

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**
- **140 senior female executive appointments (versus 72 in prior period)**
- **24 women appointed to their first NED role (out of 103 NED appointments)**
- **65 significant female departures from senior roles**

Sapphire Partners today issues its third edition of *Movers & Shakers*.¹ It shows that the number of women appointed to executive roles has doubled in the last six months, creating a growing pipeline of potential CEOs and NEDs.

Sapphire has been tracking moves by senior women for 7 years and these findings highlight that there is a material talent pool of women increasingly moving into senior roles, albeit that there is still no discernible increase in female CEOs in the UK's corporate boardrooms. The *Movers & Shakers* report shows 308 selected female board and executive moves over the last six months, predominantly within the FTSE 350. It also includes interesting appointments outside the UK, as well as 65 women who have stepped down from roles (8 CEOs, 30 executives and 27 NEDs, including 5 chairs or deputy chairs).

While much focus has been on highly visible NED appointments, the 140 female executive appointments we have tracked are noteworthy as they exemplify the pipeline of future female CEOs and board members: 63 in corporates, 51 in financial services, 24 in professional services and 2 in charities. Growing the still relatively small numbers of women in executive roles is an important focus for Sapphire and our clients.

The findings are broken down into three sections (board appointments; executive appointments and departures) and four sectors (financial services, corporates, professional services and the charity sector). Other key findings include:

- 11 new female chairmen
- the average age of a female NED is 53²

¹ Unless otherwise stated, figures refer to the six months ended 31 October 2012. Appointments have been selected based on seniority and profile of company or organisation.

² 73% of appointments disclose age.

- the great breadth of nationalities
- the progress of female NEDs with 24 first appointments (out of 103 female NED appointments)

The broadening of backgrounds and new board appointments is encouraging. This report underscores the considerable breadth and depth of senior female talent available to the business world.

Kate Grussing, Founder and Managing Director of Sapphire Partners, remarks that “It is time to move past the contentious board quota debate. Our research helps demonstrate that there is a strong critical mass of women in executive roles as well as women poised for more high profile board and chair appointments.”

- 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 corporates to promote diversity in the 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 verified. The senior female appointments listed are a wide selection but cannot by their nature be exhaustive.

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