

France Dequibec: Empowering Female Leadership- Bridging the Gap in Executive Diversity



At Female Executive Search, we are dedicated to connecting businesses with top-tier female executives worldwide. With a network of 5,000+ vetted female leaders, we help companies build diverse, high-performing teams. More than just a recruitment platform, we actively mentor, promote, and support female executives, ensuring they gain the visibility and opportunities they deserve. In partnership with CEO Worldwide, we provide businesses with exceptional leadership talent within 10 days. Our mission is clear: to break barriers, foster gender balance, and drive business success through inclusive leadership.

Championing Gender Diversity in Executive Leadership

We started the interview by asking, "Would you like to tell us something about yourself and your firm?"

France Dequibec replied, "I'm pleased to introduce myself! I'm Managing Director at Female Executive Search <https://www.female-executive-search.com/>

I hold a PhD in German and a Post Master degree in Communication and Information.

I have dedicated my career to promoting companies and people in International environments.

I started my professional journey in Communication and Public Relations and after having worked in 2 large International corporations (Motorola and Siemens), I have created my own company during 13 years being convinced by the huge potential of female entrepreneurship.

In a second phase of my career, I have decided to transition into the executive search profession, leveraging my experience with large corporations and entrepreneurship.

Since then, I have dedicated my career to executive recruitment, leadership strategy, and championing gender diversity in senior positions. With over 15 years of experience in the field, I have witnessed firsthand the challenges women face in advancing to executive roles—not due to a lack of talent, but because of systemic barriers and limited visibility. This is what led me to take on the role of Managing Director at Female Executive Search, the world's first international platform solely dedicated to placing female executives in leadership roles.

Our platform boasts a global network of over **5,000 vetted female leaders**, helping companies build diverse, high-performing teams. We don't just match candidates with opportunities; we actively mentor and promote female executives, ensuring they receive the recognition they deserve. Partnering with CEO Worldwide, we provide businesses with top-tier executive talent within 10 days, proving that diversity and excellence go hand in hand."

The Journey behind Female Executive Search

What inspired you to create Female Executive Search, and how has the platform evolved?

France Dequibec replied, "I've always been passionate about breaking barriers for women in leadership. I was still very young, when I first developed my fascination for all those great women who pioneered the ongoing fight for women's rights. Throughout my career, I saw many talented women struggle to reach executive roles—not because they lacked skills, but because they didn't have the same opportunities or networks as their male counterparts. That's why we launched Female Executive Search with Patrick Mataix, founder and CEO of CEO Worldwide.

Our mission is to connect businesses with highly qualified female leaders, making it easier for companies to build diverse, high-performing teams. Since our launch, we've grown into a global platform with over 5,000 vetted female executives, offering not just job placements but also mentorship and visibility. We work closely with organizations to ensure they understand the value of gender balance in leadership. It's not just about equality; it's about driving business success. The evolution of our platform reflects a growing commitment from companies worldwide to embrace diversity as a strategic advantage."

The Power of Female Leadership

How do female executives bring unique value to leadership positions?

France Dequibec replied, "Women bring a fresh perspective to leadership, often prioritizing collaboration, innovation, and long-term strategy. Studies show that companies with diverse leadership teams perform better financially, and a big reason for that is the balance women bring to decision-making. Female executives tend to have strong emotional intelligence, making them excellent at crisis management, stakeholder engagement, and team motivation. They also foster inclusive workplace cultures, which boost employee satisfaction and retention. Another key strength is adaptability—women are used to navigating challenges in traditionally male-dominated industries, making them resilient leaders. What's important to understand is that female leadership isn't about replacing men; it's about complementing existing structures with new ideas and approaches. When businesses embrace diversity in leadership, they gain a competitive edge, increase innovation, and improve overall performance. The goal should always be balance, not exclusion, because that's where the real impact happens."

Unlocking the Potential of Female Executives

What role does mentoring play in supporting female executives?

France Dequibec replied, "Mentoring is absolutely essential in helping women advance to leadership roles. Many talented female executives don't lack skills or experience; they lack the visibility and confidence to promote themselves in the same way their male counterparts do. That's why we place a strong emphasis on mentoring at Female Executive Search. We connect female leaders with experienced professionals—both men and women—who help them refine their executive presence, build their personal brand, and navigate corporate structures more effectively. Mentorship provides a safe space to discuss challenges, gain perspective, and develop strategies for career growth. It also opens doors to new opportunities by expanding their network. Many women are hesitant to ask for leadership roles or negotiate their salaries, and mentorship helps bridge that gap. By giving them the tools and guidance to confidently step into senior positions, we create a more level playing field in executive leadership."

The Power of Gender-Balanced Leadership

Why is collaboration between female and male leadership important?

France Dequibec replied, "The goal of gender diversity isn't to replace men in leadership; it's to create a balanced, high-performing team. When men and women work together at the executive level, they bring different but complementary perspectives that lead to stronger decision-making. Women often approach challenges with a focus on collaboration and long-term strategy, while men may bring a results-driven approach. Neither is better or worse—both are essential. Research shows that gender-balanced teams are more innovative, better at risk management, and ultimately more profitable. However, to achieve this balance, we need more male leaders to actively support female leadership, not just in words but in actions. This means sponsoring female executives, advocating for their inclusion in key discussions, and recognizing the value they bring. True leadership isn't about competition—it's about working together to build stronger, more inclusive organizations that benefit everyone."

The Business Case for Female Leadership

Lastly we asked, "What would you say to companies hesitant about investing in female executive talent?"

"The numbers don't lie, companies with diverse leadership teams consistently outperform those without. Gender diversity isn't just a social issue; it's a business strategy that drives higher profits, better decision-making and improved employee engagement. Yet, some companies hesitate, either due to outdated perceptions or a belief that they can't find the right female candidates. That's where we come in. At Female Executive Search, we've built a global network of highly qualified women ready to step into senior roles. The talent is there; businesses just need to be willing to look beyond the traditional hiring pools. Investing in female executives isn't about ticking a diversity box, it's about future-proofing your business. Companies that fail to embrace gender balance will fall behind their competitors.

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If you want to remain innovative, profitable, and forward-thinking, hiring and promoting female leaders is not just the right thing to do—it's the smart thing to do.

In conclusion, there is power in female leadership; however there is more power in male and female leadership! It's time to promote competencies and meritocracy." France Dequibec Concluded

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