

WOMEN IN LEADERSHIP POSITIONS

DANA REIZNIECE-OZOLA

FIDE MANAGING DIRECTOR &
DEPUTY CHAIR OF THE BOARD
ECU DEPUTY PRESIDENT
Woman Chess Grandmaster

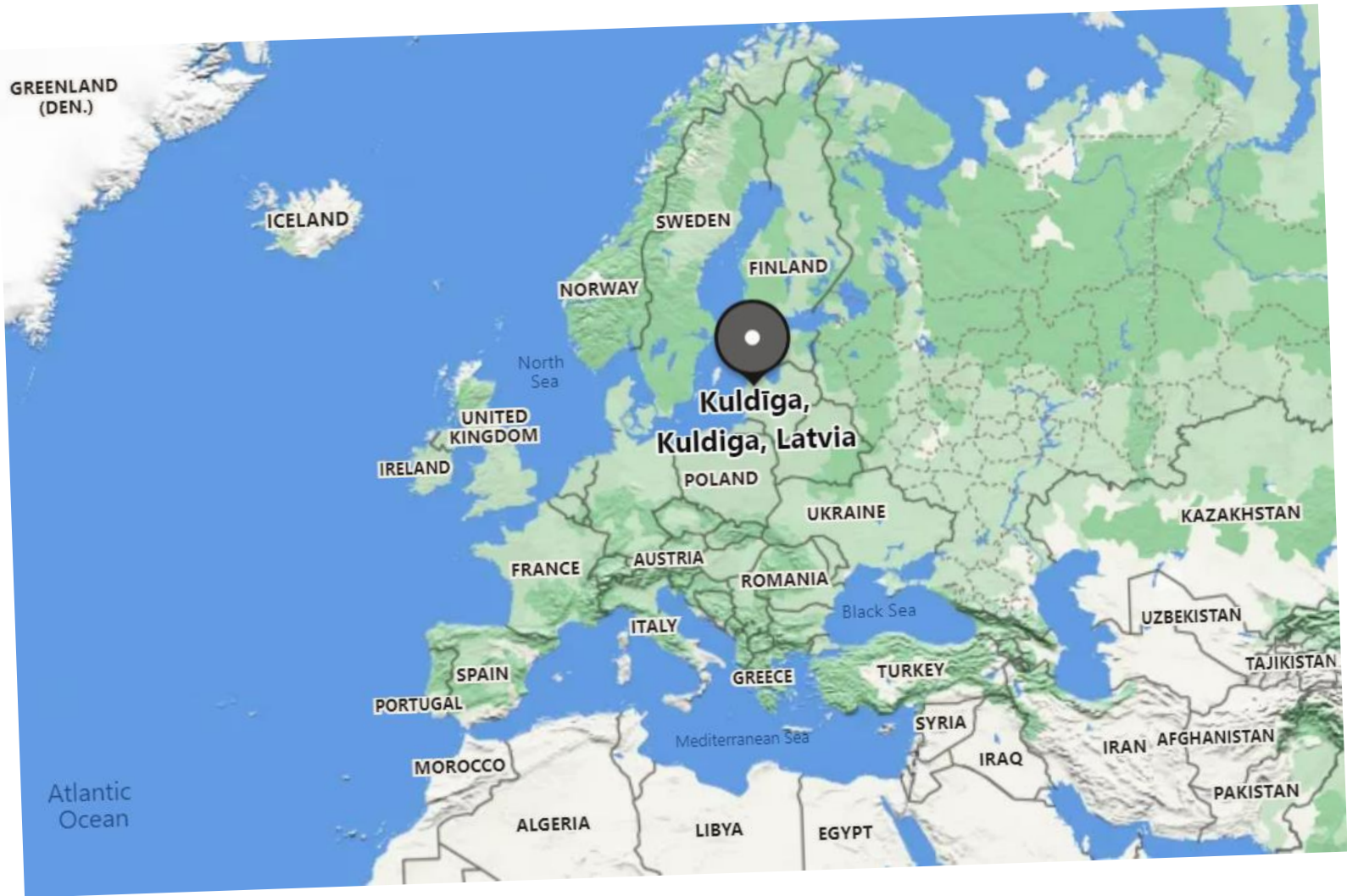
WOMEN CHESS CONFERENCE

Prague, 26.08.2022.



year of
the woman
in chess





GREENLAND
(DEN.)

ICELAND

SWEDEN

FINLAND

NORWAY

Kuldīga,
Kuldīga, Latvia

UNITED
KINGDOM

IRELAND

North
Sea

POLAND

UKRAINE

KAZAKHSTAN

FRANCE

AUSTRIA

ROMANIA

Black Sea

UZBEKISTAN

SPAIN

ITALY

GREECE

TURKEY

TAJIKISTAN

PORTUGAL

Mediterranean Sea

SYRIA

IRAN

AFGHANISTAN

PAKISTAN

Atlantic
Ocean

MOROCCO

ALGERIA

LIBYA

EGYPT

IRAQ





WORK EXPERIENCE IN LEADERSHIP POSITIONS

- DIRECTOR OF HIGH TECHNOLOGY PARK 2006-2010
- MEMBER OF PARLIAMENT 2010-2021
- MINISTER OF ECONOMIC AFFAIRS&FINANCE 2014-2019
- FIDE MANAGING DIRECTOR 2020-2021



Mar 01, 2022

GLOBAL

Globally, the Share of Women in Senior Management Is Increasing Incrementally¹

In 2021, the proportion of women in senior management roles globally grew to 31%, the highest number ever recorded.²

Ninety percent of companies worldwide have at least one woman in a senior management role as of 2021.³

Women's senior leadership roles are also shifting.

While women leaders are still more likely to be HR directors compared to other roles, this proportion has decreased from 2020 to 2021. In the same time frame, the proportion of women in other leadership roles like CEO, Chief Finance Officer, and Chief Information Officer has increased.⁴

- In 2021, 26% of all CEOs and managing directors were women, compared to only 15% in 2019.⁵
- The *Fortune* Global 500 reported an all-time high of 23 women CEOs in 2021, including six women of color.⁶

The proportion of women in senior leadership differs by region:²

Region	Percentage of Women in Senior Management (2021)
Africa	39%
Southeast Asia (ASEAN)	38%
Latin America	36%
European Union	34%
North America	33%
Asia Pacific (APAC)	28%

www.catalyst.org

GLOBAL TRENDS



ADVANTAGES OF FEMALE LEADERSHIP

- **More diverse problem-solving**

Interaction of different world views → diverse problem-solving & innovation improves

- **Increased organizational collaboration**

Psychological Science: ‘social dilemma games’ show that women are more likely to offer partial support or to ‘conditionally cooperate’

- **Higher employee engagement**

Open communication creates a more cohesive team & boosts employee morale → trust

- **Improved financial performance**

McKinsey & Company: companies with 30% more women executives are more likely to outperform companies by 10 - 30 %



The McKinsey Global Institute reports that, in advancing women’s equality in the workplace, organizations across the world can add **\$12 trillion** to the global GDP by 2025.²



Providing emotional support

(31 percent – 12 percent higher than men)



Checking in on overall wellbeing

(61 percent – 7 percent higher than men)



Helping to ensure workload was manageable

(42 percent – 6 percent higher than men)



Helping to balance the work-life dynamic

(29 percent – 5 percent higher than men)



Helping to mitigate burnout

(21 percent – 5 percent higher than men)

FIDE FEMALE FEDERATION PRESIDENTS

Netherlands	De Jong-Muhren, Bianca
Turkey	Tulay, Gulkiz
Chile	Abarca Gonzalez, Damaris
US Virgin Islands	Murphy, Margaret
Saint Lucia	Richards, TrisAnn
Trinidad & Tobago	Johnson, Sonja
Fiji	Vukikomoala, Hilda
South Korea	Hyun, In Suk
Malawi	Namangale, Susan
Comoros Islands	Darouche, Echata Mohamed

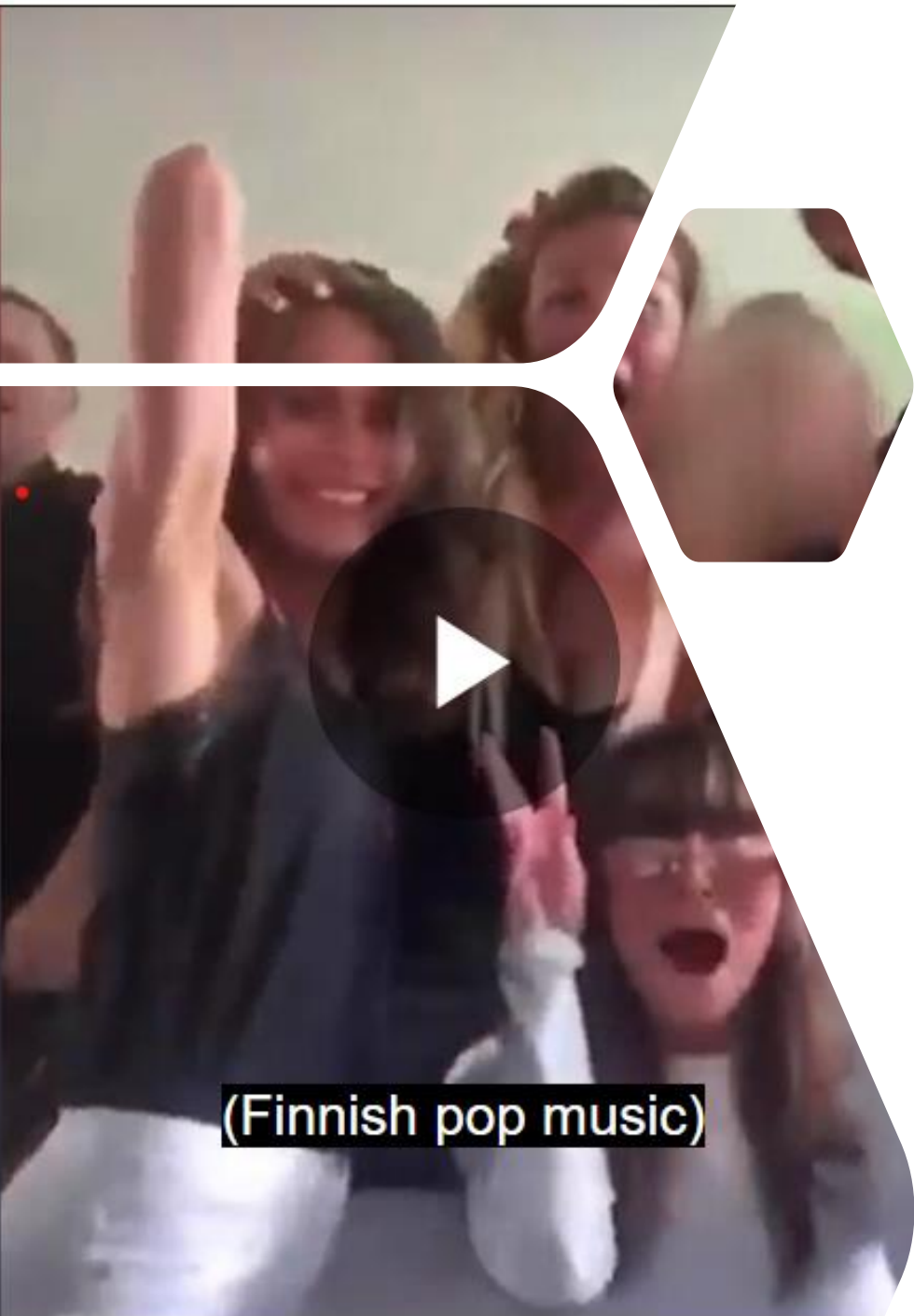




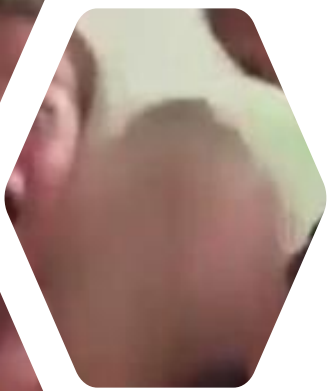
- FIDE Commission Chairs (3/20): WOM Eva Repkova PDC Sonja Johnson QC Sabrina de San Vincente
- FIDE MB (3/11) Deputy, MD - Dana Reizniece-Ozola Treasurer - Chen Zhu COO - Sava Stoisavljevic
- FIDE Council (3/15) Treasurer Chen Zhu VP - Jun Xie Continental - President Tshepiso Lopang

EXPANDING THE UNIVERSE





(Finnish pop music)



PRIDE & PREJUDICE





La culture de la liberté depuis 1828 avec vos proches

Accueil > Actualité > Flash Actu

Lettonie: une ministre préfère jouer aux échecs

Par lefigaro.fr avec AFP
Publié le 07/09/2016 à 21:39, mis à jour le 07/09/2016 à 21:42

Motivée après une victoire sur la championne du monde d'échecs, la ministre lettone des Finances, Dana Reizniece-Ozola, s'absentera cette semaine d'une réunion européenne de haut niveau afin de s'adonner à sa grande passion pour l'échiquier, a-t-on appris aujourd'hui auprès de son ministère.

Mme Reizniece-Ozola, 34 ans, qui porte le titre de grand-maître depuis l'âge de 16 ans et qui est classée 318e par la Fédération internationale des échecs (Fide), a battu lundi la championne du monde, la Chinoise

FINDING BALANCE

BANQUE MONDIALE LIVE

A PROPOS VIDÉOTHÈQUE THÈMES INTERVENANTS

Intervenant(e)



Dana Reizniece-Ozola
Minister of Finance of the Republic of Latvia



DURABILITY CHECK

KĀ NOLAUPĪT 400 MILJONUS KAS PIEDALĀS?



Imants Parādrieks

Dana Reizniece-Ozola

Māris Sprūds

Aigars Lūsis





- “There is a special place in hell for women who don't help other women.”

(Keynote speech at *Celebrating Inspiration* luncheon with the WNBA's All-Decade Team, 2006)”

-

— Madeleine Albright



T.Lopang on her election as the first Female Continental President in Africa:

«We have 28 He for She in the Continent. We have to give tribute to them for being ready for such a change in our mindset.»

S.Namanglawe:

«Women who want leadership positions should not just wait for appointments or to be put there, but should present themselves and prove competence.

(..)

Women should support each other when one gathers courage to take up leadership positions..»



TALENT OR WORK?

**If you do not devote 100% of
yourself to her, she will
punish you**

[Caissa is not with you!]

BUT

**If you do your maximum,
you deserve «the help
from above»**

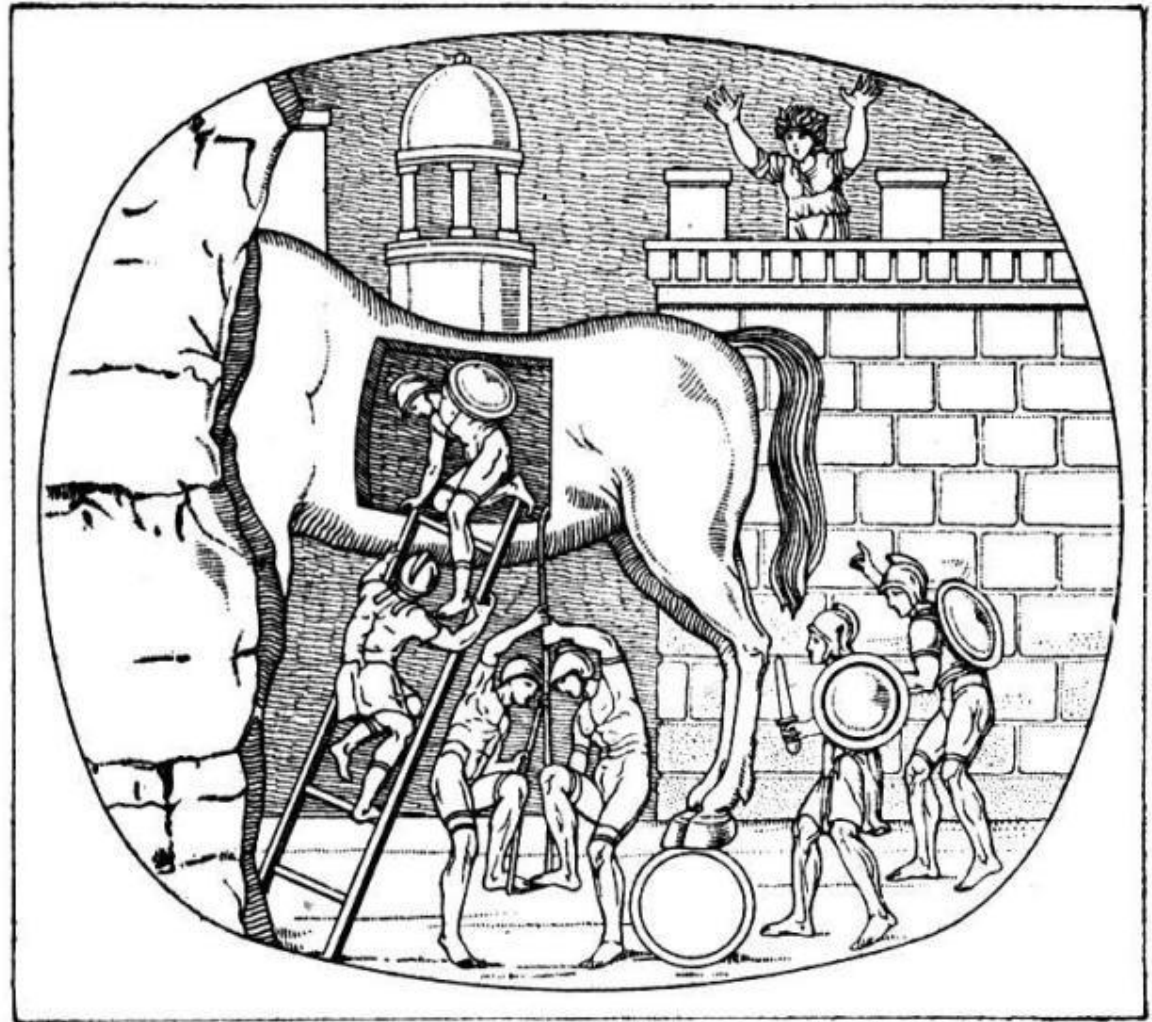
One has to deserve luck

PREPARATION

**Target the
«Achilles heal»
of your opponent**

When you cannot
find one,

**Build your
«Trojan horse»:
avoid your
weaknesses**



Strong isn't about having million strengths, it's about finding and dealing with your weaknesses

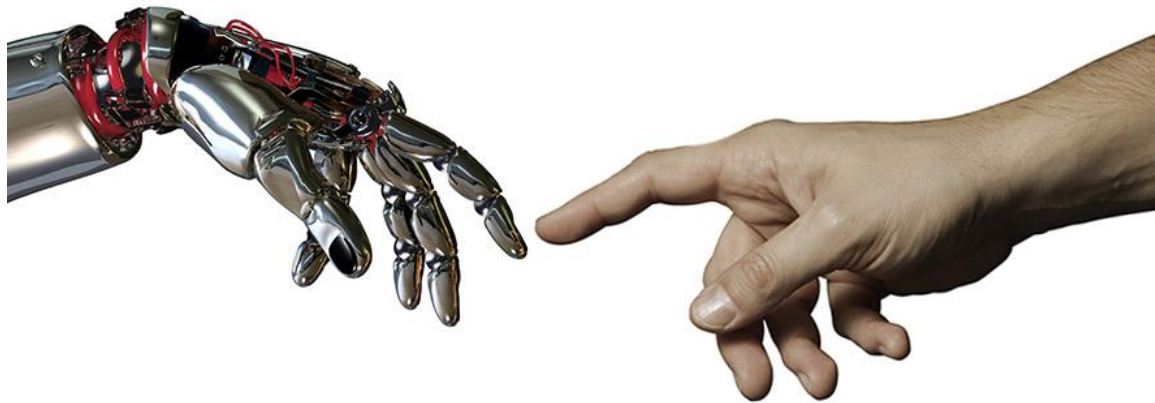
SMART USE OF RESOURCES

**“If you first help
your pieces, then
they shall help
you.»**



No king is smart who orders his general to turn into a seagull.

**YOU ARE NOT THE ONLY ONE IN THE GAME:
KNOW YOUR PARTNER&OPPONENT**



DECISION-MAKING



**10..20..60..100..decisive
choices while time is
running**

Analyse, calculate, lean
on general principles
and your intuition →
make a decision →

move

AND

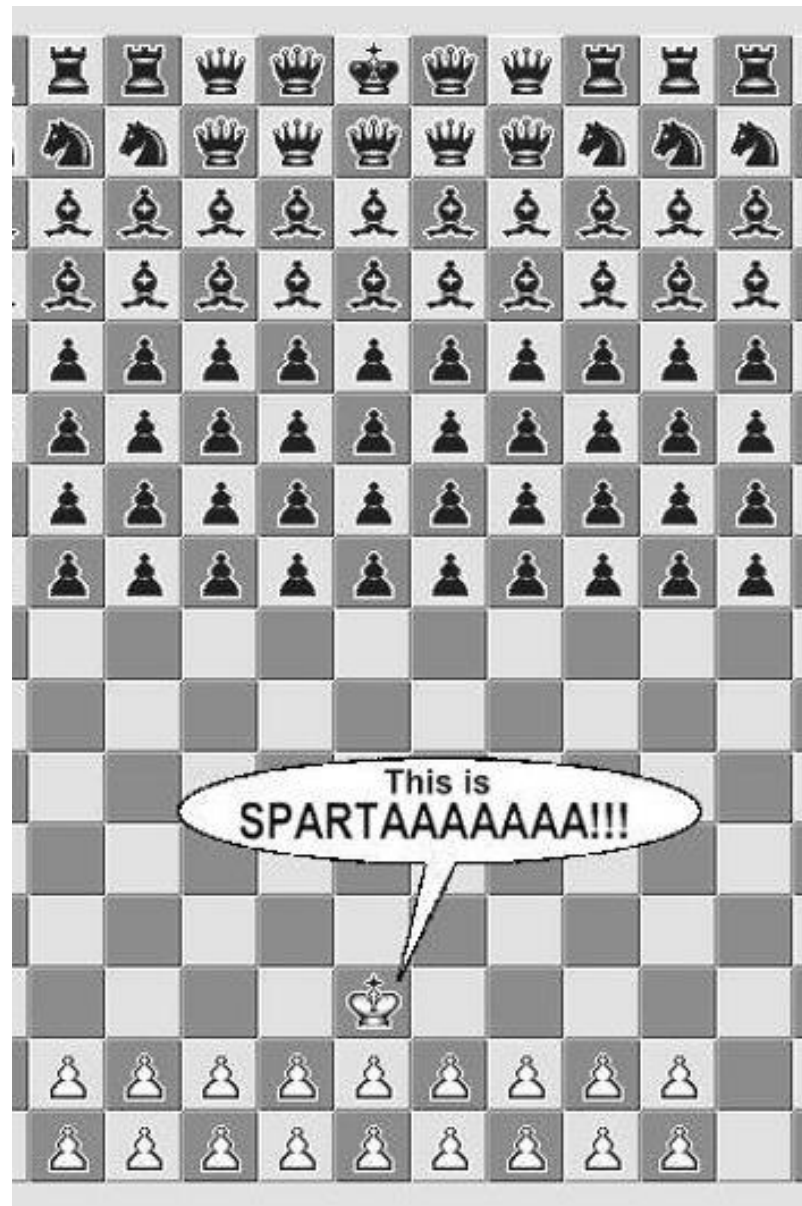
**Sit on your
hands!**



Think fast, think slowly! TURN THE BOARD AROUND.

BRAVE AND RESPONSIBLE

- Swimming against the stream might be better than following the stream, but is not too original
- Do what others have not thought about, are afraid of or lack confidence in = **make your own stream.**





LIFE IS NOT A SPRINT, IT IS A MARATHON

FAIR PLAY





RITUALS

It might be the battlefield where you fight for your victory, but it is your head where the idea of it should first be born

Ritual, motivation, superstition: talk to your pieces, look at your country's flag, do not change your winning cloth, etc.



EMOTIONS

The human element, the human flaw and the human nobility - those are the reasons that chess matches are won or lost. ~Viktor Korchnoi

LEARN FROM THE BEST







POINT OF REFERENCE

- You can turn the world around if there is one stable point of reference





**REACH THE GOALS
OTHERS ONLY THINK OF**