



TOP  
**100**  
BAME LEADERS IN  
BUSINESS  
2018



green  park

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**OUR VIEW IS THAT FORWARD-THINKING, MODERN ORGANISATIONS REQUIRE A WIDER, MORE CONSIDERED CHOICE**

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# FOREWORD

Diversity is Britain's greatest strength and should be our secret weapon in increasing our competitiveness in global markets and driving transformation in our organisations.

However, like the NHS, diversity has become difficult to manage and an under-valued national asset. Diversity can be open to misuse with so little information, either through quantitative data or lived experience as to why the benefits lie untapped.

Instead of leading an organisation and its people to continually evolve, with greater relevance and social capital, most target-operating cultures fall victim to 'groupthink' with a systematic lack of independent insight influencing and informing critical management decisions.

Through a prism of diversity, inclusion and engagement we can show how the UK's productivity gap, when compared with the other G7 countries, might be reduced.

However, this lens requires greater confidence to view diversity as a leadership skill and greater competence to leverage it as a core management capability. To unleash the full potential of the talent we have at our disposal and in turn the organisations within which they operate, we need to ameliorate the conditions required for greater trust in corporate actions around diversity, inclusion and engagement.

The individuals in the TOP BAME 100 Leaders in Business list, and other leaders we have been tracking, have a complex role to play here, no longer just an inspirational symbol but rather a catalyst for transformation. These leaders, through their professional lives, create the conditions where authenticity of experience guide more trusted investments in diversity and inclusion and represent a counter-point to groupthink and echo chambers.

Also, by being recognised as both at the top of their profession and an ethnic minority, they have also taken away an easy place to hide for those who are conditioned to say that the 'right level of talent' is not out there. The existing culture and economic model of the executive search (and interim management) industries continues to perpetuate the fallacy that the easiest candidate to find and place is what the customer will most happily buy.

Our view is that forward-thinking, modern organisations require a wider, more considered choice. This approach not only futureproofs succession planning but also, through the challenging of assumptions, transform cultures,

values and teams and makes organisations more competitive and more relevant to the society and economy in which they operate.

Traditional head-hunters struggle with this as assertions that have worked for the premium brands for decades in candidate attraction no longer have the same pull factor and often seen as old-fashioned or 'not for us'. Put simply, client and candidate expectations have changed and the traditional firms either don't want to meet the changing needs or are so removed from the next generation of leadership talent, they are truly unaware of what it takes to influence them.

Against this backdrop the ability to find and retain trusted, inclusive, authentic and most of all highly effective leaders becomes paramount. As more and more organisations struggle to operationalise tangible business benefits from inclusion, engagement and diversity – the influence and power of leaders from different backgrounds is more critical now than ever before to show the power of difference and the value of change.

Those previously seen as curious anomalies, maverick one-offs or disruptors are fast becoming the bridge that clarifies how to turn aspirations into actions.

These Top 100 BAME Business Leaders stand not only as change-makers but also responsible actors, who through their personal success will allow Britain to fully realise its global potential.



**RAJ TULSIANI**  
**CEO | GREEN PARK**

# ABOUT GREEN PARK

Since its inception in 2006, Green Park has become one of Europe's most trusted suppliers of executive search, senior interim management and diversity and leadership development consultancy across the Private, Public and Third sectors. An award-winning supplier, Green Park has consistently featured at the top of the recruitment industry league tables, most recently named Diversity and Inclusion Champion at the Recruitment International Awards 2018.

At Green Park we are passionate advocates of the power of diversity as a source of competitive advantage, setting a benchmark for innovation and commitment to consistently attract diverse groups of appointable candidates. We invest heavily in producing original research to help provide statistically-validated data on the current state of the UK's leadership and encourage wider conversation and debate around the topic of diversity and inclusion. This includes the Leadership 10,000 and the Public Sector Leadership 5,000, which analyse the ethno-cultural and gender diversity of the most senior positions in the private and public sectors; the FTSE 100 Diversity Index and the BAME100 Board Ready Talent Index.

## ABOUT #BAME100

Green Park's research has found a distinct lack of an ethnic minority representation in senior leadership positions, as black, Asian and minority ethnic (BAME) professionals still face a number of challenges and barriers in and out of the workplace. At Green Park, it is our mission to break down these barriers and lead by example, encouraging other organisations to follow suit.

Our Top 100 BAME Leaders in Business report is designed to showcase the talent, experience and expertise of ethnic minority board-ready leaders who are chronically underrepresented in most of Britain's biggest organisations across the Private, Public and Third sector organisations. It is also the recognition and celebration of much-needed role models who lead by example, driving social and cultural change by actively reaching out to communities, using their skills and networks to transform lives.

As a growing organisation, Green Park has made the important decision to place the promotion of Equality, Diversity and Inclusion at the heart of our business. We have an impressive record as change-makers, tirelessly advocating and championing the acceleration of high calibre minority candidates into some of the most senior leadership roles in the UK's top boardrooms.

## SCORING METHODOLOGY

Green Park applied a strict selection criterion to identify 800 ethnic minority individuals that comprise the talent pool from which the Top 100 were selected, with the majority occupying Director, Executive and Non-Executive positions.

To establish our shortlist for the Top 100 BAME Leaders in Business report, Green Park applied a propriety scoring methodology focussed primarily on two key areas: measurable success and leading by example.

Deemed to have the necessary knowledge to provide oversight in a governance role, individuals were scored on their ability to deliver sustained growth and profitability within an organisation.

The second area of focus is to identify proactive leaders that have impacted the world beyond their company by giving back to the community. The judges looked for individuals that have fostered dialogue and action across a variety of platforms, creating a positive role model for the younger BAME generation to emulate as they strive to become future leaders.

Judged by an independent panel of experts, the shortlist helped to identify candidates' professional achievements and commitment to delivering positive change. The top scoring individuals comprise the final Top 100 BAME Leaders in Business.



# MEET OUR EXPERT JUDGES



## **NATASHA ADAMS**

**CHIEF PEOPLE OFFICER**  
**Tesco Group**

Natasha is an experienced HR professional with 20 years' experience at Tesco, enjoying a varied career with people at the heart of them.

Starting in a store Natasha has worked across a number of People/HR roles, from regional-based generalist HR to functional leadership roles, always enjoying the pace and people retail environments bring. Her first directorship role was as Customer Service Director for the UK, enjoying operations so much she went on to be an Operations Director for retail support.

Natasha has recently been promoted from People Director for UK & ROI to the Chief People Officer for Tesco Group. A huge opportunity at an exciting time for Tesco and the retail industry.

As a Fellow of the Chartered Institute of Personnel & Development, learning and having a curious mind is important for Natasha, as well as staying connected through a number of HR leader's networks and forums.



**THE TOP 100 BAME LEADERS IN BUSINESS 2018 IS A WONDERFUL OPPORTUNITY TO CELEBRATE SOME TRULY TALENTED LEADERS. IT IS A PRIVILEGE TO BE INVOLVED**



## **KAREN BLACKETT**

**WPP UK Country Manager**  
**MEDIACOM UK Chairwoman**

Karen is a proven business leader with a track record in creating vibrant cultures, energising teams and consistently delivering business growth and success. She is currently UK country manager for WPP, the world's largest marketing services group, and Chairwoman of MediaCom, the largest media agency in the UK.

Karen champions diversity and equality of opportunity throughout the advertising industry. In 2012 Karen launched the first ever government backed apprentice scheme for the sector.

In June 2014, Karen received an OBE in the Queen's Birthday honours and in 2015 Karen was the first business woman to be named Britain's Most Influential Black person in the Power List.

Karen is an external advisor to the UK Government Civil Service and a Business Ambassador to the Department of International Trade. Karen sits on the board for Creative England, is a Council Member for the Creative Industries Federation, and Chancellor of the University of Portsmouth.



Amee Chande is a senior executive and non-executive director. She was most recently the Managing Director for Global Strategy at Alibaba Group. Prior to joining Alibaba, Ms. Chande held MD/CEO roles at NutriCentre, a health and wellness subsidiary of Tesco, Staples UK business, and Marketside, a division of Wal-Mart.

She began her career as a strategy consultant with McKinsey & Company where she spent over five years advising a broad range of retail and consumer goods companies. Ms. Chande sits on the board of BBA PLC, and is on the advisory board of Living Bridge, an award-winning Private Equity Firm, and British Petroleum. She volunteers actively with the Girl Guides, and is a member of the board of the Kensington & Chelsea Foundation.

## **AMEE CHANDE**

**NON-EXECUTIVE DIRECTOR**  
**BBA Aviation PLC**

“ **THE TALENT AND TENACITY OF EACH AND EVERY INDIVIDUAL ON THIS LIST SHINES THROUGH AS I READ THROUGH THE PROFILES. BUT WHAT STRUCK ME EVEN MORE, WAS HOW, COLLECTIVELY, THE GROUP MAKES SUCH A STRONG STATEMENT OF THE DEPTH AND BREADTH OF DIVERSE TALENT THAT EXISTS AND IS BOARD READY. CONGRATULATIONS TO ALL THOSE NAMED ON THE GREEN PARK’S TOP 100 BAME LEADERS IN BUSINESS 2018 AND ALL THE OTHER BAME LEADERS THAT YOU REPRESENT** ”



## **SIR KENNETH OLISA OBE**

**CHAIRMAN**  
**Restoration Partners**

Ken is Founder and Chairman of Restoration Partners, the boutique technology merchant bank and architects of Inogesis formerly known as The Virtual Technology Cluster model. Ken’s technology career spans over 30 years commencing with IBM from whom he won a scholarship while at Fitzwilliam College, University of Cambridge. In 1992, after twelve years as a senior executive at Wang Labs in the US and Europe, Ken founded Interregnum, the technology merchant bank. He was elected as a Fellow of the British Computer Society in 2006.

He is currently Chairman of Interswitch (Africa’s largest e-payments company). He is a former Director of Thomson Reuters, a former Deputy Chair at the Institute of Directors and Eurasian Natural Resources Corporation (ENRC) where he coined the famous epigram More Soviet than City to describe the manner of his departure.

Ken is a Freeman of the City of London, Liveryman and Past Master of the Worshipful Company of Information Technologists, Patron of Thames Reach (for which he received an OBE in 2010), and Chairman of charity Shaw Trust. He was an original member of the Postal Services Commission (PostComm) and the Independent Parliamentary Standard Authority (IPSA) and is the Founder and Chairman of the Aleto Foundation. He is a past Sunday Times Not for Profit Non-Executive Director of the Year and was named Number 1 in the 2016 Powerlist’s roster of the UK’s Most Influential Black People. In 2013 Ken and his wife, Julia, endowed the Olisa Library at his alma mater Fitzwilliam College, Cambridge. In 2015, Her Majesty the Queen appointed Ken as Her Majesty’s Lord-Lieutenant for Greater London and he was knighted in the 2018 New Year’s Honours List for services to business and philanthropy.



## DAVID TYLER

**CHAIRMAN**  
J Sainsbury's PLC

David's executive career from 1974 to 2006 was spent in financial and general management in Unilever, NatWest, Christie's and GUS. Since 2007, he has had a Non-Executive career. He is currently the Chairman of two listed companies: J. Sainsbury PLC (since 2009) and Hammerson PLC (since 2013). He has also been the chairman of a private-equity owned company, Domestic & General Group Limited, since 2015.

He has in the past been Chairman of 3i Quoted Private Equity PLC and of Logica PLC, and a NED at Experian PLC, Reckitt Benckiser Group PLC and Burberry Group PLC. He is the Co-Chair of The Parker Review Committee on ethnic diversity on UK Boards. He has also been Chairman of Hampstead Theatre since 2012. He has an MA in Economics from Cambridge University, and is a Fellow of the Chartered Institute of Management Accountants and a Member of the Association of Corporate Treasurers.

**“ I AM CONVINCED THAT ORGANISATIONS MAKE BETTER DECISIONS IF THEY HAVE A DIVERSE MANAGEMENT TEAM, ENSURING THAT THERE IS A MORE INFORMED DEBATE AND THAT THERE IS NO DANGER OF GROUPTHINK. I WAS THEREFORE DELIGHTED TO PARTICIPATE IN THE CREATION OF THIS LIST OF BAME BUSINESS LEADERS – EVEN THOUGH IT WAS REALLY TOUGH TO LEAVE SO MANY STRONG CANDIDATES OUT AS WE NARROWED OUR CHOICE DOWN TO ONLY ONE HUNDRED PEOPLE OF TALENT ”**



# IN PICTURES: TOP 100 BAME LEADERS IN BUSINESS 2017





**#BAME100**



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## DR NNEKA ABULOKWE

**FOUNDER**  
**MicroMax Consulting**

Dr. Nneka Abulokwe is one of the first black women to sit on the board of a top European digital transformation organisation. Her career spans twenty-five years, over which she has progressed to becoming an Executive Director in a €3.7 billion organisation. She has delivered large-scale, high profile projects in the Public and Private sectors in the UK, Europe, Asia, the Middle East and America.

The founder of MicroMax Consulting, Dr. Abulokwe provides board level advice on digital, tech and governance as strategic enablers. She is passionate about diverse and inclusive representation within the leadership and management; she is the Chair of the Board Nominations Committee for the Information Systems Audit Control Association (ISACA) and she serves on the Organisations & Employment Board of the British Computer Society (BCS). Dr. Abulokwe earned her doctorate at Cranfield School of Management, UK. She has received several professional awards and prestigious fellowships – ranked 9th in the EMpower Financial Times BAME Executive & Role Models 2018; Fellow, The Association for Project Management (FAPM) and Fellow, The British Computer Society (FBCS). She is a Freeman of the Technologist Livery Company (WCIT).

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## THE LORD ADEBOWALE CBE

**CHIEF EXECUTIVE**  
**Turning Point**

Victor Adebowale is the Chief Executive Officer of Turning Point, a social enterprise providing health and social care interventions to 77,000 people. He sits as a Non-Executive Director on the Boards of NHS England, the Co-operative Group, Collaborate CIC, IOCOM and Leadership In Mind and is also the Chair of Social Enterprise UK. Lord Victor has chaired a number of commission reports into; Policing, Employment, and Mental Health for the Met Police. He also chaired the first London Fairness Commission. He was awarded a CBE for services to the unemployed and homeless people and became a crossbench peer in 2001. Victor is a visiting Professor and Chancellor at the University of Lincoln and an honorary member of the Institute of Psychiatry and President of The International Association of Philosophy and Psychiatry. He is also a Governor at The London School of Economics. He supports the urban music charity Urban Development.



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## ISMAIL AHMED

**FOUNDER & CEO**  
**WorldRemit**

Ismail Ahmed is the Founder and Chief Executive Officer of WorldRemit, the leading digital money transfer company that's pioneering a mobile approach to sending money around the world. Ismail founded the company in 2010, securing almost \$200 million in funding since then and has been named the fastest growing technology company in the UK.

Previously Ismail served as a compliance advisor to the UN resulting in Ismail founding the company on the principles of strong compliance procedures, recognising that the only way to meaningfully reduce the risks in the money transfer industry was to bring the entire process into the digital world.

Ismail has been named one of the Top Ten Most Influential Black Britons in the UK and won EY Entrepreneur of the Year, London and South. Originally from Somalia, he has also worked with the UN in Nairobi and Dubai.





## TUNJI AKINTOKUN MBE

**SENIOR VICE PRESIDENT**  
**NSC Global**

Tunji leads the European sales organisation at NSC Global, a professional and managed services organisation operating in over 100 countries. He previously held several senior leadership positions at tech giant Cisco during his 18-year career at the company. He is also a Non-Executive Director at Regital, an international digital marketing organisation. Passionate about diversity in the workplace and Science & Technology, Tunji resides on the boards and councils of many organisations including Grant Thornton, Teach First and techUK. He has founded two social enterprises (Your Future, Your Ambition & Aspire2Achieve), that aim to educate, excite and motivate young people in considering careers in science and technology. He supports many diversity, STEM and social mobility causes through his Ilesha Charitable Trust as well as being a patron for the autism charity CASPA. Tunji received an MBE in the Queen's 2018 New Year's Honours List for services to young people from ethnic minorities in Science & Technology.

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**When you look at the different sorts of organisations we have, whether its a commercial organisation, or a public sector or a third sector, those organisations service the community, they service the country so if you are commercial organisation you need to actually be able to reflect the people you are selling to and increasingly the people you are selling to are from a BAME and diverse background**

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**Sonita Alleyne OBE**

**Top 100 BAME Leaders in Business, 2017**



## SONITA ALLEYNE OBE

**BOARD MEMBER**  
**London Legacy Development Corporation**

Sonita Alleyne has been a board member of the London Legacy Development Corporation since April 2012 and chairs the LLDC's Regeneration and Communities Committee. She is on the board of the British Board of Film Classification and the Cultural Capital Fund. She is also a City of London Corporation appointed board member of the Museum of London. Previous board roles include the BBC Trust, and the London Skills and Employment Board, Chair of the Radio Sector Skills Council and Non-Executive Director of the Department for Culture, Media and Sport. Sonita Alleyne is the founder of The Yes Programme, a unique online film-based service that helps primary school pupils make career decisions by giving them an insight into how classroom skills translate to the real world. In 1991 she founded UK production company, Somethin' Else and led it as Chief Executive from 1991 until 2009. Sonita is a Fellow of The Royal Society of the Arts and the Radio Academy. Sonita was awarded an OBE for services to broadcasting in November 2003.

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**I think increasingly the diversity of Black, Asian and Minority people in what ever organisation you are running is highly important because unless you've got everyone at the table you really don't know how good you can be**

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**David Lammy  
MP Tottenham**

## **LORD ALLI**

**CHIEF EXECUTIVE OFFICER  
Silvergate Media**

Waheed Alli is Chief Executive of Silvergate Media and Director of Olga Productions which makes Paul O'Grady's television. In the 1990s Waheed was Managing Director of one of the largest independent production companies in the UK responsible for innovative programming such as The Big Breakfast and The Word. He is the owner, along with Charlie Parsons and Bob Geldof, of long running TV reality show Survivor.

Waheed Alli was the founding Chairman of ASOS, the UK's largest independent online fashion and beauty retailer. Under his stewardship the company grew from £4m to over £2bn. He is a Patron of Peter Tatchell Foundation, an organisation that seeks to protect human rights both in the UK and internationally. He also co-founded the Charlie Parsons Foundation, a charity whose objectives are to identify and provide financial support to projects in England and Wales, as well as being a patron of the Elton John Aids Foundation and President of the National Youth Theatre.

He was appointed a working Labour peer in July 1998.



## **SHANIKA AMARASEKARA**

**GENERAL COUNSEL & COMPANY SECRETARY  
British Business Bank**

Shanika is General Counsel and Company Secretary to the British Business Bank. She is a member of the executive committee at the Bank. Prior to this she worked as General Counsel at an institution established by a number of central banks to promote financial stability. Shanika has previously worked at RBS and at Allen & Overy. Shanika is a Board Member of the London Legacy Development Corporation which is responsible for using the opportunity of the London 2012 Games and the creation of the Queen Elizabeth Olympic Park to develop a new heart for East London. In her capacity as a board member she sits on their Investment Committee and Audit Committee. Shanika has featured in the Upstanding Leader's List highlighting and ranking 100 executives in the US and UK who have reached senior roles in business while also fighting against discrimination and championing ethnic diversity and inclusion in the workplace and beyond. She also featured this year in the Cranfield University's list of 100 Women to Watch.



## THE RT HON. THE BARONESS AMOS

**DIRECTOR**  
**SOAS, University of London**

Valerie Amos joined as Director of SOAS University of London in September 2015. From 2010, she served as Undersecretary General for Humanitarian Affairs and Emergency Relief Coordinator at the UN. She served in a number of roles in the public sector including in local government and as Chief Executive of the Equal Opportunities Commission. Valerie was an adviser to the Mandela Government on leadership, change, management and strategy issues between 1994 and 1998. She was appointed a Labour Life Peer in 1997 and became a member of the Government in 1998. She was a Foreign Office Minister, Secretary of State for International Development, Leader of the House of Lords and Lord President of the Council. She also served as UK High Commissioner to Australia before joining the UN. In June 2016, she was made a Companion of Honour in the Queen's Birthday Honours list.

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## SANJAY BHANDARI

**PARTNER**  
**EY**

Sanjay is an experienced Partner at EY, the global professional services firm. Sanjay leads Strategic Solutions for the UKI Assurance practice (a team of over 3700 professionals). He is responsible for accelerating new solutions driven by data and technology to transform the future of the Assurance practice by delivering new services to clients. Having spent half of his career as a lawyer, Sanjay has a particular interest in the application of technology in legal and regulatory compliance. Sanjay is also an active leader of EY's award-winning inclusion and diversity initiatives, speaking frequently on the topic at public conferences and is a Partner Sponsor for Race for UK & Ireland. Sanjay is a member of the Parker Committee reviewing ethnic diversity in UK Boardrooms, an independent panellist for the Premier League Equality Standard and a Trustee of the Aleto Foundation (a charity focussed on social mobility). Sanjay also speaks regularly about mental health and addiction in the Asian community, sharing his personal experiences.



## NINA BHATIA

**MANAGING DIRECTOR**  
**Centrica PLC**

Nina is a senior executive leader with experience in both disruptive, technology and digitally-led start-ups as well as more complex, established service businesses. She has a track record in delivering results, most recently as MD of Europe's largest IoT business, Hive, built within a FTSE 100 business, Centrica. Prior to this she was the Commercial Director of British Gas and also ran one of BG's home services business.

Nina Joined Centrica in 2010 after an already impressive career spanning two decades at the consultancy McKinsey & Co as a Partner, serving clients in the energy, healthcare and public sectors. Alongside her professional interests, Nina was a trustee on the Board of Save the Children International and is on the Advisory Board of the Cambridge Judge Business School. Nina gained a double first from Cambridge University and has an MBA from the Harvard Business School.

## DOROTHY BURWELL

**PARTNER**  
**Finsbury**



Dorothy joined Finsbury in 2008 and advises clients in a variety of sectors including consumer, natural resources, financial services, transportation and capital goods. She has worked with clients at various stages of development to help expand their profile and enhance their reputations through focussed and data-led campaigns. Prior to joining the company, she spent six years at Goldman Sachs working in the Investment Banking Division in both London and New York as well as the Firmwide Strategy Group where she focussed on proprietary M&A, new business development and Board communications. Dorothy has held a variety of leadership roles and been charged with developing new business opportunities as well as building a diverse team of professionals. She is a Member of the Board of Trustees for Nations Ladies, a charity focussed on the improving the lives of girls and young women from disadvantaged communities in the United Kingdom.

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## BEATRICE BUTSANA-SITA

**MANAGING DIRECTOR**  
**Capita PLC**

Béatrice started her career at KPMG straight after graduating from university in Belgium. She then moved to New York to work for a major consultancy firm where she likened her experience to a scene of the movie Wall Street. She went on to run her own business in Belgium writing software to route calls using touchtone keypad and speech technology before joining British Telecom (BT), a FTSE 100 company.

Her career at BT has extended over many lines of businesses and across multiple professions, and most recently culminated in a board position at BT Wholesale and the Group MD role for transformation of BT's Customer Experience. Beatrice is part of BT's senior leadership team.

She represented BT at the World Economic Forum in Davos 2014. She was chosen to be mentored by Lord Mervyn Davies, a former banker and UK Government Minister and is on the list of the '100 Women to Watch' in 2015 published by Cranfield University.



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## CINDY BUTTS

**SENIOR CONSULTANT**  
**Police Accountability**



Cindy Butts became a member of the MPA in 2000, holding the position of one of the Authority's two Deputy Chairs between July 2004 and September 2008, and was returned for a third term of office in October 2008. Holding a BA in Social Anthropology and Politics from the School of Oriental and African Studies, University of London, Cindy was formerly a researcher for the Economic Secretary to the Treasury.

Cindy is a member of the Home Secretary's gun crime round table, a long-standing member of the Operation Trident Independent Advisory Group and chairs the London-wide Crown Prosecution Service Hate Crime Panel. Cindy has chaired a number of performance scrutinies on behalf of the MPA. Cindy was the founding Co-Chair of the MPA's Domestic Violence board alongside Baroness Helena Kennedy, a role she undertook for three years. Cindy leads for the Authority on Diversity and community engagement and has previously chaired the Race and Faith Inquiry.

## ANNETTE BYRON

**PARTNER**  
**Freshfields Bruckhaus Deringer**

As partner in the Real Estate practice of global law firm Freshfields Bruckhaus Deringer, Annette Byron has been responsible for large real estate mandates at the firm including legal work on the Shard.

As the firm's sponsor for social mobility, she also leads the way in seeking to provide equality of opportunity for those from less traditional backgrounds and for ethnic and racial minorities. She is a director of PRIME, the legal sector alliance committed to improving access to the legal profession through work experience. Annette was instrumental in the founding of the Freshfields Stephen Lawrence Scholarship Scheme, which seeks to address the disproportionate under representation of black and black mixed-race males from less privileged backgrounds, and the lack of direct role models, in large commercial law firms. She has been listed in the Financial Times' UPstanding Executive Power List of 100 leading black, Asian and minority ethnic business and legal professionals from the UK, Ireland and the US.



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## DR MARGARET CASELY-HAYFORD CBE

**CHAIR**  
**Shakespeare Globe Theatre**

Margaret was appointed Chair of Shakespeare's Globe Theatre in January 2018 having previously served as Chair of international development charity ActionAid UK. She became Chancellor of Coventry University in May 2017 and in the same year began chairing a review into diversity for the Carnegie and Kate Greenaway children's books awards. She is a Non-Executive member on the board of Co-op Group.

She now advises young entrepreneurs, organisations on governance and those embarking upon board careers. Promoting board diversity, she's a Board Apprentice ambassador. She was a Government appointed Non-Executive Director of NHS England from 2012 and was on the Board of the British Retail Consortium. Over the years she has been awarded numerous times including Black British Business Awards as Business Person of the Year 2014 and in the same year she was named one of the most influential black people in Britain and gained Woman4Africa Recognition Award in 2018. In June of 2018 she was awarded a CBE in the Queen's Birthday Honours.



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## JULIE CHAKRAVERTY

**CHIEF EXECUTIVE OFFICER**  
**Rungway**

Julie Chakraverty is most recently founder of Rungway, the new app to give and get workplace advice which is launching into leading companies.

She spent most of her career at Board level in UBS in roles such as Global Head of E-Trading and Global Head of Portfolio Analytics and now serves as a Non-Executive Director on the Board of Standard Life Aberdeen. Previously she has been SID, Chairman of Risk, Remuneration and Innovation Committees across a number of Boards, including Aberdeen Asset Management, Spirit Pub Company, and Mitsui Amlin. Her flagship CreditDelta portfolio product at UBS won multiple industry awards.

She is also a Trustee for the Girls Day School Trust and in 2018 she became a Non-Executive Director to Santander.





## ANIT CHANDARANA

### DIRECTOR OF BUSINESS PLANNING & STRATEGY Network Rail

In July, Anit was appointed to his new role as Director of Business Planning & Strategy. In Anit's previous role as Finance Director for the Infrastructure Projects division of Network Rail, his key roles included owning and driving the finance standards and policies of the Business Unit (£5bn). In addition to this, Anit also ran the company-wide senior finance talent pool programme.

Anit is a qualified accountant who joined Network Rail in 2003 after completing his training at Sainsbury's followed by a further five years at Shell. During his time at NR, he has worked in most Business Units and gained a wide-ranging experience of the organisation and industry. From 2005 to 2007, he took a break from NR to run a food supply business which grew to a £2 million gross turnover. Anit is an executive sponsor for his divisional BAME network, through which he is involved in mentoring BAME individuals and providing visible leadership to show that everyone can succeed in the workplace through speaking engagements, such as the Corporate Induction.

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## SOPHIE CHANDAUKA

### GLOBAL CHIEF OPERATING OFFICER Morgan Stanley

Sophie is Global COO of Morgan Stanley's Shared Services and Banking Operations. Prior to that she was Head of Group Treasury (Legal) at Virgin Money and executed transactions in excess of £13bn in four years. Once a Senior Associate at global firm Baker McKenzie, she advised NIKE, The Body Shop, Citi, Macquarie Bank and others. She is the recipient of many industry awards and has featured the Financial Times and Sunday Times. In September 2018, Sophie appeared in Brummell Magazine's 2018 list of the most inspirational women in the City of London. She serves on the Steering Committee of the 30% Club, is Co-Founder of the Black British Business Awards and a member of the Global Expansion Committee of the Executive Leadership Council (ELC). In 2018 she was recognised by Her Majesty Queen Elizabeth for her contribution to the Commonwealth diaspora during the Commonwealth Heads of Government Meeting.



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## ALBERTHA CHARLES

### PARTNER PwC

Albertha Charles is a partner in PwC's Deals business and the UK leader for the Financial Services valuations business. She has over 15 years' experience in advising financial institutions and private equity on valuation and strategic issues including M&A transactions, restructurings and business plan reviews.

Albertha focusses on value creation, helping clients to understand the value impact of their investment decisions, whether it's doing a deal, investing in illiquid assets or restructuring a business. Her clients include asset managers, private equity, insurers, insurance brokers, fintech and other financial services intermediaries.

Albertha champions diversity and inclusion in and out of PwC. She is the Diversity, Culture & Inclusion leader for PwC's Transactions Services business and a member of PwC's Talent and Diversity Council, working with PwC Executive Board members and People leaders to shape the PwC D&I agenda. She is also a sponsoring partner for PwC's Multicultural Business Network. Albertha was voted 2017 Financial Service Leader of the year by BBBA.





## **AJAY CHOWDHURY**

**MANAGING DIRECTOR**  
**Boston Consulting Group**

Ajay Chowdhury is a Partner and Managing Director at BCG Digital Ventures in London. Prior to this he was CEO of Seatwave, a European online ticketing exchange, which he successfully sold to Ticketmaster.

Previously, he was Founder and CEO of ComQi, a New York-based global retail technology company before having co-founded IDGVE, a \$100m European venture capital fund. He was the founding Investor and Chairman of Shazam (sold to Apple), and previously, CEO of LineOne which grew into one of the UK's largest portals and ISPs.

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## **PAUL CLEAL**

**ADVISORY BOARD MEMBER**  
**J Sainsbury's PLC**

Paul Cleal is an independent Non-Executive board member and adviser to several organisations including Sainsbury's Foundation, Kingston University and FA Premier League. He joined PwC in 1996, becoming a partner in 2001 and gaining experience in global leaderships. Whilst Board member for people strategy at the firm, it had an annual turnover in excess of £2.5billion and more than 16,000 employees.

He also founded and leads The Africa Business Group which seeks to develop opportunities in the emerging markets of sub-Saharan Africa. Paul believes strongly in the value of diversity in business and has been awarded Diversity Champion of the year by Business in the Community's Race for Opportunity campaign in 2013 in recognition of the work he has done to promote ethnic diversity in PwC. Earlier in the same year, Paul was appointed by the Government to be a member of the Social Mobility & Child Poverty Commission, which advises senior Cabinet ministers on those issues.



## **AMOLAK DHARIWAL**

**FINANCE DIRECTOR**  
**Sodexo**

Amolak has had a diverse, prominent and successful career at Sodexo over the last 14 years. For the last two years, he has been responsible for finance for Sodexo's service operations which includes supply management, IS&T, health & safety, food, soft and hard platforms, and more recently in the last year has taken responsibility for Sodexo's Financial Shared Service Centre, which includes all credit management, management accounts and accounts payable activities. Amolak leads the Sodexo diversity and inclusion programme where he endeavours to help improve the experience of BAME people in the workplace through a commitment to help individuals develop, progress and feel included. He also co-launched a companywide campaign called my culture and me which is aimed at raising cultural awareness of people from different BAME backgrounds within the organisation to create a more inclusive workplace. Externally, Amolak is a Governor at a local academy to encourage the understanding and development of the BAME agenda and has established close links with other organisations outside Sodexo and community to help understand best practice in this area.



## MAGNUS DJABA

**CHIEF EXECUTIVE OFFICER**  
**Saatchi & Saatchi Fallon UK Group**

Magnus has led the transformation of Saatchi & Saatchi London for the last six years, expanding the services they offer their clients and ensuring they are focussed on creativity and business results. During this time, the agency has grown by 50%, won numerous creative and effectiveness awards and welcomed new clients such as EE, HSBC, Direct Line and Asda. He was formerly the MD at the start-up Fallon London, one of the UK's most awarded and best-known creative agencies, famous for ground-breaking campaigns for Cadbury, Skoda and Sony. Magnus was appointed UK CEO of Saatchi & Saatchi in November 2011 and promoted to CEO of Saatchi & Saatchi Fallon UK Group in April 2014. In 2017 he took on the additional role of Global President of Saatchi & Saatchi, responsible for global clients, new business and brand positioning for the network.

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## CAMILLE DRUMMOND

**VICE PRESIDENT GLOBAL BUSINESS SERVICES**  
**BP**

Camille has worked in the Oil & Gas industry for more than 30 years. She has worked across the US managing a large geographically spread finance team responsible for Joint Venture accounting in Upstream.

Within the Commodities trading organisation she progressed from Controller in the European Gas Trading business to an overseas assignment as Senior Finance Officer in the North American trading operation in Canada. She then moved to Chief Financial Officer of the European Gas and Global LNG business. Currently Camille is the Vice President of Global Business Services which is a global team of 4000 employees based in five locations.

Camille supports employee careers as a mentor/coach. She has previously chaired BP's Canary Wharf Women's network and currently is an ambassador of BP's UK Positively Ethnic Network. Camille has been instrumental in creating BP work experience opportunities for schools with a primarily ethnic background and partnering with Urban Synergy to extend BP's reach to school children across London.



## ARNAB DUTT

**DIRECTOR**  
**DEXO Technologies**

Arnab Dutt is the Founder & Chief Executive Officer of DEXO Technologies and JDL Dexo Ltd. He is involved in starting up successful and innovative businesses with a global reach. He is passionate about assisting other organisations to benefit from his many years of experience.

A member of the SME Panel at the Cabinet Office working on procurement, he is a national policy lead on partnership and integration for the Federation of Small Businesses, engaging with our diverse business communities.

Arnab has considerable corporate governance experience at the very highest levels spending five years at Network Rail as a Public Member having oversight of the Board. He has worked alongside regulators and government departments and is presently appointed to the Social Value Task force which is implementing the 2013 Social Value Act into the £700 billion worth of public procurement that takes place annually. He is working to ensure that SMEs and our diverse businesses are more able to win government contracts, helping them grow and scale up.

## ALTHEA EFUNSHILE CBE

**CHAIR**  
**National College for Creative Industries**



Althea has spent 35 years in local & central government and an NDPB. She was second in command at Arts Council England for just under a decade responsible for operational delivery, cultural education, and investment strategies for the deployment of £700m per annum into arts & culture. Previously she held various Director level senior civil servant roles at the Department for Education, all concerned with improving outcomes for socially excluded and disadvantaged children & young people.

She was Executive Director for Education & Culture in the London Borough of Lewisham, having previously worked in Education and Youth Services in the London Boroughs of Merton, Harrow and Westminster, and in Buckinghamshire County Council. Althea started her career as a secondary school teacher. As well as being Chair of the National College Creative Industries, she is a Non-Executive Director of University College London (NHS) Foundation Trust; Channel 4; Goldsmiths College, University of London; and Ballet Black. Althea is on the judging panel for the UK Social Mobility Awards.

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## GARY ELDEN OBE

**CHIEF EXECUTIVE OFFICER**  
**SThree Recruitment**

Gary Elden was appointed Chief Executive Officer of SThree on January 2013 after being appointed as Deputy Chief Executive Officer in June 2012. He first joined the Group in 1990 as a recruitment consultant for Computer Futures and progressed to a number of senior positions, including Founder and Managing Director of Huxley.

He was appointed to the Board in 2008 and in his role as Chief Strategy Officer of SThree, he was responsible for expanding the Group's international operations and non-ICT disciplines. Today the Group is present in 15 countries and across 10 brands delivering specialist recruitment solutions. In 2016, Gary was presented with an OBE in recognition for his service to Diversity in Business and his commitment to creating a positive and inclusive work environment where diverse opinions and perspectives are valued. With a dynamic CSR programme and the launch of the SThree Foundation, Gary has inspired his colleagues to reach out to the community and use their skills and networks to transform lives.



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## SANDRA FEDERIGHI

**CHIEF FINANCIAL OFFICER**  
**Stella McCartney**



Sandra Federighi is the Global Chief Financial Officer (CFO) at Stella McCartney, where she has been for over 11 years and previously held the position of Deputy CFO. Since joining Stella McCartney, she has contributed to the organisation's growth from a wholesale start-up model into an established market leader with an international chain of retail stores. With a background in Banking, her vigorous pursuit of a fashion career started by joining Gucci in Florence where she moved from Assistant Inventory Controller to Assistant Group Consolidation Manager. She has experience across a range of accounting and operational areas, including start-up growth, team development and cross-functional partnering in international environments. Sandra is also setting up a foundation for young Black and Minority Ethnic talent who want to enter the Fashion industry and has been outspoken on the topic of the greater need for diversity within the fashion industry.



## JASVINDER GAKHAL

### DIRECTOR OF COMMERCIAL Direct Line For Business

With a degree in Mathematical Sciences, Jasvinder joined Direct Line Group in 2005 in a junior role looking after Home Insurance partnership schemes including Tesco and Nationwide. After spending an interim period as Head of Direct Line Home Insurance, taking on more responsibility for delivering profit and growth, in 2010 she took on a role as Head of Pet, running the Group's multi-brand Pet Insurance portfolio. Shortly after, she moved into the commercial arm of DLG as Head of Direct for Business, and in 2014 she was appointed Director. Today is a member of the Direct Line Group Commercial Insurance Executive Team and an established member of the Senior Leadership Team. At Direct Line for Business, she is leading a 300+ multi-discipline team in the delivery of a disruptive growth strategy. She aims to create a shift in the insurance market buying behaviour through direct-to-customer-proposition. In 2017, Jasvinder was listed on the Northern Power Women's List of 'Top 50 to Watch'. She is also a champion of gender diversity and women in top positions in businesses.

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## RAM GIDOOMAL CBE

### CHAIRMAN Cotton Connect

Ram Gidoomal CBE is an international entrepreneur and philanthropist. He is currently Chairman of fair trade pioneers Traidcraft PLC, Stewardship Services UK, the South Asian Development Partnership; and Allia and Future Business Ltd (a social profit society).

He is also a member of the Food Standards Agency the Parliamentary and Health Services Ombudsman Board in the UK and the New York City Leadership Centre and Advisory Board member and Vice President of the Institute of Business Ethics. Previously, his roles included UK Group CEO of Inlaks Group, an international food production and marketing company with 7,000 employees in 15 countries, Trustee of Forum for the Future and founder chairman of the London Sustainability Exchange.

He was a Co-Founder of the Christmas Cracker Charitable Trust which engaged over 50,000 young people in the UK to raise over £5m for good causes in the developing world.



## IRVINDER GOODHEW

### TRANSFORMATION DIRECTOR Lloyds Banking Group

Irvinder is a highly accomplished senior executive with 10 years' experience operating at Board level in complex and challenging regulated organisations. A critical thinker with excellent communication, influencing and change management skills, she has an exceptional track record of leading businesses through critical transformational change programmes. An incisive, committed leader with a diverse skillset and a reputation for resilience, humility and results.

She has diverse international experience in both industry and consulting across Retail, Consumer Goods & Industrial organisations. In addition to this, she has extensive experience in senior General Management positions for FTSE100/ASX 20 companies in the UK and Australia (BOC Group, Coles and Sainsbury's) across operations, corporate strategy, business development, cost reduction and business transformation. In 2012, Irvinder was made the first female partner in Australia for AT Kearney. She is the co-chair for the Race working Group, an active gender champion and supports an external mentoring program for BAME women.



## IAN GREENSTREET

**FOUNDER & CHAIRMAN**  
**Infinity Capital Partners**

Ian is an Investment Banker and international expert in Financial Risk. He is Founder and Chairman of Infinity Capital Partners, a London-based Corporate Finance firm, approved and regulated by the Financial Conduct Authority.

With over 35 years of experience and insight within the banking and financial services sector, Ian is a very well networked business executive. Ian leverages his relationships and expertise to assist companies in finding cutting technological solutions that improve their operations and help provide their clients with exceptional service. Ian is enthusiastic about equipping the next generation of industry pioneers to realise their potential. He provides students in the UK, who have little/no previous work-experience an invaluable insight into the world of finance whilst mentoring them.

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## ROHAN GUNATILLAKE

**TRUSTEE**  
**British Council**

Rohan Gunatillake is an entrepreneur with a specialism in understanding how popular technologies might create joy, focus and calm instead of distress, distraction and anxiety. Through his company Mindfulness Everywhere, the products he has created include the best-selling meditation app buddhify, and Kara, a self-care tool for people affected by cancer, made in partnership with a major US hospital. He is a trustee of the British Council, the author of Modern Mindfulness, and his ideas on how to design technology for wellbeing have appeared on BBC radio and in Wired magazine and the Guardian. Prior to his current focus on wellbeing and technology, Rohan spent many years as a producer of a range of major innovation programmes in the arts, including two years as the innovation lead of the Edinburgh Festivals. He has worked on several large projects for Creative Scotland, Arts Council England and Nesta, all united by the theme of how arts and cultural organisations and their funders can make more out of digital tools and digital thinking.



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## COLLEEN HARRIS

**DEPUTY LIEUTENANT**  
**Greater London Lieutenancy Ltd**

Colleen Harris is a communications professional who has spent 30 years developing and managing communications strategies for Government Ministers, the UK Royal Family and multilateral organisations. Colleen was Press Secretary to HRH The Prince of Wales and a Senior Press Officer to the former PM, Baroness Thatcher. She has worked as a Communications Consultant at the WHO and the UN.

Colleen was Director of Communications at the Commission for Racial Equality and Director of Strategy and Communications at the Equality Commission. Colleen works as a Senior Independent Assessor on Government panels and is a media commentator and conference speaker on communications, diversity and the Royal Family.

She serves on not-for-profit Board the YMCA (Central) and is a Member of Cancer Research. Colleen is a Deputy Lieutenant for Greater London and is the executive Chair of the Greater London Lieutenancy. She is an Ambassador for the Tutu Foundation UK and Honorary Patron of Greenwich University's PR Fraternity.

## DR DEMIS HASSABIS CBE

**CO-FOUNDER**  
**Deep Mind**



Demis Hassabis is co-founder and CEO of DeepMind, a neuroscience-inspired AI company which develops general-purpose learning algorithms and uses them to tackle some of the world's most pressing challenges. A child chess prodigy, Demis coded the classic game 'Theme Park' aged 17. After graduating from Cambridge University, he founded videogames company Elixir Studios and completed a PhD in cognitive neuroscience at University College London. Science declared his research on imagination and memory as one of 2007's top breakthroughs.

He is a five-time World Games Champion, recipient of the Royal Society's Mullard Award, and a Fellow of the Royal Society of Arts and the Royal Academy of Engineering, winning the Academy's Silver Medal.

In 2017 he featured in the Time 100 list of most influential people, and in 2018 he was awarded a CBE for services to science and technology, elected as a Fellow of the Royal Society and also awarded an Honorary Doctorate by Imperial College London.

## THE LORD HASTINGS OF SCARISBRICK CBE

**GLOBAL HEAD OF CITIZENSHIP**  
**KPMG**

Michael Hastings is KPMG's Global Head of Citizenship. He was previously the BBC's Head of Public Affairs 1996 to 2003 then their first Head of Corporate Responsibility 2003 to 2006. Michael is a Trustee of the Vodafone Group Foundation and previously served for 9 years on the Board for Responsible and Sustainable Business at BT PLC. Michael became an independent Peer in the House of Lords in 2005 as well as reviving the UNICEF Award for his outstanding contribution to effecting solutions for Africa's children. He is now the Chancellor of Regents University London and Vice President of UNICEF as well as sitting on the Global Board for Junior Achievement and is President of Zane – the leading UK charity focussed on Zimbabwe. He first represented KPMG on the Global Corporate Citizenship Committee of the World Economic Forum 2008 to 2010 and subsequently led the unique work on the Future of Civil Society and was a Board Director of the Global Reporting Initiative (GRI) 2010 to 2012.



## DR KAMEL HOTHI OBE

**NON-EXECUTIVE DIRECTOR**  
**The Lions Club (TLC)**



Dr Kamel Hothi OBE has been breaking glass ceilings in the banking world for over four decades from cashier to director, strategist and architect of numerous programmes and initiatives that have changed the shape of the banking industry.

She led programmes such as the Lloyds Bank 250th anniversary, Asian Markets, skills volunteering across 85,000 colleagues. She now acts as Trustee & Advisor to Alzheimer's Society, Teenage Cancer Trust and the Queens Commonwealth Trust. As well as a Non-Exec Director for two businesses including TLC Lions, Kamel is passionate about welcoming a new style of kind and inclusive leadership in organisations and having this impact nationally and internationally. Her passion for inclusion and diversity resulted in forming one of the first Women's and BAME networks and chairing the government's task force for supplier diversity ahead of the Olympic 2012 pitch. Her views on cultural inclusion and wellbeing have influenced many to follow.



## VIVIAN HUNT DBE

**MANAGING PARTNER**  
**McKinsey & Company**

Vivian is the Managing Partner for McKinsey & Company's United Kingdom and Ireland offices and a Senior Partner of the firm. Vivian advises leading companies on a broad range of strategy topics, with a particular focus on performance transformation and organizational development. Vivian serves on the firm's global board of directors, its Values Committee, and several personnel committees. She is a leader within the firm on leadership and diversity and frequently speaks on McKinsey's flagship research on the topic and has co-authored publications, such as Women Matter, Diversity Matters, Delivering through Diversity and The Power of Parity: How advancing women's equality can add \$12 trillion to global growth. Vivian is on the board of several business groups in the United Kingdom, including British American Business, the CBI London Council, and the Mayor of London's Business Advisory Board. Vivian is a trustee of The Henry Smith Charity, chair of HRH Prince of Wales' Business in the Community's Seeing is Believing programme. She sits on the Advisory Council of the Tate Modern and the Southbank Centre, the Teach First's Business Leaders' Council.

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## TOM ILUBE CBE

**FOUNDER & CEO**  
**Crossword Cybersecurity PLC**

Tom Ilube CBE is CEO and Founder of London-based Crossword Cybersecurity PLC, a Non-Executive Director of the BBC and a member of RBS Technology Advisory Board. Previously he was Managing Director of Consumer Markets at Callcredit Information Group, Founder/CEO of Garlik, a venture capital-backed identity protection company, sold to Experian and Chief Information Officer of Egg PLC, the pioneering British internet bank. His career has included Goldman Sachs, PwC and the London Stock Exchange. Tom is Chair of the education charity, African Gifted Foundation and launched the African Science Academy, the first girl's science and technology school on the continent. Tom is a Fellow of St Anne's College, University of Oxford and a Member of Cass Business School's Global Advisory Board. He was named as Britain's Most Influential Black Person in 2017 and was appointed a Commander of the Order of the British Empire (CBE) in the 2018 Birthday Honours for services to Technology and Philanthropy.



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## POPPY JAMAN

**CHIEF EXECUTIVE OFFICER**  
**Mental Health First Aid England**

Poppy Jaman OBE is an internationally respected mental health advocate, national policy advisor and social entrepreneur who has worked in more than ten countries. She is the CEO and a Co-Founder of Mental Health First Aid (MHFA) England which has grown from a small government project into a commercially successful community interest company, recognised by the FT in 2017 as one of the fastest growing SME's in Europe.

Also, in 2017, after briefing the Prime Minister and her cabinet on MHFA, in Parliament, the Secretary of State named Poppy as one of England's mental health experts.

In the 2018 New Year's Honours, Poppy was awarded an OBE in recognition of her services to people with mental health issues. Poppy is also the CEO of the City Mental Health Alliance (CMHA), a coalition of City businesses working to increase understanding of mental health issues and to create a culture of good mental health in the City and a Non-Executive Director on the Board of Public Health England.



## HANI KABLAWI

**CHIEF EXECUTIVE OFFICER**  
**EMEA Asset Servicing with BNY Mellon**



Hani Kablawi is Chief Executive Officer of BNY Mellon's Global Asset Servicing organization and Chairman of the company's Europe, Middle East and Africa (EMEA) region. Hani's previous BNY Mellon roles include CEO of EMEA Investment Services, CEO of EMEA Asset Servicing, and Head of EMEA Client Management. Hani is a member of BNY Mellon's Executive Committee, the organization's most senior management body.

He also serves on BNY Mellon's European and UK bank boards, and on the management committee of the London branch of The Bank of New York Mellon Corporation. Hani is also a Deputy Chairman of the Advisory Council for the Official Monetary and Financial Institutions Forum (OMFIF), the independent financial think tank for central banks and public investment. He is passionate about diversity and inclusion and plays an active role in mentoring and reverse mentoring both at BNY Mellon and within the financial services industry. He was the former EMEA Executive Sponsor of IMPACT, BNY Mellon's multicultural network, and hosts career insights with emerging BAME talent through Generating Genius.

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“ **If we truly want to enable greater social mobility, employers must set by example. This means working together to identify more inclusive opportunities in the workplace and ensuring that ethnicity is no longer seen as a barrier for professional success...** ”

**Mickey Kalifa**

**Top 100 BAME Leaders in Business, 2017**

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## MICKEY KALIFA

**NON-EXECUTIVE DIRECTOR**  
**ZOO Digital Group PLC**



Mickey Kalifa is Chief Executive Officer of Betpawa, Africa's fastest growing mobile gaming and betting company. He is also Non-Executive Director at The ZOO Digital Group PLC, a cloud-based localisation software and services provider to the media industry and a Chartered Accountant with nearly 30 years' experience across the technology, media and gaming sectors.

Previously, Mickey spent eight years with Sportech PLC, latterly as Chief Financial Officer. During his time at Sportech, he led a transformation in the company's financial strength and played a prominent role in driving Sportech's global expansion. Prior to Sportech, Mickey served in a number of Executive and Finance Director roles with some of the world's largest media and technology companies, including Liberty Global, BSkyB PLC, Time Warner, Disney and Young and Rubicam.



## **RON KALIFA OBE**

### **VICE CHAIRMAN Worldpay Group**

Ron Kalifa OBE was appointed as Vice Chairman and Executive Director at Worldpay in 2013, having previously held the position of Chief Executive Officer of the organisation for over 10 years. Ron has been a driving figure behind the success of Worldpay, one of the world's largest payments companies, which last year became the UK's most significant FinTech IPO when it listed on the London Stock Exchange. Prior to this Ron held various executive roles within RBS and prior to that within NatWest. While Ron has significant experience as a Chief Executive Officer within the payments industry, he has also developed key strengths in mergers and acquisitions and strategy development. Ron also sits on the boards of Transport for London and Visa Europe. Ron was awarded an OBE in the Queen's New Year 2018 Honours List for services to financial services and technology.

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## **MAHMUD KAMANI**

### **CO-CHIEF EXECUTIVE OFFICER Boohoo.com**

Mahmud Kamani is the co-founder and joint CEO of Boohoo group leveraging over 30 years of experience in the fashion and clothing industry.

Mahmud is an entrepreneur who turned a Manchester market stall into the fashion mega brand. His expertise encompasses all areas of the supply chain from sourcing, import and wholesale. Mahmud is an inspirational leader, having built a strong team and engendered loyalty from many long-serving employees.

Kamani has previously been awarded 'Entrepreneur of the Year' at the English Asian Business Awards and has also been honoured at the Legends of Industry Awards. He retains his connection to his homeland Kenya by supporting Kibera Kids, a Nairobi based non-profit organization which works to help kids in one of the biggest slums in Africa to get through school.



## **RAKESH KAPOOR**

### **CHIEF EXECUTIVE OFFICER Reckitt Benckiser PLC**

Rakesh Kapoor has worked for RB for over 25 years in which time the company has changed its business focus from Household cleaning to Health & Hygiene. He joined Reckitt & Colman in 1987, serving in various executive roles across Asia. In 1999, he was appointed Global Category Director, then later Senior Vice President, Home Care. He was appointed SVP Regional Director Northern Europe in 2001 and, in 2006, was promoted to EVP Category Development. With his vast business acumen and expertise, Rakesh became CEO of the company in 2011. As part of RB's new strategy for sustainable outperformance, in January 2018 Rakesh was also appointed President of RB's Health business, headquartered in Slough. Rakesh also promotes wider social responsibilities within RB through their groundbreaking charitable work. The flagship initiative is Save A Child A minute, which is to stop diarrhoea being one of the bigger causes of death in children under five globally.



## LANCE KAWAGUCHI

**MANAGING DIRECTOR, GLOBAL HEAD  
HSBC Holdings PLC**

Lance T. Kawaguchi is Managing Director and Global Head – Corporates for HSBC's Global Liquidity and Cash Management (GLCM) division. In this role, Lance has global responsibility for aligning GLCM across HSBC Corporate clients to provide integrated solutions across 54 countries and territories. Additionally, Global Content & Proposal Management and Sales Practice Management Teams report to Lance, responsible for driving the consistent presentation and execution of the HSBC GLCM brand, its mission and vision globally. Lance has been a member of the GLCM Global Executive Committee since May 2017 and brings to this role more than 24 years of banking experience in relationship management, global markets, cash management, and trade finance across North America, Europe, Asia, Australia, and the Middle East.

Prior to his time at HSBC, Lance held various senior management, global banking, commercial banking, and transaction banking roles with Standard Chartered, Citigroup, Deutsche Bank and Wells Fargo based in Iraq, UAE, Bahrain, Jordan, London, and America (New York, Chicago, & Houston)

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## JAVED KHAN

**CHIEF EXECUTIVE OFFICER  
Barnardo's**

Javed Khan is a leading figure in the UK public and voluntary sectors, with over 33 years' experience. Javed is Chief Executive of Barnardo's, the UK's oldest and largest national children's charity. Barnardo's runs over 1000 services across the UK, supporting over 300k of the UK's most vulnerable children every year. He leads 8500 staff and 22,000 volunteers, with an operating budget of over £300m.

Javed is a member of the Government's Independent Grenfell Recovery Taskforce, a Patron of the National Citizen's Service and a lay member of a London Clinical Commissioning Group. He works with ministers and government officials at the highest level and is a regular contributor in the media and at national and international conferences.

The son of Kashmiri immigrants who could neither read nor write, he began his career as maths teacher and then held posts including Assistant Principal, Director of Education in Local Government and Executive Director in the Civil Service. His career achievements have been recognised through many awards including honorary doctorates by Birmingham City University and the University of Salford



## NAGUIB KHERAJ

**DEPUTY CHAIRMAN  
Standard Chartered Bank PLC**

Naguib Kheraj joined the Board in January 2014 and was appointed Deputy Chairman in December 2016. Naguib has significant banking and finance experience and began his career at Salomon Brothers in 1986 and went on to hold senior positions at Robert Fleming, Barclays, JP Morgan Cazenove and Lazard.

Over the course of 12 years at Barclays, Naguib served as Group Finance Director and Vice-Chairman and in various business leadership positions in wealth management, institutional asset management and investment banking. Naguib was also a Barclays' nominated Non-Executive director of ABSA Group in South Africa and of First Caribbean International Bank. He also served as Chief Executive Officer of JP Morgan Cazenove. Naguib is a former Non-Executive Director of NHS England and served as a Senior Advisor to Her Majesty's Revenue and Customs and to the Financial Services Authority in the UK.



## SHIRINE KHOURY-HAQ

**CHIEF OPERATING OFFICER**  
**Lloyds of London**

Shirine Khoury-Haq joined Lloyd's in July 2014 as Chief Operating Officer and her remit includes business transformation, innovation, global operations, data, information technology and corporate real estate. She is responsible for driving forward modernisation across Lloyd's and the wider London insurance market as the sponsor of the London Market Target Operating Model (TOM) initiative. Shirine joined Lloyd's from Catlin, where she was Group Head of Operations and UK Chief Operating Officer. Prior to this, Shirine was an Associate Partner at IBM and she also had responsibility for Finance and Operations for several regions while employed at McDonald's Corporation. Shirine is the executive sponsor of the Lloyd's Cultural Awareness Network which promotes ethnic diversity across the organisation. She is also an active mentor of BAME students and professionals both within and outside Lloyd's and loves to see them progress through their careers.

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## SIR HARPAL KUMAR

**HEAD OF INNOVATION**  
**Johnson & Johnson**

Sir Harpal Kumar joined Johnson & Johnson as Head of Innovation, EMEA in September 2018. Previously, Harpal worked for four years in the London office of McKinsey and Co, specialising in healthcare. He then became CEO of The Papworth Trust, which focusses on pioneering rehabilitation services for people with acquired and congenital disabilities. Harpal left Papworth in 1997 to become founding CEO of Nexan Group. Harpal joined Cancer Research Technology as Chief Executive in October 2002, becoming Chief Operating Officer of Cancer Research UK in July 2004, and Chief Executive in April 2007. He is a Trustee of The Francis Crick Institute in London. He is a member of the National Cancer Transformation Board and chairs the National Cancer Advisory Group. Harpal is also Innovation Champion for UK Research and Innovation and a member of the Innovate UK council. He has been awarded Honorary Doctorates from the University of Manchester and the University of Newcastle and knighted in the 2016 for services to cancer research.



## TEJ LALVANI

**CHIEF EXECUTIVE OFFICER**  
**Vitabiotics**

Tej Lalvani is the CEO of Vitabiotics, the largest vitamin company in the UK and also a Dragon in the Den having just completed his second series of the hit BBC show Dragon's Den. Tej has overseen the phenomenal growth of Vitabiotics for twenty years, driving the company's expansion to sell its products in over 100 countries. The family run business now turns over £300 million annually and is renowned for producing many of the UK's number one selling vitamins, winning various awards, including Boots' Supplier of the Year and the Queen's Award for Innovation. Tej is hugely passionate about supporting vital educational campaigns and health awareness initiatives. Vitabiotics is a supporter of a number of charities including Bliss, the charity dedicated to supporting premature and sick babies and Wellbeing of Women - dedicated to improving the health of women and babies across the UK.



## **BRIDGET LEA**

**DIRECTOR OF STORES**  
**O2 Telefonica UK**

Bridget Lea is a strategic business leader with a reputation for delivering significant improvements in bottom line performance and developing high performance teams across multiple retail formats. She has an intuitive understanding of customer needs and a pragmatic approach to delivering results. As Director of Stores, Online, Multichannel and Supply Chain she is able to utilise over 20 years of experience working for organisations such as Marks and Spencer, Topshop, Uniqlo, Clarks and Oasis both in the UK and internationally. Expert in leading the transformational changes required to deliver in a multichannel world she has created a number of award winning initiatives across culture change, multichannel and new store concepts. Some of her key achievements at O2 include the creation of our 'Stores of the Future' from concept to design to delivery and creating the 'Love What You Do' culture change programme for stores, changing the way that we pay, reward and develop our employees.

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## **CHRISTINA LICIAGA**

**HEAD OF CUSTOMER SERVICES**  
**HSBC UK**

Christina is an entrepreneur turned international finance executive with experience across Asia, Latin America and Europe. Currently Head of Customer Service for HSBC UK, Christina has previously developed client segmentation strategies, advised large corporates on post-merger integrations, restructured multinational global portfolios, designed and delivered digital lifestyle solutions, and led the global award-winning wealth proposition, Jade by HSBC Premier.

She also serves on the Board of JUSTICE, an all-party law reform organisation working to strengthen the UK justice system. Prior to her appointment, Christina was advisor to the Judicial Diversity Report, which proposed sustainable solutions to address structural barriers facing women and ethnic minorities in the UK judiciary.

Christina is a champion for diversity both within HSBC and beyond, as UK appointee to the bank's Global Diversity Taskforce, spokesperson for the Hispanic and Latina Diversity Committee (USA), and is an Embrace advocate (UK). She also established cross-industry networking forums for ethnic minority women, and is a mentor to talent across London, New York and Hong Kong.



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## **PIERS LINNEY**

**NON-EXECUTIVE DIRECTOR**  
**British Business Bank**

Piers Linney is currently a Non-Executive Director at British Business Bank. He is an entrepreneur and investor with a professional background in the City as a lawyer specialised in venture capital and investment banking at Credit Suisse.

He has broad experience of the financial and operational challenges that face SME businesses as a founder, adviser, director and investor. Previously, he has worked with investment banking teams at Barclays de Zoete Wedd (BZW) and Credit Suisse. Piers has founded several technology and communication businesses and has won a range of entrepreneurship awards.

Piers sat on the Cabinet Office SME Panel and the Board of TechUK, and is a Trustee of Nesta, the UK's leading innovation charity. Piers is known as a champion of entrepreneurship and SMEs after appearing as an investor on Dragons' Den. He has been recognised as one of The Top 100 Most Influential Black Britons and won the inaugural Entrepreneur of the Year award at the EY sponsored Black British Business Awards.





## **NETSAI MANGWENDE**

**HEAD OF FINANCE - GB**  
**Willis Towers Watson**

Netsai Mangwende is the Head of Finance for Great Britain at Willis Towers Watson. She has 12 years' experience as a leading finance professional within the London Insurance Market. Her experience includes successfully leading a wide variety of disciplines, including strategic finance, finance business partnering, financial planning & analysis, expense management and cost optimisation, finance transformation including offshoring and audit & advisory. She is an active member of the GB Governance Group and Finance Leadership Group at WTW, committees responsible for formulating business strategy and maximising performance. Prior to joining WTW, Netsai worked at AIG, RSA, Deloitte and PwC in the UK, Bermuda and across Southern Africa.

Her contributions to business success have earned her a place on Cranfield's list of Top 100 Women to Watch in 2018. She is a champion of multicultural diversity within the Insurance industry and in 2017 she was named on three UK lists, BAME 100 Board Talent Index, Powerlist's Top 100 Most Influential Black People and EMpower's Top 100 Ethnic Minority Leaders.

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## **PERMINDER MANN**

**CHIEF EXECUTIVE OFFICER**  
**Bonnier Publishing**

Mann is the CEO of Bonnier Books UK, one of the UK's top publishing firms. In 2016 and 2017, Mann was named on The Bookseller's list of The 100 Most influential People in Publishing. She was also on the awards list of the Top 10 Most Influential People in Publishing and Writing by the Hospital Club h100. Mann co-founded the Blink imprint in 2014, the first publisher to collaborate with a vlogger, the bestselling Alfie Deyes. Mann joined Bonnier Books UK in 2009 as business development director of the Autumn imprint and today oversees 17 imprints, publishing across a wide variety of genres for different ages.

Mann was invited by The Guardian to comment on Snowy Peak Syndrome, the problem that those at the top of UK organisations are predominantly white. She has advocated the use of diverse role models to inspire ambition.



## **THE BARONESS MCGREGOR-SMITH**

**NON-EXECUTIVE DIRECTOR**

Ruby McGregor-Smith is a portfolio Non-Executive Director and Advisory Director with current positions which include the Department of Education and Bath University. Ruby was the Chief Executive of MITIE Group PLC, the strategic outsourcing company, employing over 65,000 people. She joined MITIE in 2002 and was appointed as CEO in 2007. She is one of the few women who held the position of Chief Executive in the FTSE 100 and FTSE 250 and is the first Asian woman to be appointed in such a role within the FTSE 100/250 companies. Ruby was also an Independent Non-Executive Director of Page Group, appointed to the Board in May 2007. Ruby is a Member of the Women's Business Council (previously Chair) and a Member of the European Committee for Internal Markets in the House of Lords. She is responsible for the Independent Report to the UK Government on Race in the Workplace published in February 2017.



## **IVAN MENEZES**

### **CHIEF EXECUTIVE Diageo PLC**

Ivan Menezes has been Chief Executive at Diageo PLC since 1 July 2013. He was previously Chief Operating Officer Diageo, PLC. Ivan joined Diageo in 1997 and held various senior management positions with Guinness and then Diageo until 2004 when he was appointed President of Diageo Venture Markets.

Prior to his appointment as COO in March 2012, Ivan was President and CEO of Diageo North America. During this period, he was made Chairman, Asia Pacific from October 2008 and Chairman, Latin America & the Caribbean from July 2011.

Ivan became Chairman of Movement to Work, a UK voluntary collaboration of employers committed to tackling youth unemployment in April 2017. He serves as a Non-Executive Director of Tapestry, Inc. in the US, is a member of the Scotch Whisky Association Council and sits on the Advisory Council of the China-Britain Business Council. Ivan holds an MBA from Northwestern University's Kellogg School of Management, a post-graduate degree from the Indian Institute of Management, Ahmedabad and a BA Economics from Delhi University.

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## **GINA MILLER**

### **FOUNDING PARTNER SCMDirect.com and the True and Fair Foundation**

Gina Miller is the Co-Founder of SCM Direct and a Transparency activist. In 2009 Gina founded the disruptive modern investment company SCM Direct, which offers low cost access to high-end wealth management whilst giving clients 100% transparency.

In 2012 Gina launched the True and Fair Campaign calling for an end to rip offs in the UK investment and pension industry. By relentlessly shining a light on dubious industry practises, Gina's work has contributed to three EU Directives – MiFID II, PRIIPS and the Shareholder Directive. The result is that from 3rd January 2018 over 500m consumers across Europe will benefit from enhanced consumer protection. As a passionate philanthropist and conscious capitalist, Gina has tirelessly worked to support dynamic small charities, works with donors on smarter giving and campaigns for greater transparency and scrutiny in the charity and political sector.



## **SHELDON MILLS**

### **DIRECTOR OF COMPETITION FCA**

Sheldon Mills is the Director of Competition for the Financial Conduct Authority. He is responsible for the enforcement of competition law in financial service markets. Prior to this, Sheldon was Senior Director of Mergers at the Competition and Markets Authority where he was responsible for UK merger control enforcement. He is a qualified solicitor and prior to joining the CMA he practiced law at King & Wood Mallesons, counselling a range of UK and international clients in anti-trust and competition law. Sheldon is a qualified solicitor and, before joining the OFT in 2010, practiced competition and anti-trust law at City firms, SJ Berwin, Jones Day and K&L Gates. Sheldon is a Trustee at Stonewall, the LGBT+ support and advocacy charity. He holds undergraduate and postgraduate law degrees from King's College, London and was born and raised in Cardiff, Wales.



## TUSHAR MORZARIA

**GROUP FINANCE DIRECTOR**  
**Barclays**

Tushar joined the Board and Executive Committee of Barclays on 15 October 2013 as Group Finance Director. As part of his role he is responsible for Finance, Tax, Treasury & Investor Relations. Tushar qualified as an accountant at Coopers & Lybrand Deloitte in London. He has worked in investment banking for most of his career and held various roles at SG Warburg, JPMorgan and Credit Suisse. Prior to joining Barclays he was CFO of the Corporate and Investment Bank at JPMorgan Chase.

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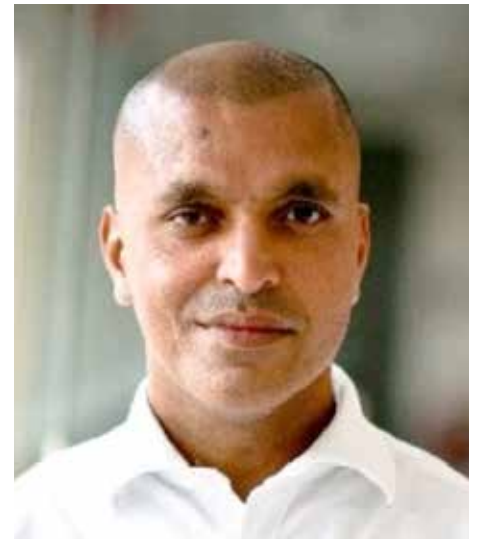
## ROB MUKHERJEE

**DIRECTOR**  
**Rob Mukherjee Consulting Ltd**

Mr. Rob Mukherjee served as Head of Vodafone Partner Services at Vodafone Group Public Limited Company since March 2012 until March 2016 and served as Head of North West Regional Business at Vodafone April 2016. Mr. Mukherjee served as Head of Sales at Yes Telecom Limited.

He managed Yes Telecom's sales team for four-and-a-half years and the VPS operations team for approximately 18 months. He holds M.A. in Management Studies from Cambridge University in 1993. Mukherjee has played a pivotal role in the Northern Powerhouse agenda and won a string of awards including Best Male Mentor in 2017 and Northern Power Women Agent of Change in 2018.

During his time at Vodafone, Mukherjee has spoken on a range of subjects around diversity and inclusion, technology and digital, culture and the future. He is also a Trustee on the board of GreaterSport, a charity devoted to changing lives through physical activity and sport.



## LEENA NAIR

**CHIEF HR OFFICER**  
**Unilever**

Leena is the first female, first Asian, youngest ever CHRO of Unilever and member of the Unilever Leadership Executive (ULE), which is responsible for delivering Unilever's business & financial performance.

Leena bears overall responsibility for the human capital of Unilever, which operates across multiple regulatory and labour environments spread over 190 countries. She ensures the company has the right people, in the right roles, with the right capabilities and mindset to deliver high business performance that enables Unilever to meet its ambitious business growth with environmental and positive social impact.

She also heads the Diversity and Inclusion agenda for the organisation ensuring that its workforce is truly diverse and inclusive. Recognised business leader with multiple awards from the Financial Times and other leading groups, and a special recognition from HRH Queen Elizabeth II as one of the UK's most accomplished Indian business leaders.



## **BUSHRA NASIR CBE**

### **BOARD MEMBER & EDUCATIONALIST ADVISORY PANEL Mosaic**

Bushra was a secondary head teacher with twenty years' experience and the first Muslim female head teacher of a secondary school in the UK. For her services to Education, Mrs Nasir holds an Honorary Doctorate from the University of East London as well as a CBE, and in 2007 she received a Fellowship from Queen Mary College London. She has served on the General Teaching Council and was President of the Muslim Teachers' Association for six years. She has previously won the 'Asian Professional Women of the Year' award.

Mrs Nasir is co-author of a book called 'Breaking Stereotypes' which aims to provide positive role models for ethnic minority young people. She is currently on the Education Advisory Panel for Mosaic, a Prince's Trust charity and is a coach for the NCSL BME head teacher internship programme. In addition, she is a council member of Queen Mary University of London, advisor to governors for head teacher appraisal and Chair of the Education Board of the Migration Museum Project.

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## **DR CLAUDIA NATANSON**

### **LEAD PRACTITIONER CYBER RESILIENCE Security Practitioners Ltd**

Dr Claudia Natanson is currently CSO for the Department for Works and Pensions (DWP) with responsibility for the security of its people and the information of its over 22 million customers. As an established security expert, she continues to lead on many global cyber and cross cutting security initiatives which are changing the way organisations deploy proactive security. Claudia has held posts with British Telecommunications as Head of Secure Business Services and was also Chief Information Security Officer for Diageo.

As Lead Practitioner of Security Practitioners (SPL), she has been responsible for the implementation of global security programmes across a number of FTSE 100 and Fortune 500 companies. She holds a M.Sc. in Computer Science and Ph.D. in Computers and Education from the University of Birmingham.

Claudia is a senior cyber and information security expert evaluator for the European Commission, a certified CISSP (Certified Information Security Professional), ISO/IEC 27001 Lead Auditor and Fellow of the British Computing Society.



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## **DR NELSON OGUNSHAKIN OBE**

### **CHIEF EXECUTIVE OFFICER International Federation of Consulting Engineers**

Dr Nelson Ogunshakin OBE is the CEO of International Federation of Consulting Engineers (FIDIC), Vice Chair of Association for Consultancy and Engineering (ACE) Advisory Board and a board member of Transport for London.

He was the President and CEO of the ACE Group for 14 years. He co-chaired the National Infrastructure Plan Strategic Engagement Forum (NIPEF) and was appointed by the GLA as a member of the London Infrastructure Delivery Board. He chairs the Investment Committee of ARM-Harith Infrastructure Investment Funds (PE), a Non-Executive Director of Depthwise Limited and has over 35 years' experience in planning, finance, delivery and management of major property and infrastructure investment projects.

Nelson has a BSc in Civil Engineering from Aston, MSc in Construction and Programme Management from Birmingham and an MBA in Strategic Management & Corporate Finance from Aston, where he is also the Royal Academy of Engineering Visiting Professor on Infrastructure Investment. He is a Fellow Member of the Institution of Civil Engineers, Companion of Chartered Institute of Management, CEDR Accredited Mediator and Member of Chartered Institute of Arbitrators.





## SEGUN OSUNTOKUN

### MANAGING PARTNER

Bryan Cave Leighton Paisner

Segun Osuntokun is a Partner in BCLP's Litigation and Corporate Risk Department and is also head of the firm's Africa Group. Segun co-leads the firm's Social Inclusion and Ethnicity task-group and has been integral to the progression of BAME understanding, supporting other BAME members of staff and including non-BAME colleagues in open discussions about ethnicity, encouraging them to join the task-group and celebrations of ethnic diversity at BCLP. A core initiative, Race for Change which Segun spearheads, has welcomed over 200 black students and graduates to BCLP careers day. This initiative has led to a marked increase in training contract applications from black candidates. He has acted as a highly visible role model and has actively and directly nurtured, coached and mentored many Black Solicitors Network lawyers and lawyers-to-be for over 10 years, and regularly speaks passionately about the importance of ethnic diversity in the legal sector and beyond.

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## MANVEEN PAM KAUR

### GROUP HEAD OF INTERNAL AUDIT

HSBC Holdings PLC

Pam is a Group Managing Director and a member of the Group Management Board of HSBC Holdings PLC. She qualified as a chartered accountant at Ernst & Young and began her career in internal audit at Citibank. She has extensive experience of creating and looking after large teams across different regions and has performed many senior roles in audit, business, compliance, finance and risk management at other global financial institutions. She has also worked with regulators and supervisory boards across the world. Ms Kaur's former appointments include: Global Head of Group Audit for Deutsche Bank; Chief Financial Officer and Chief Operating Officer of the Restructuring and Risk Division, Royal Bank of Scotland Group PLC; Group Head of Compliance and Anti-Money Laundering, Lloyds TSB; Chief Compliance Officer, Citigroup International, and Global Director of Compliance, Global Consumer Group, Citigroup. She is a Council member of The Institute of Chartered Accountants in England and Wales and Chair of the Financial Services Faculty Board.



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## NAREN PATEL

### CHIEF EXECUTIVE OFFICER

Primesight

Naren Patel is the CEO of Primesight and he joined in 1991. Six years after joining, he floated the business on the London Stock Exchange in 1997 to becoming one of the youngest Managing Directors of a listed company. In 2016 the company moved into the Airport Advertising sector and in 2017 Primesight secured the advertising rights to Glasgow, Aberdeen and Southampton Airport.

Primesight markets 40,000 posters across the UK, this includes 100 large format digital billboard locations across the top cities across the UK and over 450 digital panels in airports, cinemas and in the subway. Naren is a Council member for Outsmart.

He is a trustee for NABS and part of the Speakers for Schools programme. Naren is passionate about improving diversity in the media sector and is an Advisor to Creative Access a member of the Diversity Task Force and Founder of Media for All.





## ANDREW PEARCE

**MANAGING DIRECTOR**  
**Accenture**

Andrew is accountable for clients within the Communications portfolio with deep experience in leading large global programmes in outsourcing across the lifecycle of business development. He has been a prominent feature in promoting Accenture's Inclusion and Diversity initiatives throughout United Kingdom and Ireland. Globally he is one of Accenture's cross-cultural leads, tasked with educating and setting best practice examples for working across cultures. Andrew is UK Chair of the Executive Leadership Council and is actively engaged in a number of initiatives that the UK chapter are running.

He often speaks on diversity and encourages senior managers to support coaching and volunteering efforts with local communities. He has been the executive sponsor for Accenture's African-Caribbean Network for the last four years and supervises the 'Accelerate' Leadership Development Programme for Accenture's African-Caribbean community. Externally he speaks in inner-city schools, working with BAME pupils to start conversations about race, authenticity and aspiration. He was named as an EMpower role model in 2016, 2017 and 2018 and a 'Champion for Women in Business' in 2017 and 2018.

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## NATHANIEL PEAT

**CHIEF EXECUTIVE OFFICER**  
**Gennex Elite**

Nathaniel Peat is a multi-award winning entrepreneur. He is the Co-Founder of GeNNex Solar which provides innovative renewable energy products in Africa.

Nathaniel is also the Chairman of Jamaicans Inspired UK/USA (a Jamaican Youth Diaspora organisation), Patron & Co-Founder to the EY Foundation (Ernst and Young), Fellow of St George's House, Windsor and the Founder of The Safety Box, a company whose training and development programmes assist with reducing youth violence and help young people develop important skills such as leadership, communication and conflict resolution.

Nathaniel was the first double award winner of the Enterprising Young Brits competition and is a regular commentator on television and radio around youth and education. In 2015 Peat was the only UK entrepreneur selected by Virgin Unite to attend a week-long leadership gathering on Necker Island with Sir Richard Branson. As a qualified pilot, engineer, entrepreneur, martial arts expert, professional speaker, mentor and academic his life continues to inspire many wishing to further themselves in life.



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## MAYANK PRAKASH

**DIRECTOR GENERAL, DIGITAL TECHNOLOGY**  
**Department for Work & Pensions**

Mayank Prakash joined the Department of Work & Pensions (DWP) in November 2014 to lead the transformation of UK's largest IT estate. Mayank leads digital, data, technology and security for all lines of business serving 22 million customers. Mayank also serves as a Member of the Executive Leadership team and the Board of Directors at DWP.

Previously, he was the Managing Director at Morgan Stanley where he led delivery of online and mobile wealth and asset management investment banking services. Prior to that, Mayank led IT, security and business transformation at Sage based in the UK as its CIO and has served on the Boards of iSoft, Avaya and Lucent. In 2017 Mayank was recognised as Digital Leader of the Year, and Computer Weekly UKTech50's most influential person in UK IT.





## JAGDEEP RAI

### HEAD OF CORPORATE BANKING Barclays Bank

Jagdeep Rai is currently an Area Head of Corporate Banking at Barclays. She is an experienced banker with longstanding success in sales leadership in both retail and corporate environments. She has a passion for leading people and businesses to drive commercial value, and colleague and client satisfaction.

Jagdeep feels strongly about the gender and multicultural diversity agendas, in particular the development of females and BAME individuals into senior positions and is the UK Executive co-sponsor for the Barclays multicultural pillar. Her passion includes female entrepreneurship and she has initiated and lead initiatives in this area, the most significant of which is the publication of the acclaimed 'Shattering Stereotypes' report.

In terms of citizenship, she strongly believes that we should not only work 'with' but also 'within' the local community, as we have a social responsibility to do so, this is reflected in her support in the development and growth of young adults.

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## THE RT HON. THE BARONESS PRASHAR CBE

### BOARD MEMBER Nationwide

The Right Hon the Baroness Usha Prashar of Runnymede CBE, PC is an independent member of the House of Lords, having served on several Select Committees. Until recently she was the member of the European Union Select Committee and chaired the European Union Select Committee on Home Affairs. She has made significant contribution to public policy and public life in the UK, and is passionate about promoting intercultural relations, diversity and equality. Since 2013 she has been the Deputy Chairman, British Council. In January 2017 she was appointed Non-Executive Director of Nationwide Building Society. Her significant previous roles have included: Member, the Iraq Inquiry; Inaugural Chairman, the Judicial Appointments Commission; First Civil Service Commissioner; Chairman, the Parole Board; Chief Executive, National Council for Voluntary Organisations; Chief Executive, Runnymede Trust; Chairman, Royal Commonwealth Society; Chairman, the National Literacy Trust; Chancellor, De Montfort University; member of the Arts Council and President, United Kingdom Council for International Students. She has also served as Non-Executive Director of Channel 4 and ITV.



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**The BAME100 is so important not only because it inspires our next generation of leaders but it shows us all that difference and diversity are virtues that help to create stronger, more empowered organisations.**

”

**Ron Kalifa**

**Top 100 BAME Leaders in Business, 2017**



## NEIL SACHDEV MBE

**CHAIRMAN**  
**Bonhill Group PLC**

Neil Sachdev MBE is an experienced Chairman with a strong track record of corporate governance, strategy and change management and a wide-ranging portfolio. He is currently Chair of four organisations, two PLC and two privately owned. He has in five years led five IPOs. And he is NED at NWR Property.

He also chairs Warwick Business School where he is a member of the University Council. Previously, he has chaired was Sirius Real Estate Limited (2017), Martin's Properties Limited (2018) Market Tech Holdings Limited until June 2017 and stepped down as a Non-Executive Director of Intu Properties PLC (formerly Capital Shopping Centres) during 2016 after ten years' service. Previously, Neil held the post of Group Property Director of J Sainsbury's and before that served for 28 years with Tesco, Stores Board Director, responsible for property and operations for the entire UK business. He also holds a number of public sector positions and was awarded an MBE for his work in relation to Energy Efficiency & Sustainability in the Retail sector.

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## SHAHZAD SALEEM

**CHIEF EXECUTIVE OFFICER**  
**Cost Transformation Consultancy**

Shahzad Saleem is the CEO of Cost Transformation Consultancy and former BT Transformation MD and inaugural Race Champion where he led an externally recognised and industry leading in-house consultancy which specialised in operational excellence and cost transformation. The internal consultancy led the business strategy to save in excess of £5bn. Shahzad had the most gender and ethnically diverse team in the organisation and nurtured and developed more than 20 junior members of staff in to senior executive roles during his time at BT. Prior to Cost Transformation, Shahzad has previously enjoyed roles as BT Wholesale CFO and CFO/COO Director. He's a charity ambassador and has held numerous non-executive roles. Shahzad was awarded the inaugural Alliance Manchester Business School Global MBA Citizen Award, the Gold Medal for excellence from the British Quality Foundation and the Finance team of the year award.



## SHAHEEN SAYED

**MANAGING DIRECTOR**  
**Accenture**

Shaheen holds significant experience from her twenty-year career at Accenture where she has led complex technology and business transformation programmes for clients across the public and private sector, both in the UK and globally. She is the market lead for Accenture's People & Change business within FS and Technology. In recent years, she has led highly innovative HCM work and has provided her clients with competitive advantage, leading some of Accenture's first-in-kind business and technology programmes. In October 2014, Shaheen became the lead for the Analyst Consulting Group, overseeing early entry talent and looking after the growth of their graduates. Shaheen is a member of The Prince's Trust Business in the Communities (BITC) Race Leadership team and a passionate campaigner for Inclusion & Diversity in the City, with a specific focus on Social Mobility and Race.



## DR MINOUCHE SHAFIK DBE

**DIRECTOR**  
**The London School of Economics**

Dame Minouche Shafik is a leading economist, whose career has straddled public policy and academia. She was appointed Director of the London School of Economics and Political Science as of 1st September 2017.

She trained as an economist, studying at the University of Massachusetts-Amherst, the LSE and the University of Oxford and, by the age of 36, had become the youngest ever Vice President of the World Bank. She later served as the Permanent Secretary of the Department for International Development from 2008 to 2011, Deputy Managing Director of the International Monetary Fund and as Deputy Governor of the Bank of England from 2014-2017, where she was responsible for a balance sheet of over £500 billion. She is interested in the future of work and skills; changing attitudes to the social contract; global governance reform; and international economic policy and development.

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## KALPANA SHAH

**CHAIRMAN**  
**RiverStone Managing Agency**

Kalpana Shah is currently Chairman of RiverStone Managing Agency, Senior Independent Director of RiverStone Insurance UK and Non-Executive Director of Asta Managing Agency. She was previously a Partner and Group Chief Actuary at Hiscox for 19 years and while there, she led a variety of international projects. She is also a Trustee of Barnet Youth Zones. She has chaired and contributed to working parties for the Bank of England, Lloyd's of London and the Bermuda Monetary Authority.

Kalpana is a Fellow of the Institute & Faculty of Actuaries and Liveryman of the Worshipful Company of Insurers and is currently a member of Non-Executive Director committees for both these organisations. She is also a member of the 30% Club and Sangam. She speaks at local schools and is a strong supporter of the Inspiring the Future Campaign. Kalpana's work has been recognised through various awards, including awards for Corporate Leadership and Finance, and has featured in ethnic minority power lists.



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## RAOUL SHAH

**CHIEF EXECUTIVE OFFICER**  
**Exposure**



Raoul launched Exposure in 1993 – a creative communications agency that joins the dots between brands, culture and consumers. He is passionate about bringing people together to share, inspire and collaborate. The agency remains independent with offices in London, New York, Paris and Tokyo.

He splits his time between extending Exposure's global influencer network, championing new artists and managing long term clients including Levi's®, Nike, Coca-Cola, eBay, Disney, Dr. Martens, Uniqlo and Converse. Exposure's diverse agency culture has evolved via its gallery, library and bar which ensure the work environment is conducive to creativity, ideas and sharing knowledge.

The Times described Exposure's offices as a place that's better than home. In 2007, The Guardian voted Raoul as the most influential ethnic minority working in media. He was a trustee of the British Council (2008 – 2014) and has been part of the advisory board for the London Design Festival since 2014. Creative Review recently listed Raoul amongst the Top 50 Creative Leaders in the UK.



## **RIAZ SHAH**

**PARTNER  
EY**

Riaz is a senior partner with EY, the global professional services firm, where he is part of the Global Talent leadership of the firm. Among other things, he is responsible for the learning of 270,000 people. He was included in the 2018 UK Part-Time Power List. He recently founded One Degree Academy, a free school for disadvantaged children in Enfield. He is a board member of Common Purpose, a global community leadership organisation, and of the Bright Ideas Trust, a charity that helps 16-30-year olds to start their own companies. He advises several start-up CEOs, and is a member of the Hult Prize Council, which runs the largest student social start-up competition in the world. Riaz is an alumnus of Singularity University's Executive Program, a faculty member at Hult Ashridge Executive Education, a Fellow of the Royal Society of Arts, and on the Global Alumni Board of Harvard University.

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## **RAKESH SHARMA OBE**

**NON-EXECUTIVE DIRECTOR  
Paypoint PLC**

Rakesh Sharma is a Non-Executive Director at Paypoint PLC and Chair at Inkwell Data. A highly skilled and proven FTSE executive with extensive multinational experience, he held engineering positions at Marconi and Ultra, before moving to marketing and then general management. He became CEO of Ultra in 2011, growing the business to a market cap of £1.7B. Rakesh has been seen regularly in Washington DC briefing Senators and Congressmen.

Rakesh supports BAME and gender diversity and is a signatory to the 30% Club. He was awarded the OBE in the 2017 Queen's Birthday Honours List for services to defence capability. Having received the Freedom of the City of London, by redemption, Rakesh is now also a Liveryman of the Worshipful Company of Coach Makers.

As a Director of a Multi Academy Trust he is also the Chair of Riverbank, a nationally recognised special needs academy. Rakesh actively promotes social mobility and STEM in schools and universities inspiring students and increasing aspirations through talks, presentations and mentoring - free of charge.



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## **RAKESH SHAUNAK**

**GROUP CHAIRMAN  
MHA MacIntyre Hudson**

Rakesh is currently Group Chairman as well as Chairman of the City Office. Rakesh qualified as a Chartered Accountant with a top five firm, gaining experience of large corporate audits and qualifying as a Member of the Institute of Taxation. He devotes much of his time to business advisory work and has a large portfolio of commercial clients. He is also the Managing Partner of the firm's education unit acting for a substantial number of colleges, academies, free schools, and other schools and education bodies. He acts for a number of Leisure and Hospitality providers and understands the challenges facing the sector. Rakesh is keen to follow the ever-changing landscape of Leisure and Hospitality in order to anticipate the needs of his clients. He believes that people accept inefficiency and complacency far too easily and everyone should be encouraged to test their boundaries.



## SHAHID SHEIKH OBE

**MANAGING DIRECTOR**  
**Clifton Packaging Group Ltd**

Shahid and his family arrived in the UK as refugees from Uganda in 1972 with no money and few prospects, but worked hard together and achieved the (almost) impossible dream - to be successful in their professional and private lives whilst taking their place in society and their communities. This early experience has formed Shahid's exceptional sense of duty and fairness; as a businessman he believes in treating everyone equally and fairly irrespective of their background, race or gender. He is a huge advocate of promoting equality and opportunity to all both in his business and outside of it. He is an avid supporter of local causes and charities and was awarded the OBE for his services to Business and Charities. In 2017 he was invited by Prince Charles to become a member of the Founders Circle. Shahid Sheikh was the first Asian in the history of Leicestershire County Cricket Club to join the Board of Directors and was also the first Asian Chairman of the Institute of Directors for Leicestershire.

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## TOM SHROPSHIRE

**GLOBAL HEAD**  
**Linklaters LLP**

Tom is the Global Head of Linklaters U.S. practice and corporate partner based in London and New York. He acts as a lead U.S. adviser on some of the market's most high-profile and complex M&A and equity capital markets transactions in the United States, Europe and South Africa. In addition, He is Co-head of the Risk & Resilience Practice, which advises on risk management, regulatory change, governance/compliance issue and corporate sustainability. Tom is also a trustee of Comic Relief and Prostate Cancer UK. He is currently a member of the Executive Committee at Linklaters and has been a member of the Board of Directors (the Partnership Board) at Linklaters (2011-2014) and head of Global Corporate Responsibility (2012-2015), responsible for the design and implementation a CR strategy commended by the Financial Times in its Innovative Lawyer award (2014).



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## JACQUELINE SIMMONS

**EXECUTIVE EDITOR**  
**Bloomberg News**

Jacqueline is the Executive Editor at Bloomberg. Starting out as a journalist for the Wall Street Journal in New York, Jackie now leads Bloomberg's News Global Business team consisting of 136 editorial staff based across all regions. Over the course of her career in Bloomberg News, Jackie has held several roles in the European bureau, covering everything from luxury goods to investment banking.

Recently she moved to London to take on the role of Executive Editor for Global Business, having previously worked in the Paris bureau. She is also an active champion of diversity; advocating for and mentoring ethnic talent and speaking at events on the topic of diversity and inclusion in journalism and the need for attracting and retaining journalists from all walks of life.

Being a role model at the top, she works to inspire other females and ethnic minority talent and to change the conversation in the newsroom.





## AMARJIT SINGH CBE

**PARTNER**  
**EY**

Amarjit is a Partner at EY, heading up EY's CASS activities in addition to leading EY's Extended Assurance offerings in Wealth & Asset Management sector. He has worked with a wide range of clients from global asset managers and their funds through to investment trusts, private equity houses and hedge fund managers on variety of assignments from traditional audits and internal audit to internal control reviews and regulatory investigations. He also spent four years in various roles at J.P. Morgan Asset Management. Currently he is responsible for a number of Ernst & Young's largest financial services clients. He chairs the ICAEW's Investment Management Committee as well as representing EY at the FRC and FCA on CASS matters. Amarjit is an active supporter of the Diversity & Inclusiveness programme at EY and is the Chair of the EY Sikh Network.

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## KARAMJIT SINGH

**CHAIRMAN**  
**University Hospital of Leicester NHS Trust**

Karamjit Singh CBE currently chairs the hospital Board for the sixth largest NHS Trust employing around 15,000 staff on three sites in Leicester with an annual budget of £980m and providing acute hospital services to a diverse regional population.

Since 1987 he has held a number of national appointments covering issues such as investigating police complaints, suspected miscarriages of justice; making parole decisions and developing judicial training; selection of QCs and senior civil servants; regulating political party funding, electoral and financial services organisations; heading an independent grievance mechanism for the Social Fund; and as an Ombudsman in Northern Ireland. His early career (1971-87) included academia, voluntary sector, local government and the Commission for Racial Equality.

His voluntary interests include citizenship education, poverty and social mobility, lung disease, organising free medical camps in Northern India and promoting accessible health and education in the global South. He recently published his father's life story who was one of the earliest Sikh migrants arriving in the U.K. in 1938.

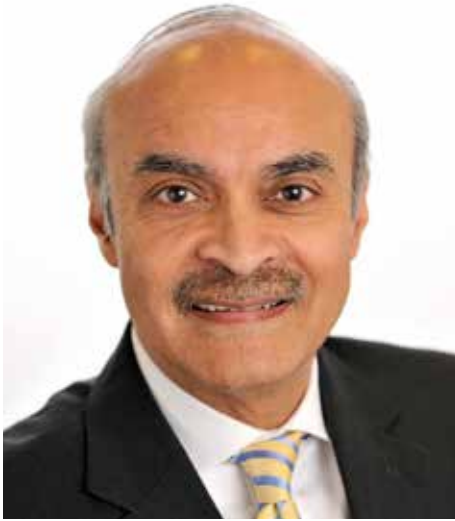


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## MANDHIR SINGH

**CHIEF EXECUTIVE OFFICER**  
**BP Lubricants**

Dr Mandhir Singh is the Chief Operating Officer for BP Lubricants globally. After graduating from Leeds University with a PhD in Chemistry, Mandhir joined BP in 1989, starting in retail, and he spent the early part of his career in a variety of sales roles. The majority of his experience has been within lubricants, where he held strategy roles in Singapore, Middle East/India, as HR Director Asia Pacific and also some time in Russia. Prior to his current role and appointment to the Downstream Executive Team on 1st January 2016, Mandhir spent over four years as Regional Vice President for the Europe & Africa business. Mandhir chairs the PEN network in BP UK and strongly believes in diversity to foster business performance.



## **MANVINDER SINGH BANGA**

**SENIOR PARTNER**  
**Clayton Dubillier & Rice**

Vindi is a Partner at private equity investment firm CD&R LLP. He is also Chairman of Kalle GmbH and Senior Independent Director of GlaxoSmithKline PLC. He is a Non-Executive Director of the Confederation of British Industry (CBI), a Director of High Ridge Brands Co, a member of the Holdingham International Advisory Board and Chair of the Board of Trustees of Marie Curie; he is Chair and Trustee of the Karta Initiative. He is on the Governing Board of the Indian School of Business (ISB), Hyderabad, and a member of the Indo UK-CEO Forum. Prior to joining CD&R, Vindi spent 33 years at Unilever PLC, where his last role was President of the Global Foods, Home and Personal Care businesses, and he was a member of the Unilever Executive Board. Between 2009 and 2016, Vindi was Non-Executive Director of Thomson Reuters Corp and a member of its HR committee. He was previously Chairman of the Supervisory Board of Mauser GmbH till 2016; and Senior Independent Director of Marks & Spencer PLC.

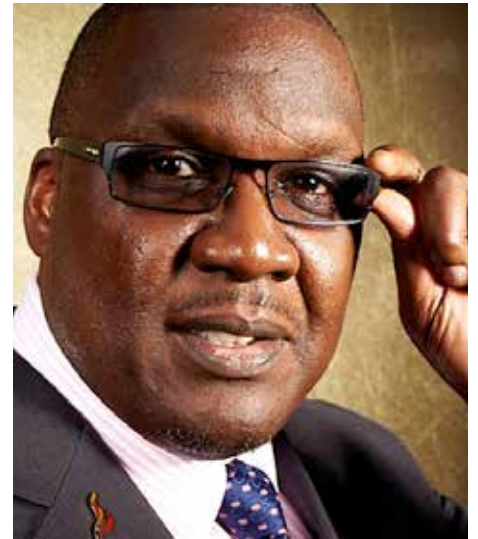
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## **DANIEL TAYLOR**

**FOUNDER & CEO**  
**Metro Design**

Daniel Taylor is an award-winning interior design specialist with many prestigious projects to his name. As founding member of the Creative Apprenticeships Task Force, he works with businesses to identify successful apprenticeship practice and opportunities for young people. He is also a founding Trustee for the Creative & Cultural Skills Council.

Daniel established his multi-award winning Design & Build Company in 1998, and has a global clientele including Facebook, Skype, Norwegian Air, Harley Davidson and MTV. The company has made its mark on the interior design/build sector by continuously winning prestigious projects, such as The Conservative Headquarters, Unite the Union and the National Health Service including St Bartholomew's Hospital, London and South Central Ambulance Service (SCAS) as well as many other high-profile companies within the media, legal and financial sectors. He is a long-time supporter of the Aletto Foundation where he has served on every leadership programme since 2013 and has recently joined their Board of Trustees.



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## **DR YVONNE THOMPSON CBE**

**GSM ADVISORY BOARD/CHAIR COMMITTEE**  
**African Caribbean Business Network**

Yvonne Thompson has over 35 years' experience in business and is now Chair of the African Caribbean Business Network, is an Advisory Board Member for Dentsu Aegis Network's fortysix. She was the Founder/Director of the UK's first Black Music radio station Choice FM, first black-owned PR company and started the European Federation of Black Women Business Owners. Yvonne is also well known on public sector boards, which includes, chairing the London Central Learning and Skills Council, DTI's Ethnic Minority Business Forum, advised previous Mayor for London, and previous Prime Ministers.

Dr. Thompson currently also sits on the Economy Honours Committee, also on the Parker Review Committee producing - Ethnicity On Boards Report - Beyond One by 21.

She also recently published her first book on equality on boards - 7 Traits Of Highly Successful Women On Boards and is a public speaker, coach and mentor. Yvonne recently took the reins of The Radio Academy, the UK's body for training new talent into the radio industry.





## **GEOFF THOMPSON MBE**

### **FOUNDER & EXECUTIVE CHAIR Youth Charter**

Geoff is Founder and Executive Chair of the Youth Charter, a UK-based international charity and UN NGO that uses the ethics of sport and artistic excellence to tackle the problems of educational non-attainment, health inequality, anti-social behaviour and crime in some of the UK's most troubled communities. Geoff is also Chair of the Board of Governors of the University of East London, a Board Member of the London Legacy Development Corporation and an Adviser to the Muhammad Ali Center.

His public and private sector appointments include chairing Sport England's Advisory Group on Racial Equality in Sport and serving as a member of its grant assessment panel. He is a Fellow of the Royal Society of Arts, has been a director of the Sports Council Trust Company, a board member of the New Opportunities fund and an independent assessor for the Office of the Commissioner for Public Appointments. In 1995, Mr Thompson was appointed an MBE for his services to sport and is a Deputy Lieutenant for Greater Manchester.

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## **JEAN TOMLIN OBE**

### **FOUNDER & CEO Chanzo**

Jean has delivered a series of complex start-up and transformation programmes, most notably being accountable for the mobilisation of the UK's largest peace-time workforce of 200,000, including the world-acclaimed 70,000 Games Makers, for the London 2012 Olympic and Paralympic Games, for which she was awarded an OBE in the 2013 New Year's Honours.

Jean is founder and CEO of Chanzo. Her former appointments include: HR Director for London 2012 Organising Committee; Group HR Director at Marks & Spencer Group PLC; HR Director of Egg PLC; and Sales & Operations Director of Prudential Direct. Jean Tomlin is a non-Executive Director of J Sainsbury's PLC, an Independent Director at Michael Kors and a Lay Council Member of Loughborough University. She is a thought-leader in the field of Human Resources and has spoken extensively on her views on mobilising organisations, employee engagement, communication and organisation cultural change. She has been a Commissioner for Judicial Appointments and a member of the Race Relations Advisory Group.



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## **BARONESS VADERA**

### **CHAIRMAN Santander UK**

Baroness Shriti Vadera of Holland Park is Chairman of Santander UK, Senior Independent Director of BHP Biliton and a Non-Executive Director of AstraZeneca. She is current chairing the European Financial Services Chairmen's Advisory Committee - a group of 15 Chairman and Chief Executive Officers from the UK-based financial services industry set up to act as a sounding board on Brexit.

Prior to joining Santander in 2015, she advised the G20 from 2009 to 2010 and advised governments, banks and investors on the Eurozone crisis, banking sector, debt restructuring and markets from 2010 to 2014.

Outside of Santander, she is a regular contributor at the Speakers for Schools, a charity whose primary mission is to help all up state secondary schools and their pupils access free talks from eminent professionals and academics, to broaden their horizons and encourage them in their ambitions.





## **PAYAL VASUDEVA**

### **MANAGING DIRECTOR** **Accenture**

Payal Vasudeva is a Managing Director in Strategy at Accenture. She leads the Talent and Organisation (T&O) practice in UK and Ireland and is part of the global T&O Strategy leadership team. She joined Accenture 17 years ago, with the majority of her experience in Financial Services. She is also the Accenture UKI Human Capital and Diversity Lead responsible for enabling the employee value proposition and talent strategy for Accenture's own business. Payal is a Trustee on the Board of East London Business Alliance (ELBA), part of the Business in The Community (BITC) Leadership team for gender and has also set up a scholarship fund for underprivileged girls in India.

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## **ASHOK VASWANI**

### **CHIEF EXECUTIVE OFFICER** **Barclays**

Ashok Vaswani is the CEO for Barclays Bank UK, covering Retail Banking, Wealth, Business Banking and Barclaycard UK. Ashok joined Barclays in 2010, managing the credit card business across the UK, Europe and the Nordics, becoming chairman of Entercard. He went on to manage Barclays in Africa, Barclays Retail Business Bank globally and Barclays Personal and Corporate Banking.

Ashok is a member of Barclays Bank UK PLC Board, UK Finance Board, Pratham Board and the Trustee Board at Citizens Advice. He also sits on the advisory boards of a number of institutions such as Rutberg & Co and is Founder Director of Lend-a-Hand, a non-profit organisation focussed on rural education in India.

Prior to Barclays, Ashok was a partner with a JPMorgan Chase funded private equity firm – Brysam Global Partners. He started his career in India and has since worked and lived in Asia, Europe, the Middle East and the US. Ashok spent 20 years with Citigroup, his last position being CEO, Asia Pacific.



## **SHARON WHITE**

### **CHIEF EXECUTIVE** **Ofcom**

Sharon White is the CEO of the media regulator Ofcom. Educated at a state comprehensive in east London, she is the first black woman to sit in the top seat at Ofcom in March 2015. Before joining Ofcom Sharon had a long career in the civil service. She was second Permanent Secretary at the Treasury, responsible for overseeing the public finances. She has also held Board level positions at the Ministry of Justice and the Department for International Development. She has worked as a civil service adviser at the Prime Minister's Policy Unit and in Washington DC as a senior economist at the World Bank. Sharon is a trained economist and studied at Cambridge University and University College London. In 2017, she was named as one of the 50 most influential women in UK Tech.

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**WHEN IT COMES TO PRIORITISING DIVERSITY AND INCLUSION, THE INSURANCE SECTOR HAS COME ALONG LEAPS AND BOUNDS IN THE LAST DECADE. I'M EXCITED TO BE PART OF THAT PROGRESS AND HOPE THAT MY OWN STORY WILL INSPIRE OTHERS TO GO AFTER THEIR DREAMS**

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**Shirine Khoury-Haq**

**Top 100 BAME Leaders in Business, 2017**



## **ROB WOODSTOCK**

**CHIEF COMMERCIAL OFFICER**  
**HM Revenue & Customs**

Rob Woodstock has recently embarked on a new role as the Chief Commercial Officer of HMRC - an organisation undertaking one of the largest and most complex transformations in Europe. Prior to this, Rob was a Managing Director within Accenture's Strategy Consulting business - working across industry sectors as well as leading Inclusion and Diversity for the UK and Ireland business. He has a 25-year track record of successfully transforming multinational companies' operations specifically within USA, CEEMA and APAC.

Rob has worked at NHS Addenbrooke's Hospital over a three-year period, joining its executive team, working with clinical leadership and seeing tangible improvements for patients on the front line.

Rob Woodstock has also chaired the Board of the Advisory Panel for MOBO.

## **JACKY WRIGHT**

**CHIEF DIGITAL & INFORMATION OFFICER**  
**HM Revenue & Customs**

A transformational global leader and innovative technologist, Jacky is passionate about the positive impact of technology in transforming public services and is a proud advocate for diversity and the representation of women and BAME in technology.

In October 2017, she became Chief Digital and Information Officer for HMRC, where she is driving one of the largest digital transformations in Europe. A senior BAME Civil Service leader and HMRC's disability champion, Jacky also plays a key role in championing diversity in government. A member of the Civil Service Diverse Leadership Task Force, she provides advice on the Civil Service's strategy for improving BAME and disabled representation across government at all levels.

Jacky is the patron of techUK's Public Services Board (PSB), a role that she uses to promote digital transformation in public services. Jacky sits on various boards, including City, University of London, the Institute of Coding, and techUK.





TOP  
**100**  
BAME LEADERS IN  
BUSINESS  
2018



# AFTERWORD

## MESSAGE FROM GREEN PARK'S CHAIR

The Top 100 BAME Leaders in Business is an important event for Green Park, but I think what lies behind it, is important for everybody. Every big investor looking at companies these days is asking the questions: Have you got a diverse team, opinion, perspective around the table? Because if you haven't, we don't think we can trust you to make the right decisions!

It's also the case that the cost of great talent is going up – and if organisations want to get the best talent from the widest pool, and in the process bringing down the cost, they need to look in places they haven't looked before. And this is why we are publishing this list.

It's time that folks stopped excusing their own failures by claiming that qualified diverse talent cannot be found. Our Top 100 list has been assured by people who, on a daily basis, have to select board members to lead some of the UK's most successful corporations. You can trust that this pool of talented leaders is worth considering for board positions, and it is precisely for this reason we have placed our list in the public domain. In a sense, we are putting a commercial asset at everybody's disposal.

Green Park wants to be the firm that says you don't need to make excuses. Here are one hundred board-ready diverse leaders, at the very least, that you ought to consider for your executive team because it is in the interest of your company as well as in the interest of diversity and inclusion.



**TREVOR PHILLIPS OBE**  
**CHAIR**

Green Park

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**GREEN PARK WANTS TO BE THE FIRM THAT SAYS YOU DON'T NEED TO MAKE EXCUSES. HERE ARE ONE HUNDRED BOARD-READY DIVERSE LEADERS, AT THE VERY LEAST, THAT YOU OUGHT TO CONSIDER FOR YOUR EXECUTIVE TEAM.**

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# DIVERSITY & INCLUSION PRACTICE

**Recognised thought leaders in executive diversity, Green Park is revered both in the UK and globally for our commitment to moving the dial on diversity. As strategic partners, advisors and suppliers of both workforce and diversity solutions, we have worked with the UK's leading Public, Private and Third Sector organisations to help them attract and retain the best talent to meet their business needs while achieving any diversity and inclusion aspirations they might have.**

Our solutions range from conducting extensive talent mapping across a range of sectors and markets to providing diversity data, insight and leadership training within organisations.

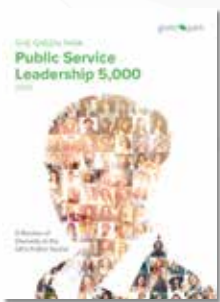
We recognise that individuals and organisations are at varying levels of 'diversity maturity'. To support leaders and key decision makers as their organisations progress through their diversity journey, we provide bespoke interventions that are tailored to each organisation's business model and strategic priorities.



For 12 years, we have been helping organisations gain compound competitive advantage through our pioneering insights and thought leadership.

# WE KNOW THAT DELIVERING VALUE DOESN'T JUST MEAN DELIVERING THE BEST CANDIDATES

Through our team's extensive market knowledge, original research, face-to-face interviews and independent three stage validating, using our custom built software, we produce thought leadership reports on what constitutes excellence in our clients markets to enable them to stay ahead of the competitive curve.



# LOCAL GOVERNMENT LEADERSHIP 2018



This is the fourth year of the Green Park Leadership Series, and the first Leadership report specifically written for Local Authorities. It follows on from the 2017 Leadership 5000 report analysing gender and ethnocultural diversity across the Public Sector including Local Government.

This report analyses both Chief Officer and Chief Executive roles across all English Local Authorities. The purpose is to monitor diversity trends within senior leadership, enabling Authorities to measure their progress in creating increasingly inclusive senior teams that reflect their wider workforces and the communities they serve.

## KEY FINDINGS

- Limited progress for women at Top 20 level in Unitary Authorities and County Councils and a fall in the number of women in senior management positions in Metropolitan Boroughs and London Boroughs.
- There are only 10 Black, Asian and Minority Ethnic (BAME) CEOs across all Unitary Authorities, County Councils, District Councils, Metropolitan Boroughs and London Boroughs.
- Despite London having a population that is 40% non-white, only two of London's 32 Boroughs have BAME CEOs. Yet progress is being made in the representation of BAME people at Top 20 level in London Boroughs with a 4.9 percentage point increase from 5.6% in 2017 to 10.5% today.

### KEY FINDINGS - TOP 20

#### GENDER DIVERSITY



#### ETHNOCULTURAL DIVERSITY



To download the Local Government Leadership 2018, visit: [green-park.co.uk/insights](http://green-park.co.uk/insights)



# LEADERSHIP 10,000 2018



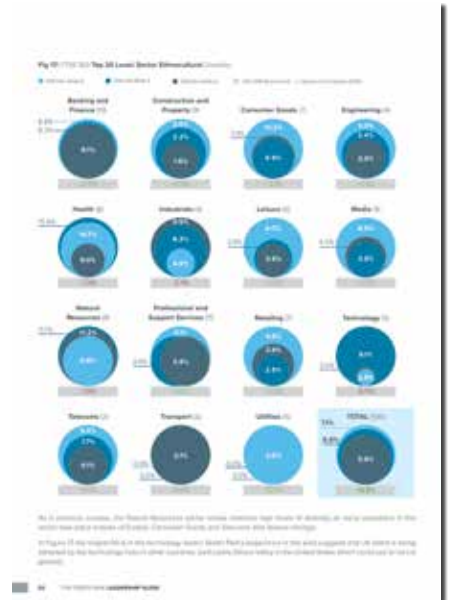
Green Park's reports into the composition of the top 10,000 roles in the FTSE 100 are part of our contribution to greater transparency in the corporate sector. This year will mark our fourth Leadership 10,000 report and the second time that we have included the Leadership Diversity Index, ranking the FTSE 100 companies by the ethnocultural and gender diversity of their leadership team.

This year our report will continue to monitor the progress of gender and ethnocultural diversity within the FTSE 100, drawing comparisons with our 2017 Third Sector and Local Government Leadership research series.

## KEY FINDINGS 2017

- Ethnic diversity in leadership pipeline within FTSE 100 companies increased to 5%, the highest level for four years.
- Six-in-10 (58%) main boards had no ethnic minority presence, despite the Government's Parker Review recommending no FTSE 100 board should be exclusively white by 2021.
- Gender diversity in leadership was now moving backwards in more industries than it was moving forward.

Look out for our 2018 report to be launched this Autumn at: [green-park.co.uk/insights](http://green-park.co.uk/insights)





## ABOUT GREEN PARK

Over the last decade, Green Park has become one of Europe's most trusted suppliers of executive search, interim management and board advisory solutions across the private, public and voluntary sectors, boasting vast diverse networks throughout.

Since our inception in 2006, we have focused on building a company with a reputation for delivering results and customer satisfaction through collaborative and high-quality solutions. We know what customers don't like about headhunters and, as such, hold ourselves accountable for not only setting but meeting a higher standard.

Our dedication to supplying sustainable and right first time talent solutions has enabled us to achieve a 98% average client satisfaction scoring across our business. We also generate over 68% of our annual mandates through repeat client business.

