

## **Women's Leadership Programme – 'MH Elevate'**

### ***Moët Hennessy Australia & New Zealand***

#### ***Moët tracks gender diversity, with a global target of 100% gender balance by end 2023 for executive and management population***

MH Elevate is a three-month mentor and personal brand leadership programme that develops talents for leadership within LVMH and its various subsidiaries. Participants are a select cohort of current and emerging female leaders across Moët Hennessy Australia and New Zealand.

The programme supports the talents develop their confidence and empower them to step forward and own the next step in their careers.

Moët Hennessy partnered with Executive Leadership Coach *Celeste Halliday* to develop and deliver the programme.

### The programme

- Three-month programme
- Each month has a different focus – 'Elevate Your Purpose' unlocking leadership purpose and potential; 'Elevate Your Brand' communicating and branding themselves impactfully and authentically; 'Elevate Your Influence' strengthen influencing capabilities of individual leaders.
- Structured by 1-1 mentoring, learning labs, and coaching clinics with executive coaches
- Each session is targeted and structured with clear guidelines on aims and objectives for the session
- Detailed development plans are created following completion of the programme to further support their progress and build upon their learnings from the

### Testimonials

'I can't recommend this programme enough, I honestly feel like my confidence has grown 100% over the course of the programme.' – Mentee

'I have become less conservative in my approach as a leader, encompassing a wider range of ideas when making certain decisions.' – Mentor

## **Global International Women's Day 2021 - MH Global Women's Summit**

To celebrate Global International Women's Day in 2021, Moët Hennessy hosted two panel discussions to learn, connect, and engage the important experiences of our colleagues throughout Moët Hennessy. We listened to the voices of women leaders around the world as they shared their personal and professional journeys during the Inaugural MH Global Women's Summit. The reviews and feedback have been outstanding!

### When Worlds Collide: Managing Diversity as a Multicultural Leader

This panel was moderated by Jasmine Allen, Senior Vice President of Hennessy, and discussed the unique experience of being a multicultural woman leader within Moët Hennessy. Women leaders from across the globe discussed how identity, geographic region, and personal experiences impact one's career journey. They also shared how they have leveraged their differences to achieve within the organisation. During the panel discussion, the leaders considered ways to increase diverse talent amongst the leadership ranks of Moët Hennessy.

### The Path to Leadership: How to Navigate the C-Suite

This panel was moderated by Vanessa Kay, Prestige Executive Vice President of Moët Hennessy USA and discussed the journey to the 'C-Suite' (the executive level managers within the company) as a woman leader. The idea of being the "first" in any role was explored, as well as considering the strategic ways women leaders can use their influence, mentors, and allies to manage and support their careers.

## **Equal Parental Leave & Premature Baby Leave**

### ***The Glenmorangie Company***

The Glenmorangie Company - home to Glenmorangie Highland Single Malt Scotch Whisky and Ardbeg Islay Single Malt Scotch Whisky – have made changes to their policies to be more inclusive. They believe that true equality means equal benefits for all employees, and that gender should not dictate an employee's entitlement to Company benefits. In January 2021 Glenmorangie introduced four actions to support new parents:

1. Offer all staff the same length of parental leave, regardless of gender or sexual orientation, or how they have become a parent
2. Increase the amount of paid leave offered to all new parents
3. Offer additional paid leave for parents if their baby is born prematurely
4. Created parental leave support packs with coaching advice for each stage of leave; when you first announce your news, preparing for leave, preparing to return to work.

### Increase in Paid Leave

Previously, female employees on maternity leave and both male and female employees on adoption leave were offered 12 weeks full pay, 8 weeks half pay, 17 weeks statutory minimum (£151.20), and 15 weeks at nil pay. For all other employees where their partner gave birth, only 2 weeks full pay was available.

Following the review, all employees are now entitled to 26 weeks full pay, 15 weeks half pay, and 11 weeks nil pay.

### Premature Baby Leave

For any child born prematurely, employees will be now be paid additional leave from the moment their baby arrives up until its estimated due-date after which the standard parental leave begins.