

**WIFS** connect  
share  
empower  
energize

## **Dive In festival**

PROGRAMME 2022



The background of the entire image is a vibrant, abstract cloud of smoke or ink in various shades of the rainbow spectrum, including yellow, orange, red, pink, purple, and blue. The colors are blended and swirling, creating a dynamic and colorful effect.

# THE FESTIVAL

FOR DIVERSITY AND  
INCLUSION IN INSURANCE

27-29  
SEPTEMBER  
2022

# OF FIN

## TUESDAY 27 SEPTEMBER

Online | start: 15:00 | English

The Dive In festival will kick off on Tuesday September 27<sup>th</sup> with a prominent international speaker.

From 15.00 you are welcome online for a short presentation from WIFS by **Lievijne Neuteboom**, after which we continue with a lecture about inclusions and ethnic profiling by **Mpanzu Bamenga**.

The online event will last until approximately 16:30.

### Registration

WIFS members: free

Non-members: €15

## WEDNESDAY 28 SEPTEMBER

Van Lanschot Kempen, Amsterdam | start: 13:00 | NL/EN

Between 13:00 and 13:30, there will be a possibility to take a profile photo and have time to catch up or do some networking.

Chairwomen of the day **Mirelle van Gemert** will facilitate the inspiring programme.

13:30 | The event will be opened by **Maarten Edixhoven** and **Diana Zandbergen**.

13:45 | Key-note speaker **Glenn Helberg**

14:30 | Break and networking moment

15:00 | Various interactive workshops will be hosted by experts in their fields. We welcome **Karianne Kalshoven** (Ethics & Leadership), **Frank Uit de Weerd** (Systemic Leadership) en **Prof Dr Fieke van der Lecq** (career myths).

17:15 | We will finish with some drinks and snacks and wrap up the day around 18:00 hrs.

### Registration

WIFS members: free

Non-members: €50,50

## THURSDAY 29 SEPTEMBER

Online | start: 15.30 | English

On the last day of the Dive In festival we would like to welcome you digitally again.

From 14.00 onwards the online event will start under the guidance of **Mirelle van Gemert**. Today, **Marcia Goddard** will give a lecture. The experienced neuroscientist will focus on the topics of diversity, equality & inclusion, mental health, recruitment, performance management, learning & development and organisational culture.

The online event will last until approximately 15:00.

### Registration

WIFS members: free

Non-members: €15



Lievijne Neuteboom has been working on the topic of sustainability in the financial sector since 2016. She currently works for the European Banking Authority (EBA) as Sustainable Finance Specialist, in which role she is contributing to the EBA's work on integrating environmental, social and governance (ESG) risks into the prudential framework for banks and investment firms.

Before joining the EBA, Lievijne was working as Sustainable Investment Specialist in the Asset Management team at the Dutch Central Bank. She has also worked for the European Central Bank and the Dutch Development Bank (FMO) on the topic of sustainable finance. She has lectured at Leiden University College on sustainability-related topics including climate change, biodiversity loss, and environmental degradation.

Lievijne earned her MSc in Development Management at the London School of Economics and Political Science. She holds a postgraduate degree on Corporate Social Responsibility from Erasmus University Rotterdam, and a certificate in Sustainable Finance and Investments from Harvard University. She is board member of Women in Financial Services and of the Global Compact Netherlands' SDG Young Leaders Board.



**Lievijne Neuteboom**

Host on Tuesday September 27<sup>th</sup> |  
WIFS Secretary







## Mpanzu Bamenga

Speaker on Tuesday September 27<sup>th</sup>

Mpanzu Bamenga was born in Kinshasa (Zaire) and fled to the Netherlands in 1994 with his family. He lived as an undocumented refugee for thirteen years. Bamenga was studying immigration law when his family's deportation hearing was scheduled and sent a letter to the government that resulted in an exception from deportation. After receiving his status in the Netherlands, he immediately dedicated his life to helping other refugees and marginalized people. Bamenga is the driving force behind the Inclusion Leaders Network (INCLEADERS), an organization that provides opportunities for information sharing, leadership development, and networking opportunities for emerging and established leaders.

As a lawyer, diplomat, activist, and public representative, Mpanzu Bamenga is promoting human rights, diversity, inclusion, and opportunities for refugees and migrants.

Bamenga, together with another individual and several NGOs, sued the Dutch state in 2020 for ethnic profiling. He was awarded by the Dutch National Human Rights Institute as the Human Rights Man of the Year 2021 for his contribution to the fight against racism.

Mirelle van Gemert-Engelbert [48] was employed by Achmea until September 2022, during her career there, spanning more than 16 years, she fulfilled various management roles in the field of marketing, sales, underwriting and claims in the area of non-life insurance. Her last position at Achmea was as a senior manager Healthcare procurement, where she was responsible for the integral procurement of both first and second line healthcare.

From September 2022 onwards, Mirelle works as an independent interim manager and organisation consultant in various sectors. She focuses on the development of organisations, teams and employees in the field of strategy and leadership.

Mirelle has a positive and optimistic attitude. She always looks for solutions and sees opportunities. She passes on this positivity and energy to those around her. She is good at connecting with her surroundings and getting people on board. She does this with a focus on both the result and the people. Her strength lies in innovating and optimising processes, developing teams and the performance of people. She can quickly translate developments into vision, strategy and change processes. In her decision-making and execution, she is decisive and goes for realisation of the result together with her team.

Mirelle believes in the power of diverse teams and the deployment and bundling of talents. Together with WIFS, she wants to work on increasing diversity and empowering women. By connecting, sharing and inspiring!



## Mirelle van Gemert

Day chairman on Wednesday  
September 28<sup>th</sup> | Host on Thursday  
September 29<sup>th</sup> | WIFS Director





## Maarten Edixhoven

Sponsor on Wednesday September  
28<sup>th</sup> | WIFS Advisory Board

Maarten Edixhoven lives together with his wife Simone and three sons in Amsterdam East. On a day-to-day basis, he enjoys working for Van Lanschot Kempen, the Netherlands' oldest independent financial institution. There, he holds the position of Chair of the management board.

Maarten: "I believe very strongly in a society with equal opportunities for everyone. Unfortunately, there is still a lot of work to be done in this field in the Netherlands. Especially for women on the job market. He has been actively promoting this for years, both in the Netherlands and abroad. In the Netherlands, he has done research as an employer into whether women are paid the same as men for the same work. He also appointed the first women to an originally male board for three times, with the expected ripple effect.

Abroad, Maarten has supported BuZz women for years. "A great initiative in India, Gambia, Georgia and now also in the Netherlands to stimulate women to do business, which gives them more self-confidence and self-determination.

Since May 2022 Maarten is a member of the WIFS Advisory Board. Maarten: "I am proud to be able to advise WIFS in their mission."

*"WIFS is an energetic and connecting movement and these are core values that also fit me well!"*



Diana is an independent woman, born and raised in The Hague. She is the eldest daughter of an Indonesian father and a Dutch mother. She studied economics in Rotterdam, followed by an MBA in Culture & Innovation and is an alumna of Harvard Business School. However, these times call for change driven by skills and guts.

Diana has worked in senior management roles in financial services for over 25 years. She held, among others, positions in marketing & sales and HR divisions at Zwitserleven, SNS REAAL and De Volksbank. Since 2018 Diana works as business executive coach from Bubble-Check, both on an advisory and interim basis. Next to that she facilitates leadership programs and events. "I do this from my passion to offer everyone a platform to discover and use their talent and potential! Just by starting with who you are and what you have to offer the world."

In non-executive roles, Diana also advises start-ups and scale ups in HR-tech and Fin-tech companies. Since 2018, she has been chair of the board of WIFS in the Netherlands. "I believe you need female power and connective leadership to change the sector and the world for the next generation. As WIFS, we also contribute to Sustainable Development Goals (SDG) 5 and 10."

*"The only limitation in life is our thinking, because I strongly believe that if you can dream it, you can create and build it!"*



**Diana Zandbergen**

WIFS Chairman





## Glenn Helberg

Key-note speaker on Wednesday  
September 28<sup>th</sup>

“Glenn Helberg is a trained psychiatrist who spent years treating patients from the comfort and confines of the consulting room. During this time it became clear that many of the issues his patients faced on a daily basis were could not be understood or treated without understanding the influence of their social environment, an influence easily neglected. He came to the conclusion that, as a psychiatrist, he could only preemptively help people without being able to fix the social system. Realizing this, he made the switch to a different field so he could actively participate in bettering society rather than help salvage the damage it had done.

In this new role he strives to be as useful as possible and frequently makes appearances on different media, gives keynotes and workshops, as well as becoming member of several different boards such as Ocan. He is also active in politics, not only in being familiar with the political landscape and its erratic whims, but also in having worked together with several ministers and ministries to develop policies and other.

It is Glenn Helberg’s intention and commitment to equality that drives him in these roles. He strives to act in the interest of society and its people first and foremost, citing the principle of equality for all as a driving force.. He raises awareness for the vulnerable and marginalised, and advocates for the rights of children as well as equality in sexual and cultural diversity. For his contributions, he has received several awards, among which a royal honour that saw him appointed as Knight in the Order of Orange-Nassau.”

*Photo credits: Nico van der Ven*

Karianne Kalshoven is the #1 ethical leadership expert in the Netherlands.

She holds an MSc in work and organisation psychology and a PhD in ethical leadership from the Amsterdam Business School. She published dozens of scientific articles in top journals as well as in Dutch magazines. She has also been an editor of the Journal of Business Ethics.

As a teenager she made the decision to discover and take on everything in order to live a truly happy life. Karianne didn't know then what it really meant to follow your heart in the decisions you make. It has been a journey from my student days until now. And I too am still investing in my growth and next levels. I am super grateful for the leadership role that I may play in this world. The great discovery of a world full of magic and adventure, I have changed my energy. The results of this are awesome and beautiful. Karianne uses a mix of theory, experience and energy in her work to help leaders get smart, fast and simple results by being close to themselves.



**Karianne Kalshoven**

Workshop facilitator on Wednesday  
September 28<sup>th</sup>







## Frank Uit de Weerd

Workshop facilitator on Wednesday  
September 28<sup>th</sup>

Frank Uit de Weerd, a Dutchman living in the Netherlands, is an organizational psychologist and partner of the RedZebra Group. He is an executive coach specialized in supporting leaders and teams in their quest to bring real value and reach excellence in a complex and fast changing world. Frank works in English, Dutch, French and German.

Bringing broad international experience in leadership development, business innovation and [cultural] transformation to his clients, Frank has over 25 years of experience in Human Resources with Shell. He held assignments in Africa (Gabon), Asia (Malaysia) and Europe (Netherlands, Belgium, UK), covering all businesses and functions. His last assignment in Shell was VP Human Resources for Innovation, Research & Development.

Since 2015 he works as an independent leadership consultant and coach. He believes that great leadership is key for a better, more conscious and sustainable world. He quickly builds a trusting, safe environment where individuals/teams can experiment outside their comfort zone. This consistently results in significant personal growth and high business achievements.

He is an in-demand speaker and first author of the best seller “Systems Inspired Leadership” (2021), co-author of the book “Leading Innovation” (2017; written in Dutch) and co-author of the article “Leadership 4.0: A Review of the Thinking (2017).

You can contact him directly via [frank@redzebragroup.com](mailto:frank@redzebragroup.com).

Fieke van der Lecq (1966) is of Dutch origin. She took her economics degree and PhD at Groningen University, and continued her career as civil servant. Later on, she worked in publishing, research, antitrust supervision, and other employee positions. In 2010 Fieke switched to self-employment, with a continuously evolving portfolio of supervisory, executive and advisory positions (see her LinkedIn profile). Since 2008, she is also part time professor of Pension Markets, currently at the Vrije Universiteit Amsterdam.

### **‘Always be yourself’ and other career myths**

In this break-out session, Fieke van der Lecq will share her experiences with career making by debunking popular myths held by many women. Socialization of girls and young female professionals often leads to misunderstandings, disappointments, and missed opportunities. Romantic ideas about the workplace often are a root cause. In the hybrid session, Fieke will present some of these myths in a provocative manner so as to stimulate reflection and dialogue. By sharing our experiences, we can heal from learning lessons the hard way, and gather tips & tricks going forward.

*Photo credits: Joke Schut*



**Fieke van der Lecq**

Workshop facilitator on Wednesday  
September 28<sup>th</sup>





## Marcia Goddard

Speaker on Thursday September  
29<sup>th</sup>

Marcia Goddard – neuroscientist, Chief Corporate Officer The Contentment Foundation. She is an experienced neuroscientist who left academia to focus on building bridges between science and business. Her specific expertise is work floor behavior in high performance cultures: how do you build a culture that allows people to thrive? Topics on which I work include diversity, equity & inclusion, mental health & wellbeing, recruitment, performance management, learning & development, and organizational culture.

Many of her insights come from studying behavior and culture in Formula 1 teams. By combining my neuroscientific expertise with business experience in HR leadership roles, she understand organizational needs and requirements. This allows her to develop and implement holistic, comprehensive strategies, policies, programs, and interventions that have a direct impact on performance and results.

*Photo credits: Dean Raphael*







## Dive In festival

REGISTRATION

### **WIFS members**

Tuesday September 27<sup>th</sup>

Wednesday September 28<sup>th</sup>

Thursday September 29<sup>th</sup>

### **Non-members**

Tuesday September 27<sup>th</sup>

Wednesday September 28<sup>th</sup>

Thursday September 29<sup>th</sup>

