



UNIVERSITY of LIMERICK  
OLLSCOIL LUIMNIGH

# International Women's Day Conference 2019



**March 8<sup>th</sup>**

Analog Devices Building  
University of Limerick  
09h00-13h30

Lecture Theatre  
AD2 -010, 2nd Floor



**#BalanceforBetter**  
gender-balanced boardroom,  
gender-balanced government,  
gender-balanced media coverage,  
gender-balance of employees,  
gender-balance in wealth,  
gender-balanced sport coverage...



**STRIKE THE  
#BalanceforBetter  
POSE**  
to make International  
Women's Day a day to  
truly make a positive  
difference for women everywhere.



So put your hands out and  
**STRIKE THE  
#BalanceforBetter  
POSE**  
and make International  
Women's Day  
**YOUR day.**



Presented in Association with



Introduction  
09h00



**Dr Marie Connolly**  
Head of Equality & Diversity, UL

Marie is a Senior HR Manager in the University of Limerick with responsibility for Equality and Diversity. She is an accredited Executive Coach with a Master's Degree in Education and Doctorate in Business Administration (DBA) in Higher Education Management from the University of Bath. Marie successfully managed the University's bid in achieving the prestigious Athena SWAN Bronze Institution Award in 2015, one of the first universities in Ireland to achieve the award. Marie is the chair of the National Athena SWAN Practitioners Network and a member of the Athena SWAN Steering Committee where she previously held the position of chairperson.

Welcome



**Pete Cherecwich**  
Executive Vice President and a member of Northern Trust's Management Group in Chicago

Pete Cherecwich is an Executive Vice President and a member of Northern Trust's Management Group in Chicago. Pete currently serves as the President of the Corporate & Institutional Services business unit. An industry veteran, Pete brings over 25 years experience in working in a global organisation and managing extremely large and complex client relationships. Pete originally joined Northern Trust in July 2007 as Head of Institutional Product and Strategy. Prior to joining Northern Trust, Pete served in various executive and lead operational roles at State Street Bank.



**Kathy Wengel**  
Executive Vice President & Chief Global Supply Chain Officer, & the member of Executive Committee at Johnson & Johnson

Kathy leads a Supply Chain organisation that brings more than 350,000 healthcare products to consumers and patients around the world and fulfills more than 100,000 customer orders every day across three business sectors: Consumer, Medical Devices, and Pharmaceuticals. Kathy also serves as Chairman of the Board of GS1 Global. She is a proud 2014 recipient of the AWESOME Legendary Leadership Award and was recognised by the National Association of Female Executives (NAFE) with their Women of Excellence Award in 2015.



**Aongus Hegarty**  
President, Europe, Middle East and Africa (EMEA), Dell Technologies

Aongus is responsible for business and strategy across the region. He leads a team of 25,000 sales, solutions and services professionals serving customers across 120 countries. He is Chairman of the Executive Council for the American Chamber of Commerce to the European Union. Aongus was recognised as one of the Top 10 Diversity Champions in The Economist Global Diversity List in 2015 and was recently invited by the Irish Government to join a Better Balance for Better Business advisory group. An alumnus of UL, he was presented with the Alumni Award for Outstanding Achievement in 2013.



**Dr Des Fitzgerald**  
President of the University of Limerick

Prior to taking up the post as President of University of Limerick in May 2017, Dr Des Fitzgerald was Professor of Molecular Medicine, UCD Vice-President for Health Affairs and Chief Academic Officer of the Ireland East Hospital Group. He has served on several national bodies, including the Irish Medicines Board, the Health Research Board (which he chaired) and the Irish Heart Foundation, as well as committees of the European Society of Cardiology, the UK National Institute for Health Research and the Merck Foundation International Fellowship Programme.

1<sup>st</sup> Keynote Speakers  
09h15



**Catherine Duffy**  
(Conference Chair)  
CEO of Northern Trust Fiduciary Services Ireland Ltd.

Catherine Duffy, Senior Vice President and General Manager has overall responsibility for the strategic development and day to day operations of Northern Trust Limerick which comprises over 1,200 employees in two different office locations. In 2016, Catherine became the CEO of Northern Trust Fiduciary Services Ireland Ltd. Her previous Northern Trust roles included: Head of Investment Operations, Corporate Actions Manager and Head of Control. Catherine was President of the Limerick Chamber from 2015 – 2017 and is currently on the Board of the American Chamber.

09h20



**Mary Ann McGowan,**  
FCIPD, PCC  
Website:  
[maryannmcgowan.com](http://maryannmcgowan.com)

Mary Ann has over two decades of experience in the field of leadership and professional development. She has delivered leadership development training across the globe with a key emphasis on co-creating working relationships that deliver successful outcomes both at the individual and organisational level. As an executive and life coach, Mary Ann has worked with clients globally to support and enhance their own professional and personal development. She is a sought after speaker, coach and trainer and brings an 'aliveness' to her work while challenging, supporting and believing in the human potential.

09h45



**Andrew Keating**  
Executive Director and Group Chief Financial Officer,  
Bank of Ireland Group

Since his appointment to his current role in 2012, Andrew has been a leading member of the Bank's Executive team that transformed the Bank of Ireland. In addition to his role as Group CFO, Andrew is the Executive Sponsor for Inclusion & Diversity in the Group and he advocates tirelessly on behalf of 6 Colleague Networks in Bank of Ireland's Inclusion & Diversity Community – Gender Balance, With Pride (LGBT+), Multicultural, Intergenerational, Accessibility, Parents & Carers. Andrew is also a Non-Executive Director of the Irish Management Institute - Ireland's pre-eminent institute of executive education.

10h05



**Dr Sarah Mitchell**  
Department of Mathematics and Statistics, UL

Dr Sarah Mitchell is a Senior Lecturer and Head of the Department of Mathematics and Statistics at the University of Limerick. Sarah led the Department's successful application to become one of the first Departments in the country to obtain an Athena SWAN Bronze Award in 2015 (and it is still the only Mathematics Department in the country to have received such an award). She is committed to advancing gender equality in STEM, and has a particular interest in highlighting the range of exciting careers involving STEM (and in particular applied mathematics) to all students in second level education.



**Dr Sinéad Burke**  
Business Development and Research Manager, MACSI, Department of Mathematics and Statistics, UL

Sinéad completed her degree and PhD in chemistry at NUI Galway in 2008 and 2013 respectively, and joined the Mathematics Applications Consortium for Science and Industry (MACSI) and UL in 2015. Her role at MACSI includes responsibility for Programme/Project Management, Business Development and National and International Funding for the centre. She is committed to advancing gender equality in STEM, and ensures gender aspects are considered in funding applications and public engagement events, as well as communication to the media.

Panel 1  
10h10



**Gillian Harford**  
Country Executive,  
30% Club, Ireland

Gillian Harford is the former Head of HR Strategy & Planning with AIB. With a career spanning almost 40 years, she has been responsible for significant people change with particular focus on Culture, Career, Diversity and Agile Work. Gillian is currently working on an assignment as the Country Executive for the 30% Club in Ireland, helping to build their future strategy, sponsored by AIB Group. She is a member of the Institute of Directors, fellow of CIPD, a fellow of the Institute of Bankers and a Director on the Board of Beaumont Hospital, Dublin.

Panel 1 (continued)	10h20		<b>Mary T. Tierney, MBA</b> Azurite Consulting Ltd.	For the past 10 years or so, Mary T has delivered a rich and diverse offering in the Leadership Development space. She is soon to launch her Women's Leadership Programme, entitled "She Leads". One key aspect, taken from this programme, that is relevant to all of us, men and women and children alike, is The Vulnerability Challenge. Mary T is the first Irish officially trained facilitator of Dr Brené Brown's research on Vulnerability. Today, she will introduce a fresh perspective on vulnerability, and why it's important for us to appreciate in the context of our human need to be connected, brave, alive and present in our personal and professional lives.
	10h30		<b>John Lynch</b> Plant Leader, Vision Care	John has recently returned to Johnson & Johnson after a three-year spell as General Manager at Zimmer Biomet. Prior to that, John has worked with Johnson & Johnson for 17 years. In that time, he has worked within several Johnson & Johnson's companies, including DePuy, Codman, Vision Care and Diabetes Care. Currently Plant Leader for Vision Care, John is responsible for overseeing daily operations of the plant from production and manufacturing through strong stewardship ensuring commitment to safety, quality and productivity. He is a board member with Codman, Zimmer Biomet Ireland and MedTech.
	10h40		<b>Ian Headon</b> Senior Vice President, Northern Trust Depository Services	Ian Headon, Senior Vice President, Northern Trust Depository Services is responsible for the fund services business. He joined Northern Trust in May 2005. He has been Chairman of Irish Funds Task Force on AIFMD and is currently on the Industry's Alternatives Steering Group. He is a Fellow of the Association of Chartered Certified Accountants (FCCA). Prior to joining Northern Trust in 2005, he was at Bank of New York and PFFC International in Dublin and has been in the financial services Industry since 1996.
2 <sup>nd</sup> Keynote Speakers	11h25	 Photo: Sarah Doyle	<b>Ailbhe and Izzy Keane</b> Izzy Wheels	Izzy Wheels collaborate with artists and fashion designers around the world to create stylish wheel covers for wheelchairs that transform a medical device into a piece of fashion and self-expression. Their tagline is 'If you can't stand up, stand out'. They have been the top story in some of the world's biggest publications including Vogue, Teen Vogue, Elle, TechCrunch, Business Insider, Vice, Oprah Magazine, The Late Late Show and BBC Amazing Humans. Following viral online success online and 12 national awards Izzy Wheels are now selling in 35 countries. Both sisters were both named on the prestigious Forbes 30 Under 30.
	11h45		<b>Professor Helen Kelly Holmes</b> Dean of the Faculty of Arts, Humanities and Social Sciences, UL	Helen joined the University of Limerick in 2002 as a UL Foundation Research Scholar. She was appointed to a lectureship in sociolinguistics in 2007 and was appointed to the Chair in Applied Languages in 2015. In September 2017, Helen was appointed Dean of the Faculty of Arts, Humanities and Social Sciences. Helen is an active member of the Centre for Applied Language Studies, having served as Director from 2014-2017; and she has also served as Assistant Dean for Research in the Faculty. In June 2018, Helen gave the Jenny Cheshire Public Lecture at Queen Mary University of London, the first Irish linguist to have this honour.
	12h00		<b>Dr Mary E. Black</b> FRCP FFPH MD MPH DCH DOBST DTM&H Pavilion Health	Dr Mary E Black is a medical doctor, writer and entrepreneur from Northern Ireland. Mary's career has included clinical and public health work in Ireland and the UK, over ten years with WHO and UNICEF in Balkan countries and international consulting in health improvement, health services, social care and data systems. Her business interests have included two technology start-ups, one of which (Pavilion Health) is now a global healthcare software and data company. She is a trustee of the national UK charity Paintings in Hospitals and mentors young women and minority candidates for careers in medicine and science.
Panel 2	12h15		<b>Dr Christine Cross</b> Head of Department, Work & Employment Studies, UL	Dr Christine Cross is Head of Department, Work & Employment Studies at the University of Limerick. Prior to joining UL she worked for a number of multinational organisations in both management and human resource management roles. Her research, consultancy and publication interests include the broad area of diversity, including women's labour force participation, the gender pay gap and the workforce experiences of immigrants. Her work is published in leading international journals and she has published four third level textbooks on the broad areas of Human Resource Management.
	12h25		<b>Melíosa O'Caioimh</b> Managing Director, Northern Trust Ireland	Melíosa O'Caioimh, Managing Director - Northern Trust Ireland. Melíosa sits on the Northern Trust Board in Ireland. Melíosa was on the Board of the American Chamber of Commerce in Ireland from 2008 to 2014 and for the latter two years held the position of Honorary Treasurer and Secretary for the American Chamber. Melíosa is a Member of 30% Club Ireland Steering Committee and is Chair of the 30% Club Financial Services Committee.
	12h35		<b>Jim Jackson</b> Vice President, EMEA Talent Acquisition, Dell Technologies	Jim is an experienced leader with strong competencies in Strategy, Transformation and People Management. He has a strong financial background having managed a highly successful MBO in the Healthcare Industry. He has successfully driven a major transformation in the recruitment function in Dell EMC over 12 years transforming it from a highly administrative function to a Search and Selection model which is contributing greatly to Dell's transformation. This year we will hire over 8,500 people in the EMEA region.
3 <sup>rd</sup> Keynote Speakers	12h55		<b>Declan Coyle</b> Director of Andec. Author of <i>The Green Platform</i>	Declan is one of Ireland's most internationally experienced Leadership, Training & Development consultants. His success as a key motivator and executive coach for Business Leaders has in recent years been harnessed in the sports arena where he has given regular motivational sessions to GAA teams including the Cavan, Kerry, Cork (Football) Tipperary (Hurling), Down, Offaly (Football), Dublin (Hurling) and Wicklow teams. He is the author of the Number 1 Best Selling book, The Green Platform, an innovative "inner software" methodology that has transformed the morale, productivity and profitability of companies across the globe.
	13h10		<b>Dr Vicky Phelan</b> Cervical Cancer Activist	Vicky, a Limerick native and mother of two, received an honorary doctorate in the Irish World Academy from the University of Limerick on Tuesday, 26 <sup>th</sup> June, 2018. Vicky was diagnosed with terminal cancer in January 2018 and took the US laboratory that missed her diagnosis to the High Court. Phelan's high court case highlighted a national Cervical Check scandal and resulted in a €2.5m settlement. The lawsuit came as a result of her cancer diagnosis being discovered on a missed smear test taken as part of Cervical Check. Despite being told not to go public with what had happened to her, Vicky, determined and hopeful that raising awareness of the misdiagnosis would save the lives of other women, did just that.

## 08h30–09h00 Registration

09h00 Introduction **Dr Marie Connolly**  
Head of Equality & Diversity, University of Limerick (UL)

09h00–09h15 **Welcome by video link Pete Cherecwich**  
Executive Vice President and a member of Northern Trust's Management Group in Chicago  
**Welcome by video link Kathy Wengal**  
Executive Vice President & Chief Global Supply Chain Officer for Johnson & Johnson  
**Welcome by video link Aongus Hegarty**  
President, Europe, Middle East and Africa (EMEA), Dell Technologies  
**Welcome Dr Desmond Fitzgerald**  
President of the University of Limerick

09h15–09h20 **Welcome Catherine Duffy** (Conference Chair)  
CEO of Northern Trust Fiduciary Services Ireland Ltd.

09h20–09h45 **Keynote Speaker 1: Mary Ann McGowan**  
Website: [www.maryannmcgowan.com](http://www.maryannmcgowan.com)  
*'Creating a balanced life and living a life beyond limits'*

09h45–10h05 **Keynote Speaker 2: Andrew Keating**  
Executive Director and Group Chief Financial Officer, Bank of Ireland Group  
*'#BalanceforBetter – The role of leadership in enabling change'*

10h05–10h10 **Speaker 3: Dr Sarah Mitchell and Dr Sinéad Burke**  
I Wish Programme in UL 2019 *'Bringing I Wish Campus weeks to UL'*

### Panel 1 Does better balance mean better business

10h10–10h20 **Speaker 4: Gillian Harford**  
Country Executive, 30% Club, Ireland *'Diversity – a zero sum game?'*

10h20–10h30 **Speaker 5: Mary T. Tierney**  
Azurite Consulting Ltd. *'The Vulnerability Challenge'*

10h30–10h40 **Speaker 6: John Lynch**  
Plant Leader, Vision Care *'Broadening Diversity'*

10h40–10h50 **Speaker 7: Ian Headon**  
Senior Vice President, Northern Trust Depository Services  
*'How to engage men to Balance for Better'*

10h50–11h05 **Discussion/Q&A** Panel members include: Gillian Harford, Mary T. Tierney, John Lynch and Ian Headon

### 11h05–11h25 Coffee Break - Poster Display

11h25–11h45 **Keynote Speaker 8: Ailbhe and Izzy Keane**  
Izzy Wheels *'From College Projects to Global Fashion Brand'*

11h45–12h00 **Keynote Speaker 9: Professor Helen Kelly Holmes**  
Dean of the Faculty of Arts, Humanities and Social Sciences, UL  
*'Powerful Women - A threat to men and women'*

12h00–12h15 **Speaker 10: Dr Mary E. Black**  
Pavilion Health *'This is how it works in real life'*

### Panel 2 Joined up thinking:

How to increase the number of senior women in organisations

12h15–12h25 **Speaker 11: Dr Christine Cross**  
Head of Department, Work & Employment Studies, UL *'The Gender Wheel'*

12h25–12h35 **Speaker 12: Melíosa O' Caoimh**  
Managing Director, Northern Trust Ireland  
*'Better Balance is Good Business: Promotion & Succession at Northern Trust'*

12h35–12h45 **Speaker 13: Jim Jackson**  
Vice President, EMEA Talent Acquisition, Dell Technologies  
*'Best Practices at Dell on recruitment and selection'*

12h45–12h55 **Discussion/Q&A** Panel members include: Dr Christine Cross, Melíosa O' Caoimh, Jim Jackson and Andrew Keating

12h55–13h10 **Keynote Speaker 14: Declan Coyle**  
Director of Andec. Author of *The Green Platform*  
*'That's Green Platform Women For You'*

13h10–13h30 **Keynote Speaker 15: Dr Vicky Phelan**  
Cervical Cancer Activist

13h30 **Conference Close: Dr Marie Connolly**  
Head of Equality & Diversity, UL

13h30 **Presentation of WiSTEM<sup>2</sup>D Student Awards**

# IWDC Conference Schedule Friday 8<sup>th</sup> March 2019



## Have questions for the panel?

Submit your Questions on Slido.com.

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- Open a browser on any laptop, tablet or smartphone
- Go to [slido.com](http://slido.com)
- Enter the event code # **ULIWD**

# REGARD



Celebrating the outstanding  
contribution made by women to the

NATIONAL  
**SELF-PORTRAIT  
COLLECTION**  
OF IRELAND

Including work by historical  
and contemporary artists such as  
**Maeve McCarthy, Alice Maher,  
Moyra Barry, Vivienne Dick,  
Muriel Brandt, Ann Quinn,  
Vanessa Donoso López  
and Imogen Stuart**



Bourn Vincent Gallery  
University of Limerick

**Exhibition Runs  
8 March – 18 June 2019**

Preview of exhibition on  
March 7<sup>th</sup> 2019 at 1.15pm

Opening by Abigail O'Brien,  
President, Royal Hibernian Academy