

Sapphire Partners' research highlights encouraging growth of the executive pipeline in the latest quarter

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Key findings highlight 164 female "Movers & Shakers": 143 appointments and 21 departures

- **Good news**
 - There will be five female CEOs of FTSE 100 companies after Kingfisher appointed insider Véronique Laury
 - The most recent quarter of female executive appointments shows a significant increase- up 48% (93 vs. 63 in prior quarter)
 - Female departures fell by 54% (21 vs. 46 in prior quarter)
- **Disappointing news**
 - A 35% decline in most recent quarter of female NED appointments (50 vs. 77 in prior quarter)
 - Slowdown to 20% of women appointed to their first plc NED roles – down from five previous quarters

Executive Search firm Sapphire Partners today issues its eleventh quarterly edition of **Movers & Shakers**¹ which highlights the strong pipeline of women being appointed to executive, board, CEO and chairman roles.

Putting the quarter into context, over the last year, 563 women have been appointed to NED and executive positions, while 135 women have left senior roles including the FTSE 100, FTSE 250 as well as professional services and the not-for-profit sector.

Sapphire has been tracking moves by senior women for nine years and publishing a detailed analysis since 2012. These findings highlight that there is a large and growing number of highly experienced and qualified women increasingly moving into top management roles. This edition puts the spotlight on 164 female board and executive appointments over the last three months, predominantly within the FTSE 100 and FTSE 250, but also roles outside the UK. It also includes 21 women who have stepped down from roles (2 CEOs, 11 NEDs and 8 executives).

While much focus has been on highly visible NED appointments, the 93 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 41 in financial services, 25 in companies, 20 in professional services and seven in the not-for-profit and charity sector.

¹ Figures reflect appointments and departures announced between 1 August 2014 - 31 October 2014. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 May 2014 – 31 July 2014.



“Sapphire’s Movers & Shakers research continues to demonstrate the real Holy Grail: women are increasingly being appointed to executive roles, not just to UK plc board roles.” says Kate Grussing, Founder and Managing Director of Sapphire Partners.

The results are broken down into three sections (board appointments, executive appointments and departures) across four sectors (financial services, companies, professional services and the charity/not for profit sector). Other key findings include:

- 93 senior female executive appointments in the last three months
- 50 female non-executive appointments in the last three months
- 21 significant female departures from senior roles vs. 143 joining new roles
- The average age of a new female NED is 54² vs. 58³ for men

- Ends-

Note to Editors:

Sapphire Partners is a unique executive search business founded in 2005. The firm has been a pioneer in working with leading UK companies to promote diversity in boardrooms as well as in executive roles. Sapphire has exceptional networks with senior women executives and non-executives as well as men, who are eager to promote women’s representation in business. The Company works in the UK and internationally across a range of sectors including FTSE firms and private companies keen to tap this wealth of talent. Sapphire has deep expertise across the spectrum from building women’s careers to getting women in to senior, executive and board roles.

About the survey

Many sources are consulted and all information is verified. The senior female appointments listed are a wide selection but cannot by their nature be exhaustive.

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² 67% of female appointments disclose age.

³ 86% of male appointments disclose age.