

Sapphire Partners' research highlights the highest volume of female business moves in the least year

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Key findings highlight 186 female "Movers & Shakers": 140 appointments and 46 departures

- **Good news**

- Every FTSE 100 company now has at least one female board member after commodity firm Glencore appointed Patrice Merrin to its board in June
- Female NED appointments continue to grow - increased by 12% (77 vs. 69 in last quarter)
- 30% of women appointed to their first plc NED roles

- **Disappointing news**

- A slowdown in most recent quarter of female executive appointments – down by 13% (63 vs. 72 in prior quarter). The fourth quarter in a row of declining executive appointments
- Female departures increased by 44% (46 vs. 32 in last quarter). The highest number of quarterly departures in two years

Executive Search firm Sapphire Partners today issues its tenth 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, 556 women have been appointed to NED and executive positions, while 139 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 186 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 46 women who have stepped down from roles (3 CEOs, 25 NEDs and 18 executives).

While much focus has been on highly visible NED appointments, the 63 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 37 in financial services, 12 in companies, nine in professional services and five in the not-for-profit and charity sector.

¹ Figures reflect appointments and departures announced between 1 May 2014 - 31 July 2014. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 February 2014 - 30 April 2014.

“Sapphire’s Movers & 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) across four sectors (financial services, companies, professional services and the charity/not for profit sector). Other key findings include:

- 63 senior female executive appointments in last three months
- 77 female non-executive appointments in the last three months
- 46 significant female departures from senior roles vs. 140 joining new roles
- The average age of a new female NED is 53² vs. 57³ 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 84% of male appointments disclose age.