

JUMP

Promoting gender equality, advancing the economy

JUMP Corporate Hub

The JUMP Corporate Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work

Programme: 27th September 2016

How to attract women: best recruitment practices

Lunch & learn session - 12:00 to 15:30

Hosted by **Cisco Systems Belgium**: Pegasus Park, De Kleetlaan 6A, 1831 Diegem, Belgium

- **What are the best sourcing and recruiting methods to ensure workplace diversity?**
- **How can we optimise the hiring process to attract more women?**
- **How can we making recruiters, hiring managers, and executives accountable for diversity in hiring?**
- **How can we attract women in male-dominated sectors? How can we increase the size of the talent pool?**

Looking at diverse recruitment teams, targets, women-friendly job ads, advertising where women look, female friendly benefits programme, female company role models and women-friendly corporate image...

Guest Speakers:



Tinna C. Nielsen

Founder of Move the Elephant for Inclusiveness



Pastora Valero

Vice President, Public Policy and Government Affairs for Europe, Middle East, Africa and Russia, Cisco Systems, Inc.



Sara Vermeir

Executive search consultant at Russell Reynolds Associates



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Agenda: 27th September 2016

- 12:00 Arrival and Lunch
- 12:15 Welcome by **Cisco: Arnaud Spirlet** (Managing Director, Cisco Belux)
- 12:20 Introduction by Isabella Lenarduzzi (JUMP)
- 12:25 **Expert : Sara Vermeir (Russell Reynolds)**
The Diversity and Inclusion Talent Challenge: best practices for hiring women
- 12:50 **Expert : Tinna Nielsen (Moving the Elephant for Inclusiveness)**
How to use behavioural science to design inclusive culture in organisations and more specifically in the hiring process
- 13:35 **Testimonial : Pastora Valero** (Cisco Systems, Inc.)
- 14:00 Q&A
- 14:15 Break
- 14:30 **Best practice sharing session** – participants shares best practices and/or current projects, moderated by Isabella Lenarduzzi (JUMP)
- 15:15 **Wrap-up & key takeaways** – Isabella Lenarduzzi (JUMP)
- 15:30 Close of the Hub Session