

Exchanging best practice about diversity, inclusion and equality in our European network



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From 20 until 22 October the EWMD International Conference in Turin took place. It provided a fantastic opportunity for some of our German colleagues to learn more about “Financial Independence and Wellbeing | The win-win for all women”.

In the media this week, you can read how Icelandic women, who are ranked first in gender equality, are on strike for the second time because the gender gap still exists. Did you know that Italy is only ranked 79th? An eye-opening, but very sad fact. Therefore, on 20 October, 130 international EWMD members met in Turin at the EWMD International Conference about “**Financial Independence and Wellbeing | The win-win for all women**” to discuss the imbalance of women's financial independence. All countries in Europe are struggling with this issue to varying degrees and a lot needs to be done to collectively move the needle in a more positive direction.

If you should not be familiar with EWMD, it is an international network founded by women for women and men in Management. This powerful network consists of members not only in European countries, but also in all other global continents. The Rolls-Royce Germany WoMen’s network (RRGWN) is an [EWMD Corporate member](#), and 5 colleagues of the RRGWN had the opportunity to attend the conference in their leisure time.

A wealth of high-level speakers and insights

The conference opened with a plenary session, followed by in-depth interactive sessions. Thanks to the contributions and the testimonies of professionals, institutions and the EWMD board, the core of the issue was analysed in depth: how to transform the relationship women have with the concept of investment at large. A concept linking the fully autonomous management of the economic and financial aspect with the ones of



EWMD members met in Turin at the EWMD International Conference to discuss Financial Independence and Wellbeing of women.

professional growth as well as personal well-being and fulfilment. Partly not being able to address the aspects related to the management of their financial resources has often caused women to take a step backwards in their professional and personal fulfilment. These areas are extremely interdependent in a woman's growth, much more so than for men. The full self-determination by women in all of these fields is by now crucial to contribute to the sustainability of social, economic and generational development of our current reality.

Planning, preventing, organising and developing: these stages were the thematic areas guiding the different interventions in the morning and the in-depth discussions in the afternoon:

- **PLAN** your economic independence
- **ORGANIZE** well-being within organizations for a sustainable personal and organizational economic growth
- **PREVENT** by investing in personal and psycho-physical well-being and
- **DEVELOP** a personal and professional upgrade plan.

Our key take-aways

We all took away a lot from the comprehensive presentations and the discussions in the individual workshops.



Silvia Bertini, Manufacturing Engineering TechLead, said: "I could certainly tell before the conference that financial independence and well-being were related to one another. What I learnt and really surprised me, are the many, sometimes unexpected ways, in which this relationship can unfold: the fact that night-shift workers are more prone to breast cancer for example, or the high cost that companies bear for people not feeling at ease returning

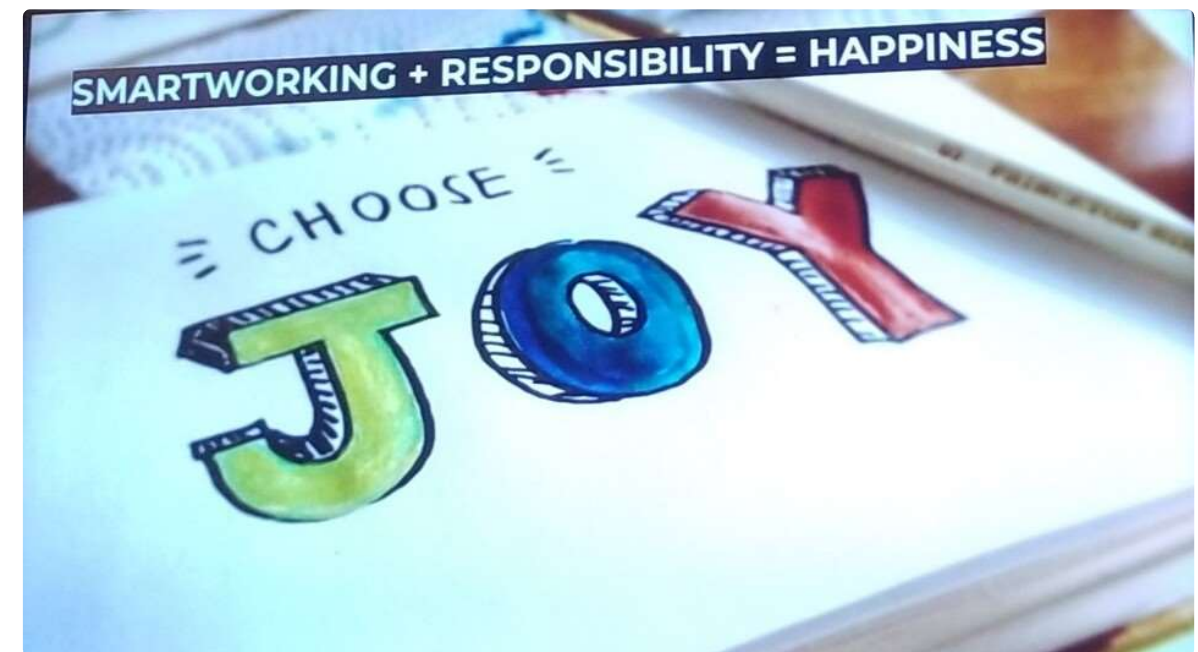
to work after a long-term sick leave. As the judge Fernanda Cervetti said in the discussion: "Health is wealth". By investing in your well-being, you're not just preventing potential health issues, but you are fortifying your ability to earn, save and invest wisely."

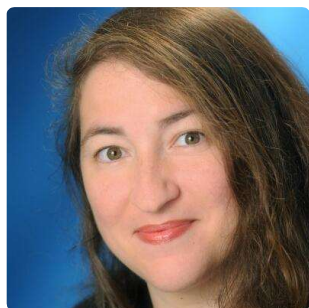
Nathalie Bekkering, Scrum Master – Rolls-Royce Electrical from Munich, said in relation to planning economic independence:

"We should more often try to get a positive image of the future. Being positive about the future will help us to dream, imagine and plan the future as we would like it to turn out, instead of postponing making such plans. Because women are more often affected by old-age poverty, it is crucial to design and build a sustainable development plan for financial budget, including savings, investment, and liquidity. And because woman will often get older than men, and might live alone sooner or later, it is important that we educate ourselves and take our finances and wellbeing into our own hands."



Carlamaria Tiburtini (Senior HR Business Partner at Avio, left in the picture) presented the DEI-Strategy (Diversity, Equity, and Inclusion) of Avio.





Jasmin Amin, HR Process Specialist from Dahlewitz, said with respect to organisation of well-being in companies: "It is always worthwhile for companies to invest in the well-being of their employees. Even in difficult economic times, savings should not be made here, because in the end it is the employees who make all the difference. And happy employees are much more willing to go the extra mile."

Elke Weiss, Repair Engineer at our Oberursel site, said:

"Networking and getting to know each other was a big focus during the breaks and the evening event and I met great women. Carlamaria Tiburtini (Senior HR Business Partner at Avio) gave one of the best presentations in my opinion. Their DEI-Council (Diversity, Equity, and Inclusion) Council is moving a lot at Avio and we can certainly learn from them. Furthermore, I took away that it is important to have goals that you are happy with. Everyone should be able to realise their dreams and it doesn't matter how long it takes or whether you reach your goal sooner or later. However, your goals should ensure a financially positive future in order to avoid financial consequences. Everyone should take care of their health, regularly go for check-ups, because if we can lead a healthy life, you will most likely stay financially healthy too."



From my perspective, I couldn't agree more to what my colleagues said. In the presentations it was emphasised that continuous learning and expanding your skills are key for your development and you always need to ask and fight for opportunities to grow. Breaking down barriers and removing unconscious bias is key in this too. We also talked a lot about psycho-physical health as it is vital to how you are performing, so take care of yourself. In the end, you should enjoy your job and be grateful for what you have, no matter how stressful your day was. When you love what you are doing, you are good at it!

During the many discussions with the participants, it was obvious that everybody is facing the same challenges and it is therefore so important to learn from others in our external network and join forces to make a change around all topics on a large scale. As Carlamaria Tiburtini emphasised: "Inclusion is not IP." We need to be smart, open to collaborate and implement the best practices. "If you want to go fast, go alone. **If you want to go far, go together.**"

We are very much looking forward to the next exchange opportunities in the European EWMD network.



From left: Nathalie Bekkering, Elke Weiss, Mieke Dichter-van Hamburg and Silvia Bertini



Networking and getting to know each other was a big focus. The EWMD organised a city tour through the beautiful city of Turin as part of this. We are very much looking forward to the next exchange opportunities in the EWMD network!