



EUROPEAN NETWORK FOR
WOMEN IN LEADERSHIP

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WiL Women Talent Pool Program

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WiL Women Talent Pool Program

> Identifying

> Connecting

> Developing

> Women Talents

The vision

"We are pleased to bring our support to the Women Talent Pool Program, as part of our goal to attain 35% of women in our leadership by 2015, and attracting more women in scientific and technical careers.

Part of our long-term strategy has consisted in shadowing actions enabling female students to find out about the day-to-day life of the [Group's women engineers](#) and to pursue them to join them in the future, in light of the "European Code of Best Practices for Women and ICT".

"Microsoft mission is to help people realize their potential. Emerging leaders deserve early investment. Let's not wait tomorrow.

Real Impact for a better tomorrow starts by taking action today.

Our goal is to identify and empower emerging leaders and help them overcome challenges as of today. This is core to society's sustainability, to innovation, to growth and inclusion....

Brigitte Dumont
Deputy Group HR,
Executive Vice-president
France Télécom-Orange



Elena Bonfiglioli
Senior Director, Health, Public Sector
Microsoft Europe Middle East and Africa
Co-Founder WiL

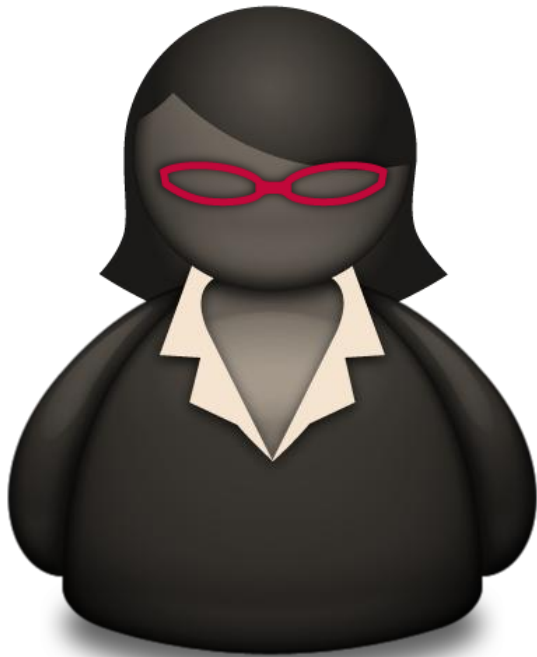


Investing today to develop tomorrow's leaders



- + **Identifying talents early**
 - + **Giving talents a voice**
 - + **Connecting with likeminded peers**
 - + **Facilitating cross sector role modeling**
 - + **Accessing holistic development opportunities**
-
- = **Developing next generation of women leaders**

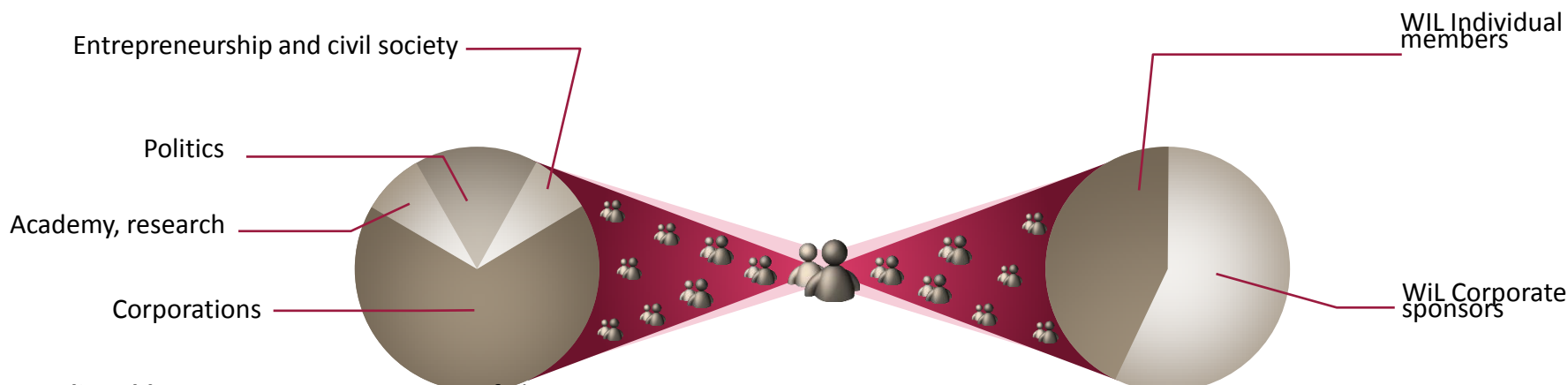
Talent Pool – attributes to participate in the program



- + at least 7-10 years of work experience
- + people management experience
- + above average performance over the last 3 years
- + positioned for career step up in the coming 3 years
- + openness to diversity
- + holistic interests beyond current responsibilities
- + ambition & curiosity for international environment
- + motivation to invest in learning & networking
- + could be identified for a classical HYPO program

Fostering a diverse talent pool

Women Talent Pool



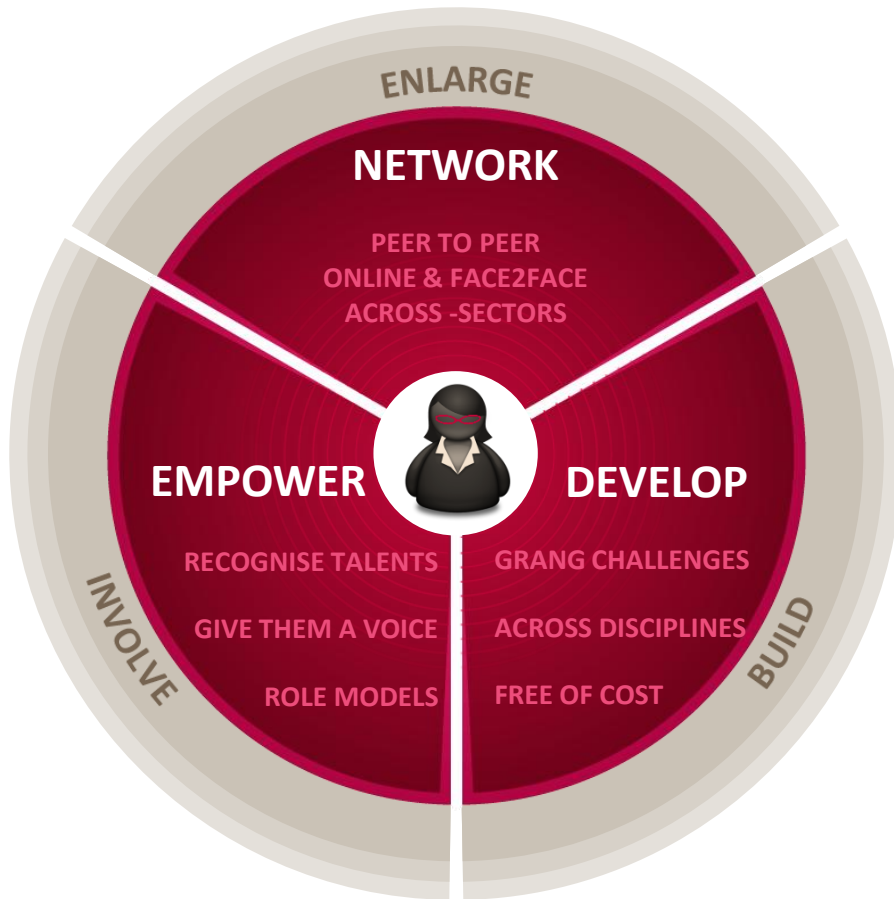
Aurelie Feld, Deputy Managing Director of PlaNet Finance NGO
Victoria Hayes, Institutional Relations Manager, GSK
Salma Dean, Human Rights Barrister
Talwyn Whetter, Consulting Services Manager, Sysdoc Group
Edyta Katarzyna Ziomek - Policy Officer, DG for Translation, EC
Marie Helene Briens – Sales Manager, Orange
Cristina Hoffmann – Design Lead, Orange
Andreea Paul – Counsellor of Prime Minister, Romania
Ariane Gorin – Marketing and Strategy Director, Microsoft
Anne Lise Touati – Entreprise Strategy Director, Microsoft

Brigitte Dumont – Deputy Grup HR, Executive VP France Telecom-Orange
Viviane de Beaufort – Professor, ESSEC Business School
Elena Bonfiglioli – Senior Director Microsoft Health Industry EMEA
Katherine Corich, CEO, Sysdoc
Isabella de Michelis di Slonghella, VP Public Affairs, Qualcomm
Piuccia Contino, Head of Unit, DG for Translation, EC
Corinne Got- Camard, General Director Hillton & Knowlton
Cecilia Castano Collado, Professor, Madrid University
Viviane Chaine-Ribeiro, CEO Lefebvre Software
Marie-Thérèse Huppertz, Vice president SAP AG

Launch date:
January 2012

18 months program in 2 sessions (36 months in total)

WiL Talent Pool Program – Value proposition



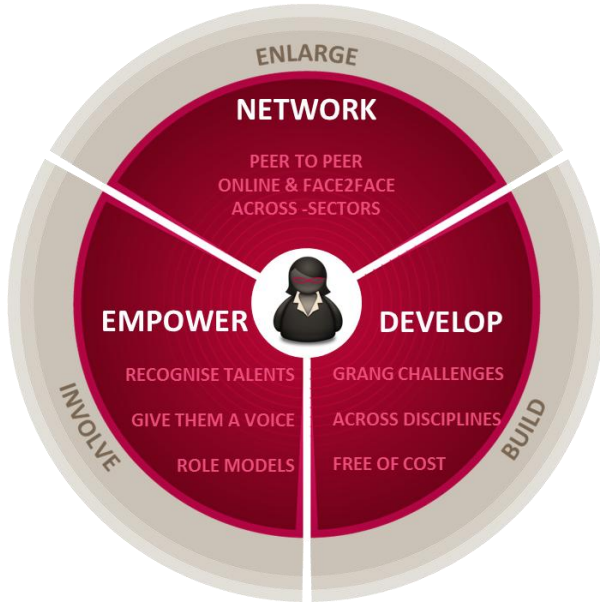
- **Empower** emerging leadership by giving them early recognition
- Provide a **Network** of talents and role models to leverage knowledge across roles and sectors and enlarge horizon
- **Develop** leadership and refine abilities for facing higher responsibilities – stretch comfort zone

Call to action



- **Nourish the Pool** by identifying and proposing emerging leaders to the WiL Board
- **Become a Talent Pool Godmother**, individual or corporate sponsor, to share your experience and shape future leaders
- **Provide access to training and development opportunities** for Talent Pool members: online, offline, campus visits, coaching sessions, high level events

Questions for Discussion



- + **Expectations of Emerging Leaders**
- + **Expectations of Role Models**
- + **What makes the difference and what success looks like**
- + **Real Value of Networking and Development opportunities**
- + **What can I offer to the Pool?**
- + **Real Impact**



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Thank you

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