

Croatian good practices: Developing leadership talent: Supervisory board readiness programme in Hrvatski Telekom d.d., International Girls ICT Day in Ericsson Nikola Tesla d.d., Croatia

In 2014, under the sponsorship of Ms Claudia Nemat, a board member of DT Group, an international educational programme called "Supervisory Board Readiness Programme" was launched. The programme aims to improve the representation of women in the management of the company, and especially in Supervisory Boards of the companies within the DT Group. The programme has been designed and organised in cooperation with the European School of Management and Technology (ESMT). 29 women managers from different business areas were selected by the boards in the DT Group and attended the programme. From Hrvatski Telekom Group, two managers were selected and participated: Ms Irena Hatchet (finance background, responsible for controlling at HT) and Ms Maja Mandic (legal background, responsible for legal and regulatory affairs at HT). The ambition for the company is to select and enable highly qualified female executives to take on a mandate in the supervisory boards of DT affiliates by building a talent pool and network, and ultimately increase the gender balance on the supervisory board.



"The SB Program started as a learning and networking opportunity and has been developing into a solid platform for creating and increasing awareness of women's issues in business and to make a real change within the corporate organization and beyond."

Ms. Maja Mandic, Legal, Regulatory and Compliance Affairs Department Director R.F.

Hrvatski Telekom d.d. (HT) is the leading provider of telecommunications services in Croatia and offers fixed and mobile telephony, wholesale, Internet and data service. Hrvatski Telekom Group Members include Iskon Internet, JSC, KDS Ltd., Combis Ltd., Optima Telekom, JSC, and HT Mostar. The company is a member of the Deutsche Telekom (DT) Group that is the majority shareholder in HT. HT employs 4,325 people, out of which 2,528 are men and 1,797 are women. There are a total of 187 managerial positions, of which 113 are occupied by men and 74 by women. The share of women in managerial positions has increased by 3% in comparison to 2011.



EMPOWER TO PERFORM: Key facts on the Supervisory Board Readiness Programme

- ✓ 29 female executives with different backgrounds were selected within DT Group;
- ✓ An international programme was designed that qualifies and prepares participants for taking over responsibility as supervisory representatives of DTs subsidiaries;
- ✓ The programme is conducted in cooperation with ESMT and consists of five days of workshops and coaching sessions in three modules;
- ✓ It started in December 2014 with the first workshop including a peer-to-peer-coaching session; the 2nd and 3rd workshop took place in the first half of 2015;
- ✓ The candidate pool of all participants will be interlinked with all stakeholders in the succession process for vacant seats, e.g. Asset management, (Top) Executive Management, HR, coordinators in the segments;
- ✓ After the programme a network between the programme participants, and new and experienced supervisory board members will be set up to foster best-practice exchange and continued peer-to-peer-coaching.

International Girls in ICT Day in Ericsson Nikola Tesla d.d.

Last year, for the first time, Croatia has, with a range of activities, joined the global movement of total 140 countries worldwide that on April 23, 2015 mark the International Girls in ICT Day. In Croatia, the main activity holder is the Croatian Regulatory Authority for Network Industries (HAKOM) as a member of International Telecommunication Union (ITU), and partners of the project are the Zagreb Faculty of Electrical Engineering and Computing (FER) and the Company Ericsson Nikola Tesla (ENT).

The company that employs nearly 30 % of women, with a leading position in the domestic ICT industry, has clearly demonstrated that the ICT sector is the sector future and the prosperity in which success, perseverance and new ideas has no unnecessary restrictions, including gender imbalance.





Gender-Equal Management Approach

For the sixth consecutive year, every fourth Thursday in April, girls and women are offered special opportunities and additional motivation in looking at their own future in the world of ICT. Despite the fact that already in the 19th century the first machine algorithm was written by a woman, Ada Lovelace, after whom the program language Ada was named, which made her the first acknowledged programmer in history, and the author of the first compiler that made the idea on machine independent program languages popular was also a woman, Grace Hooper; technologies, as well as ICT, are still traditionally considered to be “a man’s profession”. The modern society is still impacted by various prejudices and stereotypes, thus the events related to this symbolic day have the goal to change the inequality in gender perception and the increase in the number of women who are studying and working in one of the most prosperous sectors of not only the economy, but science as well.

The activities started when a group of high school and faculty female students visited Ericsson Nikola Tesla, where they were warmly welcomed by the President of the Company, Gordana Kovačević, MSc. The President encouraged the girls to pursue a career in ICT, sharing her own experience, and after that the girls were very curious to take a tour of the Company's Technology Road.



The closing event, a round table on topic “Girls and Women in Croatian ICT Sector- Both Sides of the Medal” showed how contribution of women to Croatian ICT sector is already very big. The crowded Grey Hall at the Zagreb Faculty of Electrical Engineering and Computing and many other questions that were not asked, for which there was no time left, due to an enormous interest, witnessed that there is still a lot of room in ICT segment in achieving true gender equality,

but also that in this segment, Croatia has world relevant and successful women and organizations, i.e. practices.

In March E-NEWSLETTER: International Woman` Day campaign

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