

## *Sapphire research on female appointments highlights growing executive pipeline with 85 appointments*

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March 2014

This coming week, on 26 March 2014, Cranfield will publish its annual Female FTSE report. Sapphire's research complements it but focuses on the far more opaque but growing pipeline.

Key findings highlight 175 female "movers and shakers":

- Good news
  - Female CEO appointments more than doubled (11 appointments vs. 4 in prior quarter). Highlights: women CEOs at Lloyd's, Severn Trent, Harvey Nichols and Herbert Smith
  - As of 29 April 2014 there will be 2 female chairs of FTSE 100 companies with Susan Kilsby's appointment to Shire plc
  - Female NED appointments increased by 32% (54 vs. 41 in last quarter)
  - More new appointments involve women getting their first plc directorship: 28% of new appointments. (15 appointments vs. 11 in prior quarter)
  
- Disappointing news
  - Female executive appointments dropped slightly: 85 vs. 95 in prior quarter
  - Female departures increased by 44% (36 vs. 25 in last quarter)

Executive search firm Sapphire Partners today issues its 8th quarterly edition of **Movers & Shakers**<sup>1</sup> which highlights the strong pipeline of women being appointed to executive, board, CEO and chairman roles.

Putting the quarter into context, over the last 12 months 603 women have been appointed to NED and executive positions, while 130 women have left senior roles including the FTSE 100 and 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 175 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 36 women who have stepped down from roles (5 Chairs, 4 CEOs, 10 executives and 17 NEDs).

While much focus has been on highly visible NED appointments, the 85 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of

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<sup>1</sup> Figures refer to the three months 1 November 2013 - 31 January 2014. Appointments have been selected based on seniority and profile of company or organisation. Prior quarter comparisons refer to 1 August – 31 October 2013.

future female CEOs and board members: 40 in financial services, 32 in companies, 7 in professional services and 6 in the not-for-profit and charity sector.

*“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:

- 85 senior female executive appointments in last three months
- 54 female non-executive appointments in the last three months
- 36 significant female departures from senior roles vs. 139 joining new roles
- The average age of a female NED is 57<sup>2</sup> vs. 58<sup>3</sup> for men, previously there was a large gap with women being younger than their male peers

- 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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<sup>2</sup> 59 % of female appointments disclose age.

<sup>3</sup> 85 % of male appointments disclose age.