

30% Club Ireland

CEO & Chairs Third Annual Conference

Creating Impact – Achieving Results

25 January 2017

#30pclImpact



30% Club

GROWTH THROUGH DIVERSITY

**National Gallery of Ireland
Clare Street, Dublin 2**

3.45pm Registration

4pm Seminar

6:15-7.30pm Reception & Networking

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**Energy for
generations**



BNY MELLON

Agenda



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GROWTH THROUGH DIVERSITY

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Agenda

4.00pm **Opening Remarks**

An Tánaiste and Minister for Justice and Equality, Frances Fitzgerald TD

4.15pm **Welcome**

Marie O'Connor, Partner, PwC, Country Lead, 30% Club Ireland

4.25pm **Painting the Picture: Research Update 2016**

Facilitator: **Conor O'Leary**, Group Company Secretary, Greencore

Anne-Marie Taylor, Management Consultant - Women in Management and Women on Boards: the Irish picture

Darina Barrett, Partner, KPMG - The Think Future Study 2016

Dr Sorcha McKenna, Partner, McKinsey – Women Matter: Women in the Workplace 2016

4.45pm **Sasha Wiggins introduces Lady Barbara Judge**

Sasha Wiggins, CEO, Barclays Bank Ireland introduces **Lady Barbara Judge**, Chair, Institute of Directors

5.00pm **Taking Action**

Facilitator: **Melíosa O'Caoimh**, Senior Vice President, Northern Trust

Anne Heraty, CEO, CPL Resources and President of Ibec

Gareth Lambe, Head of Facebook Ireland

Pat O'Doherty, CEO, ESB

Brian O'Gorman, Managing Partner, Arthur Cox

5.25pm **Leadership Commitment and Accountability - Perspective of the Chair**

Facilitator: **Bríd Horan**, Former Deputy CEO, ESB

Rose Hynes, Chair, Shannon Group and Origin Enterprises

Gary Kennedy, Chair, Greencore

Gary McGann, Chair, Paddy Power Betfair

5.45pm **Diplomacy, Diaspora and Diversity**

Anne Anderson, Ambassador of Ireland to the United States

6.00pm **Future Plans & Closing Remarks**

Carol Andrews, Global Head of Client Service and Prime Custody (AIS), BNY Mellon

Please note that this is an on the record event and views expressed are not necessarily representative of all 30% Club members.

With sincere thanks to BNY Mellon and ESB for generously sponsoring this event.

Speakers



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Frances Fitzgerald T.D.

An Tánaiste and Minister for Justice and Equality

Frances Fitzgerald TD was appointed Tánaiste and Minister for Justice and Equality on 6 May 2016. She was appointed the Minister for Justice and Equality in May 2014 and previously served as Minister for Children and Youth Affairs from March 2011. She represents the constituency of Dublin Mid-West.

As Minister for Justice and Equality, Frances has been actively involved in delivering the Government's comprehensive programme.

In 2014, Frances oversaw recommencement of Garda recruitment for the first time since 2009 and has increased investment in vehicles, and ICT for Gardaí.

She introduced legislation for the Marriage Equality referendum. On 23rd May, Ireland became the first country in the world to vote in a referendum to introduce an equal right to civil marriage for same-sex couples.

Frances has overseen the enactment of the Children and Family Relationships Act which provides for the most comprehensive reform of family law since the foundation of the State.

As Ireland's first senior Minister for Children and Youth Affairs, Frances led a complete reform of child protection and welfare system in Ireland. She oversaw the successful Children's Referendum in 2012; she established Tusla, a dedicated Child and Family Agency; she oversaw the introduction of Children First Legislation, putting these guidelines on a statutory footing and other major improvements on the promotion, regulation and enforcement of standards in early years and childcare settings.

Frances trained as a social worker and family therapist and worked in inner-city London and Dublin for 20 years. Frances was motivated to go into politics chairing the National Women's Council and the Women's Political Association.



Marie O'Connor

Partner, PwC and Country Lead, 30% Club Ireland

Marie O'Connor has been a partner at PwC for 30 years. She led PwC's Irish Asset Management practice for 12 years until 2007, and also led the Financial Services practice for four years. Marie has been a member of PwC's Global Investment Management Leadership team and PwC's European Investment Management and Financial Services Leadership executive for many years.

She has worked extensively with US companies expanding into Europe.

Marie is the country lead for the 30% Club in Ireland, a member of the Irish Chapter of the Ireland-US Council for Commerce and Industry and of the University College Dublin President's Advisory Board. She has formerly been a board member of the American Chamber of Commerce, the ESRI, The Children's Hospital and other organisations.

Marie has been appointed as non-executive director by the Irish Government over the last twenty years. Appointments have included Dublin Airport Authority, IDA Ireland, Irish Life, National College of Art and the Top Level Appointments Committee.

Marie is a Fellow of the Chartered Association of Certified Accountants and is also qualified as a Barrister and was the first woman to be admitted as a partner to Price Waterhouse in Ireland.

She recently received a Lifetime Achievement award from the Ireland-US Council.

She was also honoured by Irish America Magazine as one of its Inaugural Top 50 Women in July 2016. She was an honoree of University College Dublin at their Alumni Dinner in New York in October 2016. In 1994 she received the Accountant of the Year award from ACCA's Leinster Society.



Conor O'Leary

Group Company Secretary, Greencore and Steering Committee member, 30% Club Ireland

Conor was appointed Group Company Secretary of Greencore in June 2010. He joined the Group in 2001 and was appointed Deputy Group Secretary in 2005. Prior to joining Greencore, he held senior company secretarial roles in Glanbia plc and Cable & Wireless plc and trained with PricewaterhouseCoopers. Conor sits on the Board of the British Irish Chamber of Commerce.



Anne-Marie Taylor

Management Consultant and Steering Committee member, 30% Club Ireland

Anne-Marie Taylor is a Management Consultant specialising in programme management. She was previously a Senior Executive with Accenture where she held a number of positions both in the Consulting organisation and in the Global Shared Services organisation.

She is co-founder, with Vivienne Jupp, of the Board Diversity Initiative which was established in 2010 to promote the appointment of women to boards. Anne-Marie is a non-executive director of the National Treatment Purchase Fund and the Public Appointments Service. She is on the Preliminary Proceedings Committee of the Pharmaceutical Society of Ireland and the panel of Chairpersons for interview boards for the Public Appointments Service.



Darina Barrett

Partner, KPMG and Steering Committee member, 30% Club Ireland

Darina Barrett is a Partner with KPMG since 1999 and heads their financial services practice in Ireland. Her areas of specialisation include investment management, real estate, structured finance and aviation.

She is a Chartered Accountant and has a B.Comm from UCG and post-graduate diploma from UCD.

She is a member of the Steering Committee for the 30% Club in Ireland and leads KPMG's Diversity initiative.



Dr Sorcha McKenna

Partner, McKinsey

Sorcha is a partner in, and leader of, McKinsey's Dublin office. Her work focuses on integrated care and out-of-hospital care, and she leads McKinsey's work in these areas across Europe, the Middle East, and Africa.

Sorcha's work on integrated care has spanned the UK, Ireland, Spain and Australia, Sorcha also convenes a global group of leading practitioners to share perspectives on successes and the future of integrated care.

She also chairs the Board of Change X, a non-profit market place for social innovation

Before joining McKinsey, Sorcha obtained a degree in microbiology and a PhD in molecular microbiology from Trinity College Dublin.



Sasha Wiggins

CEO, Barclays Bank Ireland

Sasha joined Barclays Bank Ireland Plc in March 2015 as Chief Executive Officer and has accountability for Corporate Banking, Private Banking and the Risk Solutions Group within the Republic of Ireland. Previously, Sasha served as Managing Director within the Barclays Wealth and Investment Management division in London, where she was National Head of Charities and Professionals in the UK. She joined Barclays in 2002 as a Private Banker and was previously a Stockbroker.

In addition, Sasha dedicates considerable time and energy to the diversity agenda, both internally and externally. She is a regular speaker at events both in Ireland and the UK.

Sasha is a Chartered Wealth Manager, a Fellow of the Chartered Institute for Securities & Investment and has 20 years' investment experience.



Lady Barbara Judge CBE

Chair, Institute of Directors

Lady Barbara Judge CBE has had a long and distinguished career in law and banking before becoming the Institute of Director's first female chairman and a UK Business Ambassador. A trained commercial lawyer with both British and American citizenship, Lady Judge has held a number of broad and successful positions as a senior executive, chairman and non-executive director in both the private and public sectors. In 1980, she was appointed by the President as a Commissioner of the US Securities and Exchange Commission. Thereafter she was appointed as the first woman executive director of News International and Samuel Montagu.

In June 2016 Lady Judge completed two terms as chairman of the Pension Protection Fund. Previously, in 2002, she was appointed as a director of the United Kingdom Atomic Energy Authority and thereafter became its chairman in 2004 and was reappointed in 2007.

In 2010, she was awarded Commander of the British Empire in the Queen's Birthday Honours for services to the nuclear and financial services industries.



Melíosa O’Caoimh

Senior Vice President, Northern Trust Ireland and Steering Committee member, 30% Club Ireland

Melíosa O’Caoimh is a Senior Vice President at Northern Trust. She is responsible for Northern Trust’s Ireland client facing business since September 2010, having previously held the position of Chief Operating Officer. Melíosa sits on the Northern Trust Board in Ireland. Prior to joining Northern Trust in 2003, Melíosa spent 8 years with Pioneer Global Investments in various management roles including Head of Finance and latterly was their Head of European Transfer Agency. Prior to that Melíosa worked at Arthur Andersen & Company, Chartered Accountants.

Melíosa has sat on a number of Irish Funds Industry Association Committees and Working Groups during her career.

Melíosa was on the Board of the American Chamber of Commerce in Ireland from 2008 to 2014 and for the latter two years held the position of Honorary Treasurer and Secretary for the American Chamber.

Melíosa received a B.A degree in Economics and Politics in University College Dublin and is a Fellow of the Institute of Chartered Accountants in Ireland and a Fellow of the Institute of Taxation in Ireland.



Anne Heraty

CEO, CPL Resources and Chairs Advisory Board member, 30% Club Ireland

Anne Heraty is CEO of Cpl Resources plc., a recognised leader in workforce solutions, specialist recruitment, managed services and outsourcing.

With an annual turnover in excess of €433 million, the company has over 670 permanent employees. In any one week Cpl also has over 12,000 temp/contract staff under management in customer sites. Her company has grown through both strong organic growth and strategic acquisitions.

Most recently, Anne won the Business & Finance ‘Business Person of the Year 2014’ and her company was ranked as ‘Best Place to Work 2015’ in the large organisation category.

Anne is the President of Ibec and also the Chair of the judging panel for the EY Entrepreneur of the Year Awards in Ireland.



Gareth Lambe **Head of Facebook Ireland**

Gareth Lambe is the Head of Facebook Ireland - responsible for the health and success of Facebook's International Headquarters in Dublin, employing over 1,500 people. Gareth started his career in brand marketing with Pernod Ricard, and was later part of the start-up team of Pigsback.com. In 2009 Gareth joined PayPal as Director of Merchant Operations EMEA, running a team of 300 people across Account Management, Business Support and Telesales. In his five years at Facebook Gareth has run the Advertising Operations function and latterly the Sales Planning and Operations team – driving the operations and strategy for Facebook's sales organisations across EMEA and APAC.

Gareth is on the Board of the American Chamber of Commerce and Facebook Ireland Ltd. He is married with three young children and is a sports fanatic.



Pat O'Doherty **CEO, ESB and Chairs Advisory Board member, 30% Club Ireland**

Pat O'Doherty was appointed Chief Executive of ESB in 2011, and appointed to the ESB Board in 2013. Previous to this, Pat headed up each of ESB's main businesses as Executive Director ESB International, Managing Director ESB Networks Ltd. and Executive Director ESB Power Generation. Pat holds a primary and master's degree in Engineering from University College Dublin and completed the Advanced Management Programme at Harvard Business School. Pat is also a trustee of The Conference Board of the United States and is a director of Energy UK.



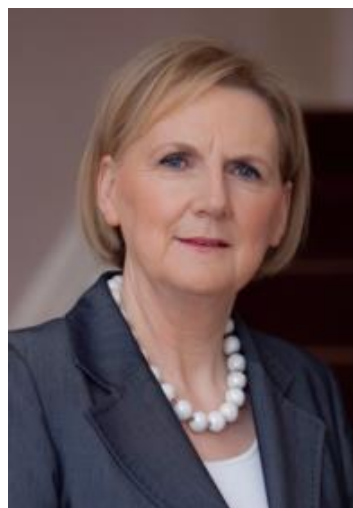
Brian O'Gorman

Managing Partner, Arthur Cox

Brian is Managing Partner in Arthur Cox. He specialises in corporate finance with a particular emphasis on mergers and acquisitions, public takeovers, equity capital markets and private equity. He has advised on many of the largest and most high profile Irish M&A transactions over the past 15 years and continues to advise many of the major corporate clients of the firm.

Prior to joining Arthur Cox, Brian spent a number of years in London and Hong Kong with a leading London law firm and a leading investment bank.

Brian has been a key driver of the diversity agenda at Arthur Cox. 31% of the partners at the firm are women and seven of the last 12 partnership appointments have been women. Two years ago, Brian appointed two senior partners at the firm as Diversity Partners and they lead the firm's efforts across a number of areas, of which gender is one. The firm has won Best National Firm and Best Firm in Ireland at the Europe Women in Business Law Awards in London for the past two years.



Bríd Horan

Former Deputy CEO, ESB and Steering Committee member, 30% Club Ireland

Prior to her retirement in late 2014, Bríd was Deputy Chief Executive of ESB, having spent eight years on the ESB Executive Team. Before joining ESB as Group Pensions Manager in 1997, she headed KPMG Pension & Actuarial Consulting.

Brid is currently Chairperson of ISAX (Ireland Smart Ageing Exchange), a member of DCU Governing Authority and of the Council of the IMI. She has served on a number of boards in the public and private sectors including IDA Ireland (1996-2006), the National Pensions Reserve Fund (2001-2009) and FBD Holdings plc (2011-2016). She is a member of TLAC (Top Level Appointments Committee), was a member of the Expert Group on Funding Higher Education (Cassells Group reported early 2016) and of the 2014 Strategic Review Group for the Arts Council, and is on the board of Chamber Choir Ireland and the Dublin Theatre Festival.

Bríd is an Actuary, a Chartered Director and Fellow of the Institute of Directors.



Rose Hynes

**Chair, Shannon Group and
Chair, Origin Enterprises plc**

Rose Hynes is Chairman of Origin Enterprises plc which is listed on the Irish and London Stock Exchanges and as such is the only woman currently chairing an Irish Stock Exchange listed company.

Rose is also Chairman of Shannon Group plc and is a non-executive director of a number of other companies in various sectors including Total Produce plc and One Fifty One plc.

Rose is also an Adjunct Professor of Law in University of Limerick.

Rose is a lawyer and was a member of the senior management team in GPA for many years. GPA was one of the world's largest lessors and financiers of aircraft.

She is also a former Chairman of Bord Gais/Ervia and former non-executive director of Bank of Ireland, Fyffes plc and Aer Lingus. She is a law graduate of University College Dublin and is a native of Clare.



Gary Kennedy

**Chair, Greencore and Chairs Advisory
Board member, 30% Club Ireland**

Gary was co-opted as a Non-Executive Director of Greencore on 20 November 2008 and on 29 January 2013 he was appointed Chairman. Gary currently serves as Chairman of Connect Group plc and Green REIT plc. In addition, Gary also serves as a Director of Friends First Holdings Ltd and is chairman of a number of private companies. Gary previously served as a Non-Executive Director of Elan plc, as an Executive Director of Allied Irish Bank plc and served on the Board of the IDA. He was also a Government appointed Director of IBRC.



Gary McGann

Chair of Paddy Power Betfair

Gary, Chairman of Paddy Power Betfair, was appointed as a non-executive director in November 2014 and as Chairman from July 2015. Gary was Group Chief Executive Officer of Smurfit Kappa Group plc from 2002 until his retirement in September 2015. He joined the Smurfit Kappa Group in 1998 as Chief Financial Officer and also served as President and Chief Operations Officer. He had held a number of senior positions in both the private and public sectors over the previous 20 years, including Chief Executive of Gilbeys of Ireland and Aer Lingus Group.

Gary is Chairman of Aon Ireland and Sicon Limited and a non-executive director of Smurfit Kappa Group plc, Green Reit plc and Multi-Packaging Solutions International Limited. He holds BA (UCD) and MSc Management (Trinity) Degrees and is a Fellow of the Association of Chartered Certified Accountants (FCCA).

In September 2016, Gary was announced as the new Chairman of Arysza.



Anne Anderson

Ambassador of Ireland to the United States

As one of the most senior women in the Irish foreign service and a male-dominated diplomatic world, Anne Anderson wasn't just Ireland's first female ambassador to the European Union on her appointment in 2001 but also the first woman ambassador to the EU from any member state.

She became Ireland's first female ambassador to France in 2005, to the United Nations in New York in 2009 and to the United States in 2013.

After replacing Michael Collins as ambassador, Anderson presented her credentials to the US president Barack Obama at an official ceremony at the White House in 2013.



Carol Andrews

**Global Head of Client Service and Prime Custody (AIS),
BNY Mellon and Steering Committee member, 30%
Club Ireland**

Carol Andrews is Managing Director and Global Head of Client Service and Prime Custody for BNY Mellon's Alternative Investment Services business. Carol was appointed to this role in 2015 and is responsible for client service for alternative clients for fund administration and custody. Carol was previously Head of Service delivery for fund administration services in EMEA. She has extensive experience with major integration initiatives, regulatory issues and migration projects including the expansion of the Eastern European servicing model.

Prior to her current role, Carol was expatriated to New York where she successfully established the Global Client Services model. She joined The Bank of New York in 2006 with the acquisition associated with the AIB/BNY joint venture. She was seconded to the Brussels office to manage the integration of the AIB onto the BNY platforms. Upon completion of that project, Carol was appointed European head of the client service team for Alternative Investment Services business.

In 1996, Carol joined the Securities Services unit of Allied Irish Bank. There, she served in positions of increasing responsibility in settlements, custody, operations, relationship management and client services within asset servicing. Carol launched her financial services career at Mutual Assurance Company in Ireland, where she was first responsible for the establishment of the Dublin office, then led the implementation of services in MAC's Guernsey, Channel Islands office.

Carol serves as CEO of BNY Mellon Fund Services (Ireland) DAC and as a Director of BNY Mellon (Poland) SP Z.O.O. She is a Member of the Ireland Senior Management Committee, a Board Member of the Corporate Social Responsibility (CSR) Ireland and an External Board Member for Junior Achievement Ireland. Carol is a graduate of the Women's Leadership Forum, a Harvard Business School leadership development programme. Carol is a Certified Investment Fund Director (CIFD) and holds a Diploma in Cloud Strategy from the Irish Management Institute.

NOTES



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