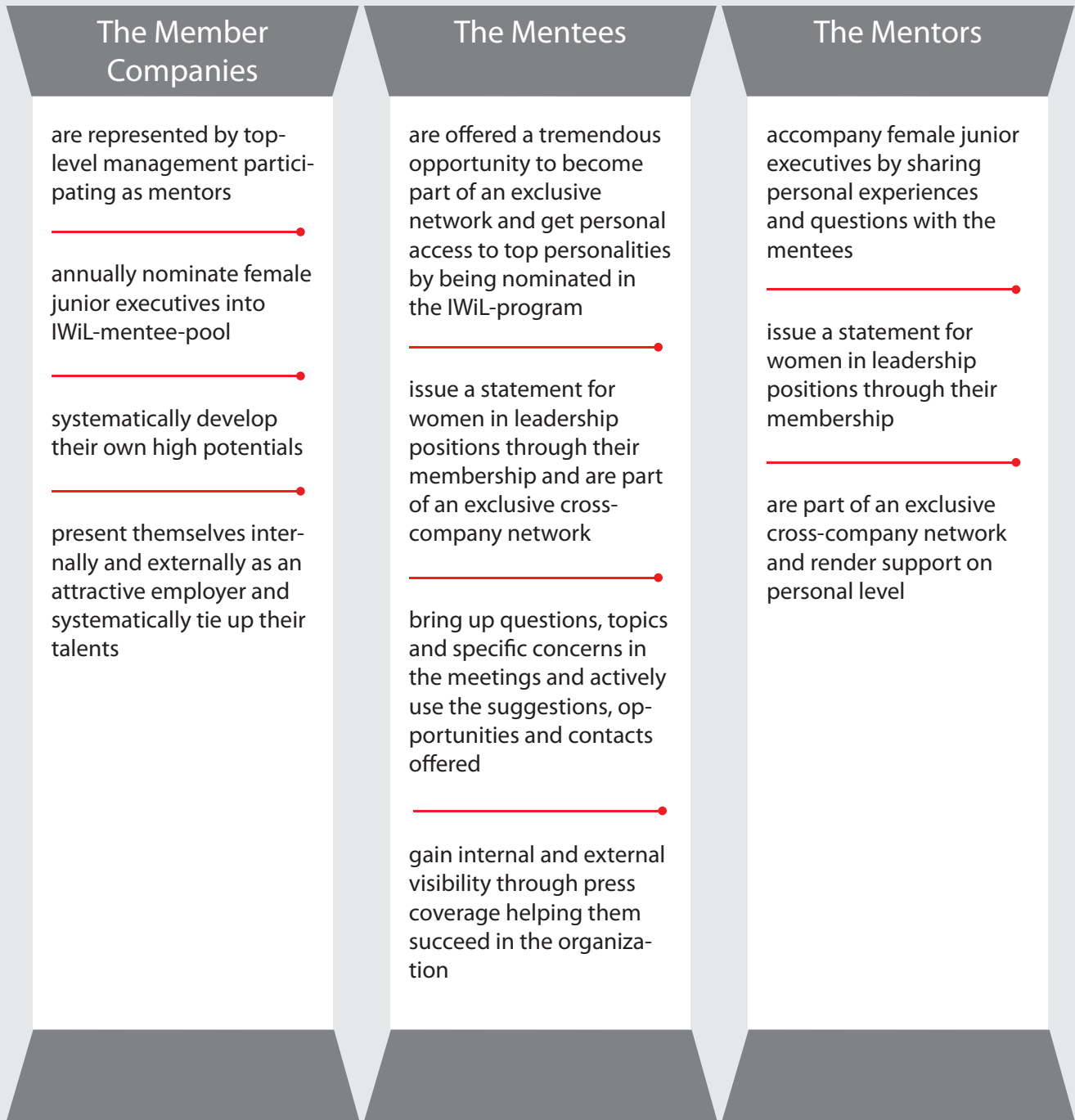
I have rarely seen a network so quickly creating an atmosphere of trust, optimism and positive energy. The program opened completely new horizons for me.



SANDRA WAIDELICH
HEAD OF LIVE COMMUNICATION
VOLKSWAGEN AG
MENTEE

IWiL provides for a great opportunity to network and share my experiences with other women in leadership positions. I am very thankful for my mentor, Tina Müller, who always advises and supports me. It is great that Volkswagen allows me to participate in such a program.

THE 3-PILLAR-CONCEPT



THERE IS NOTHING COMPARABLE

IWiL is a non-profit association founded by companies and leading personalities from science, culture, society, medicine and business who jointly pursue the goal of sustainable promotion of women to the highest management level – fast track to C-level. IWIL is the only broad cross-mentoring program of top personalities for top women outside their own companies. IWIL creates an exclusive platform where personal mentoring becomes possible in a confidential atmosphere.

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:

CONTACT

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