

New Sapphire report highlights female pipeline appointments

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- **Continued focus on women in the board room beginning to benefit women in the executive pipeline**
- **72 senior female executive appointments (versus 43 in prior period)**
- **21 women appointed to their first NED role (out of 101)**
- **43 women have stepped down from roles**

This research on women celebrates their inroads into the UK and international businesses, both executive and non-executive roles. Sapphire Partners today issues its second edition of **Movers & Shakers**.¹ Given the recent strong interest from companies and the media, Sapphire has been tracking moves by senior women for years and are publishing our findings to highlight this vast talent pool. The **Movers & Shakers** report shows 216 selected female board and executive moves over the last six months, predominantly within the FTSE 350, but including interesting appointments outside the UK, as well as 43 women who have stepped down from roles.

While much focus has been on highly visible non-executive board appointments, the 72 female executive appointments we have tracked are noteworthy as they exemplify the pipeline of future female CEOs and board members: 13 in professional services, 38 in financial services and 21 in corporates. Growing the relatively small numbers of women in executive roles is of great focus to Sapphire and our clients.

The findings are broken down into three sections: board appointments, executive appointments and departures and are listed under three sectors (financial services, corporates and professional services). They also highlight two new female chairmen, the average age of a female NED being 52², the breadth of nationalities and 21 first appointments of female NEDs (out of 101 female NED appointments). The broadening of backgrounds and new board appoints is encouraging. This report underscores that there should be no doubt that the female talent exists and in far more depth than ever before.

Kate Grissing, Founder and Managing Director of Sapphire Partners remarks that “while progress is in the right direction, further momentum in executive roles is needed given that the UK has such a strong female talent pool”.

-Ends-

Note to Editors:

Sapphire Partners is a unique executive search business founded in 2005. The firm has been a pioneer in working with UK corporates to promote diversity in the board rooms as well as in

¹ Unless otherwise stated, figures refer to six months ended 30 April 2012. Appointments have been selected based on seniority and profile of company or organisation.

² 74% of appointments disclose age

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 the boardroom.

About the survey

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

Media contacts

Kate Grussing

Managing Director/Founder.
+44 20 7292 9970
kate@sapphirepartners.co.uk