

## Access to Experts



**Nikki Walker**

Senior Director, Inclusion, Diversity & Sustainability EMEAR  
Cisco

Nikki Walker was appointed as Cisco's first ever Director of Inclusion and Diversity, Europe in 2008 with responsibility for developing and implementing the European Inclusion and Diversity strategy. Three years later, Nikki has driven significant transformational change, reflected in the increased numbers of women at leadership levels, a marked improvement in employee inclusion index results and in the number of prestigious awards Cisco has received across Europe.

In 2010, Nikki assumed further responsibility of leading Cisco's Sustainability strategic priority. As a company, Cisco has clear global goals to achieve significant reductions in greenhouse gas emissions. Nikki is responsible for inspiring and enabling environmental innovation across every part of the company's European business.

In 2011, Nikki's Inclusion, Diversity and Sustainability leadership role has grown to cover Cisco Europe, Middle East, Africa and Russia (EMEAR)

Nikki holds a BA (Hons) in Accountancy and is a fellow of the Chartered Institute of Management Accountants. Since joining Cisco in 1999, Nikki has held a number of increasingly senior leadership positions within Europe and Emerging Markets culminating in her current role where Nikki now leads two major strategic initiatives at Cisco – Inclusion and Diversity and Sustainability.

Nikki's passion for driving change never falters. She has played an instrumental role in promoting opportunities both for women and minority employee groups by helping to increase their networks, competence and confidence through career events and targeted development opportunities. She recently led the Connected Women initiative for Cisco, connecting over 500 senior female customers across the world virtually, using Cisco technology. Nikki also chairs WEConnect Europe, which is Europe's leading advocate of women-owned businesses as suppliers to global and national corporations and government bodies.

As well as Cisco winning numerous awards, Nikki has also received personal acclaim for the results she has achieved, recently received the award of CWT Everywoman in Technology "Inspiration of the Year 2011" and also winning the Opportunity Now "Inclusive Culture Award" in March 2011 for Cisco's innovative "More Together" communications strategy.

Nikki lives in the UK with her husband and two young sons and takes advantage of Cisco's flexible working practices to manage her own work life balance and inspires and encourages other working parents to do the same.

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