

RESUME: KAY FORMANEK



First Name: Kay

Surname: Formanek

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Email: Kay@diversityandperformance.com

Residence: The Netherlands

Born: South Africa

Languages: English (First); Dutch (Fluent)

Profile:

Advisor | Author | Speaker | Coach | Board Member
| CEO | Diversity and Performance BV |
Transformational Diversity

1. 30 Year International Career for Sustainable Business Performance

Founder of Diversity and Performance Advisory Services

Kay is Founder of Diversity & Performance, a global company committed to embedding diversity of talent into the transformational purpose of companies to unleash more creativity, more innovation, more growth, more engagement and better financial outcomes.

Inclusive Diversity Expert, Coach and Facilitator in Aberkyn/McKinsey

Kay assumes a role of coach and facilitator to Board Members of clients of Aberkyn/McKinsey. She is facilitator of cultural change and turn-around programs. She led the Certification of Inclusive Diversity Facilitators for Aberkyn and key clients (profit and not-for-profit).

Managing Director, Partner and Life Sciences Industry Lead in Accenture

Before, Kay was Executive Director and Partner in Accenture for 25 years and assumed multiple leadership roles including Managing Director of the Life Sciences Practice in Europe, Latin America and Africa. She served on the Accenture CEO Advisory Council. She was executive member of the Products Operating Unit. She was based in South Africa and The Netherlands and worked internationally.

Sponsoring Partner for Accenture's Talent Initiatives, with main focus on Diversity and Inclusion

Kay is deeply committed to the development of talent within Accenture and assumed various roles such as Sponsor of the Global Leadership Development Program, Executive Member of the Diversity Forum, Member of the Unconscious Bias Task Force and acting as mentor and coach and sponsor for rising talent.

Senior Roles held:

1. Member of the Global Products Executive Committee
2. Managing Director for Life Sciences Practice in EALA (Europe, Africa, Latin America)
3. Global Client Partner (for 3 of the top 25 Life Sciences companies world-wide)
4. Member of Global Life Sciences Team
5. Member of the Accenture CEO Advisory Council
6. Sponsoring Partner and Contributor to the Accenture High Potential Talent Program
7. D&I Lead for Accenture The Netherlands
8. Chair of a consortium of Health and Life Sciences businesses and regulators

2. Track record in serving on Executive Boards and Advisory Councils

Kay's 30 years advisory experience in an international context, complimented by her cultural and coaching expertise, is regarded as valuable to various profit and none-profit businesses. She has a sharp eye for detail, has an excellent track record in transformational programs and is forever on the lookout for how the diversity of talent can be unleashed to drive performance.

3. Committed to Giving Back to the World

Kay is highly involved in initiatives focused at raising the confidence of talent and communities through the development of capabilities and by way of sponsorship and mentorship.

Board Member Afrika Tikkun

Serves as Board Member of Afrika Tikkun in the UK. Afrika Tikkun's upholds youth development as the hallmark of change. It is a leading non-profit company in the fields of education, skills development and socio-economic upliftment. Its commitment remains unwavering: to impact South Africa for the long term, one inspired young life at a time.

Lead Your Future

Served on the Advisory Board of Lead Your Future (LYF) to empower young women to develop their confidence and their capabilities to be a force of good to the world.

Contributing Lecturer at Foremost Business Schools

INSEAD: Long-term involvement with INSEAD on their Corporate Governance, Gender Parity and Women's Council Programs as contributor and lecturer.

DELFT: Contributor to the Women and STEM (Science, Technology, Engineering and Mathematics) Programs.

Nyenrode/Right Brains: Lecturer on Women's Digital Leadership Annual Program

Erasmus University: Expert and Contributor and Speaker on the Erasmus Implicit Bias Program across all Academic Schools

4. Academic Qualifications

MBA from The Graduate School of Business Cape Town, with exchange to Duke, Fuqua School of Business. 1994/1995

Bachelor of Commerce with Honors in Business Economics from the University of Witwatersrand, Johannesburg. 1990

Batchelor of Commerce (combined Legal and Commercial Batchelor degree) from the University of Witwatersrand, Johannesburg. 1989