

cutting edge LITE

April

WELCOME TO the latest edition of Cutting Edge LITE

Included in this newsletter:

[Women at the Top - findings from the Select Committee](#)
[Nominate someone for our Future Leaders Award](#)
[150 - a magic number?](#)
[Negotiating Contracts of Employment - get what you deserve](#)
[Learn how to become a Business Angel](#)
and more ...

Upcoming Women in The City Events

INVESTING IN ART - FOR YOUR WALL OR YOUR PORTFOLIO

Thursday 22 April 6.30-8.30pm

Join us for this evening event hosted by the Rossi & Rossi gallery in Clifford Street, W1 and get an inside scoop into the art market from expert **Annelien Bruins**.

You'll be given practical pointers on how to start collecting; discover the various routes to buying art, learn about the cost of investing in art and find out the dos and don'ts of buying art for investment purposes.

Whether you're interested in art as an investment or would just like to know more about a subject that can seem daunting to the uninitiated, the evening will give a fascinating insight into the contemporary art world and will be highly enjoyable and informative.

[READ MORE](#) or [BOOK ONLINE](#) (£35 +vat each)



DIARY DATE: The final evening event in our alternative investment series sponsored by Murray Campbell, Senior Partner, St James's Place Wealth Management will be held on 24 June in the fabulous VOLA UK studio when the topic is [Wine: An investment you can always drink if the value dips!](#)

The booking form will be uploaded next month. If you'd like to reserve a place, please [email me](#).

EVENING SEMINAR

Negotiating Contracts of Employment: Getting what you deserve

Wednesday 9 June 6.30 - 8.30pm

[Click](#) for further information.

WOMEN IN THE CITY ANNUAL CELEBRATION LUNCH

26 November 2010, Plaisterers' Hall, London Wall, London EC2

Now in its 8th year, our Annual Lunch will be as energising, motivating, inspiring and fun as always.

[BOOK NOW](#) to reserve your place(s) or Table (11 guests) at the Earlybird price.

PLEASE NOTE: all Women in the City events are open to men and women.

New Award - Future Leaders

Do you know an exceptional female Future Leader?

Someone who, at a relatively young age, is making a contribution beyond her functional, technical or specialist area? Someone who is committed to her personal and professional development and has a heightened sense of self-awareness.

WIN A PRIVATE VIEW OF THE MANSION HOUSE

Breakfast with a Management Champion

Wednesday 9th June
(7.45 for 8.00am start)

Universities are Businesses too!

As we enter a new decade all is not business as usual in the academic world. Shifts in stakeholders' expectations and severe funding cuts from Government will influence the sector's academic, strategic and operational planning and management. This poses interesting questions:

- Do the Knowledge Economy and demands for wealth creation now overshadow scholarly learning?
- Should Academic Freedom be tied to Return on Investment?
- Who governs a university: their governors or the government?
- How do we reconcile "Education, Education" with imminent exchequer funding cuts and the tuition fee debate?

This year's Management Champion, **Richard Mawditt**, will attempt to answer these questions showing how those in business and industry can understand, influence and foster a more efficient and effective university leadership culture - for a brighter future in the changing and challenging times ahead.

On the day, the first eighty attendees at the event will be treated to a guided tour of Mansion House after the event.

[BOOK NOW](#) (£35 for WIC subscribers)

Hassle Free Guide to Paying Your Nanny with Childcare Vouchers and Saving Money

If you employ an Ofsted Childcare Registered Nanny, you could be saving up to £2,000 a year on your own tax and NI payments.



Find out [How to get Your Nanny Registered](#) and [How to pay your Nanny with Childcare Vouchers](#).

For any other advice on

If so then nominate her now for our new Future Leaders Award. Sponsored by Barclays Wealth the winner, who will win a place on the 12-day Accelerated Talent Development Programme at Cranfield University, will be announced at the special evening award ceremony to be held at Barclays Canary Wharf.



Tickets will shortly be on sale for the Future Leaders Award Ceremony. Please make a note of the date - 8 July.

[READ MORE and complete the on-line nomination form.](#)

Female Business Angels

If you'd like to learn about angel investing, then join like-minded women at an evening event organised by [Addidi](#) and Angels Den.

Date: Tuesday 27th April 2010
Time: 6-9pm
Place: One Alfred Place, London WC1E 7EB

Keynote speakers:

[Sally Goodsell](#), Chief Executive, Finance South East, "Why women should consider becoming business angels"

[Sháá Wasmund](#), serial entrepreneur and Founder of Smarta.com, "Why it is imperative for the start-up world that there is more female investment"

[Emily Bendell](#), Blue Bella, "How female investing helps real businesses"

To book, email [Adiddi](#) before 20th April

Please direct any enquiries about this event to the Adiddi email shown above.

Women at the top make good business sense

Last week the Treasury Select Committee released its report, Women in the City. The Report was prompted by the Committee's work on the Banking Crisis, which shone a spotlight upon the City of London and the need for reform to increase financial stability, including improving corporate governance within financial institutions.

The Report revealed that "the lack of diversity on the boards of many, if not most, of our major financial institutions, may have heightened the problems of 'group-think' and made effective challenge and scrutiny of executive decisions less effective."

The long hours culture, the working environment, access to flexible working and family-friendly practices are also examined.

John McFall, Chairman of the Committee said: "... Diversity at the top is one way to challenge potentially dangerous 'groupthink.' ... [it is] in the interests of financial institutions themselves to try to boost female representation at senior level and thus try to embed diversity and challenge more deeply into the culture of banking."

Interestingly, Women in the City partners, blackswan are sponsoring a new Category award within our Woman of Achievement Awards which will recognise someone who has made a significant impact on cultural change.

Having recently completed a comprehensive review of the mindset of successful CEOs, blackswan noted that women are good for business. Indeed, the more senior women there are at a company, the more money the business makes.

Now more than ever, say blackswan, women are really concerned about making correct career choices. They lead complex lives and work simply has to 'work out' for them. The studies Ernst & Young collated show that women can make the difference between economic success and failure in the developing world, between good and bad decision-making in the industrialized world, and between profit and loss in the corporate world. Like the Select Committee they conclude that companies would do well with more senior women.

These data are not isolated blips, but are confirmed by other studies such as Columbia University, McKinsey & Co., Goldman Sachs and Pepperdine University, which shows a clear alignment between women in senior management and corporate financial success.



Blackswan is a global consultancy that provides People Process and Innovation solutions to businesses who wish to grow. [See our tools portfolio](#) to discover how businesses can be successfully managed.

recruiting a nanny or a maternity nurse, please give us a call on 020 8785 2147 or [email](#) us.

Out and About with Gwen Rhys

In the last month I've attended a number of women's events. Firstly in connection with International Women's Day - another great breakfast organised by the City of London Police at The Guildhall in aid of Refuge.

Next, as part of a number of UK-wide activities, a lively evening at RBS which brought together a number of corporate networks. I met up with Louise Ajdukeiwicz of the [Breast Cancer Campaign](#). We'd not been in touch for about 7 years - how time flies.

I also keep bumping into Liz Campbell, Director of [Wellbeing of Women](#). Each time I see her I admire her WOW pin and today one's arrived in the post. Thanks Liz, I'll be wearing it!

I was delighted to attend [Women in Technology's](#) 5th Birthday celebrations. Seems like only yesterday I attended its launch. Great work, Maggie.

Finally, at the IoD City Branch's Mansion House Lunch - at last an opportunity to meet some men (!) - I sat next to India Gary-Martin recently elected President of [City Women's Network](#). I much enjoyed her company and it was good to hear her on Radio 4's Today programme just before I was interviewed by BBC Radio Wales on the Treasury Select Committee Report.

Negotiating Contracts of Employment : Get what you deserve

Last year the Equalities Commission report revealed the significant pay disparity between men and women, even at senior levels, within the Financial Services Sector and in their book [Why Women Don't Ask](#), Linda Babcock and Sara Laschever highlight how women sabotage their full earning potential by failing to negotiate the right salary. This fundamental error can result in a woman earning around £500,000 less than her male counterpart over a working lifetime.

To help redress this issue, we're planning an interactive **Evening Seminar** during which experts from Gannons will guide you through the legal and practical aspects and inform and empower you towards negotiating a better deal for yourself.

Topics covered will include:

Tackling pay discussions
Bonuses and benefits
Dealing with sex discrimination
Making it to the boardroom

Date: Wednesday 9 June

Venue: Wellcome Collection Conference Centre
183 Euston Road
London NW1 2BE

Time: 6.30 - 8.30p,

Cost: £35 (+vat) per person

Sponsored by:



a niche commercial law firm offering commercial employment law advice to executives and companies.

A booking form will be uploaded on our website shortly. If you'd like to attend, please [email](#) us to reserve your place.

Gwen Rhys discovers there's a magic number in networking.

When running seminars and workshops on networking I'm often asked how many people someone should have in their network. I used to say that, from my own experience, 200 was about the maximum number - a core network of up to 10 people (your personal board of directors) and an inner-circle making up the balance. Beyond that, the outer-circle, is better described as a database rather than a network of relationships.

In other words, I prefer to have quality relationships rather than be able to boast about my quantity of connections.

Interestingly an article in the latest issue of the RSA Journal by Robin Dunbar, Professor of Evolutionary Anthropology at Oxford University suggests that the magic number is in fact 150.

"If social networks become too large, communities fail to function effectively," he says and cites that the number 150 starts to emerge from all kinds of unexpected places. It was the average village size recorded in the Doomsday Book and is the average size of the smallest standalone unit (the company) in all modern armies. It's also the point at which businesses start to need formal management structures and is the typical size of communities amongst the Amish and Hutterites as well as virtual world communities such as Second Life.

Moreover, 150 people do not form a homogenous group - social networks consist of a series of layers, says Prof Dunbar, which increase by a multiple of 3 - an inner layer of 5 intimates, 15 good friends, 50 friends and 150 acquaintances.

I'll admit to being ambivalent about social media networks. For me, there's nothing quite like making a physical connection with someone. Prof Dunbar agrees saying that "you need to get to grips with people in real life ... a touch in the real world is worth a thousand words in the virtual world." If I've not met someone in person or at least spoken to them on the phone, I don't accept their invitations to join an online network.

On the plus side, he suggests that social networks are good at slowing down the rate at which relationships decay, but goes on to reveal that they do not prevent decay altogether and are not especially good for creating new relationships.

If you don't have 500 people in your Facebook or Linked In - don't worry, you're just being normal. And if you want to make face-to-face contact, then

I hope to see you at some of the opportunities featured in this edition of Cutting Edge LITE.

Finally, if your company would like to sponsor any WIC activities, promote products and services, submit an event listing, or make an editorial contribution to Cutting Edge LITE please contact me, Gwen Rhys, on 0704 404 7497.



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Want to know more?
[Visit the site! www.citywomen.co.uk](http://www.citywomen.co.uk)

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