



Women in Finance

100WF Monthly Monitor

February 2024



Dear members,

I am pleased to update you on the search process for our next global leader of 100 Women in Finance.

The Board of Directors has selected Russell Reynolds Associates (RRA), the global executive search and leadership advisory firm to conduct the organization's search for our next CEO in partnership with our search committee.

As our growing organization reaches more than 30,000 women and men allies in the global finance industry, we're eager to build on our success and create measurable impact. RRA will work with the board appointed search committee to identify a visionary, experienced leader who can partner with the board in launching our next level of growth. Our search committee will be chaired by Amy Flikerski, of CPP Investments.

Thank you all for your steadfast support of 100 Women in Finance. Our Board of Directors is excited about our future, and we look forward to providing you with updates as we move along the search process.

Warm regards,

Carole K. Crawford, CFA
Board Chair



CORPORATE SPONSOR UPDATE

We are thrilled to share that Hayfin Capital Management has joined as a Global Corporate Sponsor.

- Number of 100WF Registered Members: 31K+
- Number of LinkedIn Followers: 51K+
- Number of Locations: 32
- Number of Volunteers: 600+

Look for our full-page ad in the Wall Street Journal in March to commemorate International Women's Day!



At the heart of global finance, there exists a powerful force shaping the industry- women.

At 100 Women in Finance, our mission is to empower and elevate women's careers from pre-career to senior level, driving a transformative shift in the financial landscape. We continue to advance Vision 30/40, where 30% of senior investment roles and executive committee roles will be filled by women by 2040. This effort emphasizes our advantage as a truly global organization, spanning six continents and diverse cultures.

Discover how you can be a part of rewriting the narrative of finance. Experience the impact of a diverse perspective and unparalleled expertise. Together, we can shape a world where opportunities know no boundaries and success resonates regardless of gender.

Join us in celebrating International Women's Day in March as we continue our drive to effect change in the finance industry at global events taking place in Hong Kong, Nigeria, London, Toronto, Boston, New York, and Washington DC.



Discover 100women.org



LOCATION UPDATES



WOMEN AND YOUTH SUPERCHARGING GROWTH DUBAI

On January 29, 100WF members and industry colleagues in Dubai heard from Martina Strong, United States' Ambassador to the UAE, Rola Abu Manneh, CEO at Standard Chartered Bank UAE, and Saleha Osmani, CEO/Founder at Falconbridge Advisors at an event organized by the Middle East committee and hosted by Standard Chartered. The panel discussed how youth and women are leading the business world forward, whether by entrepreneurship or corporate leadership. The audience gained insights on navigating these choppy waters. At the event, Standard Chartered was presented with a Global Corporate Sponsor certificate to recognize their support in the region.

MOONLIT WHITE MASQUERADE GALA CAYMAN ISLANDS

More than 200 finance professionals were in attendance at The 10th annual Cayman Gala on February 2. All proceeds benefit 100 Women in Finance Foundation, which support the organization's programs and initiatives, as well as our local program partners. On a local level, this impact is exemplified through the continuous support of initiatives like GirlForce100, a program aimed at empowering and supporting young women in high school and university by providing them with career education events, mentoring opportunities, and valuable skills to prepare them for rewarding careers in the finance industry. To read the full post-event summary click [here](#).



INVESCO STUDENT SITE VISIT LONDON

On February 14, 100WF worked with Invesco to welcome our student members for a site visit. Following a brief presentation from the HR team, participants heard about pathways to the industry from five dynamic Invesco professionals. Attendees toured the floor, getting a glimpse of the heart of Invesco's operations, gaining a sense of what it is like to work at one of the UK's leading asset management firms. The event concluded with a networking lunch during which students sat with panelists and were able to ask all of their questions. 100% of participants said that the event changed their perception of the finance industry (100% also reported that they planned to apply for internships or full-time roles at Invesco!). Our thanks to 100WF member Joe Bello for organizing and facilitating this event.

OUR PILLARS

EDUCATION

AMERICAS

On January 17, the Connecticut/Westchester committee organized an event, 2024 Economic Outlook, hosted by KPMG. Diane C. Swonk, Chief Economist at KPMG explored key themes, such as economic growth, inflation and policy that will impact global investing. Members and their colleagues learned how to navigate the increasingly complex investment environment and find some safe harbors. A networking reception was held following the discussion.



The Toronto committee organized a breakfast and panel discussion in late January, focusing on the Macroeconomic Outlook for 2024. Hosted by CIBC, key speakers included: Katherine Judge, Director, Economics at CIBC Capital Markets, Jeannine LiChong, Executive Vice President and Portfolio Manager at Waratah Capital, and Brandon Gill New, Managing Director, Head of External Partnerships at AIMCo. Alexandra Krystal, Managing Director, Prime Services Group at CIBC Capital Markets moderated the conversation that provided insights into the opportunities, industries, and specific asset classes expected to shape the outlook for 2024.

On January 30, the Chicago committee organized a Global Macro Outlook event with a focus on the upcoming 2024 elections. The panel, moderated by April Heitz, Lead Research Analyst at DRW, featured insightful discussions led by Kristi Kennedy, Director of the Office of Public Policy at Ernst and Young, and Lou Brien, Strategist/Knowledge Manager at DRW. Attendees gained a comprehensive overview of the macroeconomic outlook for the upcoming year, delving into crucial topics such as the hot issues surrounding the 2024 election. The discussion encompassed the potential outcomes for student loan forgiveness, the current tax environment, and more, shedding light on what lies ahead in these pivotal areas. Given the significant influence of women voters on the electoral landscape, the insights shared during this event were particularly relevant and timely. Hosted by DRW, the event also provided an opportunity for networking during the reception following the panel discussion.



Several networking activities were organized and executed in Connecticut, Salt Lake City, and Philadelphia this past month. These are great opportunities to build on your professional network and share ideas.

OUR PILLARS (cont'd)

EDUCATION

EMEA

The London committee organized an event on January 23 hosted by UBS. Panel speakers Alberto Gallo, Chief Investment Officer and Co-Founder at Andromeda Capital Management, Vivek Paul, FIA, Global Head of Portfolio Research and UK Chief Investment Strategist at BlackRock Investment Institute, Joanna Sharples, FIA, Aon, and Claire Tucker, Head of Trading and Fixed Income Relative Value Strategies at UBS shared their insights on the macroeconomic and geopolitical outlook for the year ahead. Katie Martin moderated the discussion touching on key themes impacting global investing such as slowing economic growth, converging inflation, evolving central bank policy, and political tension. After gaining these insights, individuals were encouraged to share and discuss them over drinks and canapés, fostering networking opportunities and expanding their circle of contacts.



On February 8, the London committee hosted “The Future of Real Estate,” sponsored by PIMCO. Speakers Emily Fitzgerald, Head of Transaction Advisory at CBRE, Amina Ibrahim, Senior Vice President, Real Estate Product Strategist at PIMCO, Jennifer Murray, Head of Institutional Investment at Homes England, and Louise Warden Investment Director, Real Estate at LPPI shared insight on great opportunities in real estate investment through a discussion on the outlook and challenges in the real estate investing market and personal career experience.

On February 8, the Milan Committee together with our hosts, BlackRock and WIN, organized “She Invests, She Leads: Meet Private Equity Investors”, an educational session highlighting the latest trends and opportunities across diverse sectors. The speakers for the event were Nathalie von Niederhausen from Black Rock, Silvana Chillelli from Eurizon Capital Real Assets, and Anna Gervasoni from AIFI, moderated by Fabio Laricchia of BlackRock Southern Europe. These accomplished individuals represent leading Italian and International General Partners and Limited Partners firms that are leading advancements in this dynamic market. Following the presentation, attendees had the opportunity to network with industry colleagues over refreshments.



OUR PILLARS (cont'd)

EDUCATION

APAC

On January 29, the Singapore committee organized a fireside chat concerning compensation trends, hosted by T. Rowe Price. Moderator Ashlesha Vaishampayan, T. Rowe Price, in conversation with Shai Ganu, WTW, compared trends in total compensation in the Singapore and SouthEast Asia markets. Key topics included evaluating current compensation, pay-equity and DEI trends globally and in SouthEast Asia, practical actions and responses to potential objections, as well as navigating the performance review process. The program empowered those in attendance with knowledge and clear action points to achieve their financial and career goals. Following the discussion, participants shared their perspectives as they networked with colleagues over drinks and refreshments.

PEER ENGAGEMENT

On January 12, the Hong Kong Early Career and MidCareer committees organized a styling workshop led by Frederieke van Doorn, head designer of FREY. womenswear. Attendees learned tips on how to refine their personal style and create versatile outfits that exude confidence and sophistication. Following the presentation, attendees networked over lunch generously provided by our host FREY.

The New York MidCareer committee organized an event in our host, M.M.LaFleur's, midtown location on January 18. Thomas Hudson, an executive recruiter at The Locke Group, led a discussion about the temperature of the job market and the hiring, compensation and interview trends for 2024. Afterwards, M.M.LaFleur stylists were on hand to guide attendees in choosing key wardrobe pieces that exude executive presence and confidence. Networking over drinks and light bites concluded the event.



The New York Early Career committee organized an event on January 31, which was hosted by Bank of Ireland NYC Hub. The event aimed to unveil the results of the 100WF Early Career Compensation Survey released in December 2023. Speakers from the CFA Institute, Yale School of Management, MBA Coaching, Beacon Hill Staffing, Landing Point and SG Partners provided insights into trends within the finance sector. Attendees had the opportunity to gain a deeper understanding of their compensation in comparison to their peers, received tips on overcoming compensation-related stigmas, and prepared for their next career move. The event facilitated a networking opportunity following the panel discussion.

OUR PILLARS (cont'd)

IMPACT

PRE-CAREER

We are pleased to announce registration for our upcoming virtual JumpStart Global and JumpStart Regional (APAC) events, taking place on March 1 and 5 respectively, have been extremely successful. These half-day education programs shed light on the industry and introduce students to role models. To learn more about these programs click [here](#).



The 100 Women in Finance LaunchMe Mentorship Program is a comprehensive development and advocacy initiative that helps connect career-ready students to professionals and industry firms. Applications for LaunchMe 2024-2025 are open. More information, including an overview of the benefits for each population and how to apply, can be found [here](#).

Register Now!

[Mentor Application](#)

[Mentee Application](#)

VOLUNTEER OPPORTUNITY WITH NONPROFIT PARTNER

Wall Street Bound's mission is to bring diversity to Wall Street by providing students of color with the training, mentorship, and exposure needed to access lucrative career opportunities in the financial services industry. They are currently seeking program volunteers - learn more and submit your interest [here](#).

SUBMIT YOUR SPEAKER INTEREST

Periodically, universities or our nonprofit partners reach out asking for speaker recommendations from our member base. To make it easier for our staff team to contact interested individuals, please fill out this brief form.

OUR PILLARS (cont'd)

IMPACT

100WFINTech

On January 24, the 100WFintech committee organized a highly successful event focused on bridging the gap between traditional markets and the world of digital assets. Hosted by Komainu, a digital asset custodian, the event featured panelists Suzanne Hubble, Chief Operating Officer at Komainu, Frances Edwards, Chief Operating Officer at Fintech Growth, and Ijeoma Okoli, Director at Digital Economy Initiative, who shared their unique perspectives. The conversation was moderated by Monica Summerville, Head of Capital Markets Technology Research at Celent and explored how digital assets are revolutionizing financial markets, the gaps in the infrastructure and what the outlook is for the digital asset market in 2024. The event welcomed input from the crypto curious and crypto native audience members.



FundWomen

The first spotlight session of 2024 was held virtually on February 27. Quincy Brown, Senior Vice President Institutional Services, Fund Evaluation Group, and Laura Poeckes, Research Analyst, Fund Evaluation Group shared how FEG Investment Advisors has developed a diverse manager platform and implementation approach for various clients to assist them in achieving their goals. This discussion highlighted how FEG defines the space, evaluates managers, and assists clients on the journey.

UPCOMING SPOTLIGHTS:

Managers and Allocators can register in the FundWomen Community powered by Clade.

For inquiries please contact: <https://lnkd.in/eaMJchaH>

A blue promotional card for a FundWomen event. At the top left is the FundWomen logo with the tagline '100 Women in Finance'. Below it, the text reads 'Spotlight: GCM Grosvenor's Elevate Program'. The date and time are 'March 25, 11am ET' and 'Hosted Virtually'. On the right is a circular portrait of Elizabeth Browne. Below her name and title, 'Elizabeth Browne, Managing Director and Co-Head, Elevate at GCM Grosvenor', is a small blue icon of a person.

A blue promotional card for a FundWomen event. At the top left is the FundWomen logo with the tagline '100 Women in Finance'. Below it, the text reads 'Spotlight: Callan Connects Program'. The date and time are 'March 27, 11am ET' and 'Hosted Virtually'. On the right is a circular portrait of Lauren Mathias. Below her name and title, 'Lauren Mathias, Senior Vice President & Head of Diversity, Equity and Belonging, Callan', is a small blue icon of a person.

Want to take part in ongoing FundWomen events and updates? Register to be a part of our FundWomen Community in CLADE. Please keep your materials updated on our directory and help spread the word. All managers are required to be members of 100WF to participate in ongoing FundWomen events. To learn more please contact FundWomen@100Women.org

UPCOMING EVENTS



2024 LONDON GALA MARCH 6

The London Gala brings together industry leaders and participants for a special evening of recognition and fundraising. The gala will be held on March 6, 2024 at the V&A South Kensington for the benefit of 100 Women in Finance Foundation.

At the London Gala, the 2024 EMEA Industry Leadership Award (ILA) and the 2024 EMEA Industry DEI Award will be presented.

Please contact the [London Gala Sales Team](#) for more information about tickets or sponsorship opportunities.

100WF MARCH EVENTS AROUND THE GLOBE

March is a time to celebrate women! Visit our Events page to discover empowering events across our three Pillars: Education, Peer Engagement and Impact. Join us in supporting the achievements of women and advancing Vision 30/40. Don't miss out on the inspiring gatherings lined up for this special month. Let's come together to uplift and empower each other!



100WF MEMEBER BENEFITS: SPECIAL OFFERS TO INDUSTRY EVENTS

A summary of current offers are listed below and all details are found via the Member Benfits button at the top of your Member Profile.

March 19

Global WealthTech Summit USA

New York

April 14

GAIM Ops Cayman Islands 2024

Cayman Islands

April 22

BAI Alternative Investment Conference (AIC)

Cape Europe, Frankfurt

May 23

Sohn Hong Kong Investment Leaders Conference

Hong Kong

June 3

SuperReturn Women in Private Markets Forum

Berlin