

## The Role of Executive Search Firms: Increasing Diversity in Higher Education

### **When and where?**

Monday 20 March 2017, University of Liverpool in London, 33 Finsbury Square, London EC2A 1AG [More info](#)

### **Fee:**

£0.00 Members Fee

£0.00 Non Members Fee

# The role of executive search firms: increasing diversity in higher education

20 March 2017



This event will launch of a new research paper examining the role of executive search firms in the selection and recruitment process for senior appointments in higher education and in particular in relation to the need for increasing gender and BME diversity at this level. This event will be chaired by **Professor Janet Beer, Vice-Chancellor, University of Liverpool and Chair of the Board of the Equality Challenge Unit.**

The position of senior leaders in higher education is becoming increasingly professionalised as accountability to governors and funding councils becomes a priority. Higher education seek to appoint highly talented leaders to maintain their competitiveness and deal with the challenges of a fast changing environment. For senior leader appointments executive search firms appear to play an even greater role.

Participants will be informed and invited to engage in debate and critical discussions around:

What is the process for appointing senior roles and independent members of governing bodies? What is the role of executive search firms have in these process?

How can the selection and recruitment process either enable or prevent the achievement of greater diversity in senior roles and governing boards?

What are the recommendations to assist higher education institutions to achieve greater gender and BME diversity?

What can the LF do to help you make use of these findings?

This free event will take place on **Monday 20 March 2017** at University of Liverpool in London, 33 Finsbury Square, **London EC2A 1AG.**

Registration and refreshments will be available from 17.30 with the event starting promptly at 18.00 and will be followed by a drinks reception.

### **17.30 Guest arrival and refreshments**

### **18.00 Welcome and introductions**

Professor Janet Beer, Vice-Chancellor, University of Liverpool and Chair of the Board of the Equality Challenge Unit

### **18.10 Presentation of the Key Findings from the report**

Professor Simonetta Manfredi, Acting Associate Dean for Research and Knowledge Exchange and Director Centre for Diversity Policy Research and Practice,  
Oxford Brookes University

### **18.30 Panel discussion with Q&A - Chaired by Professor Janet Beer**

Margaret Ayers, Director of Human Resources, Queen Mary University of London  
Dr Esther Cavett, Vice Chair of Governors, Trinity Laban Conservatoire of Music and Dance  
Stephen Frost, Principal, Frost Included

### **19.20 Closing remarks**

Alison Johns, Chief Executive, Leadership Foundation

### **19.30 Drinks reception**

### **20.00 Close**

This event will be beneficial to those who work with executive search firms such as Vice-Chancellors, Chief Operating Officers, Directors of Human Resources and Chairs of higher education boards. This is also be of interest to those who have had experience with or are interested in learning more about executive search firms such as Deputy Vice-Chancellors, Pro Vice-Chancellors, Deans and Academic/Professional Services Directors.

**Places will be available on a 'first come first serve basis', please book now to avoid disappointment.**

If you would like to attend this event or book a place for someone else please book online via [the orange button](#). **You'll be asked to log into MyLF using your MyLF identity**. Once you're logged in **MyLF** will allow you to book yourself or select other delegates via a simple search option or add new delegates as required.

If you need any assistance with **MyLF** please contact [Susie Norton](#), Marketing and Communications Manager.

This thought leadership paper was sponsored by the Higher Education Funding Council for England and Wales in partnership with the Leadership Foundation. Its overall aim is to examine the role of Executive Search Firms in the selection and recruitment process for senior appointments in higher education institutions and in particular in relation to the need for increasing gender and BME diversity at this level. The lead author is Professor Simonetta Manfredi, who is an expert in equality and diversity management, whose work on improving women's representation in senior positions in universities has been highly acclaimed. The co-authors of the paper include: Dr Louise Grisoni, Assistant Dean for Research and Knowledge Exchange in the Business Faculty, Professor Lucy Vickers from the School of Law and Assistant Director of CDPRP Centre for Diversity Policy Research and Practice, and Norma Jarboe OBE Director Women Count

### **Key objectives of the research:**

Examine how appointment processes for senior roles and for independent members of governing bodies operate and explore what is the role of Executive Search Firms in these processes  
Examine to what extent aspects of these processes can either enable or prevent the achievement of greater diversity in senior roles and governing boards  
Identify good practice and draw on the research findings from this study to produce recommendations to assist higher education institutions to achieve greater gender and BME diversity.



**Professor Janet Beer**

Vice-Chancellor, University of Liverpool

Professor Janet Beer took up post as Vice-Chancellor of the University of Liverpool in February 2015, having formerly been Vice-Chancellor of Oxford Brookes University. Professor Beer is Chair of the Board of the Equality Challenge Unit. She is currently Vice-President of UUK, England and Northern Ireland and has recently been elected President with effect from August 2017. She is also a Board member of UCAS and the National Centre for Universities and Business (NCUB), and a Trustee of the British Council. Professor Beer chairs the Liverpool

Knowledge Quarter Board and is a member of the Liverpool City Region Innovation Board and the Liverpool Science Park Board.



**Simonetta Manfredi**

Professor of Equality and Diversity Management, Director of the Centre for Diversity Policy Research and Practice and acting Assistant Dean for Research and Knowledge Exchange in the Faculty of Business, Oxford Brookes University.

Simonetta's research interests and expertise are primarily focused on gender and leadership, age discrimination and retirement policies, work-life balance, and applied diversity policy research in the Higher Education sector. She has published widely in these areas, led several projects funded by a range of organisations which include the European Commission, the Higher Education Funding Council for England, the Leadership Foundation for Higher Education and Equality Challenge Unit. Simonetta is regularly invited to speak at academic

and practitioner conferences and her work has been featured by the press and media. She is co-author of *Managing Equality and Diversity*, published by Oxford University Press, which received the Chartered Management Institute Management Book of the Year Award in 2013 (under the management and leadership category). She is also co-editor (with Vickers) of an edited collection on the *Challenges of Active Ageing for Equality Law and the Workplace* (2016) published by Palgrave Macmillan.



**Margaret Ayers MBA, Chartered FCIPD**

Director of Human Resources, Queen Mary University of London

Margaret Ayers is Director of Human Resources at Queen Mary University of London having previously worked at the University of Edinburgh and the University of Kent where she was HR Director for six years. She introduced significant change to people management at the University which included writing and leading on the implementation of the first Human Resources Strategy which included, amongst other things, new approaches to appraisal, promotion and leadership development. Margaret led on a number of Institutional change projects which included a review and re-engendering of activity in relation to equality and diversity.

Margaret is currently a member of the Board of Directors of the Equality Challenge Unit (ECU) where she also serves on the Remuneration Committee. She is the Secretary of UHR, the key organisation for HR professionals in higher education in the UK, and also acts as their representative on the Vitae External Advisory Board.

As well as being Chartered Fellow of the Chartered Institute of Personnel and Development (CIPD), Margaret has an MBA and a Postgraduate Diploma in Employment Law. Margaret has a degree in Drama and Theatre Studies from the University of Kent and began her working life performing in theatre for children across the UK. She began working in higher education in 2001 starting in Student's Unions but started her career in management with Sainsbury's where she later began her HR career.



**Dr Esther Cavett**

Vice Chair of Governors, Trinity Laban Conservatoire of Music and Dance

Esther has a variety of roles in music, coaching, business and the law, through which she pursues her interests in diversity and inclusion. She is the current Vice-Chair of Trinity Laban Conservatoire of Music and Dance, and is trustee of the newly-formed Lewisham Music Trust. As musician, she is also a Senior Research Fellow in Music at King's College, London. She is co-authoring a book on the music of Howard Skempton and is pianist for, and assistant to the

Director of the charity Water City Music ([www.watercitymusic.com](http://www.watercitymusic.com)), which supports inclusive music-making. Her first career was as an academic musician, when she taught music in many contexts, concluding with a Lectureship in Music at the Faculty of Music, Oxford.

As career coach, she works with Talking Talent ([www.talking-talent.com](http://www.talking-talent.com)), which is a leading provider of coaching supporting working parents in the UK, and she is mentoring scheme director for Cityparents ([www.cityparents.co.uk](http://www.cityparents.co.uk)), a 10,000-plus member networking organization in the City of London. She is co-authoring a book on reflective practice in coaching (Routledge) and writes regularly on coaching and career-related topics.

Following her early musical career, Esther was a transactional lawyer in the City for 23 years, more than half of them as a partner of the international law firm Clifford Chance LLP. As a senior partner, she led mental health and well-being initiatives, became an assessor on skills development courses, supported women's progression, and started a music club for her firm.



**Stephen Frost**

Principal, Frost Included

Stephen is a globally recognised diversity, inclusion and leadership expert, and founded Frost Included in 2012.

He works with clients to embed inclusive leadership in their decision-making. Stephen worked in-house at KPMG as Head of Diversity and Inclusion from 2014-15. From 2007-2012 Stephen designed, led and implemented the inclusion programmes for the London Olympic and Paralympic Games as Head of Diversity and Inclusion for the London Organising Committee (LOCOG). Responsibilities included diversity across a 200,000-person workforce, \$2 billion procurement spend, and 57 delivery functions to inclusivity in an 11-million ticket programme and accessibility at 134 venues.

From 2004-2007 Stephen established and led the workplace team at Stonewall; growing the Diversity Champions programme to the largest of its kind in the world with over 600 members, launching the UK's first LGBT recruitment guide, establishing the Stonewall Leadership Programme and developing the Workplace Equality Index, which has become a standard across most leading employers. Stephen started his career in advertising, where he worked on disability and age awareness campaigns.

He was a Hertford College Scholar at Oxford and a Fulbright Scholar at Harvard. He was elected recipient of the 2010 Peter Robertson Award for Equality and Diversity Champions, named a 2011 Young Global Leader by the World Economic Forum and recently voted one of the top 100 influential LGBT people in the UK.

He teaches Inclusive Leadership at Harvard Business School, Singapore Management University and Sciences Po in France. He serves as an Advisor to the British Government, and KPMG's Diversity and Inclusion Programme.

Stephen is author of *The Inclusion Imperative: How Real Inclusion Creates Better Business and Builds Better Societies* (Kogan Page, 2014) and *Inclusive Talent Management: How Business Can Thrive in an Age of Diversity* (Kogan Page, 2016).