

OUTLEADERSHIP



EUROPE SUMMIT 2023

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# CEO DINNER

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HOSTED BY HSBC

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**Claudia Brind-Woody**  
**Managing Director, IBM and Kyndryl Partnership,**  
**UK and Ireland**

Claudia Brind-Woody is the Vice President & Managing Director for Global Intellectual Property Licensing at IBM. She's worked at IBM since the 1990s, and she has spent her tenure there emphasizing how fostering an inclusive corporate work environment is good for business – and spurs positive societal change.

"When our employees don't have to think twice about struggling for the same benefits and recognition...then productivity goes up," she told Business Insider in 2016.

Brind-Woody believes successful business units are in many ways similar to winning sports teams and that when leaders create space for each contributor's unique talents, a team can be greater than the sum of its parts. She credits this insight to the time she spent as an assistant to legendary Tennessee women's basketball coach Pat Summitt.

A Virginia native, Brind-Woody lives in England with her wife, Tracie.



**Charlotte Crosswell OBE**  
**Chair, Centre for Finance, Innovation & Technology**

Charlotte has been involved in capital markets, fintech and technology throughout her career - as CEO, Chair, Board Advisor and Non-Executive Director. Prior to CFIT, Charlotte was Chair and Trustee of Open Banking and was also CEO of the fintech industry body, Innovate Finance. In this role, she supported the work of Sir Ron Kalifa in delivering the strategic fintech review ("The Kalifa Review"). She works closely with entrepreneurs, financial services firms, academia, government, and regulators on fintech advocacy and strategy. Charlotte received an OBE for her contribution to financial services in the Queen's Birthday Honours 2021. She believes firmly in a diversity and innovation-first approach.



## **Justin D'Agostino MH** **CEO, Herbert Smith Freehills**

Justin D'Agostino MH is the global CEO of world-leading international law firm Herbert Smith Freehills, overseeing its client, people, practices, and growth strategies.

Based in Hong Kong, he works closely with the firm's largest clients, both in his personal practice role and as a regional and global business leader, and leads the firm's 6,000 talented people.

A thought leader and skilled practitioner in international arbitration and dispute resolution, Justin has appeared before tribunals around the world and sits as arbitrator. He was awarded the Hong Kong Medal of Honour in 2021 for his contribution to the development and promotion of arbitration and dispute resolution.

The founder of Herbert Smith Freehills' first LGBT+ network in 2007, Justin is a strong advocate and active supporter of diversity and inclusion in the firm and the wider community. He chairs the firm's Global Executive Committee and is Executive Sponsor of IRIS, the firm's global LGBT+ network. Justin is also a member of the Executive Board of the International Chamber of Commerce in Paris, and is a Visiting Professor of Tsinghua University in Beijing.

He is a native of Edinburgh in Scotland, and is admitted as a solicitor in Hong Kong and as a solicitor advocate in England & Wales.



### **Serge Dumont**

**Chairman & Co-Founder, Asia Society France, Board Director, East West Bank Corp, Global Trustee, Former Vice Chairman, Omnicom Group Inc.**

Serge Dumont has lived in Asia, including Beijing, Hong Kong, and Taipei, for over 40 years. A specialist in international business and strategic communications, he draws on decades of experience in Asia, the United States, and Europe. He has regularly advised multinational companies, business leaders, and boards of leading institutions.

In the early 1980s, he founded China's first independent public relations and public affairs consulting group. A young entrepreneur at the time, he is now credited with leading China's growing communications industry, having served companies such as Edelman as EVP and Board Member, and Omnicom Group (NYSE, OMC), a global communications and marketing holding company, as Vice Chairman and Chairman, Asia Pacific.

A global citizen, Serge Dumont brings an international perspective to his activities and his role is not limited to business. As a philanthropist, he is particularly involved in the fields of health and education. He served as a Special Representative for the United Nations program on HIV AIDS (UNAIDS).

As executive sponsor, he spearheaded Omnicom's global program on equality, diversity, and inclusion for LGBTQ+ employees; advised multinational companies on their ESG responsibilities; was an early supporter in creating visibility for LGBTQ+ issues at the World Economic Forum in Davos; and strives to contribute to initiatives aimed at promoting board diversity in both the public and private sphere.

Serge Dumont has received several awards and distinctions from governments and international organizations for his commitments in the areas of business, philanthropy, health, culture, and education.

He has been serving on the boards of several corporations, educational institutions and nonprofit organizations.

He is fluent in English, Mandarin, and French.



## **Michael Ensser** **Chair, Egon Zehnder**

Michael Ensser, based in Zurich, is the Chair of Egon Zehnder; he was previously Managing Partner of the German and the Swiss organizations. Michael advises leading technology and media companies. In addition to finding and preparing suitable candidates for top executive positions, he supports large-scale transformation projects by carrying out management appraisals, analyzing the potential of organizations, and leading development efforts.

Before joining Egon Zehnder, Michael was at the Treuhandanstalt, the agency that was set up to privatize East German enterprises following reunification, where he attained the post of chief of staff. He launched his career as a journalist at Münchener Zeitungs-Verlag, a leading publishing group.

Michael studied political science and law at the University of Munich before earning a Ph.D. in political science from the University of Konstanz. Outside work, he is passionately interested in history and politics, an avid book collector, and an enthusiastic soccer fan.



## **Fiona Gallagher** **Head of Wells Fargo Bank International UC**

In her position as WFBI CEO, Gallagher is responsible for the leadership, management, and governance of Wells Fargo's European Bank, including its branches in the UK and Germany. In addition, she serves as executive director on the WFBI board and on board and management committees as required.

A 15-year Deutsche Bank veteran, Gallagher most recently was managing director, global head of Securities Services, and chief country officer for Ireland. Her dual role included responsibility for custody, clearing and settlement, as well as fund administration services across 30 markets globally.

She was also responsible for overseeing local operations across all divisions to further develop Deutsche Bank's Irish business. Previously, she held a number of leadership positions in Dublin and London, UK, such as managing director and global co-head of coverage for Institutional Cash and Securities Services; director and global head of Relationship Management, Capital Markets, and Treasury Solutions; and director and global head of Private Placements.

Prior to Deutsche Bank, Gallagher worked in New York, USA, for Barclays Capital and Merrill Lynch.

Gallagher holds a Bachelor of Civil Law and a Finance and Marketing Diploma in Business Studies from University College Dublin.

Gallagher has been named as one of the 100 Most Influential Women in Finance, 2022.





## **Hannah Lewis** **Country Manager, American Express UK**

Hannah is UK Country Manager and leads the International Card Services business for American Express in the UK. She is chair of the board of American Express Services Europe Limited (AESEL) has been a FCA (Financial Conduct Authority) Senior Manager since 2020.

Following a role as a consultant at BCG, Hannah joined American Express 15 years ago. In her tenure has held local, regional and international roles across the Consumer, Commercial and Merchant Services organisations.

As a woman in financial services, she's passionate about integrating equity into the company's work culture and driving diversity initiatives forward.

Hannah is also an active participant in cross industry issues and work, including representing American Express on the Cards and Payments Board, which is committed to evolving the strategic direction of the card payment industry and as a member of UK Finance. Hannah holds an MBA from London Business School and an undergraduate degree from the University of Oxford. She grew up in Halifax, West Yorkshire and now lives in London with her husband and two children.



**Sharon Lewis**  
**Global Head of the Financial Institutions, Insurance & Investments sectors, Hogan Lovells**

Sharon is an English and French dual-qualified capital markets partner, based in Paris and London, and the Sector Group Leader of the Finance, Insurance, and Investment at Hogan Lovells. Sharon is also the Global Head of the Financial Institutions and Insurance Sector and she co-heads the Digital Assets and Blockchain practice.

Sharon advises on the full range of capital markets transactions, including several award-winning and industry firsts in debt capital markets, derivatives, securitization, repackaging, and other structured products, and corporate bonds. She has extensive banking experience, particularly in the fields of structured finance, secured lending, loan restructuring, and loan trading. Sharon also advises clients across several industry sectors, automotive-related financing, insurance-linked securities and energy-related financing.

Sharon created Hogan Lovells Digital Assets and Blockchain practice, alongside partner, John Salmon, in 2022. This practice is global, spanning many practices, including capital markets, banking, payments, data, and litigation, but also many sectors beyond finance, including life sciences, energy and consumer.

Sharon is proudly the co-architect award-winning Hogan Lovells LIBOR Solution tool. Sharon has been recognized by 'IFLR1000 Women Leaders' for four consecutive years for Capital Markets and France; named one of the 2022 Best Lawyer Awards for France; been listed in Innovate Finance's Women in FinTech 2020 Powerlist under 'Professional and Finance Services' and listed in 'Senior Leaders' category since 2019; Listed as '2021's Leading Legal Advisor' by CORPTODAY; and was named a leading individual by Chambers for her expertise in English and French law for banking and finance and structured finance. In 2022, Sharon was listed in 'IFLR1000 Women Leaders', won the 'Lifetime Achievement' award at the IFLR Europe Awards and was listed in Forbes 40 of 40 Lawyers in France.



**Hugh Milward**  
**General Manager, Corporate, External, Legal**  
**Microsoft**

Hugh Milward leads Corporate, External, and Legal for Microsoft in the UK, sitting on the UK management board.

His focus includes work to help organisations overcome legal and regulatory hurdles to their technology adoption and transformation, managing some of the complex geo-political issues relating to tech, and working to ensure no one is left behind from the onward march of technology.

Hugh's background is in politics, corporate affairs, and reputation management, working for some of the world's highest-profile brands. Hugh is a Board Director of the New West End Company, Chairing its Public Affairs committee, and a member of the Board of Directors of BritishAmerican Business.

Hugh sits on the SE Council of the CBI and on the Advisory Board of the Institute of Coding.



## **Paul Quain** **Partner, GQ Littler LLP**

Paul Quain is one of London's well-known employment lawyers and is regularly recommended as a leading practitioner by Chambers and Partners (2023), Legal 500 (2023) and Who's Who Legal (2022).

Paul Quain has been ranked as a leading lawyer by Chambers and Partners for the past 11 years and clients say, "Paul is exceptional. He is a capable of being a true adviser in the most difficult circumstances."

Paul has particular experience in complex, high value employment disputes which require a strategic solution. He regularly advises on team moves and theft of confidential information matters which require High Court injunctions, often with a global, multi-jurisdiction element, bonus disputes, commercial agency disputes, discrimination cases and TUPE. He also specialises in collective bargaining, trade union disputes, and European Works Councils. He is particularly commended for his tactical approach in litigation matters which helps deliver the desired outcome.

Paul is also a member of the Employment Lawyers Association and has held various management roles within ELA over many years. He is also a CEDR accredited mediator in the employment field.

Prior to establishing GQ Employment Law, Paul previously held a senior position in 'Magic Circle' firm Linklaters and has also worked for leading City of London firm Charles Russell.



## **George Roberts** **Head of UK & Ireland, Cushman & Wakefield**

George Roberts is the head of Cushman & Wakefield in the UK & Ireland. He leads a team of 1,200 committed individuals who support investors, developers, and occupiers in delivering real estate solutions across multiple sectors and services throughout the UK & Ireland.

Roberts' role in the UK & Ireland is focused on providing strategic leadership to the business, ensuring that the firm delivers highly tailored solutions to its clients in what is the fast evolving real estate world.

Roberts' is a member of the EMEA Strategic Leadership Team whose purpose is to set the strategy for the EMEA business in line with its global business and EMEA landscape.

His background has been in supporting occupier clients in the development and implementation of real estate strategies across London. Over the years he has been privileged to support clients across multiple sectors in some of the Capitals significant real estate assignments.



## **Ruchit Patel**

### **Partner, Ropes & Gray**

Ruchit Patel is an antitrust partner in the firm's London office and a member of the firm's governing policy committee. He advises some of the largest companies in the world on matters before the European Commission, UK Competition and Markets Authority, UK sectoral regulators, UK High Court. He also has litigation experience before the UK Competition Appeal Tribunal.

Ruchit was included in Global Competition Review's 2020 list of the top young antitrust lawyers in the world: the 40 under 40. Who's Who Legal characterizes him as a "Future Leader" and comments that "Ruchit Patel is revered as an "skilled, flexible and sharp-minded competition law expert" who is "able to coordinate complex projects." Ruchit is also recognized in Chambers UK in the area of competition law, and GCR notes he is a "Future Leader." Clients have commented in Who's Who Legal that Ruchit is "a very experienced competition lawyer" who "focuses on strategy and results" and "is uniquely dedicated to ensuring his clients' success" and is "able to coordinate complex projects." Legal 500 also noted that Ruchit brings "an in-depth knowledge of Indian competition law."

Ruchit is a visiting Lecturer at the Centre for Commercial Law Studies at Queen Mary University of London. He is a member of several committees, including the Competition Section of the English Law Society, the Law360 Editorial Board, and the Editorial Board of the IBA.



**Demetrio Salorio**  
**CEO, Société Générale London Branch & Group Country**  
**Head of the United Kingdom & Ireland**

Demetrio was appointed CEO, Société Générale London Branch & Group Country Head of the United Kingdom & Ireland in February 2022.

Demetrio joined Société Générale Corporate & investment Banking in 1991 where he spent 12 years in several positions within the Capital Markets and Debt Finance divisions in Madrid, in bond trading, fixed income arbitrage and running the Primary Markets operation for Iberia.

In 2004, he joined SG London to globally run the Debt Capital Markets (DCM) Financial Origination effort. He was promoted in 2010 to Global Head of Debt Capital Markets. Under his leadership, SG consolidated its position as a Top 5 player in the Euro Primary Markets globally, established hubs in the Middle East and in Asia, and launched a successful operation in USD with both US and international corporations.

From June 2019, he served at the UK Head of Global Banking & Advisory and was a member of its Global Executive Committee & UK Executive Committee. His key focus was to position SG as a main player in the advising & financing of projects under the Net Zero commitment of the UK, where Société Générale is emerging as a leader.

Demetrio holds a MBA from Instituto de Empresa, Madrid.





## **Todd Sears** **Founder & CEO, Out Leadership**

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 90+ of the world's most powerful companies as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; OutQUORUM, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN, which convenes and celebrates LGBTQ+ women in business. Sears has spent over 25 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8 million for LGBTQ+/HIV causes over the decade he led it.

Originally from Tarboro, North Carolina. He currently lives in New York City.





## **Todd Sink**

### **General Manager, Slalom**

Todd Sink is the General Manager for Slalom London, a fiercely human consultancy firm located in six countries and 43 markets. Slalom deeply understands its customers — and their customers — to deliver practical, end-to-end solutions that drive meaningful impact. Backed by close partnerships with over 400 leading technology providers, Slalom's 13,000+ strong team helps people and organisations dream bigger, move faster, and build better tomorrows for all. Slalom has been consistently recognised as a great place to work, including being one of Fortune's 100 Best Companies to Work For seven years running.

Sink has specialties in building teams, growing an efficient and profitable business, sales leadership and operations, sales and marketing strategy, solution selling, professional services, business intelligence, SaaS, enterprise software, business analysis, management consulting, program management, and business process reengineering.



## **Fleur Thomas**

### **British Ambassador to the Grand Duchy of Luxembourg**

Fleur Thomas was appointed Her Majesty's Ambassador to the Grand Duchy of Luxembourg on 21 April 2021, after presenting her credentials to HRH Grand Duke Henri. She most recently held the post of Head of Exports in the Ministry of Defence.

Fleur joined the Foreign and Commonwealth Office in 2020, having previously worked as a Senior Civil Servant in the Ministry of Defence and Department for International Trade, and as a Director in an Arms Length Body to the Ministry of Defence. She started working as a part time Crown Servant in 2002, and had a portfolio career for a number of years before joining the civil service full time, including working as airline cabin crew, as a lecturer for the Open University, and running her own small business in Kuwait and Saudi Arabia.

Fleur led on the "Diplomats for Equality" PRIDE initiative in Luxembourg in 2022, and is an active LGBT+ ally in Luxembourg. She is a member of the FCDO's "FLAG" network supporting the LGBT+ community.



**Rick van Aerssen**  
**Global Managing Partner, Freshfields Bruckhaus Deringer**

Rick van Aerssen is a partner in the Frankfurt and Dusseldorf offices. He is also a Global Managing Partner of the firm. His practice focuses on corporate, takeover and securities law advice to listed companies and financial institutions. He is consistently ranked among the leading professionals across his areas of expertise.

Van Aerssen speaks German and English.

Van Aerssen attended the University of Heidelberg, Germany (law and economics; assistant to Professor Peter Hommelhoff) and Northwestern University in Chicago, US (LLM).



## **Emanuele Vignoli** **CEO, HSBC Luxembourg**

Emanuele Vignoli was appointed CEO of HSBC in Luxembourg in March 2022 and is responsible for HSBC's local operations covering Private Banking and Wealth Management, Securities Services, Wholesale Banking, Asset Management.

Emanuele joined HSBC in 2005 and worked in a variety of roles, including Managing Director, Regional Head of Global Liquidity & Cash Management for UK & Europe International.

Prior to joining HSBC, he worked for two other global banks, ABN AMRO and Citibank.

Emanuele has a strong international background and an excellent track record of driving growth and client focus. He has represented HSBC as Non-Executive Director for Vaultex Ltd, one of the UK's leading cash processors and he is currently member of several internal HSBC Boards and Chairman of the ABBL UK/Nordic geographical group.



## **Alex Walsh**

### **Senior Managing Director, Blackstone**

Alexander Walsh is a Senior Managing Director in the Private Equity Group in London, where he focuses on the Consumer, Media and Leisure sectors. In addition, Mr. Walsh is involved in Blackstone's investment activities in the UK.

Before joining Blackstone, Mr. Walsh was a Managing Director at TowerBrook where he was involved in leading and executing investments in various sectors. Prior to that, Mr. Walsh was a Principal at CapVest.

Mr. Walsh received an MA in Economics and History at the University of St Andrews. He serves as a Director of Bourne Leisure and the National Exhibition Centre. He is an active member of the LGBTQ+ inclusion taskforce, OUT Blackstone, and also a trustee of the Terrence Higgins Trust.

# Out Leadership Member Companies



# About Out Leadership

Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

**Get involved:**

[info@outleadership.com](mailto:info@outleadership.com)

Global Sponsors:



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The Ropes & Gray logo, with "ROPES" in blue, "&" in a smaller blue font, and "GRAY" in a larger blue font.

# Out Leadership Team



**Todd Sears,**  
Founder & CEO



**Marco Martinot**  
Chief Growth & Financial Officer



**Michael Paterson**  
Managing Director, Marketing,  
Communications & Creative



**Jane Barry-Moran,**  
Managing Director, Programs &  
Research



**Brian Sims**  
Managing Director, Public Policy  
& Government Affairs



**Kenya Simon,**  
Director, Member Engagement



**Kalyn Jahansouz**  
HR Director



**Michael Juranek**  
Chief of Staff



**Megan Stretton**  
Manager, Global Events



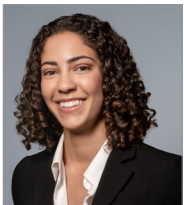
**Leo Scheck**  
Manager, Digital Media  
& Communications



**Cameron Wu**  
Associate, Programs  
& Research



**Eliana Jacobsen**  
Junior Associate, Marketing,  
Communications & Creative



**Camille Witt**  
Junior Associate, Member  
Engagement



**Peri Lund**  
Junior Associate,  
Programs & Research



**Rishika Advani**  
Senior Advisor



**Matt Fust**  
Senior Adviser



**Mila Jam**  
Senior Adviser



# Out Leadership Global Advisory Board

**Lou Aversano**

SVP, Global Brand Officer  
Cigna

**Lloyd Blankfein\***

CEO & Chairman  
Goldman Sachs

**Beth Brooke-Marciniak**

Global Vice Chair, Public Policy (retired)  
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**Gigi Chao**

Executive Vice Chairman  
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**Ken Mehlman**

Global Head of Public Affairs  
KKR

**Noel Quinn**

Group CEO  
HSBC Holdings plc

**Lee Schreter**

Partner  
Littler Mendelson

**The Hon. Kathleen Sebelius**

Former Secretary of Health and Human Services,  
Former Governor of Kansas,  
CEO, Sebelius Resources LLC

**Dr. Ashley Steel**

Former Vice Chair UK  
KPMG LLP

**Pamela Stewart**

President, West Operations -  
North America Operating Unit,  
Coca Cola Company

**Kenji Yoshino\***

Professor of Constitutional Law, NYU School  
of Law Chief Justice Earl Warren

**Dr. Allan Zeman**

Chairman  
Lan Kwai Fong Group

**Claudia Brind-Woody**

Managing Director,  
IBM

\*Emeritus

Get involved: [info@outleadership.com](mailto:info@outleadership.com)

