



 **BARCLAYS**

Our Present, Your Future

Barclays is more than 325 years old, that long history has been made possible thanks to many generations of talented women and men who have nurtured and shaped our business.

Every other year we invite our most senior women to the Barclays Global Women in Leadership Forum which takes place in London, New York and Hong Kong. This year the event focused on shaping our future as leaders with a belief that by sharing ideas, input and ambitions, we can build a stronger, more exciting and innovative bank of the future.

The women who attended the event expressed a desire to extend the boundaries of that sharing outside of Barclays, reaching out to the young women who could be part of our future as colleagues and customers.

On the following pages some of the attendees from the Forum share their insights on what has surprised them during the course of their working lives; what they have learnt along the way and who has inspired them and kept them going through their careers.

You will see we have also shared resources both from Barclays and our partners that we feel may be of use as you think about your ambitions and aspirations for your future working life. And, of course details of how you can have a successful and interesting career with Barclays.



In 1872, Victoria Woodhull unsuccessfully ran for president and later married John Biddulph Martin of Martins Bank which was part of Barclays



Rebecca Nunoofio was appointed as Barclays first female cashier in Ghana and took up her post at the High Street, Accra branch in 1959



Caroline Gunner, one of very few such women in the 19th century, became senior partner on August 1st, 1872



In 1958, Hilda Harding was appointed as the UK's first female branch manager at a new branch in Hanover Street, London



In 1968, Joan Myburgh became the first woman to obtain a Board appointment in South Africa when she was appointed as Assistant Staff Manager at Barclays Head Office in Johannesburg



Mary Baker became the first female Director of Barclays Bank UK on 1 January 1983, and the first female Director of Barclays PLC in 1988



Tina Boyden was appointed Barclays' first Equal Opportunities Manager in 1984



Sally Bott becomes the first woman appointed to Barclays Executive Committee in 1997



Margaret Mwanakatwe was appointed Managing Director of Barclays Bank, Zambia in 2000



In 2005, Deanna Oppenheimer was appointed Chief Executive of Barclays UK Retail Bank



Professor Gill Marcus, first female chair of Barclays South Africa Absa Bank in 2007



Maria Ramos took up her post as CEO of Barclays Africa in 2009



In 2014, Barclays Sionice-Louise Ross became the first Transgender Branch manager in the UK



Val Soranno Keating was named as the new Barclaycard Chief Executive in 2009



Alessandra Perrazzelli appointed Barclays (and Italy's) first female country manager in 2013



Sasha Wiggins appointed first female CEO of Barclays Bank of Ireland in 2015





History of women at Barclays

What I've learnt is...

...80% is better than striving for 100% and never getting to the point of delivery. And, above all be decisive



Wendy Papworth
Head of Barclays UK Diversity and Inclusion

...you will never be the only one in a room who doesn't understand everything. Don't be afraid to always ask questions



Samantha Hoban
Chief Of Staff,
Barclays Operations

...as a woman, you don't need to compromise on your femininity or true self in order to be a leader and manager

Alexandra Buxton
Head of Employee
Communications



...when you take risks you learn that there will be times when you succeed and there will be times when you fail, and both are equally important



Jolandé Van der Hoek
Barclays Africa
Resourcing Lead

...you should take risks and opportunities to advance. If the opportunity doesn't work out you will still have pushed yourself beyond your comfort zone and learnt valuable lessons

Sarah Weller
Programme Director at
Barclays Investment Bank



...in order to be strong you also need to be weak



Sugandree Mudely
Head of Barclays
Africa Business
Banking Recoveries



What's surprised me?

WOW

OMG

COOL

Not to be afraid of failure. Failings are good, they allow you the opportunity to grow

Jagdeep Rai
Head of Business and
Corporate Banking

That it's ok to take risks. I was so afraid to deviate from what I perceived my career path to be that I probably missed out on some opportunities that could've had a positive impact

Maria Mauro Romolo
Head of Surveillances

That there is no career rule book. I spent too long wondering if I was choosing the right path or taking the right career steps – there is no right way, just choose what you enjoy

Hana Searson
Head of Executive Development

That it's ok to be different, it doesn't mean there is something wrong with you and you must change to fit in. Your value is in the fact that you are different

Sarah Dunnell
Head of Operational Tax



What
inspires me?

“People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Maya Angelou

Sarah Mathias

Director of Barclays Brand Strategy

“In the future, there will be no female leaders. There will just be leaders.”

Sheryl Sandberg

Sarah Wang

Managing Director at Barclays
Investment Bank

“A business has to be involving, it has to be fun, and it has to exercise your creative instincts.”

Richard Branson

Carrie Galvin

Managing Director, Global
Head of Events, Investment Bank
at Barclays

“Be curious. Look up at the stars and not down at your feet.”

Stephen Hawking

Caroline Thomas

Director at Barclays Global Customer
Experience, Innovation and Digital
Transformation Investment

“Believe you can and you’re halfway there.”

Theodore Roosevelt

Hannah Willis

Director of Barclays Global
Community Investment

“Keep your head, heels and standards high.”

Coco Chanel

Aukse Zukauskiene

Lead HR Business Partner,
Lithuania and Prague

Modern Muse

By everywoman

modernmuse.org

A not-for-profit social enterprise designed to inspire and engage the next generation of female business leaders and entrepreneurs.

Lifeskills

barclayslifeskills.com

We inspire young people to get the skills they need for a better future. Not just online, but in class and through valuable real-world experiences.

Resources
for you



Digital Wings

digital.wings.uk.barclays

A free and fun learning tool designed to develop and grow your knowledge and confidence of living in the digital world.

Arena: The Network for Professional Women, Supported by Barclays

[linkedin.com groups/7452977](https://www.linkedin.com/groups/7452977)

Whether it's a conversation you want to start, another member you want to reach out to, or a question you have for one of the Ambassadors, this group has a clear purpose: to help you go further professionally.

Financial Wings

financial.wings.uk.barclays

Whether you're getting started with your finances, hoping to buy something special, or need a bit of help to get your finances feeling healthy again, Financial Wings can help you. Financial Wings is for everyone – you don't need to be a Barclays customer to use it.

United Nations HeForShe Campaign

heforshe.org

Barclays are a supporter of the UN's HeForShe campaign encouraging people from all walks of life to work together for gender equality.

Careers at Barclays

Curious to know what it might be like to work at Barclays?

For more information, go to:

home.barclays/careers.html

Graduate programme

joinus.barclays.com/emea/graduate-opportunities

As a graduate here, you'll do more than just experience our momentum – you'll keep it going. Respected and valued, you'll bring your own perspective to our challenges. Our support and training will equip you to make an ever-larger contribution to work that shapes tomorrow for customers, clients, our business and your career.

Internship/Spring insight programme

joinus.barclays.com/emea/internships

To get a sense of what it's like to work at Barclays, experience it for yourself. Our Spring, Summer and Off Cycle undergraduate internships will immerse you in our work, culture and business. You'll learn from our people, while working on live deals and real business challenges. You may also take a significant step towards securing a full time opportunity with us.

Apprentice programme

[joinus.barclays.com/emea/
apprenticeships](https://joinus.barclays.com/emea/apprenticeships)

Everyone deserves bright prospects. And we mean everyone. Whatever your age or background, whether you're taking your first steps into work, finishing school, returning to work or looking for a new career direction, there's an apprenticeship here for you. Whichever one you join, you can expect to gain valuable skills, recognised qualifications, a permanent job, great training and, above all, our full and heartfelt support.



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