

## *No shortage of women ready for board and executive roles, Sapphire research highlights*

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### Key findings:

- Good news
  - Female Chair appointments treble (latest quarter vs. prior quarter) and up 1.5x on prior six months
  - Female CEO appointments more than doubled (from 2 to 5 in last quarter or 5 to 13 comparing half yearly trends)
  - Female executive appointments grew by a healthy 10% (comparing half yearly)
  - Female departures declined by 11% - organisations are holding on to their top female talent
  
- Bad news
  - A significant decline in number of women getting their first appointment (from 23% of new appointments to only 10% in most recent quarter reflecting the gene pool is still too small)

Sapphire Partners today issues its fifth edition of **Movers & Shakers**.<sup>1</sup> It shows 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 talent pool of women increasingly moving into top management roles. The quarterly **Movers & Shakers** report puts the spotlight on 184 female board and executive moves over the last three months, predominantly within the FTSE 100 and FTSE 250. It also includes interesting appointments outside the UK, as well as 31 women who have stepped down from roles (5 CEOs, 12 executives and 14 NEDs, including 2 Chairs).

While much focus has been on highly visible NED appointments, the 75 female executive appointments we have tracked are even more noteworthy as they exemplify the pipeline of future female CEOs and board members: 36 in financial services, 22 in corporates and 17 in professional services. Increasing the still relatively small numbers of women in executive roles is an important focus for Sapphire and our corporate clients.

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<sup>1</sup> Unless otherwise stated, figures refer to the three months ended 30 April 2013. Appointments have been selected based on seniority and profile of company or organisation.

The results 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:

- 75 senior female executive appointments in last three months
- 8 women appointed to their first Non-Executive Director role (out of 78 female NED appointments)
- 31 significant female departures from senior roles vs. 153 joining new roles
- 10 new female Chairs appointed (vs. only 3 in previous quarter)
- The average age of a female NED is 54<sup>2</sup> vs. 57<sup>3</sup> for men
- The slowing progress of female NED appointments, with only 8 first appointments (out of 78 female NED appointments - 10% vs. 18% in last report and 23% in prior six months)

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.

- 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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<sup>2</sup> 74% of female appointments disclose age.

<sup>3</sup> 88% of male appointments disclose age.