

# GREENINGS

PAYMENTS, FINTECH & AI

## AUTUMN UPDATE 2021



### ... reconnecting in person again!

As we begin to head towards the year end, we reflect on some great memories made at our events at Thruxton and on The Solent and are thankful of seeing so many of you. This, for some of you attending, was the first opportunity of meeting face to face with colleagues from the industry, let alone your own teams!

2021 has seen us continuing to support the acceleration of investment, innovation and diversity occurring across Payments, FinTech and AI, delivering roles from Canada and the US, through Europe to Australia.

Whilst much of the activity remains virtual, we commend the confidence invested between candidates and clients in taking life-changing career moves, in many cases relocating to new regions with their families - a quite extraordinary effort given the circumstances!

Trusted relationships are more valuable than ever; I am grateful to our clients, candidates and team members for their drive, resilience and adaptability, enabling the industry to navigate the exponential growth in demand for new services, facilitating greater diversity and the injection of exciting new Talent from complementary sectors.

Stay safe and keep well!

Andrew Greening, Founder

## GREENINGS joins RISEUP 2021 at Money20/20, Amsterdam - Empowering Inclusivity in Leadership

Evolving Payments to empower and attract diverse talent was top of the agenda at Money 20/20 Europe, in a session moderated by **Simon Stokes**, Senior Partner at Greenings for the RiseUp initiative.

A three-strong panel of female leaders included **Miriam Wohlfarth** – CEO, Serial Entrepreneur and Author, **Dalia Turner** – VP of People at Feedzai, and **Katrin Kroll** – VP People and Culture at Orderbird AC.

**The Evolution of Payments - what will it take to attract and empower tomorrow's talent?** Acknowledging that there is no longer a debate about whether balanced leadership improves outcomes, Simon highlighted the key question for businesses now is how to attract and empower female leadership and achieve broader diversity representation right through to board level.



Central themes challenged business to:

**Be visible** - create an attractive brand that clearly values and empowers female leadership and broader diversity.

**Be aspirational** – consumers buy from brands they trust. The panel challenged the audience to question how their company and personal brand is viewed today and how they would like them to be seen in the future.

**Embrace remote working** - leverage the trend for virtual working by engaging with diverse, borderless global talent pools and embracing the opportunity to hire within interesting new markets.

Session takeaways for businesses were to be consciously proactive in their bid to attract female leadership and diverse talent. For aspiring professionals, the message was that success demands a strong sense of self-belief. The panel encouraged women to be visible in the workplace, on social channels and in their personal network.

**RiseUp** is a global program that champions diversity across the money ecosystem, providing tomorrow's women leaders with the network, tools and techniques needed to help them strategically advance their career.



## Industry Hires

### Howden Group Holdings

Continuing to support the international growth of Howden Group Technology, **Nancy Ankone-Sjouke** joins as **Head of Platforms (Salesforce)**, previously Aon, Netherlands.

### ONE INC

Successful hires for the leading Payout disruptor, One Inc, backed by Great Hill Partners, include **Elizabeth Hoemeke** as **Chief Information Officer**, previously Elavon, Equifax and **Sarah Owen** as **Chief Product Officer**, previously Global Payments, WorldPay, Heartland.

### nexi+nets

We have broadened our support for Nexi/Nets hiring multiple leadership, sales, risk and compliance roles across DACH and Nordics. Hires included **James Hicks** relocating from Toronto to Frankfurt, joining as **Chief Strategic Partnerships Officer**, previously MasterCard, Global Payments, and **Simon Chandramani** joining as **CCO Digital Services**, previously PaySafe, Chase Paymentech, First Data.

### versapay

Toronto based Accounts Receivable Automation group, Versapay, has deployed our Executive Search and Talent Solutions teams delivering multiple **Underwriting, Fraud, Legal, Compliance, Pricing and Product** roles across **North America, Europe and Australia**.



**Polly Van Duser**  
Senior Partner, Atlanta  
talks about WNET  
(Women's Network in Electronic Transactions)  
<https://www.wnetonline.org>



It is a pleasure to share a little about my experience with Wnet, an organization that has been instrumental in my Payments career. Wnet is celebrating its 15-year anniversary and it is a privilege to serve on the Executive Committee and Board.

Wnet, the only US non-profit organization for women in the Payments and FinTech space, pioneered some of the industry's earliest initiatives to empower and support them. With a growing membership of women – and the men who advocate for them – from more than 175 corporations, Wnet has devoted the last 15 years building networking opportunities, programming and events to advance gender diversity.

I encourage all women in Payments and FinTech who are looking for ways to further invest in their professional (and personal) development, their career, and their industry

relationships to join Wnet. It is fulfilling and a great way to meet some of the most talented women in Payments, get exposure to people and organizations you may not otherwise have an opportunity to meet and have access to programs and events that are inspiring, educational and fun.

The Annual Leadership Summit was held November 3rd and 4th in Atlanta. This event attracts leaders across the global paytech ecosystem. The 2021 Summit theme was Make the Investment. Empowering attendees at the Leadership Summit will help them achieve greater personal success, influence and professional parity. I look forward to sharing highlights of the event in our next newsletter.

I would love to share my personal experience! Feel free to reach out to me directly at [pvanduser@greeningsinternational.com](mailto:pvanduser@greeningsinternational.com)

## Greenings Team Updates



**Kate Smith-Wilson** joins the team.

Having known Kate for many years we are delighted to welcome her as EA to Simon Stokes and Polly Van Duser. Previously supporting CEOs at Whittle, Elavon and Oxfam, Kate brings discretion and international experience to support the delivery of our most important searches.

[ksmith-wilson@greeningsinternational.com](mailto:ksmith-wilson@greeningsinternational.com)



## Client Events 2021 - a careful return to normality!

- 13 May** **Greenings Client Exclusive Track Day, Thruxton** – hosted by Charlie Butler-Henderson, open pit lane for private cars, fast laps with Tiff Needell and skid pan skills course for better wet driving techniques. Thanks to sponsors Evo Payments and Alpina, and everyone that made the effort to drive there and make it such a special reunion! Watch the highlights by going to the Events page on our website <https://www.greeningsinternational.com/> or by clicking here: <https://www.youtube.com/watch?v=KRBifvTdW5c>
- 9/10 September** **9th Cards & Payments Regatta, The Solent** – Pre-event Dinner by Mosimann's (Royal Lymington YC), hosted by Mark Mosimann with Alpine Wine Tasting by Tim Killen. Friday saw competitive racing with the strongest tide of the year and F5 winds making for some exhilarating sailing around Hurst and the Western Solent. Teams enjoyed a BBQ lunch at Royal Solent YC, followed by afternoon racing and trophy presentation to new entrants & the Regatta winner, **Cardstream, led by Adam Sharpe** – Watch the video here: <http://www.youtube.com/watch?v=TnHelfKRnQk>
- 27 October** **Podcast hosted by Steve Warner, Fi911** – Talent for Payments, a Transatlantic View on Talent Trends, D&I and Impact of Covid with Andrew Greening. Look out for the recording on the Events page of our [website](https://www.greeningsinternational.com/) and on LinkedIn.

**We are already planning for more activities in 2022 and hope to see you there!**

**Date for your diaries:** Greenings Client Exclusive Track Day, Thruxton - **Thursday 7th April 2022**  
(with a dinner the night before and some new activities, details to follow...!)

Established in Luxembourg (1999), Greenings is an Executive Search and Leadership firm delivering robust cross-border solutions to the world's leading Payments & FinTech and AI businesses. Clients rely on our knowledge, rigour and judgement to drive disruption, new market entry, M&A growth and sustainable "Value Through People".

Please visit us at [www.greeningsinternational.com](http://www.greeningsinternational.com)

ATLANTA | LONDON | LUXEMBOURG | MONTREAL | TORONTO