

Sapphire Partners' research highlights 140 new female appointments in the past quarter illustrating continued growth of the executive pipeline

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Key findings highlight 173 female “movers and shakers”: 140 appointments and 33 departures

- **Good news**
 - More new appointments involve women getting their first plc directorship: 33% of new appointments this quarter, up 52% year on year
 - The annual trend of female executive appointments grew by 20%
 - Female NED appointments increased by 28% in the quarter (69 vs. 54 in last quarter)

- **Disappointing news**
 - The overall trend is flat, year on year the number of female NED appointments in our broad sample completely unchanged
 - A slowdown in most recent quarter of female executive appointments – down by 16% (71 vs. 85 in prior quarter)

Executive Search firm Sapphire Partners today issues its ninth 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 590 women have been appointed to NED and executive positions, while 132 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 spring 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 173 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 33 women who have stepped down from roles (2 CEOs, 8 executives and 23 NEDs).

While much focus has been on highly visible NED appointments, the 71 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 42 in financial services, 17 in companies, 10 in professional services and 2 in the not-for-profit and charity sector.

¹ Figures refer to the three months 1 February 2014 – 30 April 2014. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 November 2013 - 31 January 2014.

“Sapphire’s Movers and Shakers research continues to demonstrate the growing ranks of extremely well qualified women in the UK being appointed to top jobs,” says Kate Grussing, Founder and Managing Director of Sapphire Partners. “The broadening of backgrounds and new board appointments is encouraging. Any company that says it has trouble finding well qualified women needs to look harder.”

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

- 71 senior female executive appointments in last three months
- 69 female non-executive appointments in the last three months
- 33 significant female departures from senior roles vs. 140 joining new roles
- The average age of a new female NED is 55² vs. 56³ 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 board-rooms 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 70% of female appointments disclose age.

³ 88% of male appointments disclose age.