

INVITATION

L'INSTITUT LUXEMBOURGEOIS DES ADMINISTRATEURS

is pleased to invite you to the following conference:

« Organisational Culture & Values »

NOVEMBER 22ND, 2017
4.45PM – 7.30PM

Chambre de Commerce
7, rue Alcide de Gasperi
Luxembourg Kirchberg

Programme - Organisational Culture & Values

The ILA Board Organisation and Effectiveness Committee is pleased to welcome you to this Organisational Culture & Values conference.

The objectives of the conference are to present:

- How to define company culture and values? and how can a governance body, such as a board of director influence/drive corporate culture?
- How can culture and values constitute an efficiency driver/competitive advantage.

The conference is organised in two parts: firstly, a presentation from Deloitte's Culture Practice on the key concepts and trends, and secondly, a roundtable of panellists from both the financial and non-financial services industry sharing their experience and views on interaction between culture and values and company efficiency.

- 4.45pm** **Registration & welcome**
- 5.00pm** **Introduction**, Bill Lockwood, Non-Executive Director and Chair of the ILA Board Organisation and Effectiveness Committee
- 5.15pm** **Presentation "Organisational Culture & Values"**, Sonia Storr, Director in the Deloitte Organisation Transformation Consulting team
- 6.00pm** **Panel discussion providing a Luxembourg perspective followed by a Q&A session with the audience**
Bill Lockwood
Sonia Storr, Director in the Deloitte Organisation Transformation Consulting team
Karen Wauters, Non-Executive Director and Member of the ILA Board Organisation and Effectiveness Committee
David Bannermann, Director Marcol Luxembourg
- 6.20pm** **Closing remarks**, Bill Lockwood
- 6.30pm** **Networking cocktail**, offered by Deloitte Luxembourg

Our Speakers



David Bannerman

Director, Marcol Luxembourg

Marcol was founded by Terence Cole and Mark Steinberg in 1976 to invest in and develop real estate. It now has substantial investment portfolio with interests in many sectors, including hospitals, care homes, hotels, industrial, leisure, offices, residential and retail, with a combined value of over €3billion

A qualified Chartered Accountant with an honours degree in Accountancy and Finance, David joined Marcol in 2008 with over ten years of experience in the property sector.

Since arriving in Luxembourg he has also worked for De Beers – Anglo American Group, ProLogis Management and M&G International, part of Prudential plc. In these roles David has gained valuable experience in multi-jurisdictional offshore structures with particular emphasis on regulated Luxembourg property funds, reporting under both US GAAP and International Financial Reporting Standards. David is also a member of the Royal Institution of Chartered Surveyors (MRICS).



Bill Lockwood

Non-Executive Director

William Lockwood (61) has been working in the financial services industry in Luxembourg since 1982.

He was appointed as a non-executive director to the Board of Franklin Templeton Investment Funds on December 1, 2014.

He was appointed on August 5, 2015 as a Manager (in a non-executive role) of Barings GPC GP Sàrl, a private limited company incorporated in Luxembourg specialising in private debt.

He is a Scottish Chartered Accountant and a Member of the Chartered Institute for Securities & Investment, London. He has served as a director and international vice chairman of the Luxembourg Fund Industry Association (ALFI) and as a council member of the Institute of Chartered Accountants of Scotland.

He holds the INSEAD International Directors Programme Certificate in Corporate Governance (IDP-C) and is certified as a qualified Director by the Institut Luxembourgeois des Administrateurs (The Luxembourg Institute of Directors).



Sonia Storr

Consultant, Deloitte UK's Organisation Transformation Consulting team

Sonia is a Director within the Deloitte Organisation Transformation Consulting team, with over 15 years of experience. Sonia leads our Organisation Culture work in Europe and our UK People & Behavioural Change Centre of Expertise. She won the MCA "Consultant of the Year" and "Change Management Consultant of the Year" awards in 2017.

Sonia has deep expertise in the design and delivery of transformation programmes with a focus on addressing the people aspects of change. Sonia supports large private sector clients, in both Operations and supporting Functions. Her experience includes supporting organisations in the Industrial Products, Oil & Gas, Utilities, and Transport sectors, among others.



Karen Wauters

Non-Executive Director

Karen developed and honed her business and leadership skills as a professional and partner, with over 30 years of experience, at the global public accounting firm, EY. Karen has worked in Canada, UK and Luxembourg and across service offerings and functional areas of the firm.

Karen established and led a Luxembourg team dedicated to consulting international groups on financial and tax matters on corporate cross-border transactions and related ongoing compliance requirements. She has also lead cross-border practice roles for Europe, Middle East, India and Africa in Finance, Independence, Diversity and Inclusiveness, Talent and People. She has overseen and driven the adaptation and growth of global programs on Learning, Mobility and Coaching, and led the change management for a global business transformation project.

Karen is recognized for her commitment to principles, team building, and the ability to connect operational, human resources and financial elements in decision making. In addition to her board roles Karen focusses her energy on social and business transformation. She is involved in awareness and advocacy initiatives on human rights matters with Time for Equality asbl and is the Luxembourg representative for the Canadian Chamber of Commerce.

She is a Canadian Certified Professional Accountant and Luxembourg Reviseur d' Entreprises, and Luxembourg Expert Comptable, holds a Bachelor of Management degree and is a Certified graduate of the Insead International Directors program.

Practical Information

Registration fee:

- ILA members: **free of charge**
- Non-members: **30.00€**

Online registration is open on the ILA website: www.ila.lu

A confirmation email will be sent to the registrants, payment before the conference is a condition for participation.

Payment instructions for non-members

Payment by bank transfer before 17 November to the following account number:

Bank:	BGL BNP PARIBAS
Account holder:	ILA Institut Luxembourgeois des Administrateurs
Account number:	LU16 0030 0297 9247 0000
BIC/Swift	Code : BGLLLULL
Reference:	Conf 22.11.17 and your name.

We remain available in case of questions, feel free to contact us: events@ila.lu

Please feel free to forward this invitation to colleagues & friends who may not have received this mailing. They are welcome to attend this event.