

# Caroline Farberger



## About

Caroline Farberger possesses a distinctive and impactful narrative that sets her apart from many. Her profound understanding of life as both a man and a woman, stemming from the unique experience of being born and raised as a boy and later transitioning to live as a woman at the age of 50 in a position as a corporate CEO, makes her an authentic and credible source. Through her story, she provides invaluable insights into the nuanced treatment individuals face based on their gender in corporate life. This perspective resonates universally, making her testimony relatable to people across diverse backgrounds, including considerations of skin color, disability, religion, or gender. She profoundly engages and resonates with individuals through her distinctive story, leaving a lasting impact on all.

Caroline masters an exceptional ability to articulate the true essence of diversity and inclusion, explaining the nuances that distinguish the meaning of inclusion. She skillfully guides her audience through her personal journey, sharing how she diligently worked from the outset to conform to societal norms she believed were synonymous with being recognized as a genuine male. She shares her personal history from completing her dual academic degrees to when she started to work as a management consultant with McKinsey for six years, followed by 25 years in several senior management positions and ultimately as CEO and board executive.

Caroline's willingness to share both her successes and challenges combined with her personal story reflects the importance of embracing diversity and creating an environment where every individual can thrive, regardless of their background or identity. She knows by own experience that inclusion is the key for organizations to make better business decisions and use their full potential capacity. Her message effectively communicates to both the C-suite and the entire organization, fostering a shared understanding and a collective desire to embrace inclusivity in their actions.

Caroline is the first senior business leader in the Nordics to speak openly about her gender transition, having formerly lived as Carl Farberger. Until 2022, she held the position of CEO at ICA Insurance, a prominent Swedish insurer. Presently, she serves in the capacity of a Board Executive and Investor. Concurrently, Caroline shares her insights through keynote addresses, with a particular focus on themes such as authenticity, diversity, and inclusive leadership.

## Caroline Farberger's profile

- ❖ *Caroline is a Board Executive of several leading financial institutions and active Investor in the PE and VC arena*
- ❖ *She is a former CEO of a prominent insurer*
- ❖ *Caroline serves as a G7 Advisor on gender equality*
- ❖ *As keynote speaker and executive team coach, she helps organizations to unlock their full potential through understanding the value of inclusive leadership*
- ❖ *She shares remarkable insights on inclusion based on her exclusive personal story having been a corporate CEO both as a man and a woman*

## Speaker Topics:

*Inclusive and leadership in practice, Leading with authenticity*

 Website: [carolinefarberger.com](https://carolinefarberger.com)

## Caroline Farberger - Keynote

Caroline is sharing a deeply personal and groundbreaking story. Her courage and transparency serve as an inspiration to us all, and Caroline's willingness to share her experiences is a testament to her dedication to creating positive change in the corporate world. Caroline's history is not just about her own personal growth and achievements; it represents a significant step forward in breaking down barriers and promoting inclusivity in leadership. She makes us reflect on the importance of embracing diversity and creating an environment where every individual can thrive, regardless of their background or identity.

Caroline's story is built around her remarkable career and her keynote covers three sections:

- Value of authenticity and being your full self at work
- Understanding of biases, norms and privileges in the workplace
- Business benefit of inclusive leadership and fully understand D&I with an emphasis on inclusion

She lifts the importance of building trust and fostering genuine connections within our organizations and inspires us all to create a more diverse, equitable business landscape and the importance of continuing to champion inclusivity and authenticity in our own leadership roles.

## Selected testimonials

"It was a privilege to have Caroline join us as a keynote speaker at our annual Risk Advisory kick-off. Her insights on diversity and inclusion as well the importance of having the courage to be one's true self served as a genuine inspiration to all attendees. Caroline's involvement did not stop there, as she played a crucial role in facilitating our leadership strategy session where she skilfully challenged the team to step outside of their comfort zone and explore new possibilities. Her thorough preparation and willingness to understand our department's values and future ambitions ensured a tailored experience. Her expertise, unique point of view, passion and ability to connect with the audience make her a standout speaker and we will welcome her back anytime."

*Tinnamaria Marlou Larsson-Bertelsen, Managing Partner, Risk Advisory, Deloitte Denmark*

"Your inspiring talk has echoed through our organization and accelerated our conversations about inclusion and diversity. Thank you for leading the way."

*Lena Kjær, HR Director, Ramboll Denmark*

"Caroline Farberger's deeply personal talk at our event for executives was thought-provoking. Without being accusatory she confronts you with your own biases. Simply by sharing her unique view on how she experienced business life as a male and as a female CEO. From the immediate reactions of the audience during the talk as well as from the feedback afterwards you can see that her words induce change. One of the most valuable outcomes a presentation can have."

*Birgit Bohle, HR Director, Deutsche Telecom Germany*

“We were honored that Caroline chose to share her story with us. We believe it is through brave stories like hers that we can better understand what inclusivity really means, and how we can develop as a company and as leaders. After all, we understand we are all on a development journey. Caroline’s uniqueness and honesty were deeply respected. As a seasoned finance professional, she can easily relate to our world and was able to bring up many interesting and relevant questions and thoughts.”

*Pia Kåll, CEO at CapMan, Finland*

“Caroline’s keynote speech at BMW Group was powerful, touching and inspiring. Her ability to connect with the audience was truly remarkable. After her speech we received a lot of positive feedback from our employees and we will continue the important work of inclusion. Thank you Caroline for sharing your knowledge with us!”

*Johanna Kriisa, Manager Director at BMW, Sweden*

“With her very personal and authentic keynote, Caroline inspired and engaged with our global HR community. Her personal experiences gave us extraordinary insights into what inclusive leadership and listening to others really means.”

*Sylvie Nicol, Executive VP, Human Resources, Infrastructure and Sustainability, Henkel AG*

