

## **Opening**

### **Speakers' biographies**

#### **Ingmar De Vos (BEL) - FEI President**

A Belgian native, Ingmar De Vos holds a master's degrees in Political Science, International Relations, as well as International and European Law from the Vrije Universiteit Brussels (BEL). He began his professional career as an advisor to the Belgian Senate. He joined the Royal Belgian Equestrian Federation as Director General in 1990 and from 1997 to 2011 served as the Federation's Secretary General. He is Board member of the Belgian National Olympic Committee.

In 2011, Ingmar De Vos joined the FEI as Secretary General. On 14 December 2014, at the FEI General Assembly held in Baku (AZE), he was elected FEI President. In 2018, he was unanimously re-elected for another four-year term. In 2022, De Vos was re-elected for a third and final term in office.

Ingmar De Vos was elected as a member of the International Olympic Committee (IOC) in September 2017. Since 2016, he has been a member of the Association of Summer Olympic International Federations (ASOIF) Governance Taskforce and became ASOIF Council Member in 2019. In addition, Ingmar De Vos has been on the Executive Committee of Sport Accord since 2021.

From 2018 to 2022, Ingmar De Vos served on the Foundation Board of the World Anti-Doping Agency (WADA) and since 2018, he has been a member of the WADA Executive Committee. He was the International Horse Sports Confederation's (IHSC) Vice President from 2014-2019, President from 2020 to 2022, and is currently IHSC Vice President.

Ingmar De Vos is a Gender Champion for the United Nations and is fluent in Dutch, English and French.

#### **Sabrina Ibáñez - FEI Secretary General FEI Sports Forum moderator**

Sabrina Ibáñez was appointed FEI Secretary General in January 2015. She has been with the FEI since 1991 and holds a bachelor's degree in Science in Communications and History from Boston University and a diploma in Sociology, Politics and Management of Sport Science from the Universities of Lausanne, Leicester, and Montpellier.

Ibáñez was elected President of the Association of Paralympic Sport Organisations (APSO) in 2017 and was re-elected for a further four-year term (2021-2025) in 2021. She is a member of the IOC Gender Equality Working Group and was on the International Paralympic Committee (IPC) Governance Review Group, which completed its works in 2022.

Ibáñez has chaired the ASOIF Diversity and Gender Equality Consultative Group since 2020.

Sabrina Ibáñez holds a bachelor's degree in Science in Communications and History from Boston University and a diploma in Sociology, Politics and Management of Sport Science from the Universities of Lausanne, Leicester, and Montpellier.

## **Heather Cairns-Lee – IMD representative, Affiliate Professor of Leadership and Communication**

Professor Cairns-Lee holds a PhD from the University of Surrey (GBR), Masters in Coaching and Leadership from IDC Geneva (SUI), MSc in Human Resource Development from the University of Lancaster (GBR), and BA, Hons in International Politics and Law from the University of East Anglia (GBR).

Her award-winning research focuses on learning and leadership including the development of self-awareness, authenticity and sensemaking. She has a particular interest in language, the pivotal role of questions and the importance of metaphor in break-through thinking and creativity. Cairns-Lee is an expert on Clean Language and its role in creating authentic communication.

Highly skilful in group dynamics and an experienced C-suite and top team coach, she has contributed to the design and delivery of IMD's flagship depth leadership programmes.

Cairns-Lee is a keen advocate for gender equality and a member of IMD's Equity, Diversity and Inclusion Council. She is committed to empowering gender equality and is past President of Business Professional Women, Lake Geneva.