



EWMD International Conference

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Our workforce and marketplace are changing



Current trends:

- Increase of women in workforce
- Aging workforce and declining birth rates create gap
- Growing cultural diversity of workforce and importance of emerging markets
- Change in expectations and values of newer generations

However, currently few women are executives

11%

women membership of
Boards in EU¹

< 1/3

of leading 1,500 companies
in US had a female top
executive in 2006²

Under-representation in longer-term must be addressed

1 McKinsey Quarterly Sep 2008

2 C. Deszö and D. Ross, "Girl Power": Female participation in top management and firm performance," Working paper Aug 2008

Supporting diversity in leadership is essential to company performance



Company requirements to align business with changing marketplace:

- Diverse global pool of inclusive leaders
- Inclusive culture and work-life balance integration
- Talent management & sourcing that address needs of diverse talent pool
- New work models, mentorship and support systems

We have a strong commitment to Diversity & Inclusion at Novartis

Novartis Corporate Diversity and Inclusion (D&I) Vision

World's most respected and successful healthcare company
by cultivating an inclusive and engaging high-performance environment
that values and leverages diversity

Strategic Imperatives

Culture

Establish a climate of inclusion which holds leaders accountable

Talent

Recruit and retain a workforce that reflects our marketplace

Marketplace

Drive outstanding business results by building valued and diverse relationships

Our partnerships facilitate execution of our D&I strategic imperatives



WOMEN BUSINESS LEADERS
OF THE
U.S. HEALTH CARE INDUSTRY FOUNDATION®



EUROPEAN WOMEN'S
MANAGEMENT DEVELOPMENT
INTERNATIONAL NETWORK



HARVARD Kennedy School
JOHN F. KENNEDY SCHOOL OF GOVERNMENT

WOMEN'S LEADERSHIP BOARD
A GLOBAL FORCE FOR CHANGE

- Better understand women's experiences in business
- Identify barriers to career advancement
- Assist in creating individual and organizational strategies leading to success

Welcome

*“Keep your eyes on tomorrow,
your feet on today”*

Look forward to future EWMD chapter in Basel