

Kay Formanek

Founder and CEO of KAY Diversity & Performance

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SUMMARY

Kay is founder and CEO of KAY Diversity & Performance B.V. For more than 25 years Kay has partnered with profit and non-profit organizations to shape their diversity programs and drive performance outcomes. Her roots are in South Africa where she was exposed to the societal and business impact of retarding diversity and studied the manner in which diversity can be unleashed to drive recovery. Now settled in Europe (The Netherlands), Kay conducts research on diversity and performance, has collaborated on books on diversity, is a much sought out speaker on the subject, offers executive coaching to Executive Boards and leaders, shapes leadership development programs, and works with leadership to develop and implement diversity and inclusion programs which are focused on realizing improved business performance.

Prior to founding KAY Diversity & Performance in 2014, Kay was managing director in one of the most significant global consulting and outsourcing companies. Kay worked internationally in emerging and mature markets with clients seeking to better service their clients and deliver improved business performance. Kay worked cross-industry in Health and Life Sciences, Retail, Consumer Goods and Financial Services and assumed multiple industry and client leadership roles during her 24-year tenure with Accenture, being based both in South Africa and The Netherlands. Clients and colleagues endorse Kay for her inspiring leadership, her strategic mind-set, her make-it-happen approach and her authentic leadership style.

Kay has amassed unique experienced in the Health and Life Sciences markets, being an advocate for cross-industry collaboration in serving patients in a patient centric way and thus improving the quality of care and access to care in a sustainable and responsible manner. Kay assumed Client Leadership responsibilities for prominent Life Science companies and Health Care Institutions and led the Life Sciences Practice in Europe, Africa and Latin America. Kay was involved in the establishment and co-chairing of a cross-industry Think Tank in The Netherlands, focused on finding innovative solutions to healthcare issues.

While Kay held various leadership roles over the last 25 years, the golden thread in Kay's professional and private sphere has been her passion to unlock unique talent in organizations and to sponsor leadership and diversity. In this capacity Kay led numerous diversity initiatives and programs, coached high potential individuals, served as coach in Leadership Development Programs, crafted effective Change Management Programs and conducted research to drive new insights. It is this unique passion and experience that Kay now brings to KAY Diversity & Performance. B.V.

Kay is based in The Netherlands, married and mother to 3 children. She is an avid sportswoman, having run multiple ultra marathons and being a keen horse riding enthusiast.

EXPERIENCE

<i>Date</i>	<i>Company and Activity</i>	<i>Role</i>
2014	<p>KAY Diversity and Performance B.V.</p> <ul style="list-style-type: none"> Established the company in April 2014 Active in its daily activities as CEO and face to the company. Developed global network of associates, many with 20-plus years experience in the area of coaching, leadership development and diversity who contribute to the various assignments. Directly involved in delivery of services, including diversity and inclusion consulting, executive coaching, leadership development and training, research and publications, interim assignments and speaker events. Development of IP in the company, related to algorithm of diversity and impact on performance, frameworks, enablers. 	Founder and CEO
2012	<p>Accenture/ GALLIA/Life Sciences Industry</p> <ul style="list-style-type: none"> Life Sciences Lead in Gallia Region (France, Netherlands, Belgium) Client Partner to 5 Fortune 500 Life Sciences Clients Leading global, complex change management programs spanning R&D, Supply Chain, Commercial, Finance & Business Performance Leadership Development, Unconscious Bias Rollout, High Potential Training in company and with clients Co-Chair of Health & Life Sciences Think Tank 	Managing Director
2009	<p>Accenture/EALA/Life Sciences Industry</p> <ul style="list-style-type: none"> Life Sciences Industry Lead for EALA (Europe, Africa, Latin America) Talent acquisition, market entry, offering development, client development, industry collaboration Coach for Business Unit's Leadership Development Program 	Partner
2005	<p>Accenture/Gallia/Health & Life Sciences</p> <ul style="list-style-type: none"> Lead in France, Netherlands and Belgium for Health and Life Science Market Development Contributor to Operating Model Transformation at Academic Hospital, including change program Diversity Lead in The Netherlands, with focus on ethnic, gender and generational diversity Establishment of Think Tank in Healthcare Employee engagement lead Collaboration on diversity publications and research 	Partner

<i>Date</i>	<i>Company and Activity</i>	<i>Role</i>
2003	Accenture/Netherlands/Retail and Health & Life Sciences <ul style="list-style-type: none"> • Established Health and Life Sciences Practice in The Netherlands • Contribution to Hospital of the Future operating model • Establishment of Shared Services Operating Model for Biotech • Extended market reach of Retail practice • Key diversity and inclusion contribution 	Partner
2001	Accenture/Netherlands/Retail <ul style="list-style-type: none"> • Interim CEO of eCommerce Start-up • Lead of Strategy Group for Business Unit in The Netherlands 	Promoted to Partner
1999	Accenture/Netherlands/Retail <ul style="list-style-type: none"> • Post-merger integration of 2 European Retailers, with focus on Supply Chain • Retailer Group 	Senior Mgt Consultant
1996	Accenture/South Africa/Life Sciences <ul style="list-style-type: none"> • Realization of Market Level Logistics entity for several Life Science companies to secure distribution of product to clinics and pharmacists. • Included due diligence and acquisition, none-compete hearings, complex stakeholder management 	
1993	Accenture/South Africa/Retail <ul style="list-style-type: none"> • Realization of Merchandise Availability Program for Food & Textiles Retailer • Realization of Supplier Management Program for Retailer • Design and execution of change management process and stakeholder management process 	Mgt Consultant
1989	Accenture/South Africa/Financial Services <ul style="list-style-type: none"> • Realization of Asset Management System for Financial Institution • Process Re-engineering Mutual Fund • Design and execution of change management process and training development and delivery 	Mgt Consultant

EDUCATION

<i>Date</i>	<i>Studies</i>	<i>Academic Institutions</i>	<i>Achievements</i>
To Current	Multiple	Multiple internal and external institutions resulting in certifications for: <ul style="list-style-type: none"> • Leadership Development • Unconscious Bias • External Coaching • Diversity Management • Value Driven Management • Change Management • Life Sciences • Retail • Outsourcing • Program Management • Press • Etc. 	<ul style="list-style-type: none"> • Counselor • Coach • Facilitator • Change Agent • Press Spokesperson
1994/95	MBA	<ul style="list-style-type: none"> • Graduate School of Business, Cape Town, SA • Fuqua, Duke University, North Carolina, USA 	<ul style="list-style-type: none"> • Old Mutual Gold Medalist Scholar • Exchange Student • MBA Class President • Strategy Class Award • Marketing Class Award • Street Children's Fund Coordinator
1988	BCom Honors in Business Economics	<ul style="list-style-type: none"> • University of Witwatersrand, Johannesburg, SA 	<ul style="list-style-type: none"> • First Class Pass • Replicated Asquith's Merger & Acquisition Thesis for South Africa
1985	Legal BCom	<ul style="list-style-type: none"> • University of Witwatersrand, Johannesburg, SA 	<ul style="list-style-type: none"> • Combined Legal and Bachelor of Commerce Degree
1984	Matric	<ul style="list-style-type: none"> • Kingsmead College, Rosebank, SA 	<ul style="list-style-type: none"> • Prefect • Matric with Distinctions • Tennis and Swimming Team