

Knight Gianella

Excellence in Executive Search and Board Appointments  
Our passion since 1965



## What prevents women from breaking through the glass ceiling and getting a position on an Executive Board or Board of Directors?

Dr. Fabienne E. Meier – Partner, Knight Gianella & Partner AG

Dr. Daniela Haze Stöckli – Partner, mindyourstep GmbH

Summary & Live Voting

The League of Leading Ladies Conference 2022 – The future is bright

June 17th, 2022, Grand Resort Bad Ragaz









*«If you are willing to pay the price of a career, are competent in your field, and have the necessary personality traits, you will have a chance of breaking through the glass ceiling.»*

# Inhibiting factors of better Gender Diversity

«Which of the following factors prevent or impede better Gender Diversity (representation of both genders) in the governing boards of Swiss companies? »

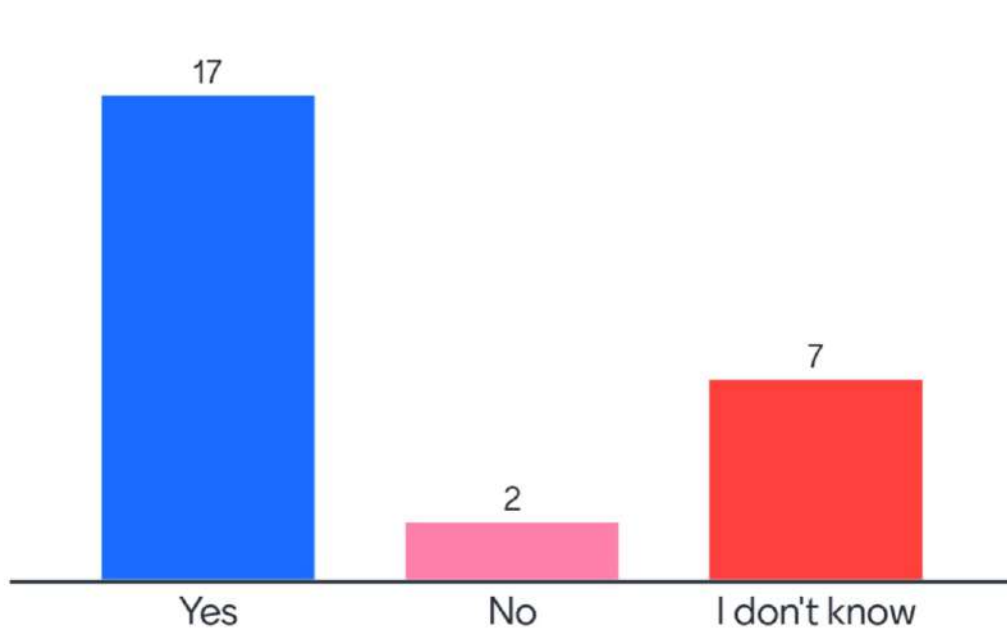


				
		 		n = 207 % of those surveyed
<b>1.</b>	Price of a career	67%	61%	
<b>2.</b>	Lack of presence in networks	61%	87%	 significant differences
<b>3.</b>	Lack of role models	54%	83%	 significant differences
<b>4.</b>	Time availability	62%	55%	
<b>5.</b>	International mobility	62%	55%	

# The price of a career is one of the key success factors



Are you willing to pay the price of a career?



n = 26, Live Voting on Mentimeter

What prevents you from breaking through the glass ceiling?



n = 22, Live Voting on Mentimeter

# A career plan helps to sharpen your personal positioning

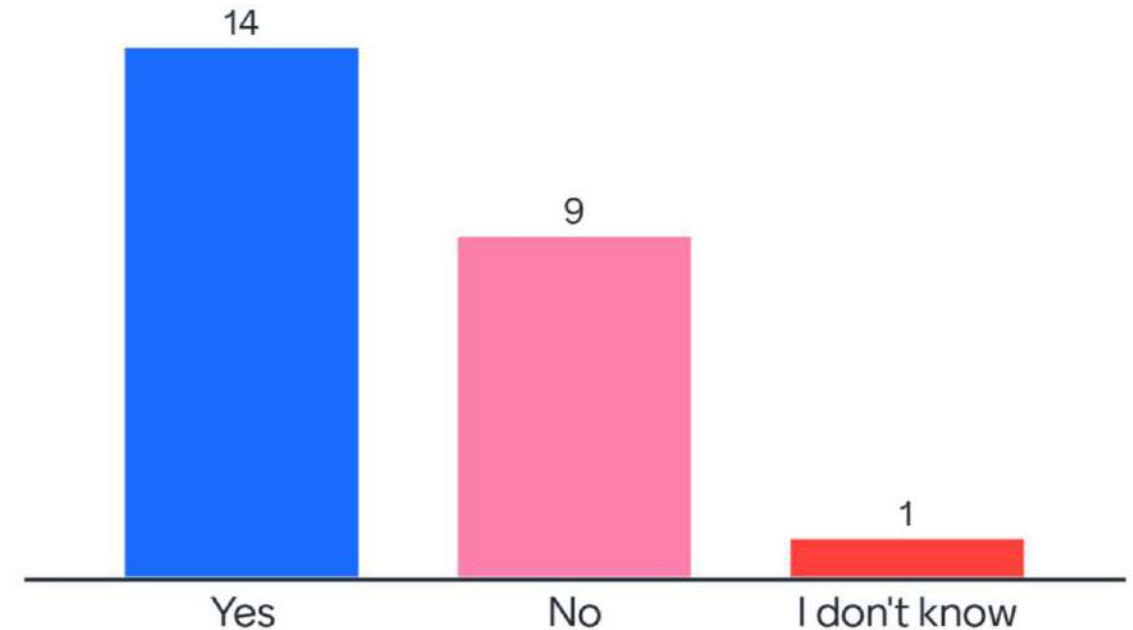


What kind of support do you need for a top executive career?



n = 28, Live Voting on Mentimeter

Do you have a specific career plan?



n = 24, Live Voting on Mentimeter

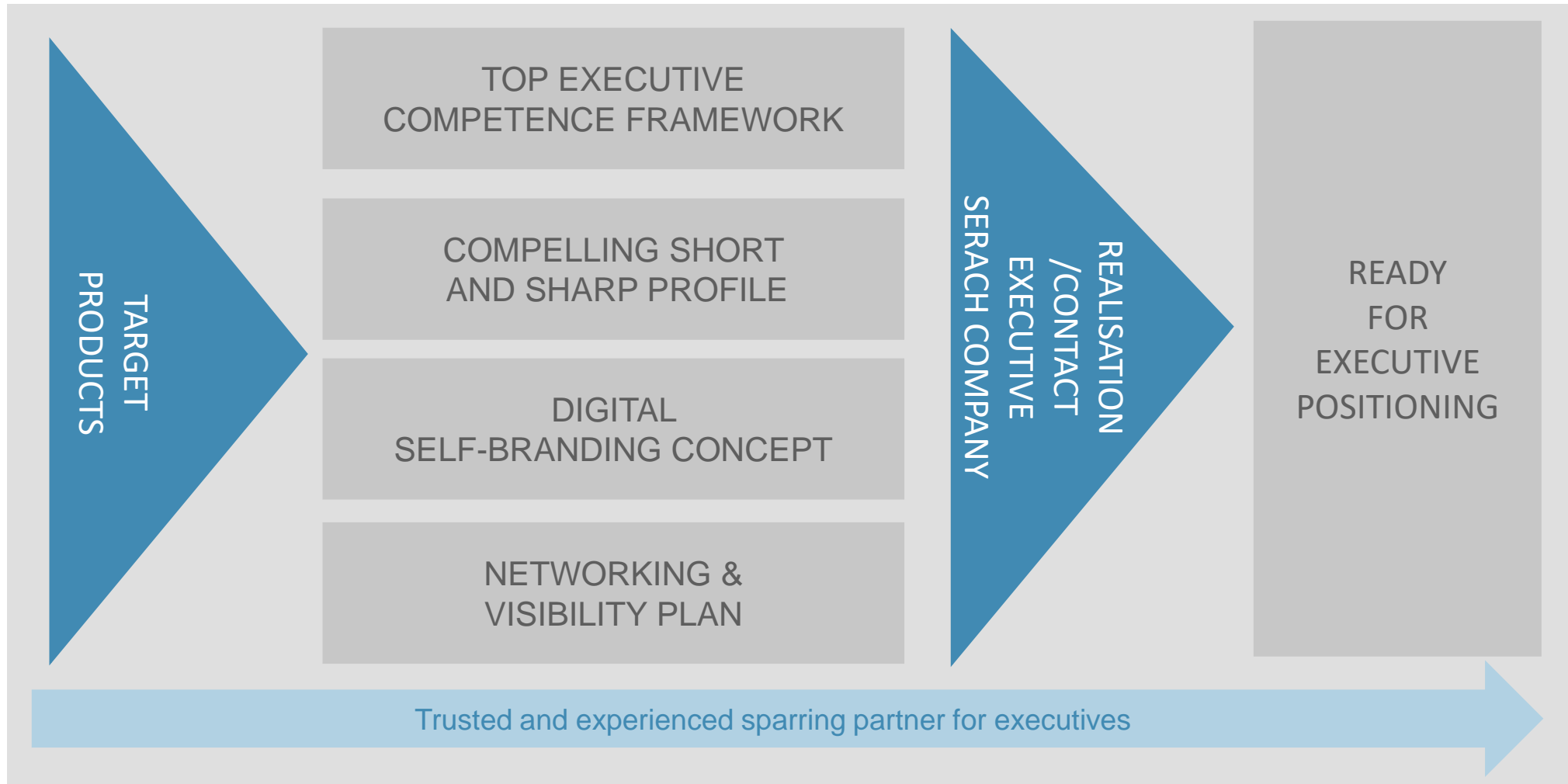
# Strategic executive career positioning

Details executive search companies can see



Details executive search companies can't see

# Strategic executive career positioning



# Thank you for sharing your thoughts with us!



**Dr. Fabienne E. Meier**

Partner, Knight Gianella & Partner AG, Zollikon / Zurich (Switzerland)

EXECUTIVE SEARCH / BOARD APPOINTMENTS

EXCLUSIVE ACCESS TO BOARDS OF DIRECTORS (CONFERENCE)

EVALUATION OF TOP EXECUTIVES TEAMS

EVALUATION GENDER DIVERSITY / SHE PLACEMENTS



**Dr. Daniela Haze Stöckli**

Partner, mindyourstep GmbH, Zurich (Switzerland)

EXECUTIVE CAREER SPARRING & POSITIONING FOR FEMALE TOP EXECUTIVES

EXECUTIVE SPARRING THROUGH THE 100 DAYS IN THE NEW POSITION

FUTURE SKILLS MANAGEMENT ALONG VALUE CHAINS & SUSTAINABLE TALENT PIPELINES

ESG – ENVIRONMENT, SOCIAL, GOVERNANCE



# More about us



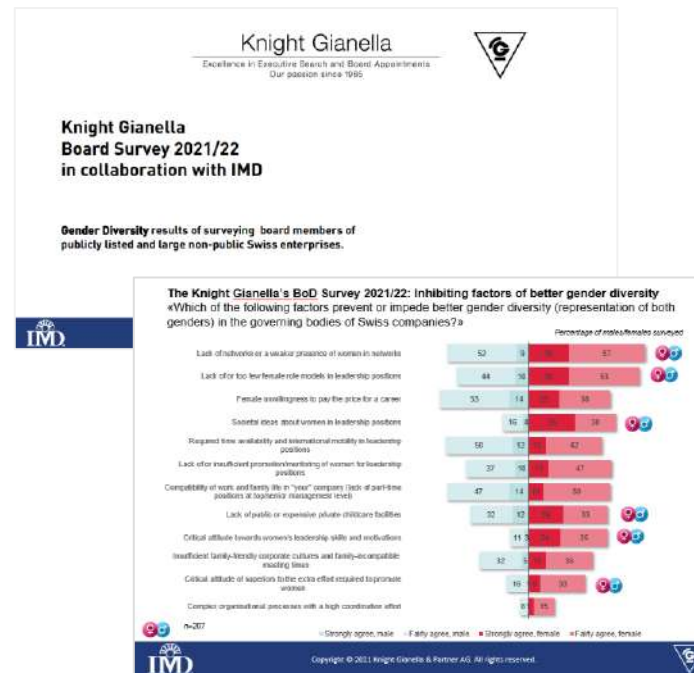
## Finews

<https://www.finews.ch/themen/finews-life/51332-verwaltungsrat-anforderungen-daniela-haze-fabienne-meier-max-meistermindyourstep-knight-gianella-2>



## Knight Gianella BoD Survey 2021/22

[https://www.knightgianella.ch/fileadmin/user\\_upload/Knight\\_Gianella\\_VR-Umfrage\\_2021.pdf](https://www.knightgianella.ch/fileadmin/user_upload/Knight_Gianella_VR-Umfrage_2021.pdf)



## Article Ladies Drive Nr. 58

Optimierung weiblicher Top-Karrieren?  
Executive Positioning

