

JUMP

Promoting gender equality, advancing the economy

14 February 2019

JUMP Corporate Hub

*How to build and evolve your diversity
network strategy for more impact*

WWW.JUMP.EU.COM

- The JUMP Corporate Hub is the network of corporate diversity officers dedicated to the exchange of best practices on gender equality at work
- Thank you to our host: Total



- Introduction by JUMP
- Introducing the participants
- Welcome and company testimonial by Total
- Expert presentation - Veronika Hucke
- Q&A with the audience
- Coffee break & networking
- Best practice sharing facilitated by JUMP
- Wrap up and thanks - JUMP

BNP Paribas Fortis

Sandra Wilikens
Chief Human Resources

Bruxeo

Vanessa de Ridder
Project Manager

Decathlon Belgium

Sophie Criquelion
Project Leader

D&I Strategy and Solutions

Veronika Hucke
Diversity expert

DLA Piper

Veerle Van Hoorebeeck
HR Advisor

National Bank of Belgium

Isabelle De Groote
Coordinator
Bianca Van Damme
Head of Division

PeterLily

Pascale Postula
Managing Partner

RTBF

Estelle Kupperschmitt
Organisation & Development Manager

SPIE Belgium

Annik Vandeputte
HR Development Manager

Stibbe

Inge Lamberts
Head of HR

Total

Sanah El Ouardani
Co-President TWICE Network, Head of Management Control DSI-RC
Florence Dion
Co-President TWICE Network, Deputy VP Procurement Refining&Chemicals, Affiliates Support
Laurence Pavillard
Diversity, Competencies&HR Studies Manager RC
Hélène Le Moing
Head of Recruitment RC
Caroline Sokolowski
Credit Analyst, member of TWICE Network Steering committee

... Your company already has an employee women's network - for women only

... Your company has an employee diversity or women's network - for women and men

... Your company does not have an employee network but is planning one

JUMP

Save the date! JUMP Forum Brussels 26 March 2019



HOSTING PARTNER

proximus

Some of our guest speakers:



Alexander de Croo
Deputy Prime Minister and
Minister of Development
Cooperation, Digital Agenda,
Post and Telecom



**Emile Servan
Schreiber**
Author of
« Supercollectif »



Dominique Leroy
CEO Proximus and
member of the Board



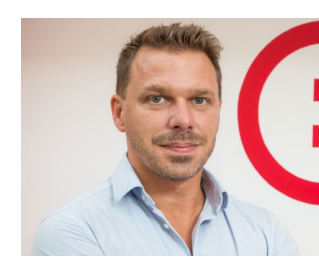
Rik Vera
Chairman Nexxworks,
author of « Managers
the day after
tomorrow »



Pascale Vandamme
VP General Manager
Dell EMC



Céline Parsoud
President of
Women'Up, Gender
Busters



Fédéric Bardeau
Co-Founder
Simplon.co

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May 14, 2019

Leadership, Culture, Systems: 3 keys to unlocking Gender Balance – and its benefits



AVIVAH WITTENBERG-COX

CEO 20-first, author of « Why women mean business »



KATRIEN GOOSSENS

HR Director - Group Head of Culture, Diversity&Well-being

Hosted by



September 26, 2019

Customised career paths: how to manage the different career phases for more gender balance

November 28, 2019

Inclusion and well-being at work : how to build a workplace free from sexism&inacceptable behaviours

Hosted by



**BNP PARIBAS
FORTIS**



“Free your company from sexism”

- New JUMP handbook for managers and HR
- Available in FR and NL
- Available for free on demand

8 cards with 3 different sections:

- Understand
- Test yourself
- Act

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Show your support to women or/and to gender equality with our **JUMP Badges!**



Offer one **JUMP Sorority Bead** to a Woman whose career you commit to support!

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Company Testimonials



TOTAL

COMMITTED TO BETTER ENERGY

Sanah El Ouardani

*Co-President TWICE Network, Head
of Management Control DSI-RC*

Florence Dion

*Co-President TWICE Network,
Deputy VP Procurement
Refining&Chemicals, Affiliates
Support*



TWICE NETWORK

Jump Hub, February 14th 2019, Brussels

A TOTAL PRIMER

Total
is the world's **4th-ranked**
international oil and gas company*
and a **global leader** in low-carbon energy.

WITH OPERATIONS IN MORE THAN
130 COUNTRIES

we have **98,277 employees**
who are **COMMITTED TO BETTER ENERGY**

* Based on market capitalization in U.S. dollars at December 31, 2017

OUR INTEGRATED BUSINESS MODEL

EXPLORE AND PRODUCE

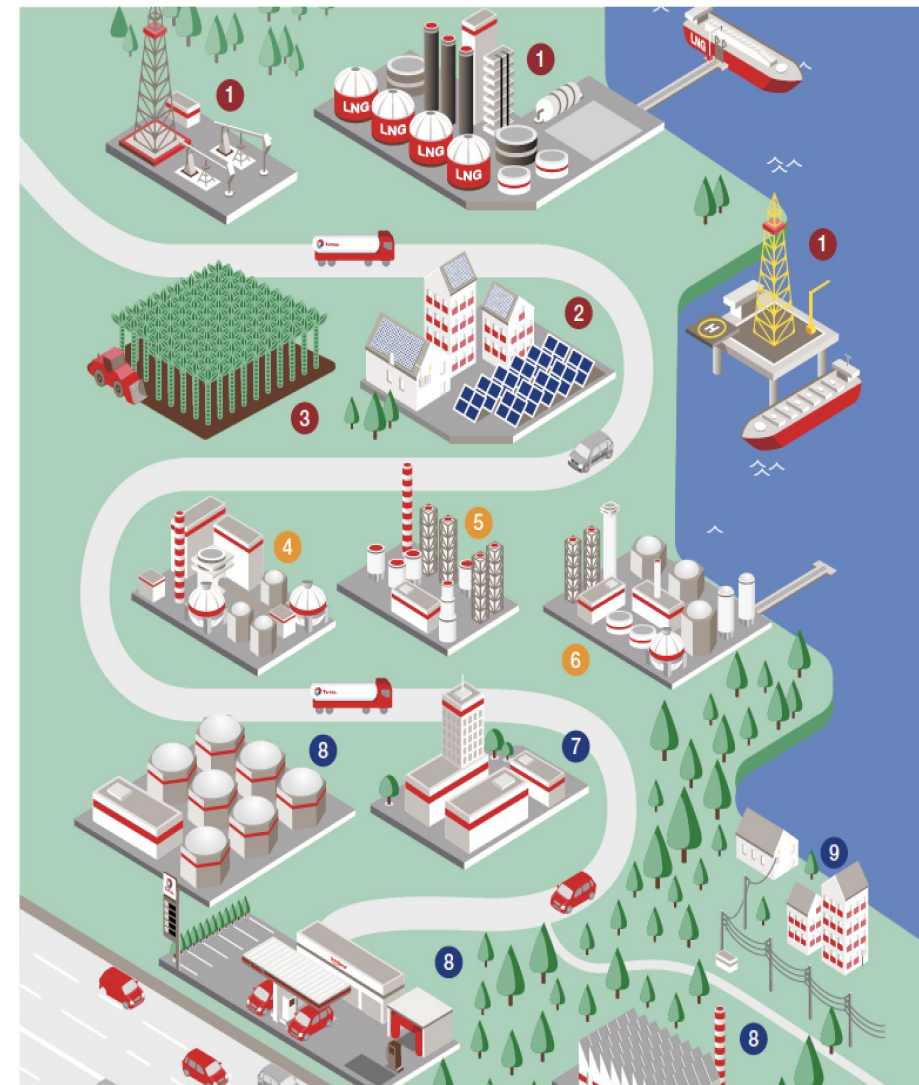
- 1 OIL AND GAS
- 2 SOLAR
- 3 BIOMASS

PROCESS AND MONETIZE

- 4 SPECIALTY CHEMICALS
- 5 POLYMERS
- 6 REFINING & PETROCHEMICALS

TRANSPORT AND MARKET

- 7 TRADING & SHIPPING
- 8 PRODUCTS & SERVICES
- 9 GAS AND POWER MARKETING



■ TOTAL IN BELGIUM

4,800 EMPLOYEES
IN BELGIUM

3 SEGMENTS



**REFINING &
CHEMICALS**

HEADQUARTERED IN
BRUSSELS

TWO MAJOR
INDUSTRIAL SITES:
**ANTWERP
FELUY**



**MARKETING &
SERVICES**

MARKET LEADER
**534 SERVICE
STATIONS**

MARKETING OF
**PETROLEUM AND
SPECIALTY
PRODUCTS**



**GAS, RENEWABLES
& POWER**

**NATURAL GAS &
ELECTRICITY**

FOR BUSINESS AND
INDIVIDUAL
CUSTOMERS

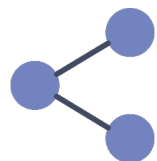
LAMPIRIS

TWICE, THE TOTAL'S WOMEN NETWORK

Key figures



Created
in **2006**



39 local
networks



More than
30 countries



More than **4000**
members

Which objectives?

1

Accompany women's career in the Total Group

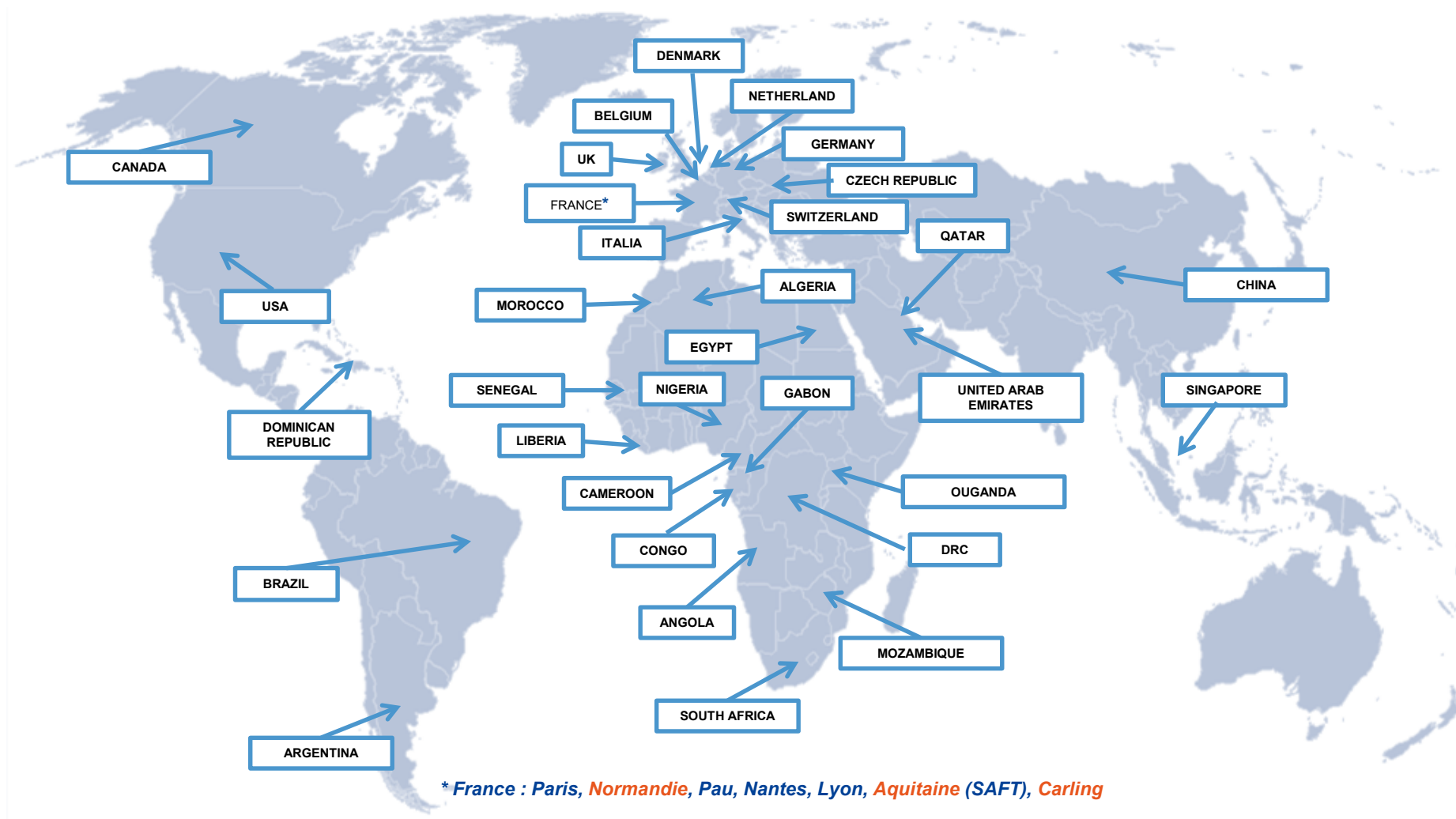
2

Raise awareness of the issues of gender equality

« An organization at the service of the Group's Diversity policy, whose goal is, through its actions, to promote the development of women's careers and to raise men's and women's awareness of the issues of gender diversity. »

Source: Diversity Group Directive Note

39 LOCAL NETWORKS – MORE THAN 4000 MEMBERS



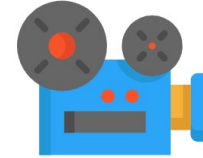
A WIDE RANGE OF ACTIVITIES



Mentoring program
& working groups



Outside events



Movies projection



Breakfast/lunch
meetings



Personal development
workshops



Conferences &
testimonials

FOCUS ON TWICE MENTORING

Since 2009, more than 800 mentees have benefited from the program by female or male managers with a high satisfaction rate !

« I gained confidence and I was able to work on my weaknesses. »

Thanks to my mentor for her time, her advice and her attentive listening.

« **Mentoring** allows you to get out of your usual surroundings. It is an interesting program because it allows to share our **experience** and our **network**. »



« The Mentoring training session is mainly about the issues of gender diversity. I understood a lot of things. »

« It's a real chance for young women managers to be able to participate in this type of experience and to say the « everything remains possible » when we meet senior executives attentive to our evolution. »

TWICE IN BELGIUM

- 2nd biggest network after Paris
- 268 members (intranet community)
- Co presidency (first time !)
- Steering committee with 15 members from different branches and locations, including HR people
- Regular exchanges with Central Steering Committee and other local networks
- 3 main focus areas :
 - Increase visibility and awareness
 - personal development
 - Partnership with HR
- Communication
 - WAT intranet community
 - Intranet sites, screens, emails
 - Newsletter
- (Gender) diversity KPIs follow up





2018 priorities

- Renewal of activities on top of self development workshops and discussion lunches with management
- Develop contacts with other networks
- Develop partnership with HR
- Reach out to the young women



- 10 classic workshops involving personnel development (JUMP)
- 1 new type of workshop about nutrition and its impact on performance **NEW**
- 5 Discussion Lunchs with Top Management + 1 with an external Senior **NEW**
- 2 Twice Cinema (SNCF au Féminin) **NEW**
- 1 Twice'stucs (Maternity leave) **NEW**
- 1 sport event (race *la Bruxelloise*)
- Survey to understand women expectations in Antwerp and adjust the activities of the network locally
- Support to Elles Bougent development in Belgium **NEW**
- Develop contacts with other networks (Paris, Normandie and Dow Benelux) **NEW**
- Participation in Jump forum
- Mentoring program (17 pairs)

2018 activities

- 470 participants (+10%)
- 3 main sites (HQ, R&D and plants)

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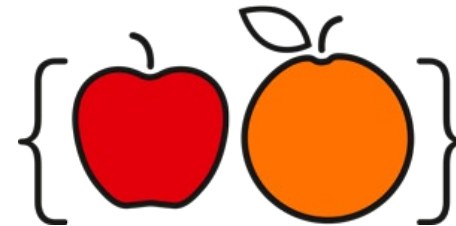
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Expert Presentation



Veronika Hucke

Founder and Director at D&I Strategy and Solutions, author of “Unconsciously biased: employee networks 4.0”, and “Achieving Results: Diversity&Inclusion Actions with Impact”



HOW TO BUILD AND EVOLVE YOUR DIVERSITY NETWORK STRATEGY FOR MORE IMPACT

Veronika Hucke

Founder & Director
D&I Strategy and Solutions

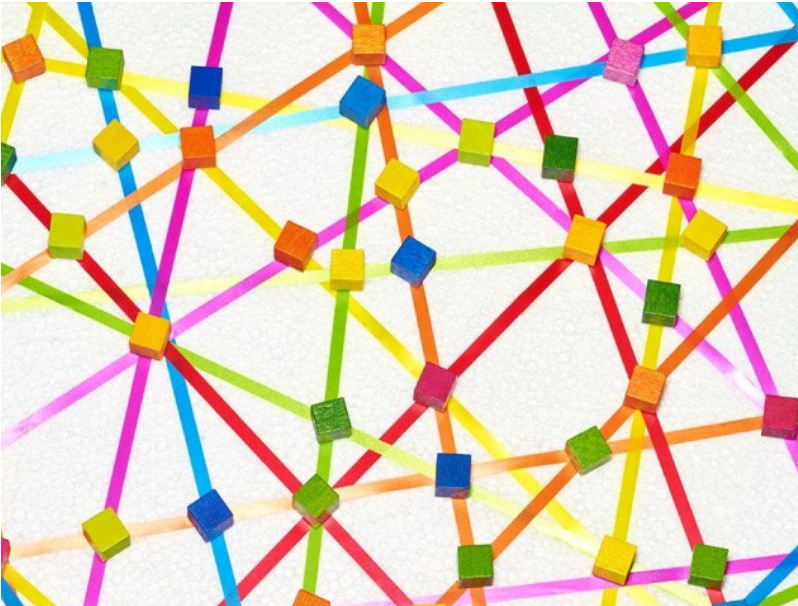


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Best practice sharing session

YES !



A US study of 2,600 working women across functions and industries attending Women's networking events examined several outcomes that occurred in the year after the women attended the conference:

- **42%** of women who attended a female networking conference **received a promotion in the year after** (vs. 18% those who signed up and didn't go)
- **78%** percent of them reported feeling "more optimistic about the future" after attending
- **71%** of the attendees said that they "feel more connected to others" after attending

Source: Shawn Achor, Harvard Business Review (Feb 2018)

- What is the focus of your (planned) network ? What are your priorities?
- How are you measuring success? What metrics are you using ?
- How do you (plan to) engage men in your networks? What works, what doesn't work? How do the women feel about it?
- Are you getting the resources needed to meet your strategy and plans? How ?



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Wrap-up

- Don't forget to fill in the **evaluation forms**!
- Evaluation of the JUMP Corporate Hub (2013-2018)



THE GENERAL
ATMOSPHERE



THE OVERALL
ORGANISATION OF
THE EVENT



THE CONTENT OF
THE WORKSHOP



NETWORKING

(2013-2018)

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Thank you and see you next time!