



IE Women



www.ie.edu



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 are 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**

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.

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.





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.
MET Fellowships	Mujer, Empresa y Tecnologia (MET) is an initiative run in collaboration with the makers of Blackberry - Reasearch In Motion (RIM), that promotes the professional development of women in Spain and internationally. Recipients of a MET Fellowship will actively collaborate within the MET initiative while they are completing their program of study.
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 Business Leaders	A program aimed at developing the professional competencies of Jordanian women, this program is intended for candidates admitted to either the International MBA or the International Executive MBA. We are also currently examining the possibility of expanding this program for undergraduate students coming to study 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.

Focused Research: Centre for Diversity in Global Management

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 are:

The WIB not only gave me the opportunity to develop a network with women who had the same interests and challenges, but also an additional environment to deepen my learning experience in the MBA.

Also i would say that the WIB experience @ IE is an engine to strength social values such as diversity and work/life balance.

Carolina Zambrana, IMBA Class of 2007, Spain.

- 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.

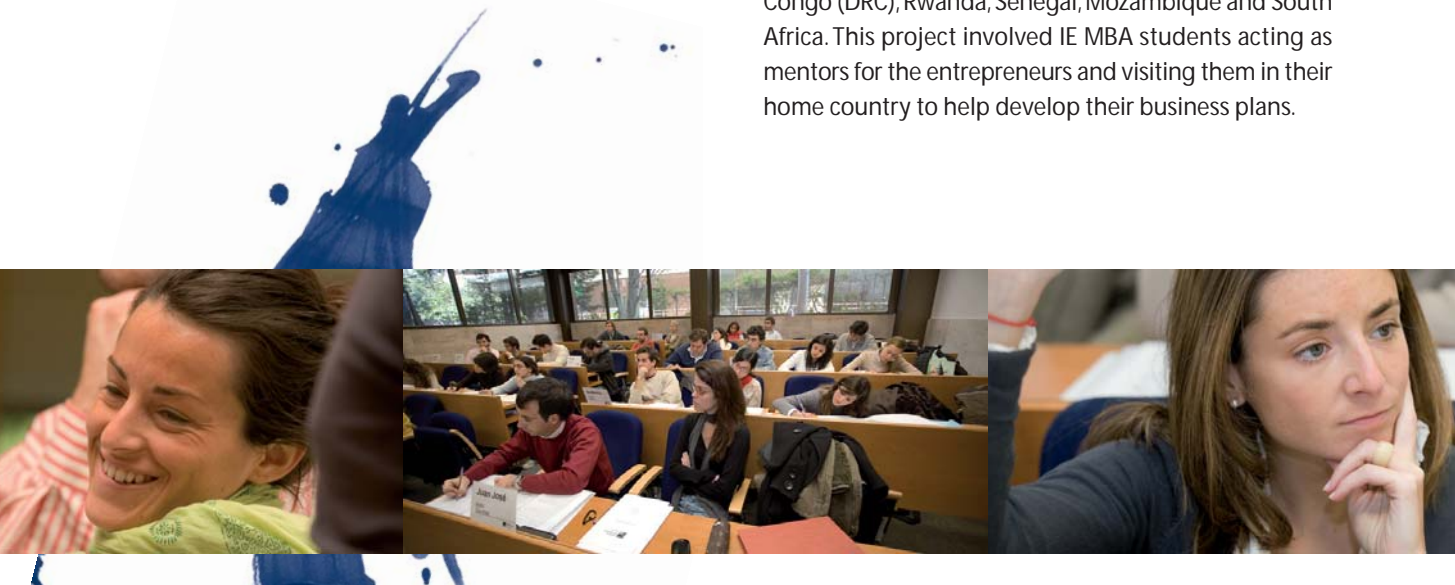
- To improve diversity in the corporate world by promoting training programs in management of women both in Western companies and developing countries, thus promoting the integration of women into the economic fabric of global corporate society.

- To generate debate and the exchange of experiences in the field of diversity.

An example of the Center's activities is a think tank on cultural diversity launched in Casablanca, in December 2005 and in collaboration with the ONA Foundation of Morocco and the IE Foundation of Spain, with the additional support of the Comité Averroes. The think tank intends to gain a better understanding of the cultural diversity of Morocco and Spain, and turn this diversity into a competitive advantage that allows for the improvement of applied corporative strategies.

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) targeted 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

Mentoring (www.iemet.com)

MET Program stands for Mujeres, Empresa y Tecnología, the Spanish equivalent of Women, Enterprise and Technology. It is a Spanish initiative designed to foster women's leadership skills through mentoring and the use of technology.

The four pillars of the program are: Communication, Networking, hands-on Training and Academic Research. These are supported by MET's **unique mentoring process**, which brings the talents and skills of some of the world's leading business professionals to our high potential participants propelling their development.

The program's overriding objectives are:

- To combine technology and education, including a successful mentoring program with high profile mentors
- To develop the new generation of professional women
- To facilitate the development of participants using a personal and professional approach

The key characteristics that differentiate the MET program are:

- Technological & Innovative: intense use of technologies to facilitate education, communication and relationships among all participants.
- Diversity Oriented: in terms of nationality, education, experience and languages.
- Practical & Flexible: responsive to general and individual needs through a personalized action plan.
- Exclusive & Selective: all participants within the program are carefully selected.
- Focused on Sectors and Interest areas: based on collaborators', mentors' and mentees' profiles.

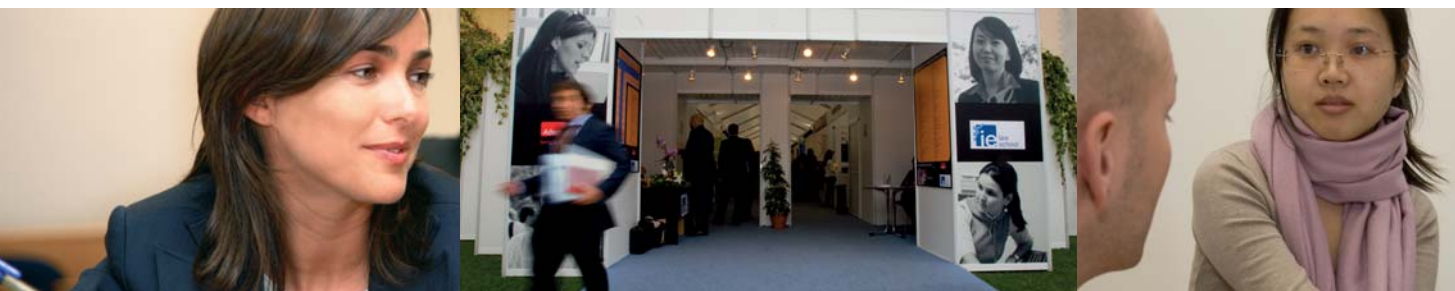
IE Women in Business Club

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. Encompassing men and women, both current students and alumni of IE Business School, the WIB Club is conscious of the productivity improvement and contribution value brought on by women within the competitive frame of the workplace.

Including both men and women, the alumni and current students of Instituto de Empresa are conscious of the productivity improvement and contribution value brought on by women within the competitive frame of 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 all initiatives that improve women's qualifications and quality of life, based on equity principles.



IE Alumni Association

IE Business School's 37,000-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 Centre 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 it has also been a great opportunity to work with professionals from different fields and backgrounds. During my MBA I further developed my leadership skills working a very multicultural and open minded environment. Managing a club is a great chance to enhance your interpersonal skills and work with colleagues who have the same interests as you. I have certainly enjoyed this experience and learnt 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.

IE Business School

www.ie.edu/business

Phone: +34 91 568 9600

Email: admissions@ie.edu

Fax: +34 91 568 97 10

IE Financial Aid

Blog: <http://financialaid.blogs.ie.edu>

Web: www.ie.edu/financialaid

Email: financialaid@ie.edu

