

RENÉ CARAYOL

RENOWNED EXECUTIVE COACH & INCLUSIVE LEADERSHIP SPEAKER

"You don't know the power of inclusion until you have experienced exclusion"



BACKGROUND

As the world of business faces a period of transformation, and complexity multiplies from the impact of the unprecedented COVID-19 pandemic to technology, real leadership is the key to success.

It also isn't any leadership; it is about inspirational and inclusive leadership – and there is no better role model than René.

René speaks, coaches and mentors with the authority and confidence of the expert and leader who has seen and experienced it all before. René draws much from his own unique experiences from being Managing Director at IPC Magazines, serving on a variety of boards such as Pepsi, IPC Media, Inland Revenue and even leading the largest management buyout European history.

Rene is currently the Executive Vice President for ESG at Silicon Valley based technology company, Medallia, where he also sits on the Global Executive Leadership Team. Rene leads on integrating Medallia's ESG strategy, where he leads on the world's most pressing issues.

René's focus is on inspirational leadership and the positive impact of an inclusive culture on the business. Given his background and experience as a former executive and as Britain's first Black board director, his guidance and counsel is much more in tune with the volatile and turbulent times that executive teams are having to navigate through today.

His philosophy of "everybody in, nobody out" reflects what is needed and necessary for progressive businesses today too.

TESTIMONIALS

"We were recommended René by Jim Yong Kim (President of the World Bank) to help my recently assembled senior management team to accelerate our alignment and become far more performance driven."

**Akinwumi Adesina, President,
African Development Bank**

"René has been my personal executive coach and has worked closely with my direct reports over the past two years – he has pushed us to transform ourselves into a high performing team."

**Garry Sinclair, CEO, CWC
(Cable and Wireless Caribbean)**

"Amazing is all I can say, thank you so much!! We have received bucket loads of comments stating how amazing you were. Truly tremendous and exceptional."

**Marisa Fourie, Business and Investment
Solutions, Glacier**

"René has made a significant and tangible difference to how we build and align our top teams, and pushed us to lead a lot more and manage a little less"

**Sean McGrath, Vice President of HR,
The World Bank**

INCLUSIVE LEADERSHIP: EVERYBODY IN - NOBODY OUT

The year 2020 has changed life and business in every aspect as we know it. From Sustainability, The Future of Work, to Inclusion, leaders are being tasked to navigate a post-pandemic world, as they seek to rebuild their organisations culture and capability.

Throughout the pandemic it all became very much obvious, this change will not happen without a concentrated effort towards Diversity and Inclusion. Many organisations have made meaningful statements and declarations of intent about Diversity and Inclusion but now comes the real challenge – the actual changes. The words are where we all want to be, the actions prove who we are and what we stand for.

This essential commitment by businesses in Diversity and Inclusion is much more about Culture than it is about Strategy. This requires a little more leadership with a little less management.

When every team member takes some ownership for performance, collaboration, morale, team spirit and values, so much more can be realised. But it starts with making them feel included and creating a culture of Inclusion which penetrates throughout any organisation. Rene will demonstrate how we can collaboratively work together to;

- Create an inclusive culture where differences are valued;
- Make sustainable change a reality; and
- Experience the power of vibrant teams

We all need someone to believe in and something to belong to. We must try and create an environment where difference is respected, valued, and encourages an approach that when we all come together, we can create vibrant and innovative teams.

Through powerful and emotive case studies and practical tips from Rene's vast experience in dealing with Inclusion at the boardroom, Rene will take leaders in an inclusion journey which begins with making them an ally in Inclusion. Rene will show and positively make them feel it is the right thing to do and demonstrate how Inclusion can undeniably drive business performance in these turbulent times.

TRUSTED ADVISOR

René has been mentored throughout his career by the very best corporate leaders from both Europe and US, and he has consequently become an expert mentor and coach to the very best.

René has acquired a reputation for providing first-hand advice and support for a series of successful CEOs in the Fortune 500, FTSE 100 and all around the world. Therefore, he has a tried and tested approach, but every leadership team is as "unique as their fingerprints" and this will require tailored support.

René has worked closely with many corporate leaders, including:

MATT BARRETT	CEO, BARCLAYS BANK
JOHN VARLEY	CEO, BARCLAYS BANK
ANTONY JENKINS	CEO, BARCLAYS BANK
MARIA RAMOS	CEO, BARCLAYS AFRICA
FRANCESCO CECCATO	CEO, BARCLAYS EUROPE
MARIO GRECO	CEO, GENERALI
MARTIN SENN	CEO, ZURICH FINANCIAL SERVICES
PETER MATLARE	CEO, TIGER BRANDS
EDWARD EFFAR	CEO, FIDELITY BANK
JIM YONG KIM	PRESIDENT, THE WORLD BANK
AKINWUMI ADESINA	PRESIDENT, AFRICAN DEVELOPMENT BANK
PHILIPPE MASO	CEO, AXA UK
PHILIPPA RODRIGUEZ	CEO, ASTRAZENECA UK
DAVID SHAW	CEO, CABLE AND WIRELESS, CARIBBEAN
RALPH HAMERS	CEO, ING BANK
KARL-LUDWIG KLEY	CEO, MERCK GROUP
ALLAN LEIGHTON	CHAIR, SELFDRIVES, PANDORA, PACE
ANNALISA JENKINS	CEO, MERCK SERONO
RITA CLIFTON	CHAIR, INTERBRAND
ANGELA AHRENDTS	CEO, BURBERRY
GREG MESCH	CEO, CITYFIBRE
NOEL QUINN	CEO, HSBC
CLARE BARCLAY	CEO, MICROSOFT UK
DAN GLAZER	CEO, MARSH MCLENNAN

CLIENTS

René has worked closely with many businesses and brands, including:



KEYNOTES

As the world faces a period of transformation driven by pandemic and increase in social awareness, René specialises in helping many blue-chip businesses chart a path for growth and an inclusive culture of enterprise.

René tailors each keynote to fit the challenges and opportunities faced by his clients – embracing regional differences and cultural nuances learned from his years of experience working across the globe.

INCLUSIVE LEADERSHIP

Business leaders are not only tasked with stabilising their operations during the pandemic, they know that in order to rebuild their company's culture, it must be with a committed effort towards:

- Clarity
- Certainty
- Hope

Doing nothing is not an option. Maybe doing the same thing you have always done may not deliver the future so many deserve.

Fortune will favour those brave enough to try things differently.

EXTRAORDINARY TIMES DEMANDS EXTRAORDINARY LEADERSHIP

Our world has changed. We need a more inclusive and empathetic form of leadership for these extraordinary times.

Many businesses have made statements and declarations of intent about Black Lives Matters. But now comes the real challenge – inclusion.

We all need someone to believe in and something to belong to. We need environments where difference is both respected and valued, and encourage different approaches. When all added together, we create vibrant and innovative teams.

A good enough management team, strategy, and brand was also good enough. This is no longer the case. The blunt instrument of Management alone just doesn't cut it anymore. It is the time for Leadership, and Inspired Leadership at that