

2018 **Disability** Matters

THE 6TH ANNUAL DISABILITY MATTERS
EUROPE CONFERENCE & AWARDS

November 5-7, 2018
Horgen, Switzerland

Hosted by





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21	Honorees 2018



BUS SCHEDULE / BUS NAME: DM CONFERENCE

Monday, November 5

6:15 pm	from Bocken Seminarhotel via Hotel Meierhof / Horgen Station to Dow Europe GmbH
6:30 pm	from Hotel Meierhof / Horgen Station to Dow Europe GmbH
9:00 pm	from Dow Europe GmbH to Hotel Meierhof / Horgen Station and on to Seminarhotel Bocken

Tuesday, November 6

8:15 am	from Hotel Meierhof / Horgen Station to Seminarhotel Bocken
4:45 pm	from Seminarhotel Bocken to Hotel Meierhof / Horgen Station
6:30 pm	from Hotel Meierhof / Horgen Station to Seminarhotel Bocken
10:00 pm	from Seminarhotel Bocken to Hotel Meierhof / Horgen Station

Wednesday, November 7

8:15 am	from Hotel Meierhof / Horgen Station to Seminarhotel Bocken
1:30 pm	from Seminarhotel Bocken to Hotel Meierhof / Horgen Station

If you should miss the bus, please take a taxi.

PHONE NUMBERS

Seminarhotel Bocken
Reception
+41 44 727 55 55

Seminarhotel Bocken
Medical Assistance
Albert Romer
Tel. +41 44 727 55 29

Hotel Meierhof
Reception
+41 44 728 91 91

Dow Europe GmbH
Event Leader
Sandro Mosberger
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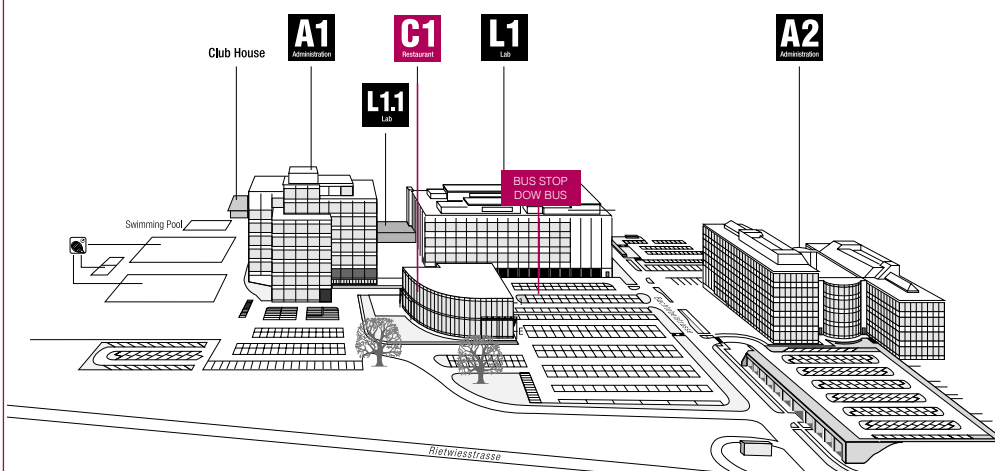
SEMINARHOTEL BOCKEN HORGEN



Emergency Numbers
Ambulance 144

Horgen Hospital
+41 44 728 11 11

DOW SITE HORGEN



Attire:
Business (day time)
Cocktail (Gala Dinner)

Social Media Channels:

2018 DISABILITY MATTERS EUROPE
#2018DMEUR



Snap, Chat, Tweet, Post



**WELCOME TO SPRINGBOARD CONSULTING'S
2018 DISABILITY MATTERS EUROPE
CONFERENCE & AWARDS GALA**

As the Founder and Chief Executive Officer of Springboard Consulting and the producer of Disability Matters world-wide, it is my distinct pleasure to welcome you to Springboard's sixth annual Disability Matters Europe Conference and Awards Gala; an event delivered via four pillars: Education, Inspiration, Celebration and Networking.

Our 2018 Honorees and Presenters illustrate the best of the best as they serve as subject matter experts and agents-of-change for mainstreaming individuals with disabilities in their workforces, workplaces and marketplaces. We are humbled by their commitment to this most important work and grateful for sharing their stories. We are equally grateful for the inspirational stories delivered by this year's keynote speakers, Greg Van Borssum, National Mental Health Ambassador, GVB Mind Warriors and Philipp Handler, Swiss Paralympic Athlete.

An event of this magnitude could only happen with incredible support. In 2018, this support came from The Dow Chemical Company. As Host, Dow has spent the last year working with Springboard to ensure every aspect of the event is delivered successfully. To Marc Winet, Rogier Reinders, Marco Voelker, Christina Nordgren, Martina Lo Presti, Marielle Jaeger, Sandro Mosberger, Giuliano Tomassi, DEN members and the many other Dow volunteers, we send a heartfelt thank you for all your support.

And to Springboard's global events team, thank you for who you are and all you do.

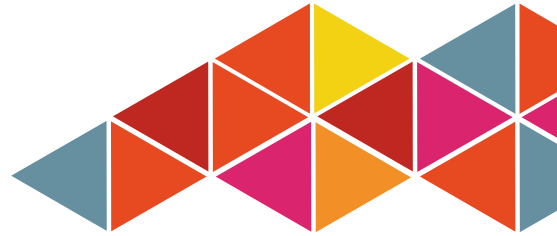
Wishing everyone health, happiness and success.

A stylized, handwritten signature in grey ink.

Nadine O. Vogel

Chief Executive Officer Springboard Consulting LLC





**WELCOME TO SWITZERLAND
DISABILITY MATTERS
TO US ALL**

On behalf of Dow Europe GmbH, it is my great pleasure to welcome you to the European Disability Matters Conference and Awards Gala 2018 held in beautiful Horgen, Switzerland, which also happens to be our headquarters for Europe, the Middle East, Africa and India.

We are proud to host this annual event together with Springboard Consulting. We are also very glad that you are joining us to learn and hear from experts from across the globe about best practice around the integration of people with different abilities into the workforce, workplace and marketplace.

At Dow, we take Inclusion and Diversity very seriously – it's woven into our DNA. It's not just a "nice to have" to "tick the boxes", far from it. For us, diversity defines who we are as a Company and inclusion is what we do together. It is the behaviors that we consistently demonstrate to create a culture that embraces and values our differences and where everybody can bring their whole self to work, each and every day – with or without disabilities.

Dow's Inclusion and Diversity strategy puts Inclusion at the front, because inclusion is about bringing out the best in our people and creating an environment of trust where all can contribute their best. We live by the motto; Diversity doesn't stick without inclusion.

With this in mind, I wish everybody a memorable, engaging and inclusive conference.

Marc Winet

Country Leader Switzerland, Dow Europe GmbH

AGENDA 2018

Monday, November 5

Location: Dow Europe GmbH, Bachtobelstrasse 3, 8810 Horgen, Switzerland

Time	Topic
6:15 pm	Transportation from Seminarhotel Bocken via Hotel Meierhof / Horgen Station to Dow Horgen
6:30 pm	Transportation from Hotel Meierhof / Horgen Station to Dow Horgen
6:45 pm - 7:00 pm	Registration
7:00 pm - 9:00 pm	Welcome Reception
	Nadine O. Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i> René Villiger <i>HR Director EMEA, Dow Europe GmbH</i>
9:00 pm	Transportation from Dow Horgen to Hotel Meierhof / Horgen Station and Seminarhotel Bocken

Tuesday, November 6

Location: Seminarhotel Bocken, Bockenweg 4, CH-8810 Horgen, Switzerland

Time	Topic
8:15 am	Transportation from Hotel Meierhof / Horgen Station to Seminarhotel Bocken
8:30 am - 9:00 am	Registration and Breakfast
9:00 am - 9:05 am	Welcome
	Nadine O. Vogel <i>Chief Executive Officer, Springboard Consulting, LLC</i>
9:05 am - 9:25 am	Opening Remarks
	Marc Winet <i>Country Leader Switzerland, Dow Europe GmbH</i>
9:25 am - 10:45 am	Workplace Panel & Learning Exercise
	Moderator Eleonora Bernard <i>Group Digital & Business Technology Demand Business Partner – HR Barilla G. & R. Fratelli SpA</i> Opening presentation by Prof. Dr. Stephan Böhm Honorees Phil Wolfenden <i>Vice President, Customer Experience Centers (EMEAR) Cisco International, Ltd.</i> Marco Tobias Voelker <i>EMEA Regional Inclusion Leader, Dow Europe GmbH</i> Christian Schinko <i>Head of Disability Management, Vice President, UniCredit Bank Austria</i> Panelist Dr. Stephan Böhm <i>Professor, University of St. Gallen</i> Description: Learn from executives from Cisco, Dow and UniCredit as they share their journey to award-winning initiatives that touch on programs in support of business resource groups, accommodation processes, learning & development, benefits and more. Professor Dr. Stephan Böhm from the University of St. Gallen will share comprehensive research findings and corporate case studies.
10:45 am - 11:00 am	BREAK



11:00 am - 11:45 am **Disability Equality: Governmental & Legislative Issues in Switzerland and throughout Europe**

Moderator

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

Panelists

Dr. Andreas Rieder

Director Swiss Federal Bureau for Equality of People with Disabilities (FBED)

Stephan Swinkels

Shareholder, Littler

Description: Hear from Andreas Rieder, Director of the Swiss Federal Bureau for the Equality of People with Disabilities, and Stephan Swinkels, attorney and subject-matter expert on employment laws impacting people with disabilities across Europe. These individuals will provide the most up-to-date framework for which to engage candidates and employees from the standpoint of law and government regulation.

11:45 am - 12:30 pm **A Fashion Revolution**

Moderator

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

Panelist

Samanta Bullock

Wheelchair Model / Influencer & Inclusion Activist

Description: Meet fashion model Samanta Bullock who sits in a wheelchair and is a fashion designer focused on the needs of individuals with disabilities. She will help you understand and embrace inclusion, acceptance and opportunity in the fashion industry.

12:30 pm - 1:15 pm **Keynote Presentation**

Introduction

Ivette Lopez

Chief Operating Officer and Chief of Staff, Springboard Consulting, LLC

Keynote

Greg Van Borssum

National Mental Health - Australia Ambassador, GVB Mind Warriors

Description: „Critical communication & mental health in the workplace.“ Having spent over 20 years in the Hollywood film industry as a director and choreographer (Happy Feet 1 & 2, Mad Max Fury Road), Greg Van Borssum is no stranger to leadership under pressure and has led teams to incredible levels of success. Over the years, he has learned just how critical communication is, not only on physical outcomes but more importantly on mental performance and overall mental health.

1:15 pm - 2:15 pm **NETWORKING LUNCHEON**

2:15 pm - 3:00 pm **Mental Health in the Workplace**

Moderator

Greg Van Borssum

National Mental Health - Australia Ambassador, GVB Mind Warriors

Panelists

Richard Frost, MBE

Lead, Mindful Employer

Dr. Phil Moss

Consultant Clinical Psychologist, Civil Nuclear Constabulary

Description: Hear from subject matter experts on the issues, opportunities and best practices for employing individuals with mental health challenges.

3:00 pm - 3:15 pm **BREAK**

3:15 pm - 4:15 pm **Marketplace Panel & Learning Exercise**

Moderator

Emmanuelle Grosclaude

Director Human Resources, L'Oréal Switzerland

Honorees

Fabrice Roszczka

Vice President, Dans Le Noir ?

Giancarlo Minervini

Vice President, Research & Development Group, Barilla G. & R. Fratelli SpA

Description: Learn from an executive from Dans Le Noir ? about the impact their award-winning initiatives have on consumers with and without disabilities. Issues of marketing and promotion and accessibility will be just some of what they touch on. Joining Dans Le Noir ? will be an executive from Barilla who, while only being on this journey for a short time, will share how their award-winning initiative has immediate and direct impact on its customers.

4:15 pm - 4:30 pm **Closing Remarks**

4:45 pm **Transportation** from Seminarhotel Bocken to Hotel Meierhof / Horgen Station

6:30 pm **Transportation** from Hotel Meierhof / Horgen Station to Seminarhotel Bocken

7:00 pm - 7:30 pm **COCKTAIL RECEPTION**

7:30 pm - 9:30 pm **AWARDS GALA – DINNER, MUSIC**

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

10:00 pm **Transportation** from Seminarhotel Bocken to Hotel Meierhof / Horgen Station

Wednesday, November 7

Location: Seminarhotel Bocken, Bockenweg 4, CH-8810 Horgen, Switzerland

Time Topic

8:15 am **Transportation** from Hotel Meierhof / Horgen Station to Seminarhotel Bocken

8:30 am - 9:00 am **Registration and Breakfast**

9:00 am - 9:15 am **Welcome and Opening Remarks**

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

9:15 am - 10:45 am **Workforce Panel & Learning Exercise**

Moderator

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

Honorees

Ivana Pejak

Director, Talent Management & Organizational Development, Delhaize Serbia

Nils Helander

Senior Vice President, Manufacturing & Managing Director, Pandora Production Co., Ltd.

Description: Learn from executives from Delhaize and Pandora as they share their journey to award winning initiatives that touch on the talent acquisition and human resources aspects of disability inclusion.

10:45 am - 11:00 am **BREAK**



11:00 am - 11:30 am **Unique Alliances Can Have Amazing Outcomes**

Moderator

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

Panelists

Dr. Tommaso Cenacchi

Research & Development, Renner Italia SpA

Giulia Sudano

Development and Communication Officer, Fondazione OPIMM Onlus, Bologna

Dr. Umberto Testoni

Research & Development Activities, ILPO

Description: What does a small, family owned, Italian chair designer/manufacturer, an Italian non-profit organization, an Italian wood-coating company, schoolchildren and adults with disabilities have in common? Perhaps nothing until you meet the individuals on this panel. This session will help everyone think not just outside the box, but around the corners, when it comes to the employment of individuals with disabilities.

11:30 am - 12:15 pm **Keynote Presentation**

Introduction

Ivette Lopez

Chief Operating Officer and Chief of Staff, Springboard Consulting, LLC

Keynote

Philipp Handler

Swiss Paralympic Athlete

Description: "We run to keep up with the world turning. Everyone runs. So how can people born with a (visual) handicap keep up with the others who seem to have a head start on them?" For Philipp Handler the answer is simple: "Just run twice as fast." In this presentation, Philipp wants to give an insight into what it means to grow up with a handicap and how he personally „runs twice as fast.“

12:15 pm - 12:25 pm **Closing Remarks**

Rogier Reinders

*Global Marketing Director, Dow Consumer Solutions and
Disability Employee Network (DEN) EMEA Co-Chair*

12:25 pm - 12:30 pm **Close & Farewell**

Nadine O. Vogel

Chief Executive Officer, Springboard Consulting, LLC

12:30 pm - 1:30 pm **NETWORKING LUNCH**

1:30 pm **Transportation from Seminarhotel Bocken to Hotel Meierhof/ Horgen Station**

WHO IS WHO

Guest Speakers

Opening/Closing Speakers



Nadine O. Vogel

*Chief Executive Officer,
Springboard Consulting, LLC*

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with corporations around the world to successfully mainstream disability in the global workforce, workplace and marketplace. As CEO, Nadine leads Springboards' production of the world-renowned Disability Matters Conference and Awards Gala as well as The Springboard Foundation which provides scholarships to college students with disabilities. Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of DIVE IN, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce, a highly acclaimed must-read business book. She is a regular contributor to Profiles in Diversity Journal, Diversity MBA Magazine and Diversity Executive Magazine, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker. Recognized for her civic and professional activities, Vogel has received numerous awards and accolades including:

A 2015 Winner of the DANDI Award in Entrepreneurship for demonstrating an outstanding commitment towards creating a more diverse and inclusive world, a 2015 Brava Award Winner, one of Smart CEO's powerhouse female business leaders, a 2015 Humanitarian Award Honoree from the American Conference on Diversity, a 2013 First Star Recipient of Diversity Woman Magazine's "Stars Who Mean Business Peer Award"; by MEA Magazine as one of the 2013 "25 Influential Women in Business"; by The Garden State Woman Education Foundation as the recipient of the Garden State Woman of the Year 2012 Diversity award; by Diversity Journal as a 2012 Diversity Leader Award recipient; as one of Diversity MBA's 2011 Top 100 under 50 Executive Leaders; as a 2011 recipient of the American Association for Affirmative Action Edward M. Kennedy Community Service Award; for the Inaugural M2Moms 2010 MomFirst Award, "One Mom's Idea That Made a Difference"; by the YAI, Business Advisory Council, for the 2010 Advocacy Award; by NJ BIZ Magazine's for the 2008 Best 50 Women in Business Award; for the Count Me In, 2008 Make Mine a Million \$ Business Program Award; by for the 2007 Howard L. Green Humanitarian Award from the NJ Broadcasters Association; for The College of Charleston's 2003 Distinguished Alumni Award; for the Voices Award 2003 - individuals who have made a difference in the community; for the Golden Gate University's 2002 Alumni Community

Service Award; for the Fast Company Magazine's 2002 debut list of „Fast 50“ innovators - individuals whose achievements helped change their companies or society; for the Working Mother Magazine's Mothers We Love Top 25 List in 2000 and the Magazine's 2000 Mothering That Works Award, and numerous elections to a variety of editions to Who's Who.

Vogel has been featured on NBC News, CNNfn, Lifetime Live on the Lifetime Channel, Good Day NY and Oxygen Television's Pure Oxygen program. She is a Board member of the Low Country Autism Consortium, the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston's Department of Communications Professional Advisory Council, a founding Board member of the Society for Diversity, a multi-year member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council, WPO, Women's Presidents Organization, a member of the National Speakers Association and the Global Speakers Federation. In 2014, Nadine earned "The Certified Speaking Professional" (CSP) designation which recognizes competency in platform excellence, established business practices and success and is held by less than ten percent of professional speakers worldwide. And in 2015, Nadine earned The "CSPGlobal" designation for her demonstrated sustainability as a global presenter, her mastery of the global speaking competencies, and favorable reviews by global clients and peers.

Vogel received an MBA from Golden Gate University in San Francisco, CA and a BS in Industrial Psychology from the College of Charleston in Charleston, SC. She resides in Florida with her husband and two daughters, both of whom have special needs.





Marc Winet
*Country Leader Switzerland,
Dow Europe GmbH*

Marc Winet joined Dow Europe GmbH as Recruiting Manager in 1989 after some years in the transport and travel industry where his assignments took him to different countries, such as France, England and Egypt.

In 1992, Marc joined the sales department and in 1996 he moved into a product and marketing management role for chlorinated solvents. He has played an instrumental role promoting the "SAFE-TAINER" concept at the Swiss and European level. During this time, he also served as President of the European Chlorinated Solvents Association.

Further assignments followed as Global Sales Leader for Synthetic Rubber and as Corporate Account Executive. In 2014, Marc accepted additional responsibilities as Site Leader for Horgen, at the EMEAI Headquarters. As of January 2015, he has been appointed Country Leader for Dow in Switzerland.

Today, Marc serves as an industry representative on the board of Zurich Park Side, the regional commercial and community promotion association, and is President of the Board of Trustees of the 'Stapfer Stiftung' in Horgen.

Marc has a commercial background including a Diploma in Human Resources and a Master in Business Administration from the City University in Seattle.

Marc is married to Susanne, living in Galgenen, and they have three grown children. Marc enjoys different sports related to nature and the mountains. He is a dedicated golf player.



René Villiger
*HR Director EMEAI
Dow Europe GmbH*

Since June 2018, René Villiger leads the Human Resources (HR) organization for Dow Europe, Middle East, Africa & India.

René joined Dow in 2015 as HR Leader for Switzerland, Central Europe, Greater Russia, and as the EMEAI Technology Leader for Benefits.

Prior to joining Dow in 2015, René held HR positions in different industries. He started his professional career with Zurich Financial Services in 1996 first as a Personnel Development Specialist and then as Trainee Program Consultant. In 1999, he was appointed People and Organizational Capability Consultant.

In 2000, René joined IBM as HR Business Partner for Sales & Services and later on became the Head of Line HR, where he led the HR Business Partner team to serve 3'300 employees in Switzerland. With this role, he started his career as people leader with 20 employees reporting to him including HRBPs, Talent Acquisition, Development and HR Operations.

In 2005, René joined Microsoft as the Head of HR for Switzerland. In 2011, he took over the role of Head of HR for Central and Eastern Europe Multi-Country. Being in this position, René had the opportunity to gain experience in transformation and change, having redesigned and implemented new organizational structures for growth.

René is a graduate in Business Administration from the University of Lucerne, Switzerland, and holds a diploma in Lead Human Resources VSKP from IAP Basel. He participated in in-depth people leader trainings with IBM and Microsoft, and he holds a certificate for Coaching from The Swiss Coaching Institute.



Rogier Reinders
*Global Marketing Director,
Dow Consumer Solutions*

Rogier Reinders is responsible for global marketing of Dow product lines for System Assembly focused on global end markets for energy, transportation, industrial, medical, appliance, communications and consumers.

Rogier is also Co-chair of the Disability Employee Resource Group for Europe, Middle East, India, Africa.

Rogier has held his current position since 2016 and has worked for Dow since 2002.

From 2003 to 2008, he served as regional and later global transportation market manager, where he was responsible for operational and strategic group leadership of sales, marketing and technical service functions.

He advanced through a variety of management roles including EMEAI business development and group manager for the company's Solar business until 2013; global commercial manager for Electronics / Opto-electronics until 2014; and finally head of marketing in Europe and global industry director in the company's fast-growing LED Lighting business until 2016.

Rogier holds a Bachelor of Arts, Marketing & International Management, University of Groningen and a Masters, Microeconomics, University of Groningen.



Diversity is who we are as a Company.



Inclusion is what we do together.



Dow's Inclusion and Diversity strategy puts Inclusion at the front, because inclusion is about bringing out the best in our people and creating an environment of trust where all can contribute their best.

That's Dow.



Speakers/Panellists



Eleonora Bernard
*Group Digital & Business Technology
Demand Business Partner – HR
Barilla G. & R. Fratelli SpA*

Eleonora Bernard works for Barilla since 1998, where she had many different roles inside the Information Technology Dept. Starting her career as developer analyst for applications related to Production Monitoring, she then covered roles with increasing complexity and global responsibility focusing on Demand Forecast, Order to Cash and Business Intelligence.

Since 2015, her role in Group Digital and Business Technology is Global Demand Business Partner HR being the first point of contact between HR and IT; her responsibilities include the collection of the needs in terms of IT solutions related to HR requirements in order to optimize processes and improve analytics and efficiency.

Formerly she worked in the Digital Engagement Team that has the goal to engage Barilla People in the Digital Transformation process organizing initiatives and workshops, supplying documentations, and adopting and performing a correct and complete communication related to systems and technologies.

She graduated in Physics at Parma University in 1997, after attending Classical Lyceum, merging in her path the love for ancient literature and scientific studies.

Married since 1998, she has two wonderful teenagers that keep her up-to-date with the last trends, maintaining her mind young and curious.

Always passionate in helping other people and knowing different experiences and cultures, she is the co-leader of an Employee Resource Group related to disability in Barilla named "ThisAbility" since May. The philosophy of the team is that Barilla strongly believes that everyone has a high potential and qualities that need to be enhanced. Furthermore, the ERG promotes the message that to work in a team with persons with disabilities can enrich the whole Company and to find new strategies to solve problems, enhance creativity and create a better environment.



Dr. Stephan Böhm
Professor, University of St. Gallen

Stephan Böhm is an Associate Professor of Diversity Management and Leadership at the University of St. Gallen, Switzerland. He also serves as the Director of the Center for Disability and Integration at the University of St. Gallen (CDI-HSG).

His research focuses on leadership, Human Resource management, diversity as well as change management. He has a special interest in the vocational inclusion of employees with disabilities, health-focused leadership, as well as the management of demographic change. Most recently, he investigates the relationship of digitalization with employees' long-term health.

Stephan has published in top-tier management journals, including The Academy of Management Journal, Journal of Management, Personnel Psychology, The Leadership Quarterly, Human Resource Management as well as the Harvard Business Manager. He regularly contributes to international scientific conferences and has been an invited key-note speaker at various large-scale congresses.

He has won several prizes for his scientific contribution including the Journal of Organizational Behavior Best Paper Award (2012), the Journal of Managerial Psychology Highly Commended Article Award (2014), the Swiss Public Health Award (2014), the Vontobel Award for Research on Age(ing) (2014), the Academy of Management's Saroj Parasuraman Award for the Outstanding Publication on Gender and Diversity (2015) as well as the Bright Idea Research Award (2016).

Stephan is teaching and consulting internationally in numerous institutions and companies based on his expertise in diversity and change management, human resources and leadership.



Greg Van Borssum
*Educator, Author, and Inspirational
Speaker
National Mental Health Ambassador,
GVB Mind Warriors*

International speaker and author on suicide prevention, team Leadership and how regular team practices affect all facets of life. Greg Van Borssum speaks both nationally and internationally for the National Mental Health conferences, the construction and mining industry, Norton Rose Fulbright, Lifeline, Suicide Prevention Australia, Talking Lifestyles Radio, Lego Corporation, Henry Schein Halas, NSW Police Force and many more.

Greg Van Borssum: A failed school kid who turned adversities into opportunities, from Martial Arts to movies. Over the years, Greg has accomplished an incredible level of achievement... the world's youngest professional Natural Body-builder, a multiple black belt martial artist, and award-winning Hollywood film maker. But the successes aren't what made him; it was forging his pathway to those achievements that taught Greg the value of the true Warriors Code. Battling through failure and loss, it was his resilience as a warrior that gave him the strength to turn setbacks into comebacks that have made him the mentor and speaker he is today.



Samanta Bullock
Wheelchair Model / Influencer & Inclusion Activist
SAMABULLOCK

With a background in fashion, Sam is passionate about inclusive fashion and leading a healthy and active lifestyle. She works as a model and influencer sharing her knowledge and life experiences to raise awareness around inclusion & fashion. Sam has been a wheelchair user since 1992 and played wheelchair tennis from 2003 until 2009, representing Brazil and winning a doubles silver medal at the 2007 Para Pan Am Games. Her life changed forever at the age of 14 when a bullet wound left her paraplegic.

Before her injury, Sam was a model and was very active, playing handball and tennis. Since her accident, Sam has worked in politics, played tennis at the highest level, performed in the 2012 Paralympic Games Opening Ceremony, among many other achievements and modelled in many fashion shows including London Fashion Week and Fashions Finest. She is a Parallel Global and a Proud Paralympian ambassador. She is also married to Mark Bullock.



Dr. Tommaso Cenacchi
Research & Development,
Renner Italia SpA

Graduated in industrial chemistry in 1991, Dr. Tommaso Cenacchi has been dealing with mono, two-pack and ultraviolet drying water-based coatings since 1994.

Since 2005, Tommaso has been working at Renner Italia SpA as a formulator chemist, dealing in particular with the development of new processes and their industrial application.



Richard Frost, MBE
Lead, Mindful Employer

Employed by Devon Partnership NHS Trust in the United Kingdom, Richard leads the MINDFUL EMPLOYER initiative which provides businesses with information, training and support to help them retain staff who experience anxiety, depression and other mental health conditions (www.mindfulemployer.net).

Having commenced in 2004, MINDFUL EMPLOYER is now a UK-wide initiative and also operates independently in Australia, Canada, Greece and New Zealand.

Richard has worked in the field of employment since 1979, specialising in helping people with disabilities. Richard has specialised in mental health since 2002 although his interest in that particular area dates back many years. He graduated with an MSc Vocational Rehabilitation through Sheffield Hallam University in 2012 and was appointed an MBE in the Queen's Birthday Honours List in 2018.



Philipp Handler
Swiss Paralympic Athlete

Philipp Handler is a two-time Paralympian having participated in the London 2012 and the Rio 2016 Paralympic Games and is now in preparation for and with ambition to participate in the Tokyo 2020 Games. Philipp was born in New York in 1991 with an autosomal recessive congenital condition called Achromatopsia. This condition leaves him with complete colorblindness, photophobia and a low visual acuity. After moving to Switzerland at the age of 5, he went through the school system and in the fall of 2016 graduated from the University of Zurich with a Master's Degree in Economics. Currently, he is working in the insurance industry and teaches courses in Handicap sports to further spread awareness.



Emmanuelle Grosclaude
Director, Human Resources
L'Oréal Switzerland

Emmanuelle Grosclaude is Director of Human Resources at L'Oréal Switzerland since November 2014. Based at the subsidiary's headquarters in Geneva, her role is to support the Swiss subsidiary in its transformation journey to face the profound changes in the Swiss market; the changes in consumer behaviors and the emergence of new distribution channels in particular. Previously, she worked for 9 years at EMEAC headquarters of Edwards Lifesciences (medical equipment company, world leader in the heart valve sector), holding various positions in Human Resources. After graduating from the University of Geneva with a degree in Law, Emmanuelle completed her internship as a lawyer before joining the exciting world of Human Resources as a Consultant and Senior consultant with AT Kearney, a Global Management Consulting Firm. Emmanuelle is mother of 9 year-old son Benjamin.



Mr Nils Helander
Senior Vice President, Manufacturing & Managing Director, Thailand – PANDORA

Nils Helander helms PANDORA's manufacturing arm, PANDORA Production Thailand (PPT), which comprises 8 production facilities in Gemopolis Industrial Estate, Bangkok. It is here where PANDORA's universe of contemporary, feminine and meticulously hand-crafted jewellery, cherished by women over the world, is created by more than 10,000 Thai artisans. Nils is thus responsible for the largest manufacturing process of fine jewellery in Thailand, which uniquely combines modern production techniques with traditional craftsmanship.

With over 20 years of experience in leading FMCG companies in North America, Asia, Australia and Europe, Nils brings his expertise in implementation of world-class supply chain practices both on regional and global scales to PANDORA. A Swedish citizen, Nils has 2 Master's Degrees in

Mechanical Engineering and Production Engineering from École Polytechnique Fédérale de Lausanne in Switzerland and from Chalmers University of Technology in Sweden. Nils is also fluent in English, Spanish, French, German and proficient in Thai and Portuguese.

2016 SVP, Manufacturing & Managing Director,
PANDORA Production Co., Ltd.
2012-16 Director Manufacturing Excellence, UNILEVER –
Greater China, Japan, Korea, Taiwan
2008-12 Member of the Board, Industrial Director, HARIBO
2005-08 Factory Manager, NESTLÉ
2001-05 Industrial Performance Manager,
NESTLÉ Iberia, Spain/Portugal



Giancarlo Minervini

*Vice President,
Research & Development Group
Barilla G. & R. Fratelli SpA*

Giancarlo Minervini is currently the Vice President of Global Process Development at Barilla G&R F.lli SpA, Parma (Italy), where he leads Industrialization, Process Innovation and Continuous Improvement for Pasta, Sauces and Pesto as well as Milling Process Research and the HQ Pilot Plant facility. Giancarlo joined Barilla in 2004, starting his career in product development and innovation before moving to Barilla America in 2008, where he covered roles with increasing complexity and global responsibility, focusing on the successful turnaround of the local team and streamlining innovation and renovation processes. He has led the Global Product Development and Innovation for Meal Solution, leading projects like Gluten Free Pasta and the Barilla Pasta Relaunch in Italy, before moving to his current role.

He holds a BS+MS in Industrial Chemistry from “La Sapienza” University (Rome, Italy). He has been trained as Leadership Executive at IMD Business School, Kellogg and SDA Bocconi. His approach is both results-orientated as well as aware and systemic. As a Chemist, Giancarlo always has been fascinated by the intimate “way” things happen; as a Leader at Barilla, he promotes technological innovation and innovative food solutions, while aiming at making Barilla the Company everyone wishes to work for, promoting engagement and inclusivity.

Giancarlo is Member of the Barilla Diversity and Inclusion Board, whose purpose is to help Barilla become a model to other companies on diversity and inclusion. The D&I Board is committed to setting challenging goals that will lead Barilla to become a more inclusive workplace, creating a more diverse and engaged workforce, enhancing an open culture that embraces and celebrates differences, promoting and supporting diversity programs in the communities where Barilla operates.

On June 2017, Barilla started a collaboration with Hackability for a joint innovation and social inclusion project named “Hackability @ Barilla”. Hackability is a non-profit association whose aim is to build and grow a community of makers, designers, inventors and people with disabilities. This approach encourages people with disabilities to share their needs and to collaborate actively in the whole “invention” process. Hackability @ Barilla starts from the common values shared by Barilla and Hackability: diversity, inclusion and equality are part of Barilla culture and code of ethics and a fundamental effort and goal. Giancarlo has been the co-leader and coordinator for the Hackability @ Barilla project, collaborating with a passionate team of Barilla employees in a joint effort aimed at developing innovative and low cost solutions to make the experience of enjoying own Barilla favourite products more accessible.



Dr. Phil Moss

*Psych, D., C.Psych., AFBPsS
Consultant Clinical Psychologist
Civil Nuclear Constabulary
Oxfordshire, UK*

Dr Phil Moss worked as a Clinical Psychologist for almost 30 years in the UK National Health Service across a wide range of services, but mainly with an emphasis on adult mental health and working with offenders. He also gained experience in working with armed forces veterans via a regional service in the south of England before joining the Civil Nuclear Constabulary. He has been a visiting lecturer¹⁵ for undergraduate and postgraduate Psychology courses at University of London, Royal Holloway University and Southampton University. Dr Moss joined the CNC's Occupational Health & Wellbeing Service in Dec 2017 and has been working on improving mental health responses in the workplace and improving awareness and reducing stigma for employees with mental health issues. In addition to working for the CNC, Dr Moss runs a private practice in Reading, UK, and has trained in cognitive behaviour therapy, cognitive analytic therapy and dialectical behaviour therapy.

The Civil Nuclear Constabulary (CNC) provides armed policing for civil nuclear establishments and materials throughout the UK. It is one of three ‘special’ police forces in the UK, the others being the British Transport Police and Ministry of Defence Police. In addition to their core role, CNC officers are often deployed in support of regular Police forces for major incidents or counter-terrorism. This presents particular challenges in supporting officers with mental health issues and the need for organisational and cultural change.



Ivana Pejak
Director
Delhaize Serbia

Ivana Pejak joined supermarket chain Delhaize Serbia in the HR team in December 2017 as a Director of Talent Management and Organizational Development. Ivana leads the teams responsible for recruitment and selection processes, talent management and employment, education and staff development, change management, and the HR Business Partner team.

Ivana is a team leader, she assumes and initiates responsibility for the implementation and respect for diversity in the company.

For more than fifteen years she has successfully built her professional career in international companies. Ivana's fields of work are the area of human resources and the financial sector.

During her professional development, she has been in leading positions in many multinational companies such as Telenor and Tetra Pak. She spent two years in Norway, working on the strategic project of Telenor, and she was in the position of Country HR manager in the Swedish company Transcom.

She graduated from the Faculty of Economics, University of Belgrade and owns the CPID certificate in the field of human resources management.

Ivana's motto for a successful life is:
"Dream it, Wish it, Do it"



Dr. Andreas Rieder
Director
Swiss Federal Bureau for the Equality of People with Disabilities

Andreas Rieder studied Law (MLaw, 1996, University of Berne) and received a doctor's degree (Dr. iur., 2002, University of Berne) for a thesis on indirect discrimination in the Swiss constitutional Law. He has been head of the Federal Bureau for Equality of people with Disabilities (FBED) in the Swiss Federal Department of Home Affairs (FDHA) since 2004. Previously, he worked as research assistant at the Institute for Public Law (University of Berne) and as lecturer at the Institute for European Law (University of Fribourg). Andreas Rieder is married and father of two sons. He is living near Berne.



Fabrice Roszczka
Co-founder and vice president of
Dans le Noir ? group, Associate Director
General Ethik Connection

Fabrice Roszczka has been working in social innovation business, and inclusive management for more than 20 years. After working for French institutions for people with disabilities like « Paul Guinot », a training center for blind and partially sighted people in Paris, he joined the Dans le Noir ? group in 2004 as co-founder and vice president. He coordinated the opening and the training of the blind staff in the first restaurant Dans le Noir ? in 2004 in Paris, and later in several other permanent restaurants (London, Barcelona, Saint Petersburg, Auckland) and pop up events (Geneva, Newcastle, Edinburgh, Bangkok, New York, Nairobi, Riyadh).

He also co-founded with Didier Roche and Edouard De Broglie, Ethik Connection, the B to B department of the group. Ethik Connection is the agency of the innovative diversity. It has helped for more than 10 years companies and brands to innovate through inclusion and meaning. Ethik Connection is designing projects such as events, training programs, product launches etc. for companies to increase their positive social impact. The agency developed a creative approach to diversity and inclusion. A special methodology that we applied in all our successful businesses and sharing it with our clients. For example, Ethik Connection is working with L'Oréal and create Dark Labs in airports or other locations and propose to the public to discover some products in pitch darkness guided by blind experts, through the stimulation of the senses and the imagination. We are also helping banks to develop some accessible products for people with disabilities. Also, we created from scratch an awards ceremony in Cannes Film Festival, "Les Cannes Dans le Noir ?", to celebrate movies and all professionals from the movie industry which highlight diversity and contribute to a more inclusive society.

For the B to C business, after permanent restaurants in Paris, London, Barcelona, Madrid, Saint Petersburg, the company developed an international inclusive hospitality program in partnership with hotels which has given them the opportunity to open in Auckland, Melbourne, Nantes, Nice, and soon in Marrakesh and Seoul. They also created Dans le Noir ? spas, (Paris, Bordeaux) and Dans le Noir ? sensorial shops (Paris, Nantes) with other kinds of experiences about perfume and product tasting, like wine tasting to taste products without judging with our eyes.

Dans le Noir? is proud to employ 50 % of people with a disability in their work force, without any support of any government. The group is a real social innovation lab since 15 years. They try to be an example, in order to push other companies and top management to think «outside the box», not to see disability as a problem, but more as a difference that can create real value.



IMPACT YOUR STAKEHOLDERS WITH INCOMPARABLE HUMAN CONNECTIONS THANKS TO OUR CREATIVE AND PERFORMANT APPROACH OF DIVERSITY

We advise, imagine, create and execute your projects with original, innovative and value-creating solutions.



CONTACT US

to make your event,
product launch,
workshops, trainings etc.
meaningful and unique!
contact@ethik-connection.com



Mag. Christian Schinko
*Head of Disability Management,
 Vice President UniCredit Bank Austria*

Working History;
 Head of Disability Management at UniCredit Bank Austria AG.

Internal Communication Manager at UniCredit Bank Austria AG (Corporate & Investment Banking (CIB) and Corporates Austria).

Head of Marketing & Communication at UniCredit Leasing Austria GmbH and Change Management & Communication at UniCredit Bank Austria AG (Integrations management South Eastern Europe).

Education

Study of "Economics and Business Administration" at the University of Economics and Business in Vienna with graduation.

Parental leave

Two times full time for son Sebastian and daughter Sophie.



Giulia Sudano
*Development and Communication Officer,
 Fondazione OPIMM Onlus, Bologna*

Giulia Sudano graduated with honors in International Relations in 2009 at the University of Bologna, after several studying experiences in USA, France and Jordan.

She earned a Master's in communication, fundraising, and campaigning for non-profit organizations at AVSI School in Rome. Since 2013, she works as development and communication officer for OPIMM Foundation in Bologna, which promotes, since 1967, social inclusion of disadvantaged people through professional training and job placement. In the last two years, she coordinates the development of experimental projects, in particular with local companies to increase the job placement of disabled people. She is also currently President of Orlando Association, which manages the Women's Center in Bologna, including the Italian Women's Library.



Stephan Swinkels
Shareholder, Littler

Focus Areas
 International Employment Law

Stephan Swinkels has worked in labor and employment law for nearly 20 years and has advised on restructurings, compensation and benefits matters, global mobility, social media policies and health and safety issues. He has a particular focus on international law, including cross-border issues and multi-country compliance, as well as developing training programs for international clients.

Stephan was previously executive director of an international alliance of labor and employment law firms, and an attorney at a large international full-service law firm. He is a regular speaker at international labor and employment conferences for attorneys, such as the International Bar Association (IBA) and European Employment Lawyers Association (EELA), and for corporate counsel, such as the Association of Corporate Counsel (ACC).

He has published numerous articles and blogs in various legal magazines including Managing Partner, The Lawyer and the IBA Journal, and is co-author and editor of the books: The Independent Contractor vs. Employee, an International Analysis (2014) and Employment Litigation, Procedures, Remedies and Best Practices (2015).



Dr. Umberto Testoni
Research & Development Activities, ILPO

Umberto Testoni graduated in Industrial Chemistry in 1993 from the University of Bologna, after some studying experiences in Ireland and Spain.

He began his work experience at the University of Bologna - Security Department, where for three years he was assigned to the technical sector from 1995 to 1998.

He has been working with ILPO for 20 years, first in the control and quality assurance sector, then as commercial technical manager. He has actively collaborated in the development of the PURE project, which focuses on the principles of circular economy, above all as regards the assessments of the product's environmental impact (LCA method) and the evaluation of the durability of the product itself.





Marco Tobias Voelker
*EMEI Regional Inclusion Leader
 Office of Inclusion*

Marco Tobias Voelker serves as the Europe, Middle East, Africa and India (EMEI) Regional Inclusion Leader in the

Office of Inclusion for Dow Europe GmbH. Voelker is responsible for defining and executing Dow's regional implementation plan to create a more inclusive and diverse environment and workplace, building off the progress the Company has made in recent years. As Regional Inclusion Leader for EMEI, he leads Dow's efforts to integrate inclusion and diversity as a key driver and enabler of the Company's growth strategy.

Voelker has four years of experience with Dow but more than 17 years in commercial functions within five international companies. Before assuming his current responsibilities, Voelker held the role of Associate Strategic Sourcing Manager within the Global Purchasing Strategic Sourcing Center at Dow. Since joining Dow, he has been instrumental in leading change and delivering value in the Packaging Purchasing arena. Voelker has been part of transforming Dow's form, fill and seal (FFS) spend by engaging with Packaging & Specialty Plastics business leadership and suppliers to deliver innovative solutions and leading edge products that have reduced film consumption and CO2 footprint. His responsibilities included developing and driving the procurement strategy and delivering value creation initiatives that would help better serve internal and external customers.

Voelker built competencies alongside his professional career when breaking down barriers and prejudice towards Gays, Lesbians, Transgender, Intersex persons and other minorities for more than 20 years. He taught at schools, universities and the German Police Forces on gender lifestyles. He still serves as a volunteer Police Officer in Germany for almost 18 years. Voelker is a Human Rights activist. In March 2018, he supported humanitarian relief operations at the Syrian Border in Lebanon.

Voelker is designated regional manager of "network - Gay Leadership" in Zurich, Switzerland that seeks to end discrimination of LGBTI persons in the workplace. In this role, he is serving as an Ambassador holding contact with most of the LGBTI associations in Europe. He is also engaged with Queer amnesty, a sub-group of Amnesty International and he is member of PinkCop, a Swiss wide LGBTI Police Association. Voelker has been published several times in public media when fighting against his own discrimination and for acceptance and tolerance in general.

Voelker obtained his bachelor's degree in Management for Industry from the Chamber of Commerce and Industry in Stuttgart and his master's degree in Business Management from the Chamber of Commerce and Industry in Frankfurt/Main. Voelker wrote his Master Thesis about Dow's Diversity Management approach in 2017.



Phil Wolfenden
*Vice President, EMEAR
 Cisco Customer Experience (CX)*

Phil Wolfenden, Vice President of Cisco's Customer Experience (CX) Centres in EMEAR, supports the delivery of the

full CX portfolio for a seamless customer experience done efficiently and at scale.

Phil's 900-strong team focus on delivering technical assistance (TAC), centralized project delivery, centralized high-touch support, sourced support, managed services and global logistics focussed on delivering outstanding service. Previously at Cisco, Phil led the \$2 billion Europe, Middle East, Africa and Russia (EMEAR) Technical Services Organisation. Phil specialises in delivering services that help customers and partners ensure business continuity, mitigate risk, and maintain compliance.

During his time as Senior Director of Advanced Services (AS) in Emerging Markets, Phil built a \$400M professional services business across the Middle East, Africa and Latin America. Growing the AS business by more than 70% each year, and establishing Technical Centres-of-Excellence in 22 countries.

With almost 30 years of IT and Networking industry experience, Phil's career spans executive and management positions. Phil joined the Technical Assistance Centre (TAC) in Brussels, Belgium in 1997. He is a graduate of Newcastle University in the UK, is a Chartered Engineer and a Cisco Certified Internet Expert (CCIE).

He is a principal advocate for inclusion and diversity in the workplace and is the Executive sponsor for the Disability Action Network, Hidden Disabilities and Cisco Cancer Network.

Phil also sits on numerous industry bodies, advisory boards and holds the position of Cisco Executive Sponsor on the British Black Business board and two international financial institutions.

Phil has lived in a number of countries across the globe but currently resides in the UK with his wife, two children and five horses.

INDIVIDUAL RECOGNITION



DiversityMBA Magazine's
Top 100 under 50
Emerging & Executive
Leaders

The only list of Top 100
executives with advanced
degrees recognized for
outstanding leadership.

Opens: February 1st
Closes: June 30th

CORPORATE DIVERSITY RECOGNITION



DiversityMBA Magazine's
50 Out Front: Best Places
for Women and Diverse
Managers to Work

Cited as one of the only
Indexes that rank
management, performance,
development and
representation inclusion to
determine the best place for
women and people of color.

Opens: January 15th
Closes: May 15th

www.diversitymbamagazine.com

CATEGORIES AND HONOREES 2018

MARKETPLACE

This award category represents marketing, advertising, public/community relations and related initiatives that both target and support consumers who either have a disability or are caring for a child or other dependent with special needs.



ACCEPTING THE AWARD

Fabrice Roszczka

WORKPLACE

This award category represents Diversity, Work-Life and related initiatives that support employees who have a disability (as described above) as well as those individuals caring for a child or other dependent with special needs.



ACCEPTING THE AWARD

Phil Wolfenden

Marc Winet

Christian Schinko

WORKFORCE

This award category represents Human Resources and related initiatives for the outreach, recruitment, career development, talent management and retention of people with disabilities. This category includes individuals who are born with or have acquired disabilities, maturing workers with age-related disabilities and veterans with service-related disabilities.



ACCEPTING THE AWARD

Ivana Pejak

Nils Helander

STEPS-TO-SUCCESS

The award category identifies and celebrates companies who are beginning on the journey of innovation, action and transformation relative to individuals with disabilities whether as employees, customers or both. This award also encourages these honorees whose initiative(s) have been in place no less than six months and no more than two years and who demonstrate significant promise of long terms success, to have the commitment and perseverance to continue taking the steps necessary to eventually become a Disability Matters Employer or Supplier of Choice, the most prestigious of all Disability Matters Awards.



ACCEPTING THE AWARD

Giancarlo Minervini

PERSONAL NOTES

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IN THE GLOBAL WORKFORCE, WORKPLACE AND MARKETPLACE**



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