

By treating all our female employees with equal respect and dignity, we are creating and fostering a supportive and understanding environment, in which all individuals realise their maximum potential within the company regardless of their gender and other differences.

# Women EMPOWERMENT

Image courtesy HeForShe.org

## Women in Leadership Programme

Over the past years, we have been working from bottom to top in order to remove the barriers in career progress and leadership positions for our female employees. Women in Leadership programme was globally launched at Schneider Electric in 2012. Since then, over 400 of our women leaders from all entities have taken part in it.

This programme is primarily aimed at women to support them in developing their professional projects and provide with the space and opportunity to confront their vision of women in leadership, while addressing their own needs to optimise leadership potential. Overall, Women in Leadership programme facilitates the bridging between self-perception and turning women in leadership as a driving force and synergy within organisations.

Its ambition includes:

- Increasing self-awareness to unleash women's potential,
- Promoting common language and tools to enhance confidence,
- Identifying success factors and opportunities,
- Building and formalising professional development plan.

The programme's audience includes talented women within Schneider Electric and is facilitated by international Executive coaches.

## Mentoring for Leaders Programme

The Mentoring for Leaders programme required senior executives of both genders to mentor selected individuals for one year. 110 women from all geographies and entities were mentored by 70 leaders. Leading by example, all executive members and senior vice presidents were part of this programme.

3 major objectives:

- Demonstrate personal commitment on gender balance from the top leaders
- Coach top leaders on mentoring abilities and women's issues
- Support career growth of talented women through a structured approach of mentoring

The success for both – mentees and mentors – was significant, and mentoring programmes for potential women leaders have been deployed in all entities and countries.

### Women Networks across the globe

The local women networks dynamically grew from 3 active networks in 2011 to 13 Schneider Electric women networks in 2015 in India, Singapore, China, Turkey, Spain, France, UK, US, Brazil, Canada, Mexico, Andean Zone and South Africa. A social network, Women at Schneider Electric Community, has been created, offering women and men the opportunity to engage into conversation related to diversity topics.

**5** women members of the Board

**23,460** women have been recruited and hired over the 3 past years

**10,500** women have been recruited and hired within "white collar" positions

**65%** have been recruited and hired in the new economies

**13 active Schneider Electric women networks in 2015**

While much progress is currently being made, more work still needs to be done regarding gender balance awareness, the systematic addressing of stereotypes and the development of women empowerment goals.

# WOMEN EMPOWERMENT



**Betsy Zavarce**  
Global Solutions -US

"This guided programme helped me understand myself better. It also helped understanding my surrounding and other people's ways to be. I learned that I have to prepare myself for each situation and that my ideas and opinions are important. I feel much more confident, supported and connected. Now, I can see myself developing and achieving my career and influencing people in a good way."



**Xiaodan Chen**  
Global Solutions, China

"During this three days time I met another 32 wonderful women in Schneider Electric all over the APAC region, learnt their stories, their passions, their dreams and, most importantly, their support to each other in the future path. I'm inspired by all of them and the successful women at the high level management positions in Schneider Electric who have shared their feelings with us."



**Julieta Venegas**  
Human Resources, Costa Rica

"I found that being a woman within this organisation does not limit you to your personal and professional growth. I realise that within the company there are strong women, they have no fear of their talents from many other Asian countries. To understand that they have gone through the same difficulties and worries I had to go through as a woman at the working place strongly encouraged me to commit to a goal of becoming a good woman leader in Schneider Electric Korea."



**Mariastella Iannuzzi Marante**  
Digital Customer Experience, South America, Brazil

"These were three intense and very rich days. The exchange of experiences with other women around the world and knowledge exchange made me realise that many of our problems are the same. And it also made me realise we all are heading toward the right path."



**Ji-Hee Lim**  
IT Business, South Korea

"This self-development journey was a really good opportunity to get connected with other women talents from many other Asian countries. To understand that they have gone through the same difficulties and worries I had to go through as a woman at the working place strongly encouraged me to commit to a goal of becoming a good woman leader in Schneider Electric Korea."



**Ulla Poutiainen**  
Marketing, Finland

"Over 40 ladies from different continents, countries and cultural backgrounds getting connected, that's really women power! This event was about discovering yourself, clarifying your aspirations, vision and targets. I can warmly recommend this Programme to all women who want to develop themselves and become real leaders!"