



# 5-YEAR ANNIVERSARY FEMALE EMPOWERMENT THROUGH THE POWER OF CROSS-MENTORING

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INITIATIVE WOMEN INTO LEADERSHIP E.V.



**24. - 25. NOVEMBER 2022**  
**DAY ONE ONLINE &**  
**DAY TWO AT SANTANDER**



# INITIATIVE WOMEN INTO LEADERSHIP E.V.

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"IT'S NOT JUST ABOUT  
DIVERSITY IN TEAMS  
AND COMPANIES, BUT  
THE IMPACT A PERSON  
CAN HAVE WHEN  
SUPPORTED AND  
ENCOURAGED."

**SABINE HANSEN**

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The Initiative Women into Leadership e.V. is a non-profit organization founded by companies and top personalities from the fields of science, culture, society, medicine and business who share the same goal: to enable the sustainable advancement of women at the top level. The IWIL cross-mentoring program has already been bringing mentors together since 2017, thus promoting the development of top female talent in corporations.

The aim of the Initiative is - from the different categories: Business, Culture, Media, Science, Medicine, Society and others - to recruit top personalities as members who, as personal mentors, accompany highly qualified and successful women on their way to the top as part of a mentoring program.

For more information:  
[www.iwil.eu](http://www.iwil.eu)

# OUR SPEAKERS

November 24th, 2022



**Daniela Mündler**

Board Member,  
Generation CEO e.V.



**Alexa Gorman**

Co-Founder,  
encourageVentures e.V.



**Nadja Risse**

VP Global Accounts,  
Genesys



**Prof. Dr. Anja Seng**

Präsidentin,  
FidAR e.V.



**Tatiana Gillitzer**



**Claudia Pollert**

Head of Industrial &  
Manufacturing Engineering,  
Schneider Electric



**Bettina Dietsche**

Chief Human Resources Officer  
Allianz Group, Allianz



**Tanja Deubner**

Vice President Strategy,  
LANXESS



**Marie-Eve Schröder**

Director of Sales DACH,  
Facebook



**Jacqueline Harvey**

Regional Director China and  
Hong Kong, AUDI AG



**Andrea Kahlenberg**

Managing Director,  
tridot consulting GmbH



**Julia Klotz**

Managing Director, tridot  
Consulting GmbH

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|---------------|---|
| 10:30 - 11:00 | <b>Welcome Speech &amp; Networking</b><br><br>Sabine Hansen<br>Chairwoman, IWIL   |
| 11:00 - 11:45 | <b>Cooperations between Networks</b><br>The Importance of a "common" Cause.<br>The Why and How's of Cooperating and Networking<br><br><b>Moderation: Sabine Hansen</b><br>Daniela Mündler (Generation CEO), Alexa Gorman (encourageVentures),<br>Nadja Risse (IWIL) and Prof. Dr. Anja Seng (FidAR)                               |
| 11:45 - 12:15 | <b>Networking Breakout Rooms</b><br>Topics include: Female Empowerment, Crisis Management and more...   |
| 12:15 - 13:00 | <b>Break</b>  |
| 13:00 - 13:30 | <b>Leadership Principles</b><br><br>Tatiana Gillitzer   |
| 13:30 - 14:15 | <b>How Do Women Get into Leadership?</b><br>Careers in Companies - Elevator or Ejector Seat from the Perspective of<br>Mentee and Mentors<br><br><b>Moderation: Tanja Deubner (Lanxess)</b><br>Marie-Eve Schröder (Facebook), Claudia Pollert (Schneider Electric),<br>Jacquiline Harvey (Audi AG) and Bettina Dietsche (Allianz) |
| 14:15 - 14:45 | <b>Networking Breakout Rooms</b><br>Topics include: Female Empowerment, Crisis Management and more...   |
| 14:45 - 15:30 | <b>Co-Leadership: Leading Together and Growing Potentials.</b><br>Great Examples of New Work Culture and Shared Leadership<br><br>Andrea Kahlenberg and Julia Klotz<br>(tridot consulting GmbH)   |

# Our Cross-Mentoring-Program

Over the past five years, a total of 147 mentees have participated in our Cross-Mentoring Program.

Of those 147 mentees, **79 mentees** have already taken their next big step in their careers.



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MENTEES IN TOTAL UNTIL 2021

147

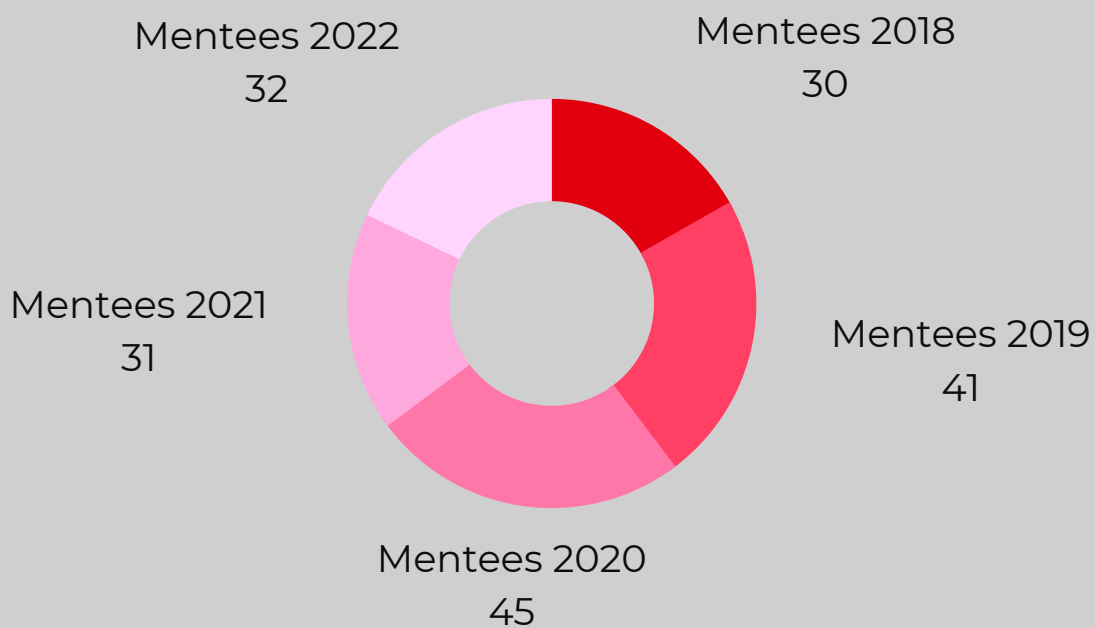
MENTEES WITH A  
PROMOTION

79

# Overview: Mentees

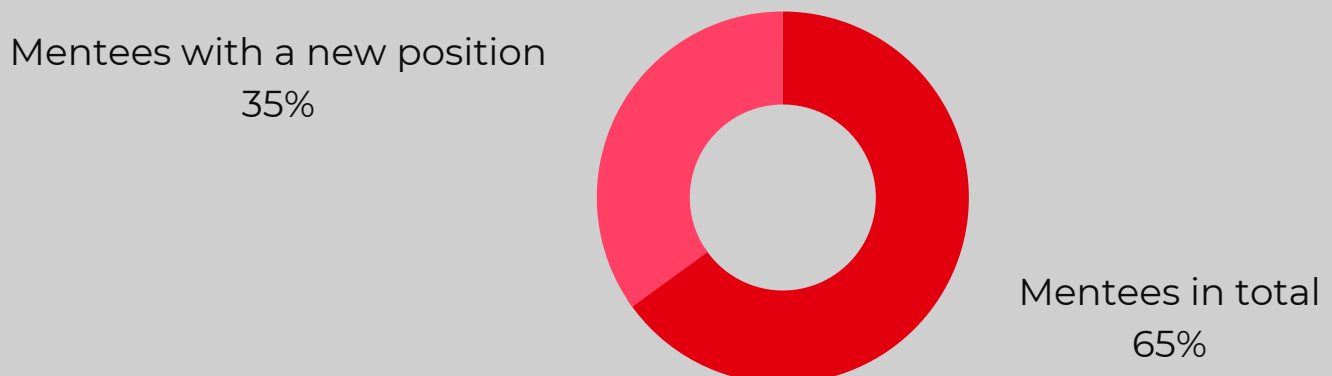
## MENTEES

2018 - 2022



## MENTEES

with same position and new position



# OUR SPEAKERS

November 25th, 2022



**Kathrin Aehling**

Director Channel Management  
Distribution & eCommerce DE/AT,  
Schneider Electric



**Denitza Fuchs**

VP R&D ARIS,  
Software AG



**Isabel Tufet**

CEO, Santander Consumer  
Operations Services GmbH



**Prof. Dr. Anja Seng**

Präsidentin,  
FidAR e.V.



**Stephan Dümpelfeld**

Leiter Geschäftsentwicklung  
Bus, DB Regio AG



**Daniela Grumbach**

Founder  
BEYOS GmbH



**Daniel Kapffer**

Mitglied des Vorstands, COO/CFO,  
DekaBank Deutsche Girozentrale



**Franziska Scheuerle**

Founder & CEO,  
LOREMO



**Daniela Mündler**

Board Member,  
Generation CEO e.V.



**Nadine Thees**

Koordinatorin Startup Unit  
Wirtschaftsförderung Düsseldorf



**Prof. Dr. Anabel Ternès**

Managing Director at International  
Institute for Sustainability  
Management (IISM), SRH



Initiative  
*Women into Leadership*



|               |  |
|---------------|--|
| 13:30 - 14:00 | <b>Arrival &amp; Check-In</b>  |
| 14:00 - 14:15 | <b>Welcome Speech</b><br>Isabel Tufet & Olivia Pita  |
| 14:15 - 15:00 | <b>Children AND/OR Career - Time to talk</b><br>What has to change for Women and Men at Work - Balancing Priorities:<br>Life, Family Care and Work<br><br><b>Moderation: Prof. Dr. Anja Seng (FidAR e.V.)</b><br>Kathrin Aehling (Schneider Electric), Denitza Fuchs (Software AG), Isabel Tufet (Santander), and Stephan Dümpelfeld (DB Regio AG) |
| 15:00 - 15:15 | <b>Break</b>   |
| 15:15 - 15:45 | <b>Leadership Effectiveness</b><br><br>Daniela Grumbach<br>(Hailo-Werk)  |
| 15:45 - 16:05 | <b>A Surprise Santander Speech</b>   |
| 16:05 - 16:45 | <b>A Special Networking Opportunity &amp; Snack Break</b>  |
| 16:45 - 17:35 | <b>Courage to Start your Own Start-Up! -</b><br>How to convince investors, find mentors & supporters and key learnings<br>of entrepreneurship<br><br><b>Moderation: Daniela Mündler (Generation CEO e.V.)</b><br>Daniel Kapffer (DekaBank), Franziska Scheuerle (LOREMO)<br>und Nadine Thees (Wirtschaftsförderung Düsseldorf)                     |
| 17:35 - 18:10 | <b>Leading with Impact: Sustainable Leadership as Successful<br/>Leadership in a Digital World</b><br><br>Prof. Dr. Anabel Ternès<br>(IISM)  |



# 5-YEAR ANNIVERSARY

Since its founding in 2017, the number of member companies and mentees has grown continuously. Over 145 mentees have taken part in the cross-mentoring program so far. Almost 40 member companies have joined the Initiative Women into Leadership e.V. over the past years, including nine DAX-listed companies.

Key drivers of the program's success are the mentors, some of whom have been with the initiative since its founding, including Karin Barthelmes-Wehr, Daniela Mündler, Dr. Lucie Rauch, Nicole Riggers, Prof. Dr. Anja Seng and many more.

We are already planning for our Mentee Class of 2023 and all of the exciting upcoming events in the new year.

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**"WITHIN THE FIVE YEARS OF IWIL, NOT ONLY THE SIZE OF THE CLASSES HAS GROWN, BUT ESPECIALLY THE PERFORMANCE LEVEL OF THE FEMALE EXECUTIVES. MORE AND MORE WOMEN FROM HIGHER TOP MANAGEMENT ARE BECOMING PART OF OUR NETWORK AND WANT TO TAKE ANOTHER STEP UP THE CAREER LADDER."**

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DR. NATALIE DAGHLES



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# WITH SPECIAL THANKS TO OUR MEMBER COMPANIES



*since 2017*