

Conference Agenda

LEAD Network
Conference 2025

Milan
Oct 8–9

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The LEAD Network Conference is the must-attend industry event dedicated to advancing gender equity and building inclusive workplaces, featuring:



Expert-led sessions with advanced learning and leadership development



Practical takeaways for building inclusive workplaces for yourself, your organisation, and the industry



Opportunities for cross company networking and relationship building

This agenda provides a detailed overview of the conference sessions. It only contains the sessions that are available to all conference participants. Please note that the breakout sessions of the three rounds will take place at the same time. The agenda is subject to minor changes and will be frequently updated with additional sessions.

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Wednesday, 8th October

9:00	LEAD Network Committee & Community Meetings, CEO & CIO Roundtables (by invitation only)
11:30	Official Delegates Opening Lunch
13:00	Opening & Plenary Sessions inc. Awards Ceremony
15:00	Refreshment Break
16:00	Breakout Sessions: Round 1
17:00	Bus transfer service, time to relax & refresh
19:00	Apéritivo sponsored by Campari – Quark Hotel Milano
19:45	Networking Celebration Dinner Quark Hotel Milano

Thursday, 9th October

9:00	Breakout Sessions: Round 2
10:00	Refreshment Break
11:00	Breakout Sessions: Round 3
12:00	Lunch Break
13.30	Plenary Session & Official Farewell
15:15	End of Conference

Opening

Welcome to the LEAD Network Conference 2025 in Milan! Under this year's theme, "We're All In," we unite leaders, experts, and changemakers to inspire confidence and drive inclusive change toward a sustainable, equitable future.

Join us for the official opening featuring our CEO, Programme Manager, and the Italian Chapter Co-Chairs, whose insights will set the tone for a dynamic two-day journey.

Together, we'll explore visionary leadership, share authentic stories of innovation and success, and equip you with actionable tools to build inclusive cultures. Let's connect, celebrate progress, and continue advancing workplaces where everyone can thrive. [#WeAreAllIn](#)

[#LEADNetwork25](#)[#WeAreAllIn](#)

Allyson Zimmermann

CEO, LEAD Network



Gianluca Di Gioia

HR Director, Birra Peroni & Co-
chair, LEAD Network Italy Chapter



Catherine Bullen

Programme Manager,
LEAD Network



Martina De Brida

Senior Procurement Finance
Manager, McCormick & Company
Co-chair, LEAD Network Italy Chapter

Conference Moderators



Paolo Lanzarotti

Former CEO, Asahi
Europe & International



Béatrice Dupuy

President, P&G France
and Benelux



Petra Brand

Global Sustainability
Consulting Partner, EY



The Leadership of the Future: Vulnerable and Striving for Excellence

Paolo Grue

President & CEO, Procter & Gamble in Italy

The speech reflects on the evolving nature of work and leadership, emphasizing the need for adaptability in a world marked by ambiguity and rapid change. The speaker highlights the importance of organizational culture as a bridge between strategy and execution, noting that success often hinges more on culture than strategy. They advocate for a shift from top-down to bottom-up leadership, where strategies are defined by those closest to the challenges. The speech calls for courageous organizations that embrace experimentation and learning, supported by trust and psychological safety. It underscores the role of vulnerable leaders who foster authenticity, empathy, and inclusivity, creating environments where excellence is pursued as a dynamic, context-driven goal.



Through a Commercial Lens: The Impact of Inclusive Practices – From Product to the Shopping Experience

This keynote provides a commercial perspective on inclusive practices at Ahold Delhaize and Kenvue, from product design to shopping experience, addressing the unique needs of consumers and customers. The audience will discover concrete examples of how fostering inclusivity ignites innovation, elevates business impact, and creates meaningful connections among employees, customers, and consumers worldwide.



Tanya Kopps
CHRO Europe & Indonesia
Ahold Delhaize



Hilde Borst
General Manager Italy
Kenvue

Breaking Barriers, Building Bridges

Anuradha Razdan

Chief Human Resources Officer, Beauty & Wellbeing
Global Equity, Diversity & Inclusion Officer, Unilever plc

The Join Anu as she shares her powerful journey, from graduate trainee to CHRO and Global ED&I Officer, navigating the corporate world as a woman of colour in a global organisation. Through personal stories and professional milestones, Anu will reflect on the challenges, breakthroughs, and lessons learned along the way.

She will spotlight the bold, large-scale initiatives she led to advance women in STEM and frontline roles at Hindustan Unilever, driving systemic change and creating pathways for future leaders.

Drawing on her lived experience, Anu will explore the critical role of sustained investment in women's leadership, the transformative power of mentorship, and the importance of role modelling. She will also highlight why upskilling senior male leaders is essential to building truly inclusive workplaces. This session will offer a compelling look at how inclusive leadership and intentional strategy can reshape corporate culture, and why lifting as you climb is not just a mantra, but a responsibility.



The Power of Paraspport: Turning Challenges into Opportunities

Riccardo Bagaini, Professional Para-Athlete
Italian

Through resilience and determination, Riccardo has turned challenges into victories - on and off the track. In this session, he'll share how breaking down barriers and championing change creates space for all of us to win together.



Award Ceremony

The LEAD Network Awards honour excellence in Gender Equality and Inclusion, celebrating individuals and initiatives that have significantly impacted Europe's Consumer Goods and Retail sector.

This year, we proudly present **seven awards** across the Member, Partner, and Chapter areas, recognising outstanding contributions to attracting, retaining, and advancing women in the industry. We look forward to this year's Award Ceremony where we will be able to recognise the remarkable efforts driving progress and fostering an inclusive environment for all.

Sponsored by **NIQ**



Presented by:

Emilie Darolles

President West Europe & Key
Accounts Lead, NielsenIQ (NIQ)



The Breakout Sessions should inspire commitment and action toward driving positive, sustainable change at the individual, organisational, and industry level.
[Please see the icon next to each session.](#)

What is sustainable change?

How does this connect to the LEAD Network vision & mission?



For the
individual

Personal conviction; belief that one can make a positive influence on the world through personal behaviours.

Belief in the need for diversity, equity & inclusion; willingness to act; sustaining one's own personal energy while pushing for change.



For the
organisation

Long-lasting improvements aligned with organisational culture, values, and strategy.

Creating organisational cultures where everyone can contribute, grow and thrive; embedding solutions through an intersectional lens.



For the
industry

Creating better systems that positively impact the world around us; making improvements that can be sustained over time, without imposing limits for future change.

Blazing the path for systemic, long-term, impactful change in the areas of diversity, equity, and inclusion; inspiring a movement.

Breakout Sessions: Round 1

All In For Inclusion!

The journey towards Diversity, Equity, and Inclusion is at a crossroads. In the face of mounting challenges, how can we turn obstacles into opportunities?

Join Jérôme Garbi, Bel Group's Global Cheese Chief Officer & CEO for EMEAO (Europe, Middle-East, Africa and Overseas), as he leads an inspiring roundtable with prominent voices from the FMCG and Retail sectors.

What to Expect?

- Thought-provoking insights from industry leaders on how to transition from a diversity mandate to an inclusion-driven approach.
- Real-world examples of how companies staying the course in Europe and the U.S. are harnessing the power of inclusion and intersectionality to go beyond slogans and deliver measurable impact.
- The session will end with an open Q&A forum: be a part of the conversation that's shaping the DEI landscape!

**Jérôme Garbi**

Global Cheese Chief Officer & CEO for EMEAO (Europe, Middle-East, Africa and Overseas) Bel Group

**Mariama Conteh**

Senior Inclusion & Diversity Mars UKI, Mars Inc

**Joachim Kähler**

Sales Excellence Director CG EMEA, Essity Hygiene & Health AB



Breakout Sessions: Round 1

How to Leverage Data-Driven Insight to Generate Impact - A Gender Equity Transformation Story

What happens when strategic vision meets bold action and measurable data? At Birra Peroni, it sparked a transformative journey toward gender equity - first within the company, and now far beyond.

In this session, you'll discover:

- Our internal DE&I evolution, which led Birra Peroni to become the first company in its sector to earn the UNI/PDR 125:2022 Gender Equality Certification, backed by significant cultural and policy shifts.
- The data-driven tools and processes we used to guide real change - including a 12% increase in women in managerial roles over just four years.
- BeHer, our multi-channel initiative that expands this commitment outward, supporting equity in the workforce through education, research, access to key resources, and tangible support for young women, especially in STEM fields.
- Posthers, our 2025 campaign, where we harnessed the voice and visibility of our most iconic brand - Peroni - to amplify our message to the public. By modernizing one of its most recognizable narratives, we sparked reflection and dialogue around gender stereotypes and the power of change.

This is more than a project - it's a movement, a demonstration of how brands can be catalysts for social progress. Because real change doesn't start with policies and procedures, it starts with each of us.



Viviana Manera

Marketing Director
Birra Peroni part of Asahi Europe
and International (AEI)



Arianna Schiavoni

DE&I, TALENT & DEVELOPMENT
SENIOR MANAGER
Birra Peroni part of Asahi Europe
and International (AEI)



Breakout Sessions: Round 1

Breaking Through: NextGen Strategies for Workplace Success

Join this interactive breakout session where we'll dive into current issues facing NextGen, transforming insights into actionable solutions. In a dynamic, hands-on format, you'll tackle three of the biggest barriers we hear about for NextGen's - collaboratively brainstorming ways to break these barriers down and build a future-fit CPG industry.

Whether you're passionate about innovation, inclusion, or leadership, this is your chance to hear from, and shape real change with, fellow NextGen thinkers.



Julieta Hermosilla
Ecommerce Manager,
Red Bull Spain



Patricia Souza
CEO and Founder,
Geek Girls



Madeleine Forsch
Ingredient Development
Manager – Texture
Solutions Innovation EMEA
Ingredion

Breakout Sessions: Round 1

Smashing the Stigma - Menopause in the Workplace; Well beyond Hot Flushes!

Join us for the first, official kick-off session for our new Chapter, ImpactM! This will be filled with instrumental topics:

- Bust myths and build understanding: what Menopause really is (and is not!)
- Explore why Menopause matters at work – the human and business case.
- Share practical tools to support each stage of the Menopause journey.
- Unveil the ImpactM strategy – and invite others to join the movement via advocacy and storytelling

**Moderated by:****Clarice Pinto**

Founder & CEO, Pausetiv
Menopause Care

**Nóirín Ní Laocha**

Concept Owner, Insights &
Innovation Function,
Musgrave Ireland

**Catherine Mulhall**

Programme Manager,
Reckitt

**Rose Cox**

Head of Category Management
UK, SC Johnson

**John Bradbury**

Finance Director, Transformation &
New Business, Global Finance
Services, Reckitt

**Nadia Zagui**

Global Demand Planning
Excellence Director,
Barry Callebaut AG

Breakout Sessions: Round 1

Inclusion with Purpose: How Diverse Teams Drive Bold Innovation

Diversity of thought. Purpose-driven leadership. Real results. In this energizing and interactive panel discussion, three leaders reveal how inclusive practices have fuelled breakthrough ideas, stronger teams, and broader impact. From business strategy to grassroots change, their stories will challenge and inspire you to lead more boldly - and more inclusively.

**Moderated by:****Lilian Wassen**

Regional Marketing Director/ DEI & Talent Projects
Diversey - A Solenis Company

**Dr. Lotta Kanto Öqvist**

Chief Sustainability
Officer, Diversey - A
Solenis Company

**Emma Barrett**

Global Marketing Director
Innovation, Diversey - A
Solenis Company

**Dr. Stefan Phang**

Global Director
Sustainability & Creating
Shared Value, Diversey - A
Solenis Company



Breakout Sessions: Round 1

Join the Conversation: Inclusion at the Heart of Healthy Workplaces and Communities

At Reckitt we're embracing change - locally and globally - by embedding inclusion across our culture, talent, brands, innovation, and community partnerships.

Discover how we're building a fairer, more inclusive workplace and society. Don't miss this inspiring conversation, join us and be all in!



Francis Hoefman

Senior Vice President HR -
Global Talent, Leadership,
Categories and R&D
Reckitt

Networking Celebration Dinner

End your day on a high note by joining us for our exclusive evening gathering at the stunning Quark Hotel. This is more than just an event—it's an opportunity to unwind, connect, and exchange ideas with like-minded professionals in a warm and welcoming setting.

Enjoy the perfect balance of meaningful conversation and relaxed networking as we explore fresh perspectives on Diversity, Equity & Inclusion. Whether you're looking to spark new collaborations, reflect on the day's discussions, or simply enjoy the company of inspiring individuals, this evening promises to leave you energised and inspired.

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Breakout Sessions: Round 2

Brave Looks Good on You How Courage and Curiosity Redefine Leadership

What happens when we stop managing perceptions – and start leading with purpose? In this daring session, Begoña Jiménez Real shares how over two decades of international leadership have taught her that bravery isn't about being the loudest voice in the room – it's about creating space for others to speak, grow, and challenge the status quo.

She'll explore how psychological safety fuels innovation, how curiosity, humility and courage help leaders stay resilient through uncertainty, and how vulnerability can unlock measurable change – for individuals, teams, and organizations alike.

Because if we're not leading with courage, empathy, and humanity – what are we really leading for?



Begoña Jiménez
CVP Global Laundry,
Henkel Consumer Brands

Breakout Sessions: Round 2

Thriving as a Future Supply Chain Leader: Skills and Behaviours for Agility and Resilience

Using real-life scenarios from their own experience, our expert panel will share personal insights on some of the most relevant skills and behaviours needed by Supply Chain Leaders in today's dynamic and challenging business environment. The session will also include time for facilitated networking to further explore the topic in small groups.



Moderated by:

Eva Cullen

VP Supply Chain Lead, Differentiating Markets Europe, CHEP



Lilia Colombo

Vice President,
Human Resources,
Europe CHEP



Anna Sparty

Global Director Supply
Chain Management at
Schülke & Mayr



Grainne Lynch

Senior Managing
Consultant Supply
Chain Transformation,
IBM



Greta Ottolinni

Supply Chain
Director South
Europe, Mars Wrigley



Breakout Sessions: Round 2

Empowering Inclusive and Future-Ready Leadership: Building Cultures of Belonging Through Advocacy, Communication, and Action

In a world of constant change, inclusive leadership is no longer optional - it's essential. This session explores how organizations can equip their leaders with the mindset, tools, and strategies to foster truly inclusive cultures. Through real-world examples, interactive dialogue, and practical takeaways, we'll dive into how advocacy, intentional communication, targeted training, and inclusive events can drive cultural transformation. Whether you're a seasoned leader or just beginning your journey, you'll leave inspired and equipped to lead with purpose and inclusivity.



Ewa Urbaniak

Plant Director,
McCormick Polska



Breakout Sessions: Round 2

The Future Starts Now: Navigating the Next Gen Era

Step into the mindset of tomorrow's leaders, innovators, and changemakers. This session will uncover the values driving Next Generations and how to connect, engage & work with them. Discover how these generations are reshaping our workplaces, challenging global systems, and reinterpreting what it means to live with purpose.

Whether you're leading teams, building communities, or simply curious about what's next, this is your chance to decode the future and discover how to thrive in a world shaped by the next gen.



Perrine Trottein

Senior Regional Brand
Manager
SC Johnson, Europe

Breakout Sessions: Round 2

Transform your Leadership with the LEAD Network

Step into a mini leadership showcase with the LEAD Network. During this dynamic session, you'll experience bite-sized, interactive tasters of all our educational programmes - leaving you inspired and equipped to start taking tangible action and giving you a real feel for the impact they can deliver.

You'll get immersed in LEAD Network's full suite of leadership programmes - crafted to accelerate workplace equity, unlock leadership potential, and spark bold change at every level of your organisation.

You'll also get to connect with other Leaders, discover inspiring initiatives and resources from other LEAD Network chapters, and leave with fresh ideas to develop your leaders and organisations for a more inclusive future.

**Lisa Murdoch**

Founder of Unleash MyFuture, Speaker,
and Career & Executive Coach
Igniting Brilliance & Liberating Careers

**Dunke Afe-Morgan**

Senior Board Director/Advisor,
Executive Coach-Mentor, Facilitator
and Founder of The Quotient Company
Empowering Potential. Delivering
Impact



Breakout Sessions: Round 2

Accelerating Opportunities for Women on the Frontline: Cross-perspectives from CPG & Retail

“Accelerating Opportunities for Women on the Frontline” is a strategic focus for CPG and Retail companies, strongly aligned with LEAD Network’s ambition to attract, retain and advance all women, creating sustainable business value. Despite progress, women remain underrepresented in many frontline environments, with specific barriers to entry, retention, and advancement. Unlocking this potential is both a matter of doing what’s right as well as business performance and long-term impact.

In a collaborative 90-minute session, Danone and Ahold Delhaize invite you to join an engaging and insightful discussion focused on harnessing opportunities, highlighting success stories, and addressing challenges to increase gender equity.

Through a dynamic Retail x CPG panel, open discussion and peer-to-peer exchanges through guided-networking, participants will gain insights into the real-world learnings and best practices from Danone and Ahold Delhaize. More importantly, they will actively contribute to co-creating ideas and sharing practical strategies to accelerate change on the ground. Participants will leave with concrete takeaways to foster more inclusive frontline environments, and a stronger network of peers committed to driving gender equity in frontline roles.



Moderated by:

Jodeine Wheatcroft (she/her)

Independent People & Culture Consultant,
and DEI Associate for LEAD Network



Nevena Djakovic

Organizational
Development and DE&I
Manager for Europe and
Indonesia, Ahold Delhaize



Mathilde Aponte Faucherie

Head of Inclusion & Diversity
and Well-being, Danone



Ann-Sophie Cottyn

Director store performance &
store care, Delhaize Belgium
(part of Ahold Delhaize group)



Himanshu Gautam

Program & Impact Lead Global
Operations Excellence, Danone



Breakout Sessions: Round 2

Beyond the Surface: Addressing Key Needs in Neurodiverse Workplaces

Join us as we delve into lesser-known aspects of neurodiversity, gain fresh perspectives on supporting neurodiverse employees with actionable strategies, learn how to foster empathy and understanding within your organization and engage in interactive discussions that enhance community and allyship.



Georgia Durham

Global Culture & Entertainment
Manager,
Nurture Brands Co-Chair PRISM,
Diageo's Neurodiversity ERG
Diageo

Breakout Sessions: Round 3

Inclusion by Design: Turning Diversity into Innovation

Discover how leading organisations are embedding diversity into the design of organisations, services, and products. This session will share practical frameworks and real-world examples—from inclusive workplaces to accessible services and consumer products - that demonstrate how designing for diversity drives growth and innovation.



ISS Spotlight (15m)

**Nicola Morris**

Managing Director,
Banking & Finance, ISS
Facilities Ltd UK&I

Panel (45m)

**Moderated by:****Mark Forret**

Chief Commercial Officer
ISS A/S

**Clare Allum**

Global Head of Consumer &
Manufacturing
PA Consulting

**John Dickinson**

Associate Director - Global
Talent, Belonging and
Inclusion, Kimberly-Clark
Corporation

Breakout Sessions: Round 3

Leading the Future: Inclusive Leadership for a Changing World

Inclusion is no longer optional - it's a leadership imperative. This powerful panel will unpack the next-generation leadership traits needed to navigate complexity, inspire diverse teams, and build cultures where everyone thrives. Join us to explore how courage, emotional intelligence, and inclusive innovation will define the leaders of tomorrow.



Moderated by:

Eda Ekenkol
IT Project Manager
Lidl France



Catalina Mateus
VP, Human Resources
Western Europe, NIQ



Mara Panajia
HCB Cluster WE South and
President of Henkel Italy



Anouschka Berger
Head of Sales, Amazon
Ads Germany



Rona Medalla
Global HR Lead for Marketing
and Customer Development,
Unilever



Breakout Sessions: Round 3

Staying Human: Mental Wellness as a Superpower

At MC Sonae, the largest private employer in Portugal, we believe that mental wellness is not just a necessity — it's a superpower.

Through our internal program *#WeNeedToTalk*, launched in 2021, we are committed to creating a safe and supportive environment where mental health is openly discussed, and well-being is a daily priority. This vision reinforces our ongoing commitment to the well-being of our people. Investing in mental health is not only a matter of social responsibility — it's a strategic pillar for sustainable organizational success. By raising awareness, sharing knowledge, and promoting health literacy, we aim to combat stigma, improve our employees' quality of life, and strengthen our culture of care and collaboration.



Filipa Alves Rocha

Area Leader Occupational
Health, Ergonomics &
Safety, MC Sonae

Breakout Sessions: Round 3

The DEI Impact: when the purpose meets business

Italy's map of change

How often have you been asked to prove the value of your DEI efforts? This workshop is the answer. We'll show you how a thriving DEI program doesn't just check a box—it drives real, measurable impact across your entire organization. Get ready to explore its transformative effects on society, marketing, HR, and financial results.

**Moderated by:****Gianluca Di Gioia**

HR Director – Birra Peroni
Co-chair LEAD Network Italy Chapter

**Mara Galbiati**

Team Lead I-Solution
GfK – an NIQ Company | Italia

**Chiara Curcio**

Chief Financial Officer Italy
and Switzerland, GXO

**Serena Colombo**

Director HR South
Europe, SC Johnson

**Marina Guida**

Head of Sales, Amazon Ads



Breakout Sessions: Round 3

The skills-based revolution in workplace equity

Join us to explore how organizations can thrive in today's global context by building a performance-driven, skills-based organisation powered by AI, technology, and talent marketplaces.

Discover how combining a convivial culture with fair access to equal opportunities fosters inclusion, growth, and performance. Drawing on over 20 years of leadership transformation across three continents, Caroline will share practical insights from Pernod Ricard's successful change initiatives, showing how to unlock hidden talent, reduce bias, and create meaningful growth opportunities.

Building on Pernod Ricard recent continuous improvement regarding HR transformation, Caroline will highlight how focusing on capabilities rather than credentials, while leveraging the potential of AI and technology, can strengthen employee engagement, drive equity, and boost organizational performance.



Caroline Vaquette

Inclusive Culture Director
Pernod Ricard



Helene Chaplain Lambert

Global Chief Information Officer
Pernod Ricard



Breakout Sessions: Round 3

Psychological Safety: A Superpower for Workplace Inclusion and Performance

Discover why psychological safety is fundamental to business performance and employee well-being and belonging. In this dynamic and interactive session, you will learn from real-life examples how leading organizations are cultivating psychological safety and their roadmap to embedding it into their culture.

You will have a unique opportunity to join an engaging co-creation exercise with your peers to share experiences and ideas to take away actionable strategies and tools to elevate psychological safety in your organization.



Gitte Dalvad Laursen
Senior Director Diversity,
Equity & Inclusion,
Coca-Cola Europe



Martina Bösch
Senior Technologist
Ingredion Germany GmbH

Moving From Bolted on To Built In To By Design: Advancing Equity Through AI - From Promise to Practice

Sasha Rubel

Head of Public Policy for AI/Generative AI, Europe, Middle East, and Africa Amazon Web Services

This keynote will explore the dynamic relationship between diversity and artificial intelligence, examining how these forces can mutually reinforce positive change. Despite AI's transformative potential, significant gaps persist - women hold just 26% of data and AI positions, and historically marginalized founders receive less than 2% of venture funding worldwide. Yet, evidence shows diverse teams drive better business outcomes, with companies having above-average diversity producing nearly twice the innovation revenue of their peers.

This keynote will examine how AI can break down traditional barriers to inclusion through innovations in financial access, education, and healthcare, while simultaneously demonstrating why diverse perspectives are essential for developing responsible, effective AI systems that serve all communities. Drawing from both industry experience and emerging policy frameworks, we'll explore practical strategies for creating a more inclusive AI sector that benefits from and promotes diversity - ultimately leading to better technological solutions for everyone.



When You Matter and You Know It

Amri B. Johnson

Founder and CEO, Inclusion Wins

Feeling valued and knowing you add value has never been more critical. Mattering is a fundamental human need. When people know they matter at work, they thrive.

Mattering - and knowing it - builds confidence ("I'm worthy"), capability ("I can do this"), and drives motivation, well-being, and performance.



Eroski's Cooperative Story, Written by Women

Beatriz Santos

Commercial Director-CCO's, Eroski

Since its founding in 1969, women have played a pioneering role in the development of Eroski. From the very beginning, their presence in the cooperative has been both visible and meaningful—and over the years, it has only grown stronger. Eroski has reached several milestones that reflect this commitment to gender inclusion: it was one of the first companies in Spain to appoint a female manager in a hypermarket, and the current CEO is the first woman to lead a retail company in the country.

Today, women hold a high percentage of store leadership roles across Eroski, where female representation is the majority. This is more than a matter of numbers—it's the result of a deeply rooted cooperative culture that values people for who they are, beyond gender or hierarchy. This session will reflect on the milestones, lessons, and ongoing challenges of building an inclusive, cooperative, and women-led approach to retail.



Leading with Connection: Beyond Conventional Frames

Francesco Del Porto

President Region Italy & Global Chief Customer
Officer Barilla Group

A personal reflection, not a victory lap. A candid field report from a leader learning in public. Under “We’re All In”, Francesco Del Porto shares how “connection” reshaped his leadership: from equating strength with certainty to practicing listening, vulnerability, and shared care. He links these shifts to Barilla’s work-in-progress: continuous pay-equity checks, a 2024 global parental-leave policy to normalize caregiving, evolving flexibility models, and a long-term focus on more balanced teams. Expect honest sharing about missteps, and the small, impactful repeatable choices he’s practicing, asking “who’s missing?”, sharing credits, and protecting psychological safety. The aim is practical: simple prompts any leader can use to move from posture to practice, wherever they are on the journey. Prompts any leader can use to move from posture to practice, wherever they are on the journey.



Power of I&D in Times of Transformation

Ayse Yesim Ucelli

General Manager Pet Nutrition SE, Mars

Diversity and inclusion (D&I) are powerful drivers of success, especially during times of transformation. Whether an organization is going through structural change, a shift in market dynamics, or an innovation push, embracing diversity and fostering an inclusive culture can provide a competitive edge.

I&D fosters adaptability & resilience...Diverse teams are more adaptable because they have exposure to different ways of thinking and working. This helps organizations navigate uncertainty more effectively. Inclusive workplaces creating psychological safety, encourages employees to embrace change rather than fear it.

I&D enables better decision-making...Studies show that diverse teams make better decisions up to 87% of the time. When multiple viewpoints are considered, decision-making becomes more thorough, reducing blind spots and groupthink.

I&D improves employee engagement & retention...Change can be unsettling, but inclusive workplaces help employees feel secure, respected, and heard. This increases engagement, reduces turnover, and fosters a sense of belonging, which is essential for maintaining morale during transitions.



Agenda End

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V6

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