MBA Alumni Career Coaching Event

2 June 2016
1) Vision, Strategy and Values

- **Vision**: To become the default choice for active traders globally
- **Strategy**:
  - Strengthen global presence
  - Achieve, maintain or extend market leadership
  - Address the needs of active retail traders
  - Deliver quality service to our clients
  - Sustain our technology leadership
- **Values**:
  - Hallmark quality
  - Passion for progress
  - Transparency in dealing
  - Meritocratic opportunity
2) IG Group in the world
3) Corporate Governance

OVERVIEW OF CORPORATE GOVERNANCE FRAMEWORK AS AT 31 MAY 2015

INDEPENDENT EXTERNAL AUDITORS

Shareholders

Appoint the auditors

Elect the Board

The Board

Four Independent Non-Executive Directors (NEDs), three Executive Directors and Non-Executive Chairman

Chief Executive Officer and Executive Directors

Board Committees

Executive Committees

Nomination Committee (Four Independent NEDs and Non-Executive Chairman)

Remuneration Committee (Two Independent NEDs and Non-Executive Chairman)

Audit Committee (Three Independent NEDs)

Board Risk Committee (Four Independent NEDs)

Executive Risk Committee

Client Money Committee

ICAAP and ILAA Committee

Senior Accounting Officer Committee

Senior management team
4) How can I be in the Management Board?

Eligibility for the Management Board:
Ambition,
Right Connections
Right Qualifications
Visibility
Positioning

OMK Management Board is comprised of eight top managers

The Management Board of voestalpine AG

A meeting of a board of directors of the Leipzig–Dresden Railway Company in 1852
5) How can I be in the Management Board?

JUL 10, 2013

Average Stock Price of Gender Diverse Corporate Boards Outperform Those with No Women

Thomson Reuters Study "Mining the Metrics of Board Diversity" Analyzes the Progression of Women on Corporate Boards
6) How can I be in the Management Board?

**BOARD LEADERSHIP**

While engineers and IT professionals were the least likely to sit on a board, their representation grew the most in 2015.

- **LEGAL**: 44%
- **BUSINESS DEVELOPMENT**: 38%
- **FINANCE**: 36%
- **CONSULTING**: 32%
- **OPERATIONS**: 29%
- **MARKETING**: 26%
- **HR**: 25%
- **ENGINEERING**: 22%
- **PRODUCT MANAGEMENT**: 20%
- **IT**: 8%


[www.ellevatenetwork.com](http://www.ellevatenetwork.com)
7) Ambition
# 8) Work and Life Balance

## Work-Life Balance in OECD countries*

<table>
<thead>
<tr>
<th>Rank</th>
<th>Country</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Russian Federation</td>
<td>0.2</td>
</tr>
<tr>
<td>2</td>
<td>Netherlands</td>
<td>0.4</td>
</tr>
<tr>
<td>3</td>
<td>Sweden</td>
<td>1.1</td>
</tr>
<tr>
<td>4</td>
<td>Denmark</td>
<td>2.0</td>
</tr>
<tr>
<td>5</td>
<td>Norway</td>
<td>2.8</td>
</tr>
<tr>
<td>6</td>
<td>Hungary</td>
<td>3.2</td>
</tr>
<tr>
<td>7</td>
<td>Estonia</td>
<td>3.3</td>
</tr>
<tr>
<td>8</td>
<td>Luxemburg</td>
<td>3.5</td>
</tr>
<tr>
<td>9</td>
<td>Finland</td>
<td>3.6</td>
</tr>
<tr>
<td>10</td>
<td>Italy</td>
<td>3.7</td>
</tr>
<tr>
<td>11</td>
<td>Canada</td>
<td>3.9</td>
</tr>
<tr>
<td>12</td>
<td>Ireland</td>
<td>4.2</td>
</tr>
<tr>
<td>13</td>
<td>Belgium</td>
<td>4.6</td>
</tr>
<tr>
<td>14</td>
<td>Germany</td>
<td>5.2</td>
</tr>
<tr>
<td>15</td>
<td>Slovenia</td>
<td>5.6</td>
</tr>
<tr>
<td>16</td>
<td>Spain</td>
<td>5.9</td>
</tr>
<tr>
<td>17</td>
<td>Greece</td>
<td>6.2</td>
</tr>
<tr>
<td>18</td>
<td>Switzerland</td>
<td>6.7</td>
</tr>
<tr>
<td>19</td>
<td>Czech Republik</td>
<td>7.0</td>
</tr>
<tr>
<td>20</td>
<td>Slovak Republik</td>
<td>7.0</td>
</tr>
<tr>
<td>21</td>
<td>Poland</td>
<td>7.4</td>
</tr>
<tr>
<td>22</td>
<td>Austria</td>
<td>7.6</td>
</tr>
<tr>
<td>23</td>
<td>France</td>
<td>8.2</td>
</tr>
<tr>
<td>24</td>
<td>Portugal</td>
<td>9.6</td>
</tr>
<tr>
<td>25</td>
<td>Brazil</td>
<td>10.4</td>
</tr>
<tr>
<td>26</td>
<td>United States</td>
<td>11.3</td>
</tr>
<tr>
<td>27</td>
<td>Iceland</td>
<td>12.2</td>
</tr>
<tr>
<td>28</td>
<td>United Kingdom</td>
<td>12.7</td>
</tr>
<tr>
<td>29</td>
<td>New Zealand</td>
<td>13.9</td>
</tr>
<tr>
<td>30</td>
<td>Australia</td>
<td>14.0</td>
</tr>
<tr>
<td>31</td>
<td>Chile</td>
<td>15.4</td>
</tr>
<tr>
<td>32</td>
<td>Israel</td>
<td>16.0</td>
</tr>
<tr>
<td>33</td>
<td>South Korea</td>
<td>18.7</td>
</tr>
<tr>
<td>34</td>
<td>Japan</td>
<td>22.3</td>
</tr>
<tr>
<td>35</td>
<td>Mexico</td>
<td>28.8</td>
</tr>
<tr>
<td>36</td>
<td>Turkey</td>
<td>40.9</td>
</tr>
</tbody>
</table>

* plus non-OECD countries Russia and Brazil  
** percentage of employees working 50 hours or more a week on average  
Source: OECD
9) How can I be in the Management Board?
10) How can I be in the Management Board?

- Choose your target companies (small, medium or big companies)
- Previous experience in a management board
- Being the first employee
- Positioning yourself
- Structured organization vs newly set-up
- Loyalty vs opportunity seeking
11) How can I be in the Management Board?

1) Key contacts (10 key contact (5 existing, 5 new)

2) Important Associations and their events for networking opportunities
   CCIG-Chambre de commerce d’industrie et des services de Genève  http://www.ccig.ch/agenda
   Fondation Genève Place Financière http://www.geneve-finance.ch/fr-ch/evenements
   PWC http://www.pwc.ch/fr/evenements_academy/evenements_et_cours.html
   Club Finance Geneve http://www.clubfinancegeneve.ch/index.php/fr/evenements
   KPMG https://home.kpmg.com/ch/en/home/events.html
   Swiss Arbitration https://www.swissarbitration.org/agenda
   Société Romande de Relations Publiques http://www.srrp.ch/
   GARP Global Association of Risk Professionals http://www.garp.org/#!/events
   BDO http://www.bdo.ch/fr/actualites-et-publications/seminaires/
   IHRC International Human Resources Community http://ihrc.ch/upcoming-event/
   UIPF Union des intérêts de la place financière Geneve http://www.uipf.ch/evenements/2016
   EY http://www.ey.com/CH/fr/About-us/Our-sponsorships-and-programs/EY-events-suisse
   Mazars http://fre.mazars.ch/Accueil/Actualites2/Events
12) How can I be in the Management Board?

**Uncertainty Avoidance**

Uncertainty avoidance (UA) reflects the degree of comfort with ambiguous situations and the extent to which efforts have been made to minimise or avoid these situations. Managers in high UA cultures tend to depend extensively on systematic rules and regulations. Extensive efforts are made to plan for and even control the future.

**Individualism**

Individualism reflects the degree to which personal independence is valued over group membership. A society scoring high on IND values personal goals, initiative, autonomy and privacy. Conversely, collectivistic (low IND) societies value group goals and objectives over individual preferences. The importance of harmony and consensus tends to encourage collective responsibility and group decision making while discouraging dissent and innovation.

**Hofstede's Model - Organizational Culture Introduction**
13) How can I be in the Management Board?

Hofstede's Model - Organizational Culture Introduction

https://geert-hofstede.com/

https://www.geert-hofstede.com/
13) Conclusion

Thank you for listening