



KAY | DIVERSITY &
PERFORMANCE

KAY FORMANEK



First Name: Kay

Surname: Formanek

Residence: The Netherlands

Born: South Africa

Languages: English (First); Dutch (Fluent); Afrikaans, German and French (Learnt)

Profile:

Advisor | Author | Speaker | Coach | Board Member | CEO | Diversity and Performance BV | Transformational Diversity

1. 30 Year International Career for Sustainable Business Performance built on a passion for inclusive diversity

Founder of Diversity and Performance Advisory Services

Kay is Founder of Diversity & Performance, a global company committed to embedding diversity of talent into the transformational purpose of companies to unleash more creativity, more innovation, more growth, more engagement and better financial outcomes.

Inclusive Diversity Expert, Coach and Facilitator in Aberkyn/McKinsey

Kay assumes a role of coach and facilitator to Board Members of clients of Aberkyn/McKinsey. She is facilitator of cultural change and turn-around programs. She leads the Certification of Inclusive Diversity Facilitators for Aberkyn and key clients (profit and not-for-profit).

Managing Director, Partner and Industry Lead in Accenture

Before, Kay was Executive Director and Partner in Accenture for 25 years and assumed multiple leadership roles including Managing Director of the Life Sciences Practice in Europe, Latin America and Africa. She served on the Accenture CEO Advisory Council. She was executive member of the Products Operating Unit. She was based in South Africa and The Netherlands and worked internationally.



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Sponsoring Partner for Accenture's Talent Initiatives, with main focus on Diversity and Inclusion

Kay is deeply committed to the development of talent within Accenture and assumed various roles such as Sponsor of the Global Leadership Development Program, Executive Member of the Diversity Forum, Member of the Unconscious Bias Task Force and acting as mentor and coach and sponsor for rising talent.

2. Track record in serving on Executive Boards and Advisory Councils

Kay's 30 years advisory experience in an international context, complimented by her cultural and coaching expertise, is regarded as valuable to various profit and none-profit businesses. She has a sharp eye for detail, has an excellent track record in transformational programs and is forever on the lookout for how the diversity of talent can be unleashed to drive performance. Kay had served/is serving as board member or advisor to boards for 6 different organisations.

3. Contributing Lecturer at Foremost Business Schools

Kay collaborates with leading institutions so as to advance knowledge around inclusive diversity and to ensure that diversity journey's deliver positive results. This requires a dedication to research to evaluate outcomes of diversity initiatives. Kay is guest contributor and collaborator with the following institutions:

INSEAD: Long-term involvement with INSEAD on their Corporate Governance, Gender Parity and Women's Council Programs as contributor and guest lecturer.

Erasmus University: Expert and Contributor and Speaker on the Erasmus Implicit Bias Program across all Academic Schools, including Rotterdam School of Management, Erasmus Medical College, Erasmus School of Philosophy.

Nyenrode/Right Brains: Lecturer on Women's Digital Leadership Annual Program focusing on Transformational Digital Leadership

DELFT: Guest speaker to the Women and STEM (Science, Technology, Engineering and Mathematics) events and start-up hub.



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4. Author and developer of models and frameworks

Kay has collaborated with Dirk Luyten to develop the Integrated Diversity Model that forms the framework for her advisory work with clients. This collaboration has extended to the realisation of the book “The Handbook for Inclusive Diversity” which will be published in November 2020.

She is collaborating on two additional books:

1. Biodiversity Offering Clues for Inclusive Diversity in Businesses
2. Horsemanship: An inspiration for Organisational Leadership

5. Creates and delivers the Inclusive Diversity and De-Biasing Certification to leaders globally

Kay has designed and delivers the **Inclusive Diversity and De-Biasing Certification** in response to research showing that most diversity programs are not delivering the benefits they wish for and see an uplift in bias and divisive behaviour post their diversity programs. The Certification aims to address the flaws in typical D&I journey’s and provide leaders with a research-based and quality approach for leading inclusive diversity with sustainable results. The three-day Inclusive Diversity and De-Biasing Certification has been developed to imbue capability and learning in leaders. It is a course that is built on 35 years of primary and secondary research on the effectiveness of Diversity and Inclusion Programs and translates these learnings to personal, team and organisational actions and inclusive behaviour skills. This

6. Keynote Speaker

Kay is a key note speaker for Speakers Academy International.

<https://www.speakersacademy.com/en/speaker/kay-formanek/>

She addresses organisations around the world on a number of topics, including:

1. How to Rewire our Brain so as to not be Unconsciously Biased?
2. How to Stamp Out Unconscious Bias from the Workfloor?
3. The Facts and the Myths About Diversity and Organisational Performance
4. Conscious Leadership – the Cornerstone of Inclusive Diversity
5. Biodiversity – an Inspiration for Diversity within an Organisation.
6. Turning Diversity from Divided Diversity to United Diversity
7. Women in STEM: So much leakage, so much to do



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7. Committed to Giving Back to the World

Kay is highly involved in initiatives focused at raising the confidence of talent and communities through the development of capabilities and by way of sponsorship and mentorship.

Board Member of Afrika Tikkun

Founded in 1994 in South Africa, Afrika Tikkun provides education, health and social services to young people and their families through centres of excellence in South African Townships. This is done on the approach known as Cradle to Career 360°. Its goal is to create a sustainable future for the youth of South Africa. Nelson Mandela is Patron-in-Chief in memoriam.

Lead Your Future

Served on the Advisory Board of Lead Your Future (LYF) to empower young women to develop their confidence and their capabilities to be a force of good to the world.

Vice Chair of HealthNet (Prior HNTPO)

Previously, Kay assumed the Vice Chair role of HealthNet, a global NGO with roots in The Netherlands. For over 25 years HNTPO has served communities in the most fragile countries in the world including Sudan, Somalia, Afghanistan and Lesotho with aim to leverage the power of the community to improve health of the community.

8. Believes in ongoing self-development and learning

Kay has studied in institutions around the world developing skills in Business (MBA Duke, Cape Town), Leadership and Coaching (Barret Values Centre, Gita Bellin & Associates et al) and with a focus on how inclusive diversity leads to sustainable performance. There is dedication to bring the latest research and best practices to her clients and students.



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9. Key Capabilities that are brought to clients

Kay is most often described by these words:

International: She is able to work and collaborate within a diverse team, bringing sensitivity to **cultural** interactions

Inclusive: Kay is passionate about diversity and inclusion and is specialised in identifying and **overcoming unconscious bias** within a leader and in a group. She is a great sponsor of diverse talent.

Transformational Change Expert: Kay has run Transformational Programs for over 25 years and has a deep specialisation in the leadership of complex change journeys that are global in scope.

Authentic Leader and Coach: Kay is sought out as coach of senior leaders (many serving on Boards). Kay is an accredited facilitator and coach with a focus on Value Lead Change and Authentic Leadership within larger systems.

Sharp-mind, Conceptual Thinker: Kay is able to consume masses of information and then is able to clearly and simply convey the essence of the information into language and concepts that register with the community of the business.

Courageous: Kay leads her roles with integrity, with **attention to detail** and with the purpose of the business in mind. She is able to courageously and sensitively surface key issues for reflection and dialogue.

Passionate and Energetic: Kay is passionate about what she does and **inspires** others by way of her conviction and purpose.