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Executive Search & Board Advisory

## DIVERSITY – WHAT ARE WE SEEING FROM ABROAD?

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*" Nothing pains some people more than having to think "* Martin Luther King, Jr.

The Hampton Alexander review in the UK published its findings in November 2016 and recommended that FTSE100 companies have at least a third of their Board Directors and Executive pipeline positions filled by women by 2020, up from the existing 25%.

If such targets are achieved through increasing the number of female functional heads (e.g. HR, Marketing, General Counsel and Company Secretary) and their teams, will the true objective above be met, or be manipulated? In the UK, approximately 60% of FTSE100 HR Directors are women, increasing this area will be incremental. Currently of the FTSE350, 17 females are CEOs and 31 are CFOs.

In Australia the ASX100 has:

### **Diversity and Tenure of Current ASX100 Chair**

- 8% of Chair are female.
- 2% of Chair are non-Caucasian.
- 38% of Chair have over five years in their current role.

### **Diversity and Tenure of Current ASX100 Chief Executive Officers**

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- 5% of Chief Executive Officers are female.
  - No change since second quarter calendar year 2017.
- 3% of Chief Executive Officers are non-Caucasian.
  - Decreased by 1% since second quarter calendar year 2017.
- 37% of Chief Executive Officers have more than five years in their current role.
  - No change since second quarter calendar year 2017.

### Diversity and Tenure of Current ASX100 Chief Financial Officers

- 10% of Chief Financial Officers are female.
  - Increased by 1% since second quarter calendar year 2017.
- 2% of Chief Financial Officers are non-Caucasian.
  - Decreased by 2% since second quarter calendar year 2017.
- 37% of Chief Financial Officers have more than five years in their current role.
  - Decreased by 1% since second quarter calendar year 2017.

### Diversity and Tenure of Current ASX100 Chief Information Officers

- 13% of Chief Information Officers are female.
  - No change since second quarter calendar year 2017.
- 2% of Chief Information Officers are non-Caucasian.
  - Decreased by 4% since second quarter calendar year 2017.
- 20% of Chief Information Officers have more than five years in their current role.
  - Decreased by 1% since second quarter calendar year 2017.

### Diversity and Tenure of Current ASX100 Chief Human Resources Officers

- 70% of Chief Human Resources Officers are female.
  - Decreased by 3% since second quarter calendar year 2017.
- 2% of Chief Human Resources Officers are non-Caucasian.
  - Decreased by 2% since second quarter calendar year 2017.
- 20% of Chief Human Resources Officers have more than five years in their current role.
  - No change since second quarter calendar year 2017.

The Parker Review published in the UK in November 2016 proposes that each FTSE100 Board shall have at least one Director of colour by 2021 and each FTSE250 by 2024.

Importantly, it also proposes that existing Board Directors should mentor and/or sponsor people of colour to ensure their readiness to assume senior managerial or Executive positions over time.

Ultimately, the challenge in regards to Diversity in the Boardroom reflects the lack of diversity in the senior Executive ranks. Whilst greater diversity at Board level can support role modelling, the more important efforts are in the improvement at the Executive level.

## Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

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Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

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