

# LEADERS OF TOMORROW FORUM

The **LEADERS OF TOMORROW FORUM** is a networking platform which brings together initially the Nordic and Luxembourg CEOs and board members who are working actively, and are committed and engaged in increasing the representation of women within their companies and organisations' leadership.

Forum members are Leaders who see the benefit of increasing the number of women within their companies' management and boards. The Leaders also involve their HR Director, Diversity Managers and Communication Managers in the process, and appoint an Implementation Leader within the company.

The Implementation Leader is a senior executive who is empowered to coordinate the company's diversity activities and to support the CEO and board members to implement the agreed upon activities.

The heart of our strategy for this Leaders' forum is the Leader's personal commitment and engagement, as well as hands-on support for each individual member organisation. Members share and learn from each other's experiences in a safe environment where they are supported to be accountable for change. They work together to identify and implement high impact actions that disrupt the status quo and create meaningful and lasting changes. The forum provides tools and support to member organisations' management teams which allows them to identify and address the key barriers to equal opportunities for men and women in the organisations' leadership, and create a supportive mindset throughout the organisations.

## OUR VISION

Our vision is to bring about parity at the management, C-Suite and at the board level by creating a gender balanced leadership within members' organisations and encouraging other leaders to act within their sphere of influence to make the change.

## OUR MISSION

We support forward-thinking Leaders who wish to take full advantage of the differences and the complementarity between male and female leadership styles and reap the rewards that comes with diversity.

## OUR CORE GOALS

To reach sustainable gender parity in management, within the executive committees, and on board of directors.

A D&I LEADERS'  
PLATFORM  
FOR  
INNOVATION,  
PARTNERSHIP,  
PROBLEM SOLVING  
&  
CULTURE CHANGE

## FOUNDING MEMBERS

**ELVINGER  
HOSS**  
LUXEMBOURG LAW

**BANQUE  
HAVILLAND**

**HSBC**

## PARTNERS

**iNDR**  
INSTITUT NATIONAL POUR LE DÉVELOPPEMENT DURABLE  
ET LA RESPONSABILITÉ SOCIALE DES ENTREPRISES

## WHAT CAN YOU EXPECT AS A MEMBER?

### LEADERS' GET-TOGETHER

Organisation and coordination of the Leaders' meetings.

### HANDS-ON SUPPORT

LTF project manager provide advice and hands-on support to the individual member organisation in the process of building a gender balanced and inclusive leadership culture. LTF works in close cooperation with member organisations' executive management and Implementation Leaders (HR level), and assists in the process of identifying and addressing key challenges and barriers. Talent pool development: support organisations' own process of establishing and defining high potential female talent that can advance to C-suite level and beyond.

### TRAINING

In addition to member seminars, workshops and trainings offered as part of the membership, LTF provides members and others access to a number of targeted trainings, seminars, workshops and tools (subject to separate fees):

- unconscious bias training
- female leadership training (C-suite and mid-level)
- engaging men as champions for gender balanced leadership training
- Diversity & Inclusion Manager Training directed at D&I Managers that are new to their assignment as well as existing managers that feel the need to refresh and enhance their knowledge
- mentoring and sponsorship programmes for high potential female talent
- male managers mentoring programme focused on the benefits of diverse leadership teams
- reverse-mentoring programme for male leaders that feel the need to expand their knowledge on equal opportunities for women and men issues. Reverse mentoring is defined as one individual typically considered less experienced, more junior or younger, sharing knowledge, experience and skills in a specific area where they are more knowledgeable, with someone more senior, older or typically more experienced

LTF can also introduce members to a world leading Pay Gap Tool that facilitates analysis, reporting and reduction of unjustified gender pay gaps.

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### FOUNDING MEMBERS



### PARTNERS



For more information contact:

**MATHILDE HILDENFELDT,**

Managing Director, NOBELUX Chamber of Commerce,  
Tel. +352 691 99 14 15,  
E-mail: [m.hfeldt@nobelux.se](mailto:m.hfeldt@nobelux.se)

