



WIBF Annual Report 2008

Chair's Report

In 2007 Women in Banking and Finance (WIBF) set out with a number of challenging goals. WIBF is pleased that through sheer determination, focus and commitment they have achieved their goals. This includes, launching a new Logo and website in 2008, the appointment of a new Patron, Baroness Renee Fritchie DBE, the appointment of a new Finance Manager, the introduction of a new Relationship Management sub committee and the inaugural launch of WIBF Bristol in January 2008.

Accomplishments and Highlights

WIBF Bristol

WIBF Bristol successfully launched on 29th January 2008 and to date has attracted an impressive 100 plus members.

WIBF Bristol management team, under the chairmanship of Glynis Ranking, deserves a special mention and recognition for their hard work and commitment to maintain a high level of engagement amount members and non members, as well as delivering high quality workshops.

WIBF Ireland

WIBF Ireland's theme for 2008 was "Making the Most of Me". Business over Breakfast seminars continue to be popular and in the first quarter, "Unlocking your Potential" with Carmel Wynne proved to be both an interactive and entertaining seminar. Distinguished Speakers Programmes and supper clubs are just a few of the events organised by WIBF Ireland. Their "me time" events provide flexibility to explore new ideas, leading to their first annual hill-walking event at the Wicklow mountains. It was a great success and hill-walking may become a regular annual feature in the diary.

WIBF Ireland will be looking to raise their profile in Ireland and have set a number of challenging goals for 2009.

WIBF Website

We launched our new website at the annual Awards Achievement Luncheon on 6th June 2008. The website reflects the integral identity of the group; it embodies the professional, inspirational, supportive and forward-looking attributes of the group.

Our members and non members' user experience of the website have vastly improved. The website is modern, user friendly, intuitive and provides updates on all our events. The new member's area allows members to keep in touch with each other, gain access to the latest copy of the magazine, photo gallery, careers advice, forum area and many more.

We have received positive feedback about the look and feel of the new website.

WIBF Speakers Clubs – City and Canary Wharf

Both the City and Canary Wharf Women in Banking Speakers Clubs received recognition from Toastmasters International for achieving specific criteria and milestones.

- For the fourth consecutive year WIBF Speakers club – Canary Wharf received Presidents Distinguished Club award.
- WIBF Speakers club – City, is a relatively new club and yet achieved Distinguished Club Program and the Select Distinguished Club.

Objectives for 2009

Women in Banking and Finance is one of the leading professional networks. WIBF continues to strive to be the best in their field. The objectives for 2009 are:

- Internal networks should be leveraging the work of WIBF. WIBF aims to work closely with existing sponsors and develop relationships with new sponsors.
- We believe there is synergy working with internal networks and will pro-actively seek to organise more events with our corporate sponsors' internal networks.
- Better understand the needs of our existing and new members, in order to better reflect and meet our members' needs.
- Identify organisations WIBF would like to work in partnership with to enhance members' benefits.
- As a networking organisation we are keen for our new website to act as an on-line community tool for our members to keep in touch with each other to create powerful contacts. We also aim to attract new members via our newly designed website.

I believe there are so many opportunities that exist which will allow WIBF to grow its membership base both organically and strategically.

Christine Lawrence
WIBF Chair

WIBF Scotland

Purpose and 2008 Objectives

Mission:

To empower our members to realise their full potential

Vision:

To become the leading active professional business community in Scotland

Key Objectives for 2008

- Build membership diversity and size
- Increase public awareness of WIBF in Scotland

Accomplishments, Event Highlights and Special Notes

Inspiring Women Reception – April 2008

Inspiring Women was our first public event and took place in April at the National Library of Scotland. Lady Balfour of Burleigh hosted the speakers and Bridget McConnell delivered the keynote address. One hundred senior professionals from the financial services sector attended and the NLS created a bespoke exhibition from the Murray Archive.

This event was co-sponsored by Eden Scott (main sponsor) and Genesis Consulting.

Events

Our 17 events this year covered Personal Development, Networking and Role Models. While our mid year survey of members indicated that all three types of events were of interest, Role Models was our most popular series. We attracted Lena Wilson, CE of Scottish Development International; Karen Kelly, Head of Financial Services at The City of Edinburgh Council; Ruth Parsons, Director of Public Service Reform at the Scottish Government and Laura Greatrex, former Special Advisor to past First Minister, Jack McConnell.

2008 also saw the first member-led personal development events; allowing members to benefit from the expertise of their colleagues.

Speakers Club

Our second Speakers Club, hosted by Adam and Company, ran from January to July following the successful pilot in 2007. Once again, the club was fully subscribed.

Strategic Partnerships

Partnerships have made significant progress this year; particularly with Scottish Financial Enterprise (SFE) and the Chartered Institute of Bankers (CIOB). The CIOB have hosted events and held joint events with WIBF.

Most significantly, CIOB has accredited WIBF developmental events as CPD.

New Companies & Members

Membership diversity has continued to grow and now spans fifteen organisations in the sector. Recruitment and networking activities have led to new contacts at Citi and Barclays Wealth, which should develop further and have an impact on membership in 2009.

Glasgow

A team of six has been set up in Glasgow to establish presence and event calendar in support of membership development. The plan is to hold a launch early in 2009, hosted by Clydesdale Bank. The group is being supported by HBOS, Morgan Stanley and the Clydesdale and they are actively canvassing support from RBS, Barclays Wealth and The Abbey; all of whom have a large presence in Glasgow.

Special Thanks

We would like to extend our thanks in particular to our Scottish sponsors and supporters without whom we could not deliver such high quality events and venues for our members;

Tods Murray
Eden Scott
CIOBS

RBS
HBOS
Naomi Ludlam
(Speakers' Club)

Adam and Co
Genesis Consulting
Burness

Objectives for 2009

In 2009, we will continue to work on;

1. Building membership diversity and size
2. Increasing public awareness of WIBF in Scotland

Specifically, we will

1. Support the successful launch and growth of Glasgow
2. Engage with both organisations represented in the current membership and new ones identified in 2008 and 2009.
3. Continue to build strategic alliances and in particular build on the relationships with SFE and CIOBS

Fiona Gifford
Chair WIBF, Scotland

WIBF Bristol

Mission

To empower our members to realise their full potential

Key Objectives for 2008

To establish WIBF in Bristol:

1. Attract individual members
2. Secure support and co-operation from key Banking and Finance employers in the South West
3. Create awareness of WIBF within the South West business community

Accomplishments, Event Highlights and Special Notes

Launch of Bristol branch

On 29 January 2008 the Bristol branch of Women in Banking and Finance was officially launched at an event sponsored by AXA. The keynote speakers were Sue Saville, Chief Operating Officer, RBS Invoice Finance, and Rebecca Wassell, General Manager and HR Director Messier, Dowty. Over 130 guests and members attended and by March we had recruited 74 members.

Events

We held 8 events in 2008. The average attendance figure is approximately 45 which represents between 45% and 50% of members attending events, which is an excellent start to our year. Note – these figures exclude our keynote event in September when over 120 members and guests attended.

The events held in 2008 aimed to meet the wide and varied needs of our members. The events ranged from senior female executives sharing their career management top tips to understanding the impact of personal appearance

Membership

Following a successful launch event in January 2008, we have seen a steady increase in membership and currently stand at just over 100 members. We are well on our way to achieve our target of 150 by end of 2009. Efforts to maintain current members and recruit new members will be a key focus for 2009.

Member Communications

Forthcoming events are regularly communicated via email to all our members. The Bristol Management team have developed and launched a webpage on the www.WIBF.org.uk website with updated details of events in Bristol and information about the management team.

The management team also communicates with members and potential members within their own organisations.

The two keynote events were reported in the local newspapers – Western Daily Press and Bristol Evening Post. We actively seek dialogue with the local media to raise the profile of the Bristol branch.

Partnerships

We have proactively sought support from professional bodies in Bristol, Institute of Management, The Chartered Institute of Bankers and, the Institute of Insurers and will continue to seek opportunities to link up with professional communities.

Bristol Management Team

There has been a steady, strong management team with 14 members in place for the year, with just three members resigning due to work commitments.

The current chair, Glynis Ranking, is one of the founders of WIBF Bristol, will step down as chair at the end of the year. Shameem Forsyth will be Glynis' successor.

Special Thanks

A number of corporate sponsors have supported and funded our key events. We would like to extend our thanks to our Bristol sponsors and supporters, without whom we would not be able to offer such high quality events and venues for our members:

AXA, RBS, HBOS, HSBC, TLT, HSBC, Barclays, Clydesdale,

Objectives for 2009

As 2008 was the first year for Bristol branch we will continue to build on our 2008 successes. The key goals for 2009 are:

1. Maintain current members and continue to build membership diversity and size.
2. Continue to engage with key sponsors in the Bristol area.
3. Build partnership with local professional communities and organisations
4. Increase general awareness and profile of WIBF Bristol
5. Improve communication with members.
6. Design and implement onboarding process for new members
7. Increase attendance figures at each event.
8. Deliver further pertinent and useful events which add value to our members

Glynis Ranking
Chair WIBF, Bristol

Bristol Management Team

Personal Excellence Programme

Purpose and 2008 Objectives

This year's programme focussed on Leadership, Personal Profile, Transition and Energy. The objective was to provide our members with learning opportunities to assist their personal and professional development and to enhance their networking experiences and capabilities.

Accomplishments, Event Highlights and Special Notes

In partnership with our sponsors we successfully delivered 10 workshops.

2007

November - Manage your Image and Dress for Success, Lynne Cantor

2008

- January - Evaluating Your Voice as an Asset, Charmian Ingham
- February - The Working Women's Wonder Fuel, Susie Heath and Almira Ross
- March - Crank up your Charisma, Helen Oakwater
- April - What do I do Next?, Margot Corbin
- May - Developing Your Leadership Strategy, Dr Jan Halper-Hayes
- June - Mastering Personal Transitions – a Core Life Skill, Cynthia Haddock
- July - Authentic Leadership, Lee Chalmers
- September - Make Your Mark, Jim Rees
- October - Negotiating for Success, Jeanette Cowley

- November - Positive Politics for Powerful Women, Michelle Brailsford

The workshops were well attended with a minimum of 20 and a maximum of 75 participants at each. We received very positive feedback with many participants expressing interest in attending further workshops and learning more about the topics covered. They also enjoyed the networking opportunity and found it much easier to connect with each other having shared experiences and learning in the workshop. Following each event about 10 participants made enquiries about WIBF and membership.

Special Thanks

WIBF would like to take this opportunity to recognise and acknowledge our sponsors. In particular, we would like to thank Royal Bank of Scotland, Citi, Credit Suisse, HSBC, Lloyds TSB, Wedlake Bell, BDO Stoy Hayward and Barclays. They hosted the workshops in congenial settings and generously provided wine and canapés.

Objectives for 2009

We will continue to focus on Leadership, Transition and Personal Profile, with emphasis on how to succeed in these challenging financial times. In response to our members' needs and requests we have extended the programme to 12 workshops in 2009.

The line up of facilitators is impressive. They will provide our members with some very helpful strategies and approaches. Please check the magazine and the website for details of next year's programme and detailed reviews of this year's workshops.

Sylvana Caloni
WIBF Personal Excellence Programme

Membership

Purpose and 2008 Objectives

The goal this year is to attract and retain members and to match our offerings to this goal.

Accomplishments, Event Highlights and Special Notes

Membership Initiative

An initiative has been launched to analyse the current membership base with a view to suggesting ways to increase membership. The Project Lead is Jane Campbell and the Project Team is Jennifer Beecham, Rhonda Calder, Annette Farrell and Jo Felstead.

The purpose of the project is to deliver a range of objectives that:

1. Analyse the profile of the existing WIBF membership base
2. Propose ways to attract new WIBF members
3. Retain at least 75% of existing members year on year, particularly during the difficult market conditions which currently exist
4. Understand what benefits are important to WIBF members
5. Identify what enhancements can be made to the current program of events to encourage more members to attend
6. Create richer profile of membership base

WIBF Relationship Managers

Relationship Managers have been recruited to be ambassadors in their organisations for WIBF. They currently include Maria Johannessen, Mara Babin, Kopal Matanhelia, and Kerry Heffron.

Special Thanks

Special thanks to the Membership Initiative Project Team and the WIBF Relationship Managers.

2009 Future Objectives

Continue with the Membership Initiative and add to the WIBF Relationship Managers.

Jane Campbell
WIBF Membership

Awards for Achievement Luncheon 2008

Purpose and 2008 objectives

The Awards Achievement Luncheon Team focused on organising the 11th Award lunch while maintaining high standards. The Award Lunch is a reputable and respected event within the industry. The Awards 'glass shard' branding signifies the prominence of the Award. A high profile speaker is always secured to present at the Awards Luncheon.

Our aim is to attract high calibre nominations as in previous years and to ensure that all shortlist nominees are presented in the Awards Luncheon brochure and is made available to attendees at the lunch. We decided to continue to support smaller charities where the money raised would make a real difference.

Accomplishments, Event Highlights and Special Notes

We secured The Dorchester as a venue and Ernst & Young agreed to sponsor the lunch. Susan Kilsby was secured as the keynote speaker. We decided to support three small charities who were all grateful for the £1,250 donation they each received, these were: Happy Days, Working Families and Princess Royal Trust Carers Young Carers Centre.

Our winners were WIBF Achievement Award - Marissa Drew, Managing Director, Co-Head of European Global Market Solutions Group, Credit Suisse; WIBF Outstanding Contribution - Alison Duncan, Partner, Ernst & Young and Anne Watts - Lifetime Achievement. We also incorporated the new WIBF logo on the glass shard trophy. We secured excellent raffle prizes and raised £3,750.

Special Thanks

To Katrina Arnold for her support in obtaining goody bag items and members of the management team who packed the goody bags and generally helped out on the day with the many tasks. Patricia Wong for the outstanding flower arrangements. Ernst & Young for sponsorship. Susan Kilsby who was an excellent keynote speaker.

Objectives for 2009

Secure Dorchester as the venue and invite a high profile speaker. Select three small charities which we can partner with and who also will have a presence at the lunch. Invite sponsorship and encourage press coverage, improve marketing of the event and secure more donations for goody bags. Revise the categories for the Awards and introduce two new categories, namely WIBF Young Professional and WIBF Champion for Women.

Ann Leverett
WIBF Operations

Women on Boards (Public and Corporate Boards)

Purpose and 2008 Objectives

The Women on Boards programme was primarily set up to encourage women to see their potential and recognise the transferability of their skills and backgrounds to these opportunities, both in the public and private sectors.

Accomplishments, Event Highlights and Special Notes

In 2008, we ran two events exploring issues of perception and the importance of women making an impact on Boards. We also ran an event in partnership with the Appointments Commission exposing women to pilot programmes aimed at attracting and encouraging more senior women to consider a NED opportunities in various capacity.

The events featured prominent women and men who are captains of their industries - Sir David Bell and Anne Watts, CBE.

April 2008

Women on Board's Forum – ***Perception V Reality - Are men the barrier to women's success on Boards or are women their own worst enemy?*** Sir David Bell, Chairman of the Financial Times and Pearson Group amongst his other accomplished non-executive directorships on several boards, was invited by WIBF to present at this forum. Sir David Bell simulated a debate and explored different perspectives on why the time is right for women to have a presence on Boards, but also to challenge the audience about how they should conduct themselves to make an impact. Key areas that were explored included: Is there a need to change and/or adapt our personalities?; do we need to become the 'honorary' man to be successful on a Board?; understanding some of the challenges you may face whilst interacting with your male colleagues on a Board; how to value our strengths and 'female' qualities without comprising?; and how to ensure that you encourage an open and collaborative style of working.

October 2008

Women on Board's Forum – ***Are you ready to make a change in the Health Sector – The NHS awaits you!*** WIBF was delighted to have a joint event with the Appointments Commission with keynote speakers Anne Watts CBE and Jim Pringle. The event provided an opportunity for delegates to hear about several of the Appointments Commission pilot programmes designed to attract more senior business women on to NHS Boards. The pilot programmes are: Talent Pool Development; End of Term Career Planning; and Reciprocal Shadowing. We were joined by two NED speakers, Patricia Williamson (currently serves on Ealing Hospital Trust) & Penny McCulloch (currently serves on Dartford and Gravesham NHS Trust) to share their experiences. They both spoke passionately about their experiences and the support they received, and equally some of the challenges they have had to overcome quite quickly, including learning how to be a 'critical friend' to the executive team at the NHS Trusts. Overall, they both mentioned the

sheer reward of making a difference and being able to be part of something where they are making a significant impact.

The event was also attended by Baroness Ford (Managing Director in RBC's Global Infrastructure Team and serves on several Boards including Serco Group and English Partnership) who kindly agreed to introduce the event and Baroness Fritchie DBE, our new Patron, was also in attendance.

Both events were well received by delegates who attended and the overall feedback was excellent, which reinforces the importance of the programme and the need for it to meet the demands and interests of our members.

Special thanks

I would like to take this opportunity to sincerely thank Ernst & Young and Royal Bank of Canada for kindly hosting the Women on Board's Forum events – *Perception V Reality and Are you ready to make a change in the Health Sector?* Also, a special thanks to the Appointments Commission.

Objectives for 2009

The events organised this year highlight the importance of the ongoing support for the Women on Boards programme.

The next phase of the programme will continue with events that challenge perceptions and seek out initiatives and NED opportunities for women to pursue.

I will also be investigating the possibility of running a mini skills workshop on the application process of NED posts. This may involve enlisting the help of an executive search firm and working with the Appointments Commission.

It is important that women feel empowered to operate effectively in contributing towards a Board's debate. As always, we continue to work in partnership with our sponsors.

Rhonda Calder

Women on Board / Senior Executive Programme

Golf Day 2008

Purpose and 2008 objectives

Continue the successful formula of WIBF female corporate golf days. Ensure the event has the same high reputation as other WIBF events.

Accomplishments, Event highlights and Special Notes

The event was held again at the Selsdon Park Golf course. Despite the undesirable wet weather we still achieved both tuition and played golf in some dryer spells. The golf team provided the tuition and the setup of the competitions was much improved.

We again secured on course tuition for the afternoon and lessons in the morning for both beginners and intermediates. The event was very popular with 28 attendees. Despite the weather attendees had an enjoyable day.

Special Thanks

To the golf pros at the Selsdon Park Golf course.

Objectives for 2009

To follow the 2008 format and to actively encourage more experienced players to take part in an extended tournament. Continue to improve marketing of the event which has multiple benefits and can help with team building, client entertaining and not forgetting the benefit of improving golf playing skills.

Research alternative venue for the golf day to ensure we continue to offer our members a variety of golf courses with high standards.

Ann Leverett
WIBF Operations

Networking Beyond Boundaries

Purpose and 2008 Objectives

The primary goal is to provide WIBF members with effective ways to network beyond the corporate and personal boundaries.

Accomplishments, Event Highlights and Special Notes

Networking Beyond Boundaries events continue to provide excellent networking opportunities on an informal but enjoyable basis.

Our events in 2008 included, two drop in drinks, a Ladies Golf Day, a fashion event at L.K. Bennetts, courtesy of an open invitation from Barts and the London Charity and Bird's Eye View - Pre International Women's day.

Drop in Drinks

This is an informal event for WIBF members and non-members alike. It affords non-members the opportunity to meet current members and ask questions of the committee in a very relaxed environment over a glass or two.

Special Thanks

May I take this opportunity to thank the members who attended some or all of the 2008 events. Our members act as an inspiration to new members who want to know more about what membership of WIBF involves.

Thank you to Credit Suisse for generously hosting Bird's Eye View Pre International Women's day, where short films directed by women were screened. It proved to be a very entertaining and informative event.

Thank you to Ann Leverett for the Golf day which is always a success.

Objectives for 2009

As the main networking tool for WIBF, the networking beyond boundaries programme will constantly be under review to ensure we meet our members' needs. In 2009 we will seek to network with other networking groups outside of the Financial Services industry. We will introduce new initiatives such as evening dinners with a difference. 'Bitesize' Mentoring Evening Dinner will be attended by an accomplished role model to share some insightful tips. It will offer the opportunity to network within a relaxed environment and could potentially contribute towards our members' career strategy.

Our main objective is to encourage as many people as possible to meet and network beyond the boundaries of their role.

Christine Lawrence
WIBF Chair

WIBF Speakers, Canary Wharf Club

Purpose and 2008 Objectives

Our goal for the WIBF Speakers Club (Canary Wharf) for 2008 was to create a safe, friendly and supportive environment for members and guests to develop and improve in public speaking and also in leadership. We also challenged ourselves to achieve the Presidents Distinguished Club award for the fourth consecutive year in June 2008. This award is the top most prestigious award for any Toastmasters club and it is an incredible achievement to receive this given the demanding qualifying criteria.

Accomplishments, Event Highlights and Special Notes

- April 2008 - Rhian Pamphilon successfully won the Speaking and Evaluation competitions
- May 2008 - 5th year WIBFS Toastmaster's club anniversary
- July 2008 - Body language workshop hosted by David Hall
- October 2008 - Raya Brody successfully won the Tables Topics and Humorous Speaking competition
- October 2008 - Raya Brody achieved 2nd place in the Area Humorous Speaking Competition and 3rd in the Area Table Topics competition
- Jane Campbell is appointed Area Governor 2008 – 2009
- Deepa Srinivas retired as President and Veena Hirani assumed her new role as the WIBF Canary Wharf Speakers Club President

Thank you to all our guests and members who joined us as judges, general evaluators and made all our events and competitions a great success!

Special Thanks

Special thanks go to Credit Suisse for their continuous support and sponsorship of the club, by providing excellent meeting facilities and refreshments.

Objectives for 2009

The club endeavours to continue to perform at an exceptional level. It will continue to ensure that it provides a fun and supportive environment in which members and guests can continue to develop their leadership and communication skills.

The Club will host more special evenings for guests and New Members to promote the club among WIBF and increase its membership base. The next New Members Evening which will take place on 28 January 2009.

The Club is making excellent progress on the Distinguished Club Program that all Toastmasters clubs are evaluated under and will aim to continue the excellent success achieved this year.

Veena Hirani

President, WIBF Speakers club – Canary Wharf

WIBF Speakers, City Club

Purpose and 2008 Objectives

The aim of the WIBF Speakers club (City) was to continue to build its membership and increase regular attendance. Creating a professional and supportive environment where individuals at any level had the opportunity to develop and grow both their communication and leadership skills.

For the first time we were aiming for a Distinguished Club Programme (DCP) award. This is recognition from Toastmasters International given to any club achieving specific criteria and milestones.

Accomplishments, Event Highlights and Special Notes

- Achievement of DCP, Select Distinguished Club (SDC)
- Congratulations to the following members for achieving their Competent Communicator Award (10 speeches)
 - Liz Whitfield
 - Ivy Nwankwo
 - Sylvana Caloni
 - Nicola Bishop
- Congratulations to the following members for achieving their Competent Leadership Award (Leadership Projects)
 - Liz Whitfield
 - Ivy Nwankwo
- Joint events were held with RBS women's network to promote WIBF Speakers club

Special Thanks

Special thanks go to Royal Bank of Scotland (RBS) who continue as our sponsors and provide excellent meeting facilities and refreshments.

A well deserved thank you goes to Nicola Bishop who led by example during her term of Presidency 2007/8.

We also thank Dave Brooks, Area Governor for providing support and leadership throughout the term 2007/8.

Our final thank you is to the Clubs Officers who helped manage the Club on a voluntary basis for the term 2007/8.

Objectives for 2009

The Club will endeavour to continue to build the membership and encourage regular attendance. It will aim to provide a professional and supportive environment in which members and guests can develop skills to think, listen and speak. The environment will be interactive, creating opportunities for networking and developing relationships.

The Club will host promotional events, for Guests and potential Members, to develop a greater understanding as to the benefits of WIBF Speakers club - City, and to grow a wider membership base both within and outside of RBS.

The Club will encourage membership input and participation including training and developing those taking on Officer Roles.

The Club will aim for President Distinguished Club, the highest DCP award.

Lynne Cantor
President, WIBF Speakers club – City

WIBF Relationship Management

Purpose and 2008 Objectives

To continue to maintain strong links with all our sponsors and build upon new relationships.

Accomplishments, Events highlights and Special Notes

The team continued to maintain, improve and increase relationships with our sponsors. This year VOCA a sponsor for the Award lunch 2007 continued as a silver sponsor. Ernst & Young agreed to increase their sponsorship and were sponsors of the Award Lunch.

Credit Suisse continues to generously host the WIBF Speakers Toastmasters Canary Wharf club. RBS kindly hosts the WIBF Speakers Toastmasters City club. Merrill Lynch, Citi, RBS and Credit Suisse continued to provide their support by hosting the PEP events. Ernst & Young, RBC hosted the Women on board events. Wedlake Bell and BDO Stoy Hayward hosted PEP events.

Special Thanks

WIBF would like to take this opportunity to recognise and acknowledge our corporate sponsors and supporters. We would like to thank the following members of the team for helping with engaging various organisations. Katrina Arnold for her work with Nomura and Coutts.

Objectives for 2009

Identify new target organisations and continue to grow relationships with prospective companies.

Ann Leverett
WIBF Operations

Policy and Initiatives

Purpose and 2008 Objectives

- To work on and complete the redesign of the website as part of the marketing and branding activities of the group.
- To help with Marketing Initiatives.

Accomplishments, Highlights and Special Notes

The website was successfully launched at the annual Awards for Achievement Luncheon in June of this year. The main criteria for the newly designed website were to establish a user friendly, modern and a social networking website that would also provide informative and interesting content.

The website is currently being used to help with marketing activities, namely promotion of events on the website. Will launch via the website, a membership survey of WIBF membership base, which will provide useful information about our members' needs and expectations and will guide future strategies of the group

A lion's share of the thanks goes to Rhonda Calder who worked extremely hard to ensure that the redesigned website was delivered on time and to a high standard.

Special Thanks

Thanks go to Holistic Consulting for their tireless effort and work in helping to create the revised and website.

Objectives for 2009

- Continue to work on Marketing initiatives particularly the membership survey and any strategies that may arise as a result of the survey.
- Review and update current policies and procedures of the group.
- Work to form partnership links with select organisations who share the values of WIBF.

Jennifer Beecham

WIBF Policy and Initiatives

WIBF Magazine

Purpose and 2009 Objectives

- Production of three colour magazine to cover four months each of the year.
- Content to be relevant to WIBF membership and their lifestyles with articles on Career Management, interviews with key individuals in the financial world, etc.
- Magazine content to support all WIBF locations.
- Advertising used to support WIBF membership

Accomplishments, Event Highlights, Special Notes

- Magazine recognised as an investment for WIBF providing members and new sponsors/members with articles representing the financial marketplace, as well as providing an update on the latest news from all WIBF locations and events.
- WIBF's new Bristol location has put a lot of effort into ensuring that the location is well represented in the magazine.

Special Thanks

Thank you goes to WIBF's Magazine Editorial Team and the WIBF London and Regional Management Teams for their contributions and to our proof readers, Rhonda Calder and Sharon Davies.

To our contributors both new and old who have included among many others:-

- Our City Insights contributors
- Mind Gym for their continued sponsorship of WIBF.
- Rhian Pamphilon for her contributions for both the speakers club and WIBF Recommends.
- Kirsten Zverina and Sharon Davies for their WIBF 'Recommends' contributions.
- Kate Bridge, Communication Management, and her colleagues for sourcing a number of WIBF's contributors.
- Hannah Greenfield for her contribution to the Beauty and Fashion section.
- For WIBF's Career Management section contributions from Alison Kemp, Director Switch Vision, Gay White, Mark Fritz, John Hunter, Mike Friszer, Robert Phipps and many more.
- Paul McCrossin for his contributions to the Health section.

Objectives for 2009

- Production of three colour magazines with relevant content for our member's lifestyle.
- Increase contributions from Dublin.
- Keep the magazine relevant and up to date.

Marian Costello
WIBF Magazine Editor