



Champions for Change

Innovation and transformation
in a rapidly changing world

Sponsored by Women in Aerospace,
Defence & Security

Date: Monday 9 October 2017
Time: 2pm until 6pm
Venue: Number Twenty, Grosvenor Street,
London, W1K 4QJ



Thank you for joining our discussion

Diversity & inclusion: Enabling innovation and transformation in a rapidly changing world

Sponsored by KPMG's Women in Aerospace, Defence & Security forum, we are delighted to be joined by leaders and rising stars from across the Aerospace, Defence, Security, Technology and related sectors to explore how different organisations address the challenge of diversity & inclusion, and the impact on innovation and transformation.

Rachel Hugo

Sponsoring Partner from KPMG
Women in Aerospace, Defence & Security

Agenda

- 2.00pm** Arrival
Brooks room | Ground floor
- 2.30pm** Welcome
Brooks room | Ground floor
- 2.40pm** Panel and Q&A
Brooks room | Ground floor
- 4.00pm** Coffee break
Bar | Fourth floor
- 4.15pm** Street Fair
Bar | Fourth floor
- 4.45pm** Keynote and Q&A
Bar | Fourth floor
- 5.30pm** Street Fair & Networking
Bar | Fourth floor
- 7:00pm** Carriages
Reception | Ground floor

Keynote speaker



Edwina Dunn **Co-founder, dunnhumby**

Edwina is co-founder of Dunnhumby, the company behind Tesco's Clubcard, My Kroger Plus and other loyalty programmes. Founded in 1989, it grew to an organisation reaching 350m customers in 25 countries. She is now CEO @ Starcount, a consumer insights company that brings the voice of the customer into the boardroom.

She is also founder of The Female Lead: a non-profit organisation dedicated to offering alternative role models to those ever-present in popular culture and giving women a platform to share their inspirational stories.

Speaking panel

Our panel, including senior leaders from global industry players and Government, will share their experiences and approaches to enabling a diversity & inclusion agenda, and its impact on enabling innovation and transformation.



Professor Hugh Durrant-Whyte **Chief Scientific Advisor, Ministry of Defence**

Hugh Durrant-Whyte joined the Ministry of Defence in April 2017 as Chief Scientific Adviser. He has responsibility for directing over £350m of annual research through MoD's S&T programme as well as sitting on a number of MoD's key procurement policy and strategy boards. Hugh received his Bachelors degree in Nuclear Engineering from University of London in 1983, followed by a PhD in Systems engineering from the University of Pennsylvania in 1986. Hugh is an entrepreneur as well as being academic specialising in Data fusion, Robotics, Machine Learning and data science.



Alison Stevenson OBE
Director of Head Office & Ministry of Defence

Alison has been the Director Head Office in the MOD since May 2015 and is also the Gender Champion for the MOD.

Prior to this, Alison was the Head of NATO and Europe Policy, where she was responsible for UK defence policy objectives for international security organisations; and for developing defence bilateral relations with all States in NATO and the EU.

Alison initially trained within MOD as an electronic engineer. She has undertaken a range of policy and corporate roles in the Department, including leading the 'people' work stream of a major acquisition change programme.



Alison Atkinson
Director Capital Projects, AWE

Alison is responsible for £2bn of Capital investment Portfolio that provides modern facilities for the AWE programme. The projects are first of their kind in the UK, if not the world. Alison has over 25 years in establishing, and managing business organisations, across a range of sectors: infrastructure, defence, nuclear and maritime both in the UK and overseas.

Alison is the executive Sponsor of the Women in STEM at AWE. Her passion for nurturing talent in the modern workplace is inherent to transforming a successful business.



Kate O'Neill
Deputy Director, Government Equalities Office

Kate O'Neill has been a Deputy Director in the Government Equalities Office for 18 months. She's worked in the civil service for over 10 years with roles in HM Treasury, Cabinet Office and Department of Education working on a wide range of social policy issues with a particular focus on inequalities.



Melanie Richards
Deputy Chair, KPMG in the UK

Melanie is a passionate champion of diversity and is a recognised voice on the issue of gender equality. She is a founding member of the 30% Club Steering Committee, and leads KPMG's market-leading Senior Business Women's Network.

Amongst her many achievements, Melanie was just named #1 in the FT's Female Champion of Women in Business list in recognition of her work tackling the lack of gender diversity at all levels in business.

Street Fair exhibitors

Discover how Aerospace, Defence, Security & Technology sectors can enable diversity and inclusion throughout the workforce, from incoming graduates and apprentices, to 'return to work' and career change programmes.



Airbus Defence & Space

"Our differences make the difference"

Airbus is a global leader in aeronautics, space and related services employing around 134,000 people around the world. Our people work with passion and determination to make a more connected, safer and smarter place. Taking pride in our work, we draw on other's expertise and experience to achieve excellence. Our Diverse teams propel us to accomplish the extraordinary – on the ground, in the sky and in space.

From Investment in Early Careers, Women in Engineering Communities and STEM activities, at Airbus, diversity and inclusion is not just a catch phrase. Recognizing each of us have various dimensions that make us unique.



Alta Mentoring

The Alta Mentoring scheme was created to support professional women in the aviation and aerospace industry. This ground-breaking online programme has been developed and launched to improve the retention and career progression of women within the industry, as well as help address some of the issues women face, with a long term aspiration to significantly grow the female talent pool. The scheme, which has been funded by the Economic and Social Research Council, the University of the West of England and the project partners (Airbus, The Royal Air Force and the Royal Aeronautical Society) enables female professionals to seek guidance from other women, gain access to mentors outside their immediate working context and as a consequence, empower themselves through the collective process of mutual support. The scheme is underpinned by research conducted by a team at the University of the West of England which enabled us to co-design the scheme with female professionals.

To find out more, visit:

www.alta-mentoring.com



Dual-Use Technology Exploitation (DUTE)

The Dual-Use Technology Exploitation (DUTE) Cluster is a £17m programme jointly funded between government and industry that backs the best new technologies and research that have a “dual use” in defence and civil sector businesses.

Through DUTE, cross-sector fertilisation of thought and development will generate disruptive technologies for customers. Supported by an Innovation Cluster, there is a strong focus on connecting UK manufacturers with high-growth SMEs and technology start-ups, with the Cluster providing mentoring and technology showcasing opportunities as well as engendering innovation.

DUTE was created as an output from the Defence Growth Partnership’s Value Chain Competitiveness Team, chaired by Marshall Aerospace and Defence Group. Marshall has led the 21-partner cluster, supported by Axillium Research, which includes SMEs, Mid-Tier and Primes from industry working alongside Academic institutions.

To find out more, contact:

Helen Corney, DUTE Programme Manager
www.dute.co.uk



HO Transformation

The vision of the Ministry of Defence’s Head Office Design Programme is to create a Head Office structure that is organisationally transparent, efficient and flexible and equipped to engage internally and across Government. This will be underpinned by a culture that empowers a modern workforce with the skills, confidence and agility to deliver in support of our existing strengths and adapt to meet future challenges.

People are at the heart of our transformation programme. We are changing the look and feel of Head Office to develop diversity and increase flexibility in how and where people work, empowering people to make decisions at the lowest possible level and increasing openness and transparency from the most senior personnel downwards. Greater focus on training and development will widen the career paths available and bring more opportunities to more people.

We are eager to learn from the change experiences of other organisations and will be relying on our volunteer network of change advocates to help us deliver this vision.

To find out more, contact:

HODesign-ContactUs@mod.uk



Form the Future – Cambridge Launchpad

Cambridge LaunchPad was founded by Marshall 3 years ago and is now managed by Form the Future in Cambridge. Cambridge LaunchPad aims to educate, inspire and enthuse young people in the Cambridge area about STEM (Science, Technology, Engineering and Maths), STEM careers and STEM education. LaunchPad is a three-tiered programme: Stars (ages 8-11), Innovators (ages 11-16) and Scholars (ages 16-17). Children from Cambridge schools and colleges are invited to take part in hands-on activities on-site at a local company. For the 2017-18 academic year, activities are being designed and delivered by around 20 different companies from across the STEM sector, and reflect the scientific work going on in the Cambridge area. Students participating in LaunchPad are able to engage with practicing scientists in a programme which strives to challenge perceived stereotypes and barriers to entering the sciences. LaunchPad aims to narrow the UK scientific skills and gender gap by encouraging inclusion and diversity. LaunchPad rewards the hard-work and success of students with experiences (such as trips to UK and international scientific landmarks, exhibitions and institutions).

To find out more, contact:

Dr. Anna Aldred

STEM Outreach and Cambridge LaunchPad Project Manager, Form the Future

aaldred@formthefuture.org.uk

www.cambridge-launchpad.com



KPMG IT's her future

Our IT's Her Future programme is a KPMG-wide initiative designed to tackle gender diversity within Technology at KPMG. Our programme helps to attract, empower and develop women in technology by offering them access to the networks and opportunities that can help advance their careers. IT's her future is a 3 pronged strategy:

- Supporting women in technology by providing mentoring, coaching and technical confidence
- Inspiring women to leverage the wealth of opportunity offered by the technology revolution
- Empowering women to be the architects of change across technology industry

To find out more, contact:

Anna Somaiya

Anna.Somaiya@KPMG.co.uk

www.kpmgcareers.co.uk/who-we-are/being-inclusive/its-her-future



WISE Campaign

WISE enables and energises people to increase the participation, contribution and success of women in the UK's science, technology, engineering and mathematics (STEM) workforce, from classroom to boardroom. WISE members access an extensive network of 150+ member organisations and 16,000 individual members and subscribers with the expertise and experience to enable you to attract, retain, develop and progress female talent in your organisation.

To find out more, visit:

www.wisecampaign.org.uk



Women Returners

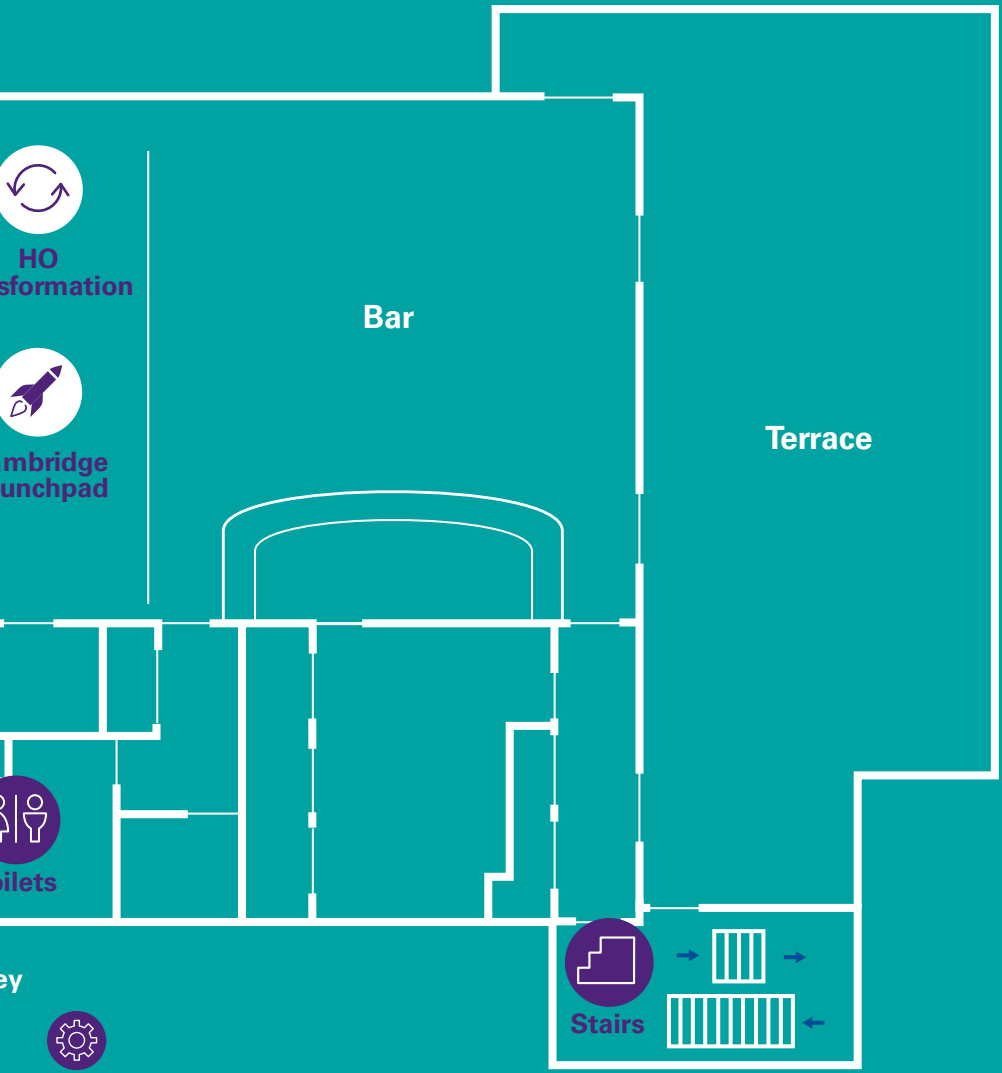
Women Returners is a consulting, coaching and network organisation specialising in enabling the return to work of professional women after an extended career break. We have led the introduction of returnship programmes into the UK since 2014, partnering with leading organisations including O2, EY, Skanska & Balfour Beatty to launch returnships and direct hire returner programmes, which create a bridge back to work for this untapped talent pool. Our corporate services include consulting on best practice returner programme development, providing returner coaching support and enabling access to the hard-to-reach group of high-calibre women. We are a social business: alongside our commercial activities, we run a free network community providing advice and support to returning professionals with over 3,000 subscribed members. We also act as a voice and advocate for the returner community in national media and Government forums.

To find out more, visit:

www.womenreturners.com

Street Fair map





kpmg.com/uk



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