



IE Women



www.ie.edu

“IE understands the challenge of balancing your personal and professional life. Our hope is that this brochure will provide you with an overview of all the added resources we provide to support women who choose to advance their careers via top-level education at IE.”

- Dr. Celia de Anca, IE Center for Diversity

Inclusion: Driving Innovation and Bottom Line Results

IE is an institution that values and invests in diversity, and actively strives to include women at all levels of our organization, be they students, professors, executive board members or in administrative roles. We believe that diversity in business is a driver of innovation and creates not only improvements in the bottom line, but also a more holistic and sustainable approach to long term success. The growth and role of women in management and leadership positions is critical to advancing this agenda not only at IE, but at private and public organizations globally.

At IE we are strongly committed to the agenda of supporting women in their transition to senior management and leadership positions. We're constantly working to make our faculty and student bodies diverse in terms of nationality, gender and world views. Beyond the classroom we also have a strong focus on research, career support and mentoring, all activities designed to further the position of women in global leadership roles. These activities are structured to support the needs of women at different stages of their careers and provide a framework to support companies in their diversity and development programs. We are proud of the fact that

35% of our students and professors, and 25% of our Executive and International Advisory board members, are women. However, we remain committed to significantly improving our outreach and engagement with women at all stages of their careers.

- **Thought Leadership and Affecting Change**
- **Financial Support**
- **Dedicated Professional Development Programs**
- **Global Alumni Network of Leading Professionals**

Supporting You Throughout Your Professional Career

This document outlines some of the key projects and initiatives we have launched at IE to develop the leadership potential of women. It is a tool to help you, as a potential candidate for an IE program and a woman, better understand what IE is doing to help women develop their career and advance in leading organizations. These initiatives are designed to provide you with support from the moment you apply to the school and throughout the rest of your career.

Helping You Find the Right Program

Finding the right program and the funding to enable you to fully develop your career can be difficult. We have a range of programs to help you prepare for different stages of your career. These range from undergraduate to senior management programs, and include full time, part time and blended learning options. Whether you are looking for a general management program to prepare yourself for a major career shift, or a specialized program to increase your knowledge of a sector or industry, we have a broad portfolio of programs. The programs are also delivered in a variety of formats, so if you are looking for programs that can assimilate your career and personal aspirations without the need for full-time study our part time and blended learning programs could provide a perfect solution. Our website www.ie.edu has a full list and description of all our programs. We have offices in upwards of 20 countries, and attend fairs and presentations worldwide. We would be delighted to talk with you about your aspirations and how we can help you to achieve them.

- 1) *Percentage of women in our various MBA programs: from 30% to 45%*
- 2) *30% of women in our Executive MBA programs are Engineers by training, 45% come from business and economics.*
- 3) *Age range for our MBA programs is 28-34*
- 4) *Average work experience of women candidates is 5.5 years for MBAs, 10+ years for Executive MBAs. Master in Management programs tend to have more than 50% women, especially for the Marketing concentration.*

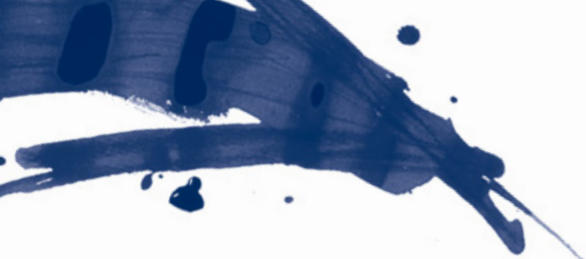


Funding Your Career Development

The IE Foundation is a key source of program funding, supporting women candidates coming to IE to complete a master or bachelor degree. Below is a summary of the IE Financial Aid programs we have in place specifically to help women candidates manage the financial aspect of investing in top-level higher education.

IE Financial Aid Program	Profile
Supporting Women Leaders Scholarships	Offered to women admitted to one of IE Business School's various MBA programs, these scholarships are intended to support women of all profiles who plan to complete their MBA at IE. Women from Eastern Europe, Central and Southeast Asia, Middle East and Africa are especially recommended to apply for these scholarships.
Diversity in Management Scholarships	Offered to women admitted to one of IE Business School's various MBA programs, these scholarships are intended to support women of all profiles who want to change sectors and/or women with a demonstrated skill for entrepreneurship.
IE – 85 Broads Scholarships	85 Broads is a global network of 20,000 trailblazing women who are inspired, empowered, and connected. The "founding members" of 85 Broads were women who worked for Goldman Sachs at 85 Broad Street, the investment banking firm's former NYC headquarters. Over the past decade, 85 Broads expanded its membership to include women who are alumnae and students of the world's leading colleges, universities and graduate schools worldwide. Our members are located in 82 countries around the world and work for thousands of for-profit companies and not-for-profit organizations.
IEEE Women in Engineering Fellowships	Directed at mid-career women professionals who are members of IEEE, the global engineering organization. Grant recipients must have admissions to their program of choice and be a member of the IEEE Women in Engineering Initiative.
EuropeanPWN Scholarships	Directed at senior women professionals interested in pursuing a master degree in business, this program is open to all members of the EuropeanPWN network who have been a member for at least 2 years.
QS World MBA Tour Scholarships	This is a scholarship program available to admitted candidates of the International MBA who have participated in one of QS World MBA Tour's events globally.
Queen Rania Scholarships for Women Leaders	A program aimed at developing the professional competencies of Jordanian women, this program is intended for candidates admitted to a broad selection of master programs offered through IE's 7 different schools. We also offer 5 scholarships for undergraduate candidates coming to complete the Bachelor Degree at IE University.
IE Foundation Scholarships	While open to all admitted candidates who have pure financial need, we welcome and encourage women especially to apply for IE Foundation Scholarships if they simply do not have access to the necessary funding to attend the IE program they have been admitted to.





During the Program: Understanding Women in the Workplace

We have developed a number of specific programs and courses designed to address issues related to women's careers, leadership roles and diversity management which are offered as part of our Master programs. Alongside these, we also have specific events often in collaboration with international organizations such as: Women of Excellence, Arab International Women's Forum, EuropeanPWN and others. The courses and programs are based on the applied research our faculty undertakes on the subject.

"The Women in Business Club not only gave me the opportunity to develop a network with women who shared my interests and challenges, but also acted as an additional environment to deepen my learning experience in the MBA. Furthermore, the WIB experience @ IE is an engine that strengthens social values such as diversity and work/life balance."

Carolina Zambrana, IMBA Class of 2007, Spain.

Some of the courses offered include:

- Women and Leadership (MBA elective)
- Managing Diversity in the Global Organization (MBA elective)
- Cross-Company Workshops and Women focused seminars on entrepreneurship in partnership with organizations such as National Commercial Bank.





Focused Research: IE Center for Diversity

The Center for Diversity in Global Management's mission is to promote diversity management with regards to gender, culture, personality and age, as a competitive advantage in the corporate world, through reflection, creation of knowledge and the dissemination of know-how. The Center's main aims include:

- To foster a greater understanding of the demand for and needs of corporate diversity, by analyzing the improvement in bottom line results and effectiveness of inclusion policies.
- To improve diversity in the corporate world by promoting training programs in management of women both in Western companies and developing countries, thus promoting the integration of women into the economic fabric of global corporate society.
- To generate debate and the exchange of experiences in the field of diversity.

One of the Center's successful activities was a project implemented in collaboration with FAS; a leading African women's organization, and the Spanish government.

The "Training and Mentoring Program for Women-Led Business", developed by Femmes Africa Solidarité (FAS) with the academic support of IE Business School (IE), and sponsored by the Agencia Española de Cooperación Internacional (AECI) worked with 27 women who have established business enterprises with strong growth potential in Liberia, the Democratic Republic of Congo (DRC), Rwanda, Senegal, Mozambique and South Africa. This project involved IE MBA students acting as mentors for the entrepreneurs and visiting them in their home country to help develop their business plans.



Supporting Development Outside the Classroom and Once You've Graduated

Career In Motion

Career in Motion is the mentoring program which IE Business School runs under the aegis of the Center for Diversity in Global Management. The program was launched in Spain in 2007 by IE Business School and BlackBerry as an initiative aimed at high-potential women currently pursuing a master at IE. More than 60 prestigious professionals with different backgrounds (industries, areas of interest and nationalities) have supported the program from the onset.

The experiences from previous years enable us to identify the most successful elements and to build a new phase by consolidating the pillars of the program and improving future elements with three main objectives:

- Development of a new model for professional support based on technology and with a special focus on mobility that will evolve into a sustainable model to be extrapolated to other educational areas.
- Focus on monitoring and follow up in order to analyze the participants' subsequent progress.
- Support women who have been awarded the Lidera scholarship from the regional government.

IE Women in Business Club

Created in 2002 by the Alumni Association of IE Business school, the IE Women in Business Club emerged as an initiative of alumni who were sensitive to women's position within the workplace.

Goals:

- Create a meeting point and support for all women who seek to develop their professional career and networks by means of the exchange of knowledge, experiences, contacts and opinions.
- Contribute to eliminate the barriers that prevent women's access to top level managerial positions.
- Collaborate with public or private institutions whose mission is to develop and encourage women in their professional careers.
- Support select initiatives that improve women's qualifications and quality of life, based on equity principles.

Global Contribution: Goldman Sachs and the 10.000 Women Initiative in Brazil

Goldman Sachs launched 10,000 Women in March 2008. It is a \$100 million, five-year campaign to foster greater shared economic growth by providing 10,000 underserved women around the world with a business and management education. The program is founded on research conducted by Goldman Sachs, the World Bank, and others which suggests this kind of investment can have a significant impact on GDP growth. IE Business School partners with the Fundação Getulio Vargas FGV-EAESP in Brazil to provide women entrepreneurs access to a top-level education via a 170-hour certificate program. Learn more at www.10000women.org.



IE Alumni Association

IE Business School's 40,000-strong alumni network spreads across 100 countries, is a direct result of a global outlook at every level of our activities at IE. The result is a notably international program content, as well as a faculty and student body that comprises a veritable cultural melting pot. The Alumni Association offers assistance and guidance in your professional development through various activities and initiatives:

- We promote business start-ups through the Entrepreneurship Department and the International Center for Entrepreneurship and Venture Development (ICEVED).
- We help you map your career path and with your job search through the Careers Management Center.
- We offer global events annually where IE alumni can participate in events in Madrid and in cities worldwide such as Shanghai, Dubai and Mumbai, to learn about business and cultural realities in leading business centers.

IE Careers Management Center

The Careers Management Center acts as an active partner as you map your career path, teaching you the skills needed to rise to the challenges you will face in the labor market and to achieve your future career goals that brought you to study at IE Business School. Secondly, the Center facilitates the job search of all students and alumni by providing access to a range of resources, and remains at your disposal for the rest of your professional life.

"Being part of the Women in Business Club has not only enabled me to increase my personal and professional network, but has also been a great opportunity to work with professionals from different fields and backgrounds. During my MBA I further developed my leadership skills by working in a very multicultural and open minded environment. Managing a club is a great opportunity to enhance your interpersonal skills and work with colleagues who have the same interests as you. I have certainly enjoyed this experience and learned a lot throughout the year".

Dalina Leonor, IMBA Class of 2007, Spanish





Contact us for personalized support

We hope that this document has given you some insights into the opportunities for you at IE and the ways in which we can help you achieve your career aspirations. We will be delighted to discuss these with you, so please contact us to learn more about what we can do for you.

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