

Emerging Female Leaders Community of Practice:
Supporting women's professional growth

UNLOCK YOUR
POTENTIAL.



OVERVIEW

At Odgers Berndtson we're committed to developing our Community of Practice to ensure that we continue to support the professional development of Ireland's future female leaders. We share a passion for supporting women's professional growth throughout the transition from management into leadership and host events throughout the year to offer the opportunity for women to interact regularly and benefit from having:

- A source of thought leadership
- An opportunity to develop and leverage valuable networks across all sectors; as well as
- Access to formal and informal development, mentoring and career advice.

For those currently on the upward trajectory of their career, we bring together women who are already in senior leadership positions who generously give 'back' through insights, advice and observations.



FROM MANAGEMENT TO LEADERSHIP

Along with the opportunity to develop and leverage valuable contacts within the Irish business community, we facilitate discussion, offer tools and publish thought leadership to help unlock the skills future female leaders need to make the transition from management to leadership.

Our events focus on key issues facing women as they look to progress their careers. Through a series of carefully curated breakfast workshops, we discuss a progressive range of topics, all of which have been chosen to offer insights, build confidence, provide knowledge and develop networks. Inherent within this programme is the combination of formal and informal development, through mentoring and practical career advice.

LOOKING TOWARDS THE FUTURE

Our Emerging Female Leaders is about more than championing gender balance at leadership level. It is about empowerment, ownership, drive and unlocking potential. By providing women with the opportunity to learn, network—and most importantly—reflect on their own behaviours, we are in a position to support their professional growth both within their current organisation as well as at the point of changing role.

Although led by Deirdre O'Shaughnessy, Partner, and Rowan Hillis, Principal, in Dublin, the Emerging Female Leaders Community of Practice is the epitome of the Odgers Berndtson values: it is values-based, not rules-based. Across our business, we draw on our experience, expertise and contacts to deliver the best possible search. In doing so, we build teams combining sector, function and regional knowledge. We combine the freedom to consider the future with the agility to act today. We look to apply the same principles to this programme.



DEIRDRE O'SHAUGHNESSY

Partner

Deirdre is a Partner at Odgers Berndtson Ireland. She has a particular interest in increasing the general diversity and specifically gender balance at decision-making levels in organisations and is the Champion of the Emerging Female Leaders Community of Practice developed by Odgers Berndtson Ireland.

Deirdre specialises in senior executive appointments from Head of Function to Board level across a broad spectrum of industries and functions. Clients include Irish and international plcs, private and public organisations, and entrepreneurs looking to grow and scale their businesses.

Prior to joining Odgers, she was Director of Client Services for an international management consulting firm and also led a specialist recruitment company for over seven years. In her earlier career, Deirdre held a variety of senior-level business development and operations management roles in the ICT and BPO sectors in Ireland and the UK.

She is an honours graduate of Business Studies and Marketing from Dublin City University.



ROWAN HILLIS

Principal

Dr Rowan Hillis is a Principal Researcher at Odgers Berndtson Ireland. She focuses on identifying high calibre individuals for senior executive and board appointments across the public, private and not-for-profit sectors. She has successfully contributed to a number of high profile appointments in Ireland, and has particular expertise in C-Suite HR and Board searches. Rowan is an advocate for supporting women as they make the transition from management to leadership, and in doing so champions the Emerging Female Leaders Community of Practice alongside Deirdre O'Shaughnessy.

Rowan began her executive search research career with Odgers, Ray and Berndtson, spending five years in the Glasgow office, latterly as a Consultant, before relocating to Ireland and completing her PhD. She returned to executive search in 2015, joining the Dublin office of Odgers Berndtson in 2017.

Rowan has a PhD from the University of Strathclyde and a first class honours degree from the University of Surrey.



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