



WIBF Annual Report 2009

Chair's Report

With the emergence of the global recession, WIBF realised that 2009 would present challenges as well as opportunities for not only the organisation, but also for its members.

WIBF took positive steps to help those members who were facing the uncertainty with the security of their job. WIBF reviewed its relationship with Recruitment Agencies and coaching specialists to assess how we could best serve our members. TCC Recruit, a Financial Services Recruitment, and Career Safari generously provided a CV review service for our members.

In 2009, we introduced a new initiative, Mentoring Bite-size dinner. Established and well respected senior executives in the financial services industry were invited to share their career strategies. While listening to successful and inspiring role models, our members felt confident that they had received some practical tips on how they could create their own opportunities within their career.

We held meetings with existing and potentially new corporate sponsors to maintain relationships, and to discuss our services and new initiatives. Despite the upheavals in 2009, we are pleased that our corporate sponsors continued their support and commitment to WIBF, which also demonstrated their commitment to the career development of their employees.

Accomplishments and Highlights

WIBF Events

A total of 50 events, ranging from Personal Development, Networking and Role Models, were successfully delivered across London, Edinburgh, Dublin and Bristol. The total number of events preclude the fortnightly WIBF Speakers club meetings held in the City, London and Canary Wharf

WIBF Scotland

In April 2009, WIBF Scotland launched a branch in Glasgow. To mark the occasion an event was held at The Corinthian in Glasgow and sponsored by Clydesdale Bank. Over 100 Finance and Banking professionals attended.

Fiona Gifford relinquished her role in May 2009 as chair of WIBF Scotland after a five year tenure. Louise Kirk was appointed the new chair of WIBF Scotland.

WIBF Ireland

WIBF Ireland's Business over Breakfast continues to be highly popular with its members and each event attracts a consistent 45-50 attendees. For the first time, WIBF Ireland held a half-day workshop with Valerie Pierce, Director of Clear and Critical Thinking Programme. The workshop focused on developing four essential thinking skills that

would help members to succeed in today's business environment. The half-day workshop was entitled "R.I.S.E to the Challenge' and was attended by 25 delegates and hailed as a success.

Annette Farrell relinquished her role in January 2009 as chair of WIBF Ireland after a five year tenure. Phil Rafferty was duly appointed the new chair of WIBF Ireland.

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 fifth consecutive year WIBF Speakers club – Canary Wharf received Presidents Distinguished Club award.
- WIBF Speakers club – City, is a relatively new club and yet achieved Presidents Distinguished Club status for the second consecutive year.

Objectives for 2010

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 2010 will focus on retaining and increasing the number of members.

- Introduce more informal social events for existing members to network and for guests to learn about WIBF as an organisation and the type of events we deliver.
- Review our membership fee structure and explore where we could add more value.
- Clearly communicate discounted membership fees for our members who may be impacted by the downturn in the economy.
- Continue to work collaboratively with our corporate sponsors and forge new relationships.
- Celebrate the success of WIBF being in existence for 30th years. A number of events will be held to mark WIBF's 30th Anniversary.
- Better understand the needs of our existing and new members, in order to accurately reflect and meet our members' needs.
- Identify organisations WIBF would like to work in partnership with to enhance members' benefits.
- Explore other social networking tools to engage existing members and to attract new members.

WIBF will continue to demonstrate to a high standard, its commitment to both its members and corporate sponsors.

Christine Lawrence
WIBF Chair

WIBF Scotland

Purpose and 2009 Objectives

Mission:

To empower our members to realise their full potential

Vision:

To become the leading active professional business network in Scotland

Key objectives for 2009

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

Accomplishments, Event Highlights and Special Notes

Change of Chair – May 2009

In May 2009, Fiona Gifford, stood down from a five year tenure as chair of WIBF Scotland. Louise Kirk was appointed as her successor. Louise has support from two deputies Samantha Scobie and Audrey Connolly. Audrey also heads up the Glasgow branch.

Glasgow Launch Party – April 2009

The Glasgow branch was launched on 21st April 2009. The event was sponsored by Clydesdale Bank and hosted at The Corinthian in Glasgow. The guest speaker was Lynne Peacock Chief Executive for Europe for Yorkshire Bank. Over 100 finance and banking professionals attended.

Events

During 2009 14 events were held and included Personal Development, Networking and Role Models. The launch of Glasgow brought a fresh perspective by holding Women's Question Time on 23rd June. The event was sponsored by Barclays Wealth. We attracted distinguished speakers from Lloyds Banking Group, Morgan Stanley, RBS, Barclays Wealth, Change Recruitment Group and Cairn Energy.

Partnerships

We continue to have a successful relationship with Chartered Institute of Bankers in Scotland (CIOBS) and have developed new ones, most notably with Search Recruitment and the University of Strathclyde.

Membership

Scotland has 89 members. We increased our membership by 32 during 2009 and lost 12. Most of these losses are attributable to members not being able to attend events or having moved out of the area.

Member Communications

We issue a monthly newsletter to our members to advise of forthcoming events. We have established a LinkedIn group for WIBF Scotland that we advertise to both members and non-members. During Q3 we started to publish reviews of our events on our website immediately after the event.

Management Team

In May 2009 some changes were made to our management team by increasing the team to eleven in Edinburgh and ten in Glasgow. Each management team has a diverse representation from Ernst & Young, Bank of New York Mellon, Barclays Wealth, RBS, Morgan Stanley, Clydesdale Bank, Maxwell Maclaurin Solicitors, Search Consulting, Strathclyde University and GB Consulting.

Special thanks

We would like to extend our thanks to our sponsors and supporters who have helped us deliver great events this year:

Eden Scott
CIOBS
RBS

Lloyds Banking Group
Ernst & Young
Barclays Wealth

Clydesdale Bank
Search Recruitment
Morgan Stanley

Objectives for 2010

- Increase membership size and diversity.
- Increase awareness of WIBF Scotland within business communities.
- Form strategic partnerships with other networks and organisations with similar values and goals.
- Use LinkedIn to increase our network beyond boundaries.
- Deliver at least two events per month across Edinburgh and Glasgow.

Louise Kirk
Chair, WIBF Scotland

WIBF Bristol

Purpose and 2009 Objectives

Mission

To empower our members to realise their full potential

Key Objectives for 2009

1. Grow membership for WIBF Bristol
2. Establish succession plan for committee members

Accomplishments, Event Highlights and Special Notes

Events

In 2009 we held 8 events with an average attendance of approximately 30 at each event. The split is usually around 60/40 between members and guests. This excludes our end of year celebration / membership recruitment event in November which attracts approximately 80 members and guests.

The events held in 2009 were designed to meet the wide and varied needs of our members. The events included: a presentation on the recession from HBOS's senior economic researcher, an interactive session on personal branding within your career, a chocolate tasting evening, and a networking event centred around "Pamper yourself for the Party Season", which also raised funds for the South West NSPCC charity appeal.

Our schedule of events for 2010 is now complete and varied. The events have been branded under three programme headings: personal excellence, distinguished speaker and networking. The year will begin with a "speed networking" event in February 2010 at which we will launch our mentoring programme.

New Companies and Membership

We have seen a reduction in our membership numbers over the year, which is something we have already begun to address strategically. We have decided to restructure our event pricing in 2010 to incentivise attendees to become members rather than attend as guests; we have established a rolling 12 month schedule of events, to ensure that new members can see what a year's membership will provide. We will also establish a Mentoring Programme in 2010.

Recruitment and networking activities have led to new contacts at Santander and Barclays, which should develop further and will have an impact on membership in 2010.

Mentoring Programme

The Bristol committee held a strategy day in September; one of the key outcomes was to establish a Mentoring Programme. A sub-committee, led by Kim Clarke of AXA, has been set up to run with this programme, and to launch it in February 2010. We believe a mentoring Programme will provide a high added value product for members, and will fill

a gap in the personal development programme of our members (many of which are in smaller regional offices where the availability of viable internal mentors is low).

Bristol Management Team

After the resignation of Shameem Forsythe, Claire Livingstone took over as acting chair and then was formally appointed in June. In addition, increased work commitments and maternity leave resulted in three resignations amongst the committee.

However, the position has been stabilised over the year and we end 2009 with eleven committee members who are all fully engaged, all committee positions filled and a succession plan in place. We will seek two new committee members in 2010 (two candidates have already been identified).

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, Barclays, Clydesdale, Lloyds / HBOS, TLT, Prone PR, Pucklechurch Development Company

Objectives for 2010

The key goals for 2010 are:

- Increase membership.
- Establish a Mentoring Programme.
- Deliver pertinent and varied events that add value to our members.
- Continue to engage with key sponsors in the Bristol area.
- Investigate partnerships with local professional communities and organisations.
- Increase general awareness and profile of WIBF Bristol.
- Appoint two new committee members.

Claire Livingstone
Chair, WIBF Bristol

WIBF Ireland

Purpose and 2009 Objectives

Mission

Working together we support the development of leaders and contribute towards making their professional life more rewarding

Key Objectives for 2009

1. Expand scope of events to include one half-day Workshop.
2. Continue to build membership base.
3. Increase communication with members.

Accomplishments, Event Highlights and Special Notes

In 2009, we held 10 events which also included for the first time, a half-day workshop, with Valerie Pierce, Director Clear and Critical Thinking Programme. This workshop focused on developing four essential thinking skills that will help to deliver success in today's business environment.

January	Legal Issues in Wills and Estate Planning - Hilary Coveney and Jennifer Tuite, sponsored by Matheson Ormsby Prentice
February	Making your Personality Work for you - Tempy Cummins, Vision to Reality Ltd
March	New Members and Networking Evening
April	"R.I.S.E. to the Challenge" – Workshop with Valerie Pierce, Director Clear and Critical Thinking Programme
May	Business over Breakfast with Susan Taylor Martin, MD Thomson Reuters, sponsored by Thomson Reuters
June	Business over Breakfast with Josephine Feehily, Chairman, Irish Revenue Authorities, sponsored by Allied Irish Bank
July	Supper Club at The Royal Irish Yacht Club, Dun Laoghaire
September	Evening Talk with Motivational Speaker, Caroline Casey, CEO Kanchi
October	Business over Breakfast with Danny McCoy, Director General IBEC
November	Evening event with Ruth Murphy, Positive Image

Attendance at events has been very strong with both Business over Breakfast and evening events averaging 45-50 in attendance. Our initial half-day workshop entitled "R.I.S.E. to the Challenge" attracted 25 attendees and our November event, a wonderful Recessionista evening with Ruth Murphy, Image Consultant, providing tips on how to bring your wardrobe together and looking at key trends for the coming season, had 60 eager ladies in attendance.

Membership

Our membership is spread across different firms in the financial services sector (banks, financial institutions, legal, accountancy and other firms) and covers approximately twenty firms. We have had strong interest from some other financial institutions to become involved both from a new member and possible event sponsorship basis and we look forward to advancing these opportunities during 2010.

Dublin Management Team

In April 2009, Phil Rafferty took over as Chair following Annette Farrell's decision to step down. Special thanks to Annette for her commitment to WIBFI and for acting as Chair since WIBFI was formally launched in October 2004. During 2009, we also welcomed some new committee members, Rose Clear and Dawn Shine to the Membership Committee and Magaret Breadon to the Events Committee. In total there are 11 committee members and in 2010, we will focus on increasing this number.

Special Thanks

WIBFI would like to take this opportunity to recognise and acknowledge our sponsors. In particular, we would like to thank Matheson Ormsby Prentice, Allied Irish Banks and Thomson Reuters for sponsoring a number of our events. Thanks also to Citi who provides a regular venue for committee meetings and to PWC for again sponsoring the printing of our Event Calendar bookmark.

Objectives for 2010

- Continue to build our membership base.
- Upgrade our Website.
- Improve communication with members and review onboarding of new members and the renewal process for existing members.
- Continue to offer a diverse range of events to members and review holding additional Workshops.

Phil Rafferty
Chair WIBF, Ireland

Personal Excellence Programme

Purpose and 2009 Objectives

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 Note

The 2009 Personal Excellence Programme has proved to be equally if not more successful than last year's programme.

Due to the quality and reputation of our programme several facilitators were keen to participate or were recommended to us. We invited about 25 facilitators to a series of panel conversations in August to September 2008 as part of our selection process. Our intention was to provide a stimulating and fun way to observe the facilitators in a group setting to present their ideas and to share suggestions with each other. From this process we selected 12 facilitators to lead monthly workshops on subjects requested by our members ranging from; goal setting, conflict, personal presence, gender differences, effective meetings, creativity and networking to leadership.

We kicked off the year with "Epiphany Drinks" to provide the recently selected facilitators an opportunity to mingle with and learn from the previous workshop facilitators and sponsors to best serve our members. Many commented on how useful and enjoyable they found the evening.

Attendance at the workshops ranged from an intimate 12, in the holiday month of August, to 55 participants. The overwhelming response from participants at all the workshops was that they learned something useful and practical on each topic that they could apply to both their personal and professional lives.

Special Thanks

Despite the financial crisis and a climate of cutbacks the value of our workshops was recognised. WIBF would like to thank Citi, RBS, Credit Suisse, HSBC, Royal Bank of Canada a Standard Bank and Wedlake Bell for hosting the workshops in congenial venues and for generously providing drinks and canapés.

Objectives for 2010

2010 goals include 11 workshops addressing the needs and requests of our members, continued support from our existing sponsors as well as some new partners.

Sylvana Caloni

WIBF Personal Excellence Programme

Membership

Purpose and 2009 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 was carried out to analyse the current membership base with a view to suggesting ways to increase membership. The Project Lead was Jane Campbell and the Project Team was Jennifer Beecham, Rhonda Calder, Annette Farrell and Jo Felstead.

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

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

The project was accomplished with support from our web team however the response rate was low resulting in the data being too insignificant to analyse.

WIBF Relationship Managers

Relationship Managers have been recruited to be ambassadors in their organisations for WIBF. They are Maria Johannessen, Kopal Matanhelia, Karen Cooper, Joanna Langton and Kerry Heffron.

Special Thanks

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

Objectives for 2010

Maria Johannessen has kindly volunteered to take over the as Membership Lead and has plans to increase the membership by holding monthly informal networking evenings and ensuring the process to join is as smooth as possible both in person and via the website.

Jane Campbell
WIBF Membership

Awards for Achievement Luncheon 2009

Purpose and 2009 objectives

The Awards Achievement Luncheon sub-committee team focused on organising the 12th Award lunch to a very high standard, which includes securing a high profile speaker for the event.

Our aim is to continue to attract high calibre nominations as in previous years and to profile all shortlisted nominees in the Awards Luncheon brochure, which is made available to all 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 for the second year. Baroness Kingsmill was secured as the keynote speaker. We decided to support three small charities who were all grateful for the £1,400 donation they each received, these were: National Autistic Society, Barts and the London Charity and Pancreatic Cancer UK. Divine chocolate and Crabtree and Evelyn were key supporters who donated generously to the goody bags.

Our winners were: WIBF Achievement Award – Audrey Connolly, Lloyds Banking Group, WIBF Young Professional – Alexandra Sinton, Royal bank of Canada and WIBF Champion for Women – Jessica Jones, Goldman Sachs Asset Management Intl.

Special Thanks

To Maria Johannessen, Katrina Arnold, Jane Campbell and Kerry Heffron for their support in obtaining goody bag items and raffle prizes. Members of the management team and helpers, who packed the goody bags and generally helped out on the day. Patricia Wong for the wonderful planted flower arrangements. Ernst & Young for their ongoing support and sponsorship of the Awards Luncheon for the second consecutive year. Baroness Kingsmill as an excellent keynote speaker.

Objectives for 2010

Secure Dorchester as the venue and invite a high profile speaker. As 2010 is our 30th Anniversary this will be the theme of the lunch and we will support Thatu as the charity (a charity founded by founders of WIBF). Invite sponsorship and encourage press coverage, improve marketing of the event and secure more donations for goody bags and raffle prizes. Revise the nomination forms and investigate the options available to organise an outstanding programme to commemorate our 30th Anniversary.

Ann Leverett
WIBF Operations

Women on Boards (Public and Corporate Boards)

Purpose and 2009 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 & Special Notes

This year we embarked on carrying out some research to explore various events and workshops that we could run to further enhance the importance of women's role on Boards.

We are also exploring running a mini development workshop in partnership with the Appointments Commission. The aims of the workshop would include providing informative material about opportunities that are available to women; provide the opportunity for delegates to complete an application and create an environment for delegates to take part in mock interview sessions.

Objectives for 2010

In the first quarter of 2010 we will organise an event for an experienced Non-Executive Director to address the importance of women in leadership roles and particular skills and attributes needed to succeed in NED roles.

I am also looking to have an event later on in the year to explore the importance of having women visible on Boards and advice on seeking out NED opportunities early in your career.

For 2010/2011, I will be investigating the possibility of running, in partnership with the Appointments Commission, a mini development workshop on the application process of NED posts.

It is important that women feel empowered to operate effectively in contributing towards a Board's debate.

Rhonda Calder

Women on Board / Senior Executive Programme

Golf Day 2009

Purpose and 2009 objectives

Continue the successful formula of WIBF female corporate golf days. Ensure the event has the same high reputation as other WIBF events and encourage more accomplished golfers to participate.

Accomplishments, Event highlights and Special Notes

The event was held again at the Selsdon Park Golf course. 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 22 attendees. We had eight attendees who played 11 holes of golf in the morning and 18 holes in the afternoon. This added a new dimension to the event with the experienced golfers mentoring the less experienced.

Special Thanks

To the golf pros at the Selsdon Park Golf course.

Objectives for 2010

To follow the 2009 format and actively encourage more experienced players to take part in an extended tournament to celebrate our 30th anniversary. 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

Bite Size Mentoring

Purpose and 2009 objectives

2009 was the 1st year for the trial of the Bite Size Mentoring program. The purpose of the sessions was to highlight successful senior executive women who could share their career experiences with our members and guests.

Accomplishments

The 1st event was held in February 2009, with WIBF award winner Marissa Drew. Credit Suisse very graciously hosted a silver service dinner for this Bite Size Mentoring dinner. Feedback from attendees was very positive, who all indicated they would like to see more of these events. Marissa was a very warm, and engaging speaker who shared not only her career highlights, but also lessons learned.

In November 2009, India Gary-Martin accepted the invitation to be the next guest speaker. India is well recognised in the industry, and is also a previous WIBF award winner. The event was held at Corney & Barrow, and was oversubscribed indicating the level of demand for more Bite Size Mentoring dinners.

Special Thanks

To Marissa Drew, Credit Suisse, for being our 1st Guest Speaker in February 2009

To Credit Suisse for hosting the event.

To India Gary-Martin, RBS, for being our 2nd Guest Speaker in November 2009

Objectives for 2010

To extend the Bite Size Mentoring program by organising 3 events in 2010. To invite more established senior executive women in the industry to share their successful career experiences with our members.

To research alternative venues where our mentoring dinners can be held in a congenial environment for our members to learn and network.

Tina Chugani

WIBF Bite Size Mentoring

WIBF Speakers, Canary Wharf Club

Purpose and 2009 Objectives

The purpose and objective of our club are to provide the right environment to support and encourage everyone to participate in the spirit of the club, and to communicate the importance to be committed to the programme. We continue to challenge ourselves to improve in public speaking and leadership skills. Our goal for 2009 was to receive the Presidents Distinguished Club award for the fifth consecutive year in June 2009.

Accomplishment's Event Highlights and Special Notes

- 9 September 2009 - Humorous Competition. Kerry Heffron won Best Speaker and Ruby Pillai won best Table Topic Speaker.
- 21 October 2009 - Joint meeting with Canary Wharf Communicators.
- 10 February 2009 - Workshop on boosting memory and confidence in public speaking.
- Veena Hirani retired as President and Anabela Pinto 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 2010

We will continue to encourage commitment and to make each club meeting a friendly and fruitful event for our members. We have a New Members Evening on the schedule and another club competition. Our first meeting for 2010 commences on the 13 January.

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

Anabela Pinto

President, WIBF Speakers – Canary Wharf

WIBF Speakers, City Club

Purpose and 2008/09 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.

We decided at the start of the year to give ourselves a stretching goal and aim for Presidents Distinguished Club (PDC), which is one goal higher than we achieved in 2007/8. This is recognition from Toastmasters International given to any club achieving specific criteria and milestones.

Accomplishments, Event Highlights and Special Notes

- Achievement of Presidents Distinguished Club
- Congratulations to Nichola Bishop for achieving the Advanced Competent Communicator Award (10 advanced speeches from 2 manuals)
- Congratulations to the following members for achieving their Competent Communicator Award (10 speeches)
 - Lynne Cantor
 - Marina Morozova
 - Heather Mullins
 - Rachel Whitehouse
- Congratulations to the following members for achieving their Competent Leadership Award (Leadership Projects)
 - Lynne Cantor
 - Dr. Julia Kowalle
- Congratulations to the following members for achieving placements at Area 31's Club Competition in April 2009
 - Lynne Cantor (2nd in the International Speech Contest)
 - Heather Mullins (3rd in the Evaluation Contest)
- Joint events were held with RBS Focused women's network to promote WIBF Speakers - City. In particular was the prestigious event at the Gherkin with guest speaker Sarah Deaves, CEO of Coutts Bank our sponsor from RBS, held in July 2008.

Special Thanks

Special thanks go to Royal Bank of Scotland (RBS) for their continued support as our sponsors and for providing excellent meeting facilities.

A well deserved thank you goes to Lynne Cantor who led by example during her term of Presidency 2008/9 and thus enabled the club to receive the Presidents Distinguished Club award.

We also thank Jane Campbell, Area Governor for providing support and leadership throughout the term 2008/9.

Thanks to all General Evaluators and guests who visited our club and whose comments helped us in our goal to improve on a constant basis.

Our final thank you is to the Clubs Officers who helped manage the Club on a voluntary basis for the term 2008/9.

Immediate Past President:	Nicola Bishop
President:	Lynne Cantor
VP Education:	Nicola Bishop
VP Membership:	Meeta Seebun
VP Public Relations:	Heather Mullins
Secretary:	Bandna Chopra
Treasurer:	Dr. Julia Kowalle

Objectives for 2010

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 - City, and to grow a wider membership base both within and outside of RBS.

The Club will set up a Mentor Programme to encourage and support new as well as more experienced members in their aim to enhance their public speaking and leadership skills.

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

Like in the previous year, the Club will aim for President Distinguished Club, the highest DCP award.

Dr. Julia Kowalle
President, WIBF Speakers – 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

Throughout the year WIBF have held meetings with their corporate sponsors to maintain relationships and to discuss WIBF's services and new initiatives, and for WIBF to understand how they can best meet the needs of their sponsors.

For the second consecutive year Ernst & Young agreed to sponsor WIBF Achievement for the Annual Awards Luncheon.

Royal Bank of Canada upgraded the level of their corporate sponsorship to gold.

WIBF was pleased to announce Standard Bank as a new silver corporate sponsor and that they agreed to host our PEP event on 15th December.

During the economy downturn WIBF are pleased with the tremendous support our corporate sponsors have shown and for their continued support.

Credit Suisse continues to generously host the WIBF Speakers Toastmasters Canary Wharf club. RBS kindly hosts the WIBF Speakers Toastmasters City club. Citi, RBS, HSBC and Credit Suisse continue to provide their support by hosting the PEP events.

Special Thanks

WIBF would like to take this opportunity to recognise and acknowledge our corporate sponsors and supporters.

Objectives for 2010

Maintain relationships with our existing corporate sponsors and to identify new organisations to forge new relationships

Christine Lawrence and Ann Leverett
Chair WIBF Operations

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, graduate profiles, diary of events, event reviews, etc.
- Magazine content to support all WIBF locations.
- Advertising used to support WIBF membership

Accomplishments, Event Highlights, Special Notes

- New format magazine launched achieving excellent feedback from WIBF members
- The magazine continues to be 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.

Special Thanks

- Thank you goes to WIBF's Magazine Editorial Team commitment for securing content for the magazine which includes sourcing articles, adverts, etc., and the WIBF London and Regional Management Teams for their contributions and to our proof readers, Rhonda Calder and Sharon Davies. Special thanks to Angela Barry for her redesign of the format of the magazine.

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

- City Insights contributors
- Mind Gym for their continued sponsorship of WIBF.
- Kirsten Zverina and Sharon Davies for their WIBF 'Recommends' contributions.
- 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 and many more.
- Paul McCrossin for his contributions to the Health section.
- And all our contributors not named above.

Objectives for 2010

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

Marian Costello
WIBF Magazine Editor