

■ Speakers



Barbara Annis is the world-renowned expert on Gender Intelligence® and inclusive leadership, advocating the value and practice of Gender Intelligence in over 75 Fortune 500 companies and numerous governments and organizations across the

globe. Her first book, *Same Words, Different Language* is a seminal contribution to the new conversation between men and women at work. Her latest book, *Work With Me*, written in conjunction with John Gray of *Mars Venus* renown, is a definitive work-personal life relational guide bringing insights and solutions that help both men and women achieve greater success and satisfaction in their professional and personal lives. Barbara is the Chair Emeritus of the Women's Leadership Board at the Harvard Kennedy School and was recently conferred the International Alliance for Women, Lifetime Achievement Award.

Barbara Annis & Associates, Inc. (BAA) are world-renowned experts on Gender Intelligence, Inclusive Leadership, and Cultural Intelligence, advocating and educating on the value of these practices in over 75 Fortune 500 companies, ten governments, and numerous educational institutions worldwide. The insights and achievements developed by BAA have pioneered a transformational shift in cultural attitudes across the globe on the importance of gender unity to organizational success.



Anne Bornfeld (b. 1969), HR Director IBM Denmark responsible of HR, CSR and University Relations. Since 2011 Anne has been a member of the senior management team of IBM Denmark. Anne holds a Master's degree in Strategy, Organization and

Management and has been working for IBM since 1997. Anne has held several positions within HR in IBM in Denmark as well as cross Nordic. Anne also has several years of experience as a consultant and client manager in the financial services sector.

Both internally and externally, Anne is dedicated to obtaining a better gender diversity.



Jeff Gravenhorst Group CEO ISS A/S. Joined ISS in 2002. Born 1962.

Education:

Master of Science in Business Administration and Auditing, Copenhagen Business School, Copenhagen Denmark

Other Assignments:

Member of the Board of Directors of Danish Crown Holding A/S, Danish Crown AMBA. Member of the Board of Directors of Rambøll Group A/S.

The ISS Group was founded in Copenhagen in 1901 and has grown to become one of the world's leading Facility Services Companies.

ISS offers a wide range of services within the following business areas: cleaning services, support services, property services, catering services, security services and facility management services. The ISS Group's revenue amounted to almost DKK 80 billion in 2012 and ISS now has more than 530,000 employees in over 50 countries across Europe, Asia, North America, South America and Pacific, serving thousands of both public and private sector.



Margrethe Vestager, born April 13th 1968 in Glostrup, daughter of Hans Vestager, married to Bodil Tybjerg. Married to assistant professor Thomas Jensen MA. The couple has three children, Maria, Rebecca, and Ella.

Parliamentary career Minister for Economic Affairs and the Interior from October 3rd 2011.

Minister for Education from December 21st 2000 to November 27th 2001.

Minister for Education and Minister for Ecclesiastical Affairs from March 23rd 1998 to December 21st 2000.

Chairwoman of the parliamentary group from June 2007 - October 2011. Political leader of the Social Liberal Party from October 2011.

Education Master of Science in Economics, University of Copenhagen, 1993.

Matriculated, Varde Upper Secondary School, 1986.



Peter R. Müller Managing Director Bayer A/S and Vice President Bayer CropScience, Nordics

Peter R. Müller was appointed Managing Director for Bayer A/S in Denmark and Vice President for the company's CropScience business in

the Nordic region in July 2011, based in Ørestad.

Prior to his assignment in Denmark, Mr Müller served as Vice President, Board and Management Support, for the CEO of Bayer CropScience at its Global Head Quarters in Germany. He holds a master degree in Business Administration and Economics from the University of Cologne and is an alumnus of London Business School and IMD Business School in Lausanne. Mr Müller, his wife and their two children live in Copenhagen.

Bayer: Science For A Better Life Bayer is a global enterprise with core competencies in the fields of health care, nutrition and high-tech materials. As an inventor company, it sets trends in research-intensive areas. Bayer's products and services are designed to benefit people and improve the quality of life. At the same time, the Group aims to create value through innovation, growth and high earning power. Bayer is committed to the principles of sustainable development and acts as a socially and ethically responsible corporate citizen. In fiscal 2011, the Group employed about 112,000 people and had sales of €36.5 billion. Capital expenditures amounted to €1.7 billion, R&D expenses to €2.9 billion.



Deniz Kirdar True Group Diversity & Inclusion Manager/A.P. Moller-Maersk

Deniz Kirdar True was born in Izmir, Turkey in 1981. She is Group Diversity & Inclusion Manager at Maersk Group. A Graduate in Mathematics,

she entered Maersk Group in 2003, where she started working in Customer Service in Maersk Line. For 3 ½ years, she worked in Turkey and Switzerland and had responsibility for regional and global key clients. In 2007, she moved to Maersk Group headquarters in Copenhagen, Denmark to join Process Excellence in Maersk Line. From 2007-2010, she received certification first as Lean Six Sigma Green Belt, later as Lean Six Sigma Black Belt and assumed a Project Leader role in various regional & global strategic projects and change programs in line and terminal operations, finance, sales and customer service. Deniz has MSc degree in Organisational Psychology at the University of London.



Halla Tomasdottir. Sisters Capital is an equity investor focusing on profitable Nordic growth companies that have a strong aspect of sustainability in their genetic make-up. Sisters Capital partners with owners and managers who share

Sisters Capital's core belief that companies incorporating social and environmental values will create a long-term competitive advantage, and produce attractive financial results while contributing to making the world a better place.

Halla Tomasdottir, is the Lead Partner at Sisters Capital. Her resumé includes having worked for companies like M&M/Mars and Pepsi Cola, being Managing Director and executive board member of the Iceland Chamber of Commerce, co-founder of Audur Capital, a financial service firm and having been a board member of numerous private companies.



Pernille Spiers-Lopez has been with IKEA for 21 years. Among several top executive positions, Pernille has held the position as President and CEO for IKEA North America and she has been a member of The Executive Management Team of the IKEA Group

for 10 years. Pernille decided to leave IKEA July 1, 2011 after 2 1/2 years of commuting between Chicago and Europe. Most recently, Pernille Spiers-Lopez has been the Global HR Manager for the IKEA Group and its 135,000 employees. With her extensive business experience, she has developed and implemented a new business focused HR Strategy empowering the organization, its leaders and co-workers to grow business and people together.

A native of Denmark with a Masters in Journalism, Pernille Spiers-Lopez has lived in the United States for 30 years. She has had numerous speaking engagements both in the US and internationally on topics focusing on global retailing, leadership, diversity and sustainability.

Pernille published her first book on personal leadership in Denmark, April 2012.

She serves on the boards of Meijer Corporation, Michigan, COOP DK, Copenhagen, Save The Children, US and GoodCity Chicago.

She lives in Chicago with her husband, Jason. They have two children in college.



Annelise Goldstein is Vice President and HR Business Partner to the CFO and the global Finance and Legal organisations. In this role she has responsibility for strategic direction and execution of the People Strategy. In addition to this role, she has also

been Diversity Director since May 2010. She manages a small “high performing” team and has responsibility for driving the global diversity strategy. Annelise has prior experience in Novo Nordisk as HR Business Partner for IT & Corporate Development and as Leadership Development Consultant in Corporate People & Organisation (CPO). Annelise is a Psychologist and also holds a Master’s Degree in Social Policy. Before joining Novo Nordisk, she was an organisational researcher at the University of Pennsylvania in Philadelphia. Annelise is an American with Danish roots. She has been living in Denmark for 17 years. She is married to a Dane and the mother of two “little Danes” aged 11 and 15.



Anka Wittenberg SVP, Chief Diversity & Inclusion Officer, SAP AG
Anka Wittenberg is the Chief Diversity & Inclusion Officer (CDIC) at SAP. She is responsible for the development and implementation of SAP’s Diversity and Inclusion

strategy globally, ensuring sustainable business success. SAP believes that diversity is a source of innovative strength that allows the company to better meet and understand the needs of its customers. Being dedicated to make the world run better, focusing on a diverse and inclusive environment gives us the foundation to ensure that we deliver innovative solutions for challenges our customers and society as a whole, are facing today and in the future.

Prior to joining SAP, Anka Wittenberg gained extensive international HR experience, most recently heading Corporate HR globally at Benteler International AG, where she oversaw 25,000 employees worldwide. Prior to this, Anka held executive HR positions, leading global teams at various corporate environments including General Electric and TRW Automotive. Additionally, Anka Wittenberg is member of the supervisory board of Westfalen AG, Germany.

Wittenberg holds master degrees in Economics and in International Business Management from the University of Hanover, Germany. She is also the mother of three children.



Sille Stener, Managing Director, Copenhagen. Sille has more than 15 years of marketing and brand management experience from both the client and advisory side. Prior to heading up AdPeople in Copenhagen, she was the Vice President of

Corporate Strategy and Branding at Kromann Reumert (Denmark’s largest law firm).

She has a strong track record in corporate and brand strategy, business development and strategic sales, and marketing for distinguished brands, including Mercedes Benz and Ford Motor Company.

Sille excels in building client relations with a professional and business-oriented focus and has a thorough understanding of business mechanics across many industries. In addition to these strengths, she has also co-authored a book about women in management positions, and is an engaging, driven keynote speaker in management forums.



Emre Gürsoy, Global President & COO. As Global President & COO for AdPeople Worldwide, Emre leads the operations of the global organisation – modelling efficiencies and smooth transitions between regional agency teams and client organisations – ensuring that global teams service the clients in the most optimal way.

Before joining AdPeople, Emre was Client Services Director at Leo Burnett. During his 11 years tenure, he worked at Leo Burnett in Istanbul, Zürich and Copenhagen on a range of international clients including Procter & Gamble, McDonald’s, Philip Morris, Diageo, Statoil and Heinz.

Emre has a background as an engineer and is a great believer in applying technology to create smarter and more efficient solutions to challenge the status quo. His commitment to progress leads his continuous exploration of new possibilities for enhanced processes, operations and technology-merged solutions. He always pursues any possibility to drive growth in companies through their size and capabilities. But what really drives Emre is people; identifying talent and developing their potential. To confirm these opinions AdPeople in Copenhagen was awarded “The best running agency in the country” while Emre was the Managing Director.



Tine Horwitz has been CEO of the Consortium for Global Talent in Denmark since its establishment in January 2010.

The consortium has been established by 18 of the largest Danish and international Danish based companies

in Denmark with the objective to attract and retain foreign skilled professionals in Denmark.

Mrs. Horwitz holds a Masters Degree in Law from the Copenhagen University and has carried out studies at Iowa State University, U.S.A and at Université de Caen, France.

Tine Horwitz has extensive experience in international law and administration. She has worked for many years in the Danish state administration with international health issues in close co-operation with the European Union, the European Council, the United Nations and the Nordic Council of Ministers. She has furthermore been the Director of the Danish Patients' Appeal Board and prior to her present position, did she work for ten years as Legal Officer for the World Health Organization, Regional Office for Europe.

She is a Board Member of the Advisory Board for International House Copenhagen and the One Baltic Sea Region Talent Retention Advisory Board.



Thomas Bernt Henriksen

Economics Editor at Borsen and the newspaper's regular commentator on economics. Joined Borsen in 2002. Born April 5 1966.

Career in Danske Bank A/S 1989-2002. Before joining Borsen Thomas was Chief Analyst and First Vice President at Danske Markets, Danske Bank A/S.

From 1998-2013 Council Director of The Council of Economists, The Conference Board – a US Think Tank.

Education

Master of Economics, University of Copenhagen, 1993

Borsen is Denmark's leading business newspaper founded in 1896. A modern media company offering business news in print and on all digital platforms. The newspaper has 200.000 daily readers across Denmark.



Mariano A. Davies, who has a British university education, has worked at a global level throughout his three-decade career with KPMG, Oxford Institute and MSC Group. He is also the President of the British Chamber in Denmark and has been

an Executive Board Member of COBCOE (British Chambers Global Executive Board) for a number of years as Nordic Chair. He also sits on the Managing Board of Hamletscenen and is the Honorary President of Universum Business University in Kosovo.



Anders Runevad, Group President and CEO, Vestas

Education: 1985-1989 MBA studies, University of Lund (SE)

1980-1984 Master of Science in Electrical Engineering, University of Lund (SE)

Positions:

2013- Group President & CEO, Vestas Wind Systems A/S
2010-2013 President Region West & Central Europe, Ericsson (UK)

2006-2010 Executive Vice President, Sony Ericsson (UK)

2004-2006 President, Ericsson Brazil (BR)

2000-2004 Vice President, Sales and Marketing, Business unit Network, Ericsson AB (SE)

1996-2000 President, Ericsson Singapore (SG)

1991-1996 Product Manager / Director Product Management, Ericsson Group (SE)

1989-1991 Product Manager, Ericsson-General Electric USA (USA)

1985-1989 Various positions at Ericsson Group (SE)

Positions of trust:

Member of the Industrial Policy Committee of the Confederation of Danish Industries.

