

## *Positive quarterly progress for female executive and board appointments Sapphire research highlights*

---

9 September 2013

Key findings across 213 female moves:

- Good news
  - Female executive appointments grew by a healthy 37% – 103 appointments compared to 75 in prior quarter
  - Female CEO appointments have increased strongly (12 appointments compared to 5 in prior quarter)
  - A significant increase in the number of women getting their first plc board appointment (21% of new appointments vs. 10% in last quarter)
  
- Not so good news
  - Female Chair appointments halved (5 vs. 10 in last quarter)
  - Female departures increased by 23% (38 vs. 31 in last quarter)
  - Female NED appointments declined 8% (72 vs. 78 in last quarter)

Executive search firm Sapphire Partners today issues its sixth edition of ***Movers & Shakers***.<sup>1</sup> It highlights that the number of women appointed to executive roles has progressed healthily in the last three months, creating a growing female talent pipeline of potential Chairs, CEOs and NEDs.

Sapphire has been tracking moves by senior women for eight years and these findings highlight that there is a large number of highly experienced and qualified women increasingly moving into top management roles. The quarterly ***Movers & Shakers*** report puts the spotlight on 213 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 reports on 38 women who have stepped down from roles (1 Chair, 6 CEOs, 16 executives and 15 NEDs).

While much focus has been on highly visible NED appointments, the 103 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 47 in financial services, 34 in companies, 16 in professional services and 6 in the not-for-profit and charity sector.

---

<sup>1</sup> Figures refer to the three months 1 May - 31 July 2013. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 February – 30 April 2013.

*“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:

- 103 senior female executive appointments in last three months
- 38 significant female departures from senior roles vs. 175 joining new roles
- The average age of a female NED is 54<sup>2</sup> vs. 56<sup>3</sup> for men
- The increasing progress of female NED appointments, with 15 first appointments (out of 72 female NED appointments - 10% in last report and 23% in prior six months)

- 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.

**Media contacts**

**Kate Grussing**, Managing Director/Founder

+44 20 7292 9970

[kate@sapphirepartners.co.uk](mailto:kate@sapphirepartners.co.uk)

---

<sup>2</sup> 75% of female appointments disclose age.

<sup>3</sup> 83% of male appointments disclose age.