

WOMEN IN FINANCIAL MARKETS™



NEW YORK STOCK EXCHANGE

Women in Financial Markets Rising Stars 2024

Connect, Elevate and Advance Women Leaders



WIFM's Mission

- Established in 2007, Women in Financial Markets (WIFM) is a 501c3 nonprofit organization whose **mission is to connect, elevate and advance female leaders in the financial industry.**
- We provide targeted channels for education, mentoring and sponsorship, leveraging senior leaders within our organization.
- WIFM currently has almost **6,000 participants** worldwide and over **6,600 followers** on LinkedIn, in the financial industry, who consist of women with a range of backgrounds, positions and seniority.
- Our participants include women in trading, sales, law, economics, portfolio management, risk, marketing, research, academia, government, operations and technology.
- Learn more at www.womeninfinancialmarkets.org.



Our formula for success

Be engaged, present, remove distractions, *cameras on*

Be a “safe” listener – what happens in Vegas stays in Vegas!

Be honest and vulnerable

Be generous – share your insights

Be open minded/hearted

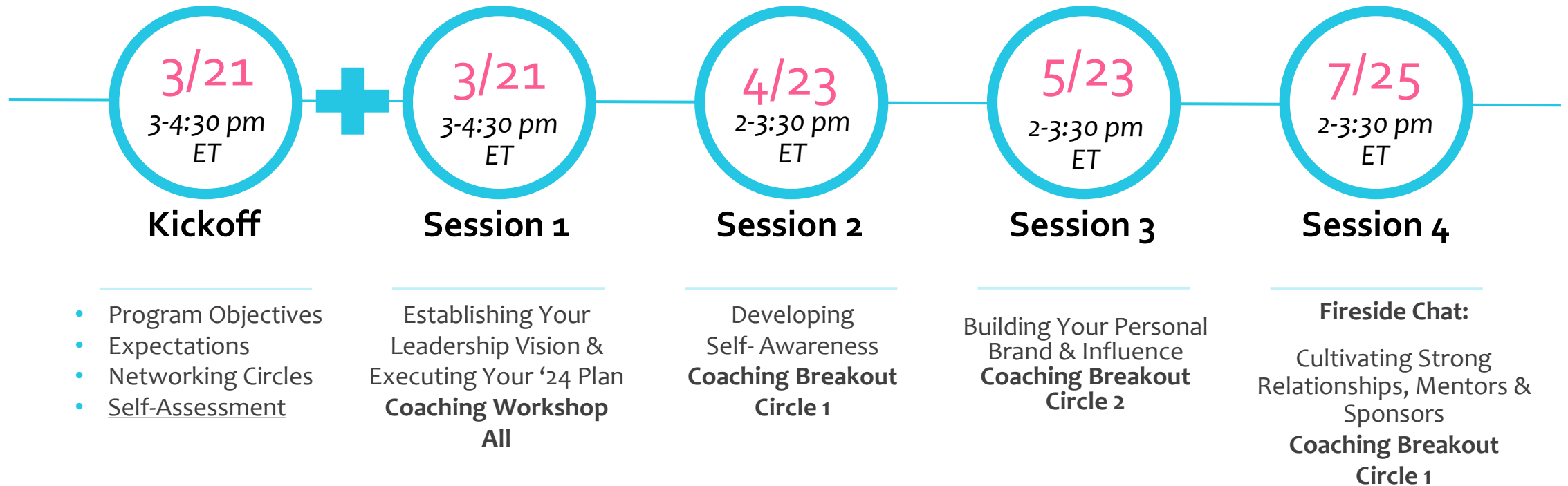
Be empathetic and curious



WIFM Rising Stars

2024 Curriculum Roadmap*

Sessions are 60 mins for all
Assigned Coaching Breakout Circles - 30 mins

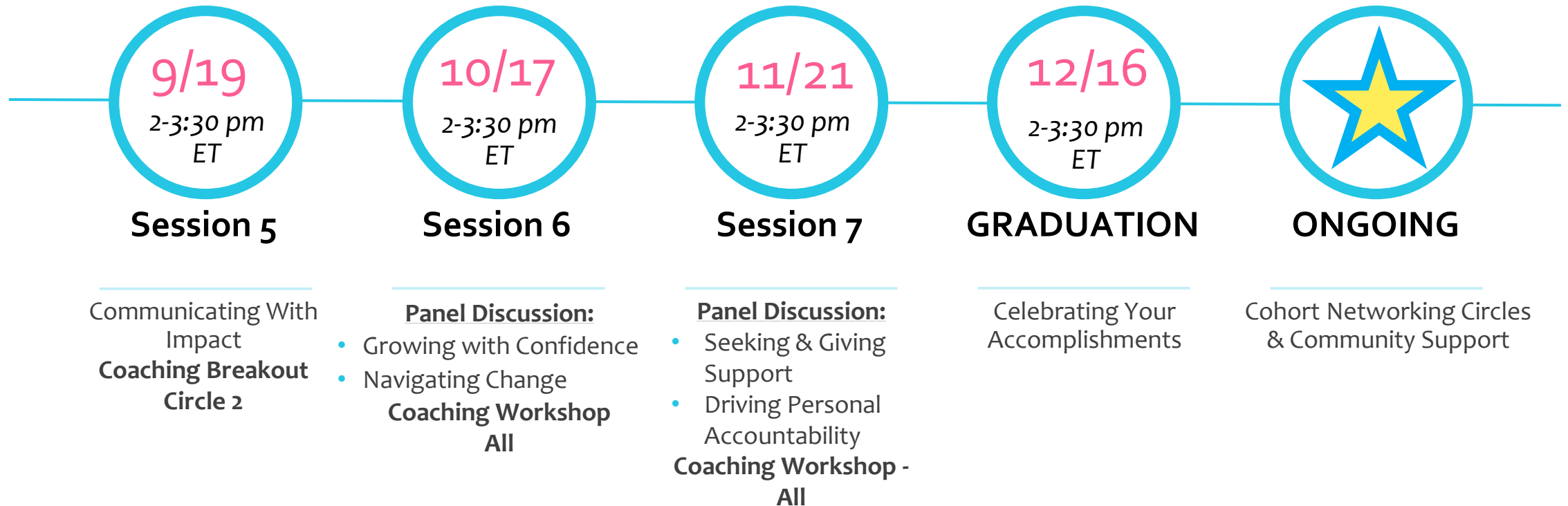


* Refer to Appendix for detailed objectives and outcomes

WIFM Rising Stars

2024 Curriculum Roadmap (Cont.)*

Sessions are 60 mins for all
Assigned Coaching Breakout Circles - 30 mins



* Refer to Appendix for detailed objectives and outcomes

Your Executive Coach: Dr. Ginny A. Baro

Dr. Ginny A. Baro, Ph.D., MBA, MS, CPC, CEO, ExecutiveBound.com, immigrated to the U.S. at age 14 with nothing more than a dream. Named a Top 100 Global Thought Leader, today, today she is an award-winning transformational speaker, leadership coach, career strategist, and author who has delivered keynotes and training to thousands of leaders and executives worldwide. With over 25 years of experience in financial services and technology, Dr. Baro brings a wealth of knowledge and expertise to her coaching, consulting, books, and speaking engagements.

Dr. Baro's expertise in leadership development has been recognized by Fortune 500 companies and partners, including McKinsey & Company, Verizon, Merck, Pfizer, and WIFM, where she has been invited to speak numerous times on the topic of leadership. She has also been featured in ABC, NBC, Yahoo Finance, the New York Business Journal, Univision, and Latinas in Business Magazine, among others.

She is the author of two #1 best-selling books: [Fearless Women at Work: Five Powerful Strategies to Thrive in Your Career and Life!](#) and [Healing Leadership: How to Lead, Love, and Thrive in Business and Life](#). Her books have been praised for their practical advice and actionable strategies, which have helped readers advance in their careers.

Her expertise, passion, and commitment to helping leaders and women make her an invaluable resource to any organization looking to unlock the full potential of their talent and achieve success in their business. To learn more, please visit ExecutiveBound.com.



Next Steps & Resources

- ✓ Complete the [FREE Myers-Briggs, MBTI personality assessment](#) before our second session. Optional, take the [FREE DiSC assessment](#). Discuss findings with your Rising Stars Networking Circle.
- ✓ Bookmark and [visit ExecutiveBound](#) for additional training resources throughout the year, i.e., Workbooks, leadership videos & more!
- ✓ [Become a WIFM member](#) to learn about the latest events and opportunities.
- ✓ Follow [WIFM on LinkedIn](#).



Graduation Requirements & Expectations

To be successful, our members adhere to these guidelines and expectations

1. Attend scheduled sessions outlined on the 2024 Curriculum Roadmap.
2. Engage and follow-through—complete pre-assigned activities, i.e., self-assessment, workbook exercises post sessions
3. Be truly “present.” Turn on your cameras, remove distractions to benefit the most.
4. Prioritize your professional development. Use our calendar invitations for the sessions to carve out the time.
5. Enlist your manager’s support to attend the sessions.
6. Honor your organization's commitment to you—they handpicked you to be in this training.
7. Watch recordings for sessions missed to engage in discussions with your Networking Circle.
8. Engage regularly with your local Rising Stars Networking Circles. Make this experience work for you.
9. Communicate with us immediately if you cannot participate in the remainder of the program.
10. [Become a WIFM member](#) and leverage opportunities within the community.

Rising Stars Objectives & Benefits

- ✓ **Acquire a high-quality leadership toolkit** for your journey, including: Developing your Personal Brand & Influence, Communicating with Impact, Cultivating Strong Relationships: Mentors & Sponsors, and more.
- ✓ **Expand and access a valuable network** of seasoned female executives, mentors and talented peers in Rising Stars, forging lasting relationships.
- ✓ **Engage monthly** in dynamic and experiential virtual sessions to gain new skills and increase your confidence as a leader.

”Building relationships with members of the cohort is an invaluable part of this experience.”

- ✓ **Leverage your leadership training** for self-reflection, authentic discussions, and tactical exercises in smaller breakout groups.
- ✓ **Meet your local Rising Stars Network Circles** within your cohort. Connect in-person to facilitate high-impact networking, peer mentoring, and relationships.
- ✓ **Receive guidance from Dr. Ginny Baro**, your Executive and Leadership Coach, mentor, and advocate for women growing and advancing without burning out. She’ll help you constructively navigate challenges you may be facing.
- ✓ **Stay connected** with each other and continue strengthening those relationships.

Networking Circles



Here's how they work...

- ✓ **Connect in person regularly, when possible**—you choose the date and length that works for your Circle.
- ✓ **Name your Circle**—personalize it for your members.
- ✓ **Take turns in leading the discussions**—practice leadership skills.
- ✓ **Be a reliable Rising Stars Networking Circle Member.** Build trust, lead, mentor, and contribute to each other.
- ✓ **Get creative** and share ideas to make it fun and engaging for yourself and others.
- ✓ **Address conflicts** with “self-awareness,” honesty, and compassion—contact us if you need support.
- ✓ **WIFM will sponsor Circle expenses.** We will share how.
- ✓ **Use the *following guiding prompts*** as needed after each session to spark discussions (*next page*).

Networking Circles

Use these prompts to initiate Circle discussions after the Sessions on the Roadmap

- 1 What's your "leadership vision" for this year? What are the top 4 items on your Action Plan?
- 2 What did you learn from "developing self-awareness," and what will you do differently from now on?
- 3 What do you love about your personal brand? What aspects do you want to develop and focus on?
- 4 What were your key takeaways from the panel discussion in July? What will you apply?
- 5 What are your communication strengths, and how do you want to improve this year?
- 6 What did you discover about your network? How can you benefit from growing your network starting this month?
- 7 What type of support do you need most right now? Who can provide it? What can help you drive personal accountability?

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
1	Sahar Sabri	sahar.sabri@spglobal.com	Director- ESG Index Management	S&P Global	Amsterdam, Netherlands
1	Raya White	rwhite@virtu.com	Co Chief People Officer	Virtu Financial	Austin, Texas
1	Natalie Ferreira da Vargem	Nferreiradavargem@dtcc.com	Senior Associate (Team Lead)	DTCC	Chester - UK
1	Brigid Brown	bkbrown@nfa.futures.org	Assistant General Counsel	NFA	Chicago
1	Anne Krema	anne.krema@cmegroup.com	Director, Research & Product Development	CME Group	Chicago
1	Corinne Melchior	corinne.melchior@cmegroup.com	Sales Operations & Enablement Manager	CME Group	Chicago
1	Chloe Cope	chloe.cope@lseg.com	Senior Delivery Manager	LSEG	London
1	Kirsten Hyde	khyde@fia.org	Senior Manager, Publications and Programming	Futures Industry Association (FIA)	London
1	Laura James	laura.james@lseg.com	ForexClear Commercial Director, LCH	LCH, an LSEG Business	London

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
1	Karishma Panda	karishma.panda@capgemini.com	Director	Capgemini	London
1	Megan Pather	mpather@mfsadmin.com	Director, Global Event Marketing	MUFG Investor Services	London
1	Rubina Ali	Rali@jonesday.com	Of Counsel	Jones Day	New York
1	Jessica Broughton	Jessica.broughton@us.bnpparibas.com	Director, Financial Institutions Coverage & Relationship Management	BNPP	New York
1	Danielle Bruinenberg	Danielle.Bruinenberg@morganstanley.com	Vice President, Prime Brokerage	Morgan Stanley	New York
1	Rachel Caspert	rachel.caspert@rabobank.com	Vice President	Rabobank	New York
1	Wei (Vivian) Fan	wfan@optionsgroup.com	Executive Director	Options Group	New York
1	Gabriella Gambino	gabriella_gambino@virtu.com	Business Development	Virtu Financial	New York
1	Ximena Gonzalez	ximena.gonzalez@jpmorgan.com	Vice President Investment Specialist, Multi-Asset Solutions	JPMorgan	New York

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
1	Megha Kalbag	mkalbag@milbank.com	Special Counsel	Milbank LLP	New York
1	Purva Karandikar	purva.karandikar@nomura.com	Associate	Nomura America Services LLC	New York
1	Laura Jarrett	laura.jarrett@bofa.com	Director	Bank of America	Toronto
1	Veronica Quinones	veronica.quinones@bmo.com	Head of Client Technology Services	BMO Capital Markets	Toronto

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
2	Ifeoma Achebe	iachebe@bloomberg.net	Strategy & Corporate Development (No specific titles beyond the group name)	Bloomberg	Brooklyn
2	Amy Clifford	aclifford@dtcc.com	Director	DTCC	Jersey City, NJ
2	Lauren Cope	lcope4@bloomberg.net	Product Manager	Bloomberg LP	New York
2	Cara Fatigati	cara.fatigati@blackrock.com	Director	BlackRock	New York
2	Kumiko Fujii	kumiko.fujii@spglobal.com	Director, Marketing	S&P Dow Jones Indices	New York
2	Johanna Grossman	Johanna.grossman@nyse.com	Head of Healthcare & Life Science, Capital Markets	NYSE	New York
2	Cynthia Ho	cynthia.ho@bofa.com	Director	Bank of America	New York
2	Zilla Kasimov-Bratman	zkasimov-bratman@nfa.futures.org	Senior Manager	NFA	New York

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
2	Ellena Lee	eyoon12@bloomberg.net	Product Manager	Bloomberg	New York
2	Lauren Leibson	lleibson@optionsgroup.com	Executive Director	Options Group	New York
2	Tiiu Lemsalu	tiiu.lemsalu@lw.com	Associate	Latham & Watkins LLP	New York
2	Sarah Ludlow	sarah.ludlow@morganstanley.com	Executive Director	Morgan Stanley	New York
2	Rebecca Lutsky	rebecca.lutsky@nomura.com	Rates Sales	Nomura	New York
2	Julia Makhonina	julia.makhonina@nyse.com	Senior Manager	NYSE	New York
2	Elizabeth Martinez	eamartinez@milbank.com	Special Counsel	Milbank LLP	New York
2	Suzy Masseur-Kelly	herlande.masseur@nomura.com	Vice President	Nomura	New York
2	Ana Olanczuk Raiser Nunes	ana.olanczukraisernunes@euroclear.com	Senior Relationship Manager	Euroclear Bank	New York
2	Maria Sergeeva	maria.sergeeva@lseg.com	Product Development Manager	LSEG, LCH	New York

Networking Circles Members

NAME your Circle during the 1st meeting

Circle	Name	Email	Title	Company	Area
2	Suzy Masseur-Kelly	herlande.masseur@nomura.com	Vice President	Nomura	New York
2	Ana Olanczuk Raiser Nunes	ana.olanczukraisernunes@euroclear.com	Senior Relationship Manager	Euroclear Bank	New York
2	Maria Sergeeva	maria.sergeeva@lseg.com	Product Development Manager	LSEG, LCH	New York
2	Krupa Shah	krupa.shah@nomura.com	Associate	Nomura	New York
2	Morgan Smith	msmith137@bloomberg.net	Product Manager	Bloomberg LP	New York
2	Haichen Xu	haichen.xu@blackrock.com	Mortgage Trader	BlackRock	New York
2	Jenni Zhai	jenni.zhai@smbc-cm.com	VP - Derivative Marketing	SMBC Capital Markets	New York
2	Elisa Zheng	elisa.zheng@nomura.com	Vice President	Nomura Holding America Inc.	New York

Rising Stars 2024 Sponsors

You are supported and in the great company of peers!



BANK OF AMERICA

JONES DAY

Bloomberg



BNP PARIBAS

LCH

DTCC

CME Group



BMO Capital Markets

BLACKROCK



Rabobank

J.P.Morgan

Morgan Stanley

LATHAM & WATKINS LLP

MUFG

NOMURA



S&P Dow Jones Indices

A Division of S&P Global

Milbank

Capgemini



WIFM Events



Mark your calendar!

Wednesday, March 20 and March 27

Women's History Month Virtual Speaker Series

12:00 – 12:45pm ET. [Register here.](#)

Wednesday, March 20

Increase Your Influence

5:00 - 7:30pm GMT

London

Wednesday, September 25

WIFM Annual Award Gala

Edison Ballroom, NYC

Your Mentors



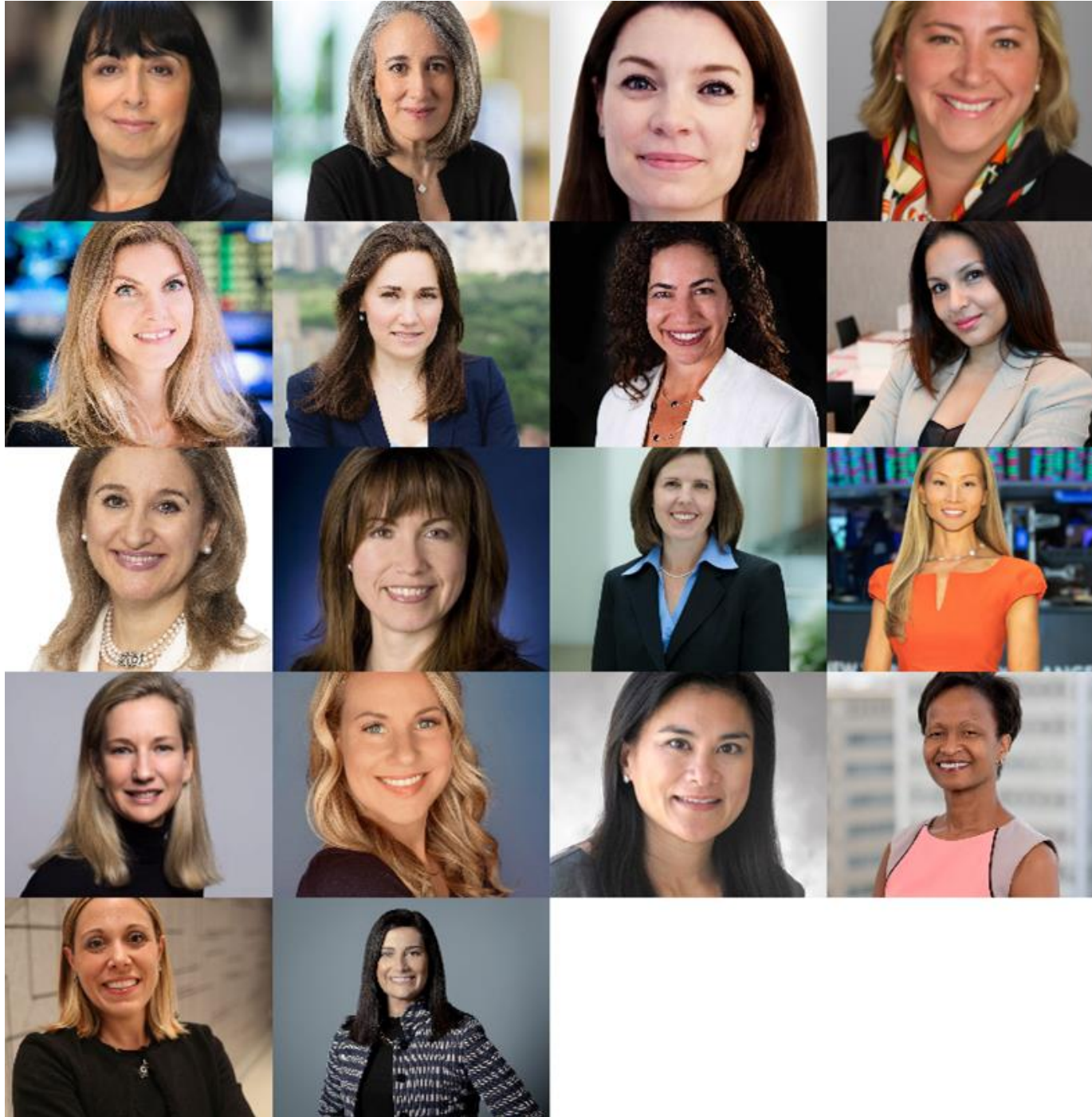
We, the WIFM Board, are here for you!

d

The WIFM Board 2024

The Rising Stars cohort is in great hands!

1. **Kyle Brandon**: Managing Director, Head of Derivatives Policy, SIFMA
2. **Marisol Collazo**: Managing Director, Global Head of Relationship Management, DTCC
3. **Susi De Verdelon**: Head of SwapClear and Listed Rates, LCH
4. **Claudia Downing**: Executive Director, Morgan Stanley
5. **Tara Dzedzic**: Head of Listings – US Sectors, New York Stock Exchange, Intercontinental Exchange
6. **Victoria Greenberg**: Head of Derivatives Execution, Clearing & FX Prime Brokerage Relationship Management for Americas BNP Paribas
7. **Jacqueline Mesa**: Chief Operating Office and Senior Vice President, Global Policy FIA
8. **Lona Mozumder**: Head of Sales, Americas – Trading Solutions at Refinitiv, an LSEG business
9. **Deborah North**: Derivatives and Structured Finance Partner, Allen & Overy
11. **Tracy Rucker-Wilson**: Head of US Fixed Income Derivatives, Vanguard
12. **Joyce Thormann**: Chief Representative, Euroclear New York
13. **Cassandra Tok**: Head of International Capital Markets, New York Stock Exchange
14. **Bari Trontz**: Head of Global Marketing and External Communications, MUFG Investor Services
15. **Tracey Vallarta Jordal**: Executive Vice President and Head of EMEA Operations and Trade Support, PIMCO
16. **Petal Walker**: Managing Director, Risk & Financial Advisory, Regulatory & Legal Support, Deloitte & Touche LLP
17. **Karen Wares**: Managing Director and Senior Relationship Manager, BofA Securities Inc.
18. **Julie Winkler**: Chief Commercial Officer and Senior Managing Director, CME Group



Tara Dzedzic & Victoria Greenberg

tara.dzedzic@nyse.com

victoria.greenberg@us.bnpparibas.com

Thank You

womeninfinancialmarkets.org



APPENDIX

2024 Curriculum Roadmap Intended objectives and outcomes

Session Overview

Each session aims to help you grow and advance in your leadership role.

Session 1

Establishing Your Leadership Vision & Executing Your '24 Plan

Overview:

- Identify a clear direction to grow as a leader in '24
- Find the meaning in your '24 goals
- Understand what it will take to accomplish them

Outcomes:

A realistic action plan reflecting meaningful goals with actionable steps and timelines

Session 2

Developing Self-Awareness

Overview:

- Connect with your emotional state
- Recognize and Monitor Your Needs & Values
- Influence your energetic state
- Know your superpowers

Outcomes:

- A “Developing self-awareness companion guide”
- Engage in curated exercises to achieve objectives and raise your EQ, emotional quotient, emotional intelligence

Session Overview

Each session aims to help you grow and advance in your leadership role.

Session 3

Building Your Personal Brand & Influence

Overview:

- What is your personal brand?
- How do you build or develop it intentionally?
- What challenges do you face in growing your brand and influence?

Outcomes:

An understanding of how to build and promote your personal brand intentionally

Session 4

Fireside Chat: Cultivating Strong Relationships, Mentors & Sponsors

Overview:

- Why is having a strong network important?
- What's the difference between sponsors & mentors?
- How strong is your network?

Outcomes:

Your Centers of Influence diagram

Best practices to develop sponsor & mentor relationships

Session Overview

Each session aims to help you grow and advance in your leadership role.

Session 5

Communicating With Impact

Overview:

- What are your communication goals?
- Who is your audience?
- What is your message and style for delivering it?

Outcomes:

Know how to craft the right message for your audience, engage and influence them powerfully

Session 6

Panel Discussion

Overview:

- Growing with Confidence
- Navigating Changes & Challenges

Outcomes:

- Insights to boost confidence & address challenges, i.e., imposter syndrome
- Tools and strategies for navigating changes & obstacles individually and professionally

Session Overview

Each session aims to help you grow and advance in your leadership role.

Session 7

Panel Discussion: Seeking & Giving Support; Driving Personal Accountability

Overview:

- Identify areas where you can use help
- Begin to think about mentoring others
- Discover how to strengthen personal accountability

Outcomes:

- A clear plan to seek out support where needed
- A list of opportunities to contribute to team/others
- A process to follow-through and get it done!

Session 8

Graduation: Celebrating Your Accomplishments

Overview:

- Reflect on your Rising Stars journey
- Celebrate this milestone
- Acknowledge each other's contributions

Outcomes:

- Receive your Certificate of Achievement
- Celebrate with your Sponsor / Manager
- Pay it forward!