

# 9th Asian Women in Leadership Virtual Summit

24<sup>th</sup> September 2020, Singapore

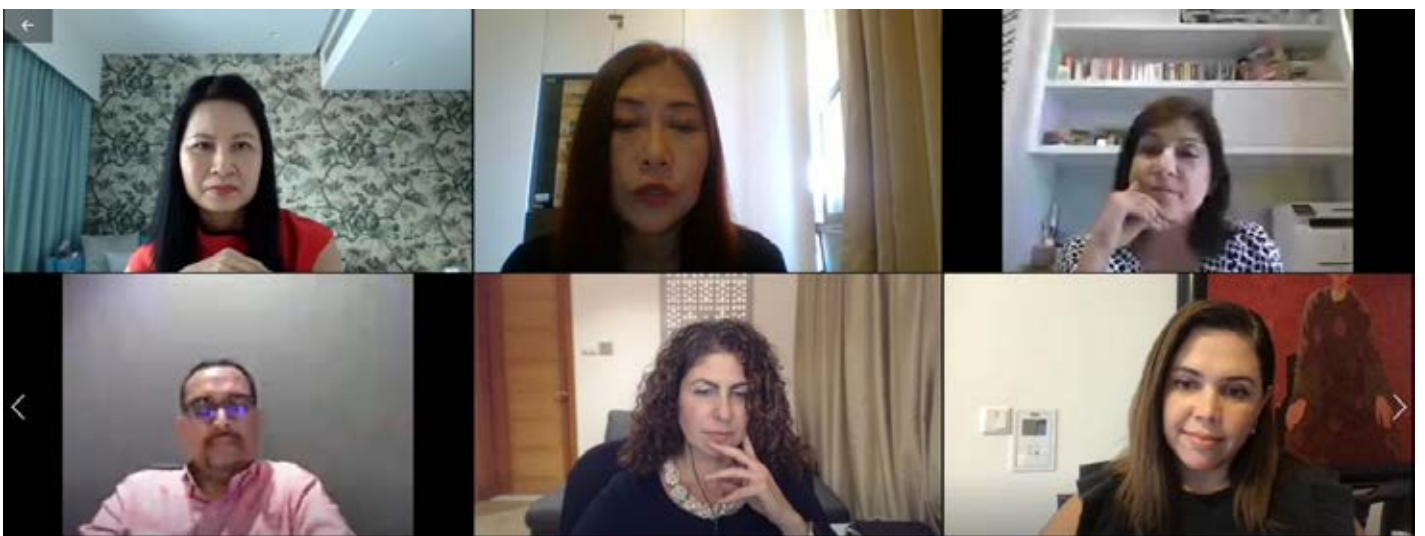
**Post Event Report**

Women deserve equal opportunities to realize their fullest potential. Leading organizations are making concerted and conscious efforts to overcome “unconscious” biases that may have seeped into their organizational processes. They are revamping their recruitment, retention and talent development strategies to ensure there is a level playing field. These companies are backing up well-meaning intentions for gender parity with thoughtful process design.

It is observed that companies that promote women leaders are usually also organizations who also promote diversity in other areas. Such companies have inclusive mind set and corporate DNA which makes them an attractive place for talent. Could that be the reason that the financial performance of these companies is consistently better than their peers!

AWLS Summit provides a credible platform for business leaders and policy makers to exchange ideas on challenges faced by women leaders and how some of the individuals and organizations who have overcome these challenges, learn from their experiences to create a corporate culture that promotes gender diversity in a sustainable way and leads to the greater success of women in the executive leadership and board level roles. AWLS also provides an excellent platform for leaders- men and women to network with likeminded professionals across industries.

The most prestigious AWLS Singapore 2020 started with the first expert panel discussion on the topic, “**Are Women Better Leaders?**” - **Countries led by women leaders have managed COVID-19 better.** The panel was well moderated by **Dr Vinika D. Rao**, Executive Director, INSEAD Emerging Markets Institute & Gender Initiative Director, Hoffmann Global Institute for Business & Society, Asia, with the key industry experts Rana **Karadsheh**, Regional Industry Director – Manufacturing, Agribusiness & Services, South Asia & East Asia and Pacific, IFC bank, **Tricia Duran**, Head of Human Resource, Unilever Asia Pte. Ltd., **Monica Chia**, Vice President, Human Resources, East Asia Japan, Schneider Electric, **Dr Jaclyn Lee**, Chief Human Resources Officer, Singapore University of Technology and Design and **Nitin Goil**, Human Capital Leader, Workforce Transformation Deloitte, South East Asia.



The session started by the Moderator, Dr Rao, where she quoted a research by INSEAD group on leadership among men and women groups. Which showed the women are better leaders. Moncia Chia said, men and women both are good leaders and must complement each other. The diversity introduce innovation, performances and business results. The diversity is not only limited to genders, it includes different age groups, nationality etc. further she mentioned, the stereotypes and hidden biases are still issue at workplaces. Rana said, she has always been advocating women in leadership positions and if we look ahead, we should be more resilient, flexible, adapting and have high EQ and more willing to be the change. Jaclyn mentioned the both are good leaders but women prove themselves better leaders as they can handle wide variety of task at the same time and make their decisions with certain emotions. While male ledaers are task specific and very much detail oriented, which doesn't allow them for multitask. Nitin mentioned, he had more women bosses in his career and have seen them performing better like any other male leaders. Tricia said, women at senior positions must support the women at junior levels.



The next big session was the **CEOs Panel**, on the topic “**Leadership and Innovation to navigate the New Normal**”. The CEOs Panel was well moderated by **Ashish D. Pal**, Managing Director, Singapore & Malaysia, MSD. The expert panellist in the session were Amit Midha, President, Asia Pacific & Japan and Global Digital Cities, Dell Technologies, **Miyuki Suzuki**, President, Asia Pacific, Japan and Greater China Cisco, **Renee McGowan**, CEO, Asia Mercer, **Misti Landtroop**, New Zealand Country Manager, Palo Alto Networks and **Kawal Preet**, President, Asia Pacific, Middle East, and Africa Region FedEx Express. Misti mentioned for leadership along with IQ we must consider the wisdom. Amit said, he ensure that apart from the workforce his organization must have women into management and leadership roles. He also said, the technology brings progress, which requires leadership and men and women both must get equal opportunity. Kawal mentioned her experience of studying engineering, working into STEM and coming into leadership. She added to focus on strength. Miyuki talked about gender based challenges in her early career in 1980. She added we need ethical leaders in current situation. Rene mentioned her own experiences from mercer and playing role in leadership. She added the women must be courageous to make life changing decisions. Ashish moderated the session very well and asked many interesting questions to the panel.

The next highlight on the day was the **Keynote Talk** by **Simon Green**, President, Japan & Asia Pacific, Palo Alto Networks on the topic, **“Beyond gender, embedding D&I in your Corporate DNA”**. He gave a presentation on how Palo Alto Network is nurturing the diversity & inclusion and women leadership. He said the inclusion comes first before diversity.



The last panel of the day was – **“In Conversation with Women Leaders”**. The panel was moderated by **Michael Jenkins**, CEO, Expert Humans. The expert panellists for the session were, **Ean Na Teoh**, Director and General Manager, Medium Business Singapore and Malaysia, Dell Technologies, **Elizabeth Faber**, Asia Pacific Chief Talent Officer, Deloitte Asia Pacific Limited, **Stella Lim**, Head of Corporates and Financial Institutions, Asia Pacific SWIFT and **Victoria Sanchez Terry**, Head of Innovation Program, Partnership and Ecosystem APAC, ING Bank.

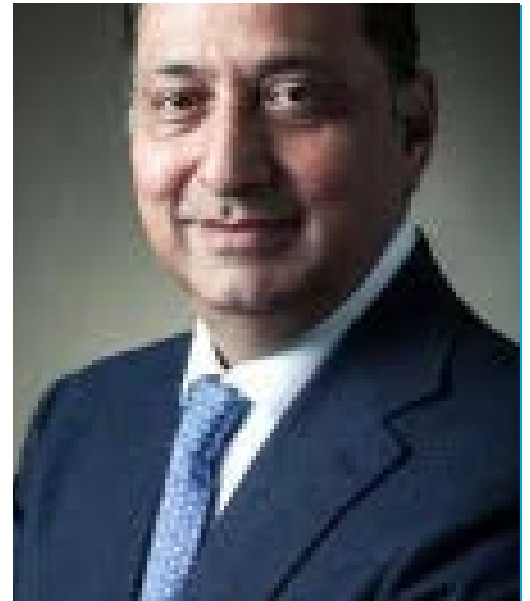
Michael started the discussion with mention of an announcement by government of Singapore on creation of white paper on Gender Equality. Victoria mentioned we should be open to new perspective and challenges. She added still there is unconscious biases in society, which holds women back. Ean na shared her own story and mentioned that negative stereotypes about women are hindrance in their career. Stella mentioned lack of mentors and role models are some issue in Tech Leadership. Elizabeth mentioned the benefits of D&I in businesses. The panel overall discussed, how to accelerate the change in D&I and inclusion of women leaders.





The day ended with a **keynote presentation** by **Arvind Singh**, CEO, Quest Conferences. (add his picture) He said Global Governance is needed. No country can alone fix the global issues such as hunger, inequity and loss of hope etc.

He mentioned leadership is the key and if we find right leadership we can tackle such issues. Women play crucial in leadership roles but they face social, conscious and unconscious biases. To advocate D&I, Women Leadership, it's require to seek more power, nudge for change and empowering women.



### Nudge for change

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- Affirmative action to promote women in leadership roles.
- Identify and invest in HYPO women leaders
- Make workplace more gender friendly
- Male Allies





# Key Speakers



**Simon Green**  
President, Japan & Asia Pacific  
Palo Alto Networks



**Miyuki Suzuki**  
President, Asia Pacific, Japan and Greater China  
Cisco



**Renee McGowan**  
Chief Executive Officer Asia  
Mercer



**Amit Midha**  
President Asia Pacific & Japan, Global Digital Cities  
Dell Technologies



**Stella Lim**  
Head of Corporates and Financial Institutions, Asia Pacific, SWIFT



**Misti Landtroop**  
New Zealand Country Manager,  
Palo Alto Networks



**Ean Na Teoh**  
Director and General Manager Medium Business Singapore and Malaysia  
Dell Technologies



**Michael Jenkins**  
Chief Executive Officer Expert Humans



**Rana Karadsheh**  
Regional Industry Director - Manufacturing, Agribusiness & Services, South Asia & East Asia and Pacific  
IFC bank



**Dr Jaclyn Lee**  
Chief Human Resources Officer, Singapore  
University of Technology and Design



**Elizabeth Faber**  
Chief Talent Officer  
Deloitte



**Dr Vinika D. Rao**  
Executive Director, INSEAD Emerging Markets Institute & Gender Initiative  
Director, Hoffman Global Institute for Business & Society, Asia



**Nitin Goil**  
Human Capital Leader, Workforce Transformation  
Deloitte South East Asia



**Ashish D. Pal**  
Managing Director Singapore & Malaysia  
MSD



**Kawal Preet**  
President, Asia Pacific, Middle East, and Africa Region  
FedEx Express



**Victoria Sanchez Terry**  
Head of Innovation Program, Partnership and Ecosystem APAC  
ING Bank

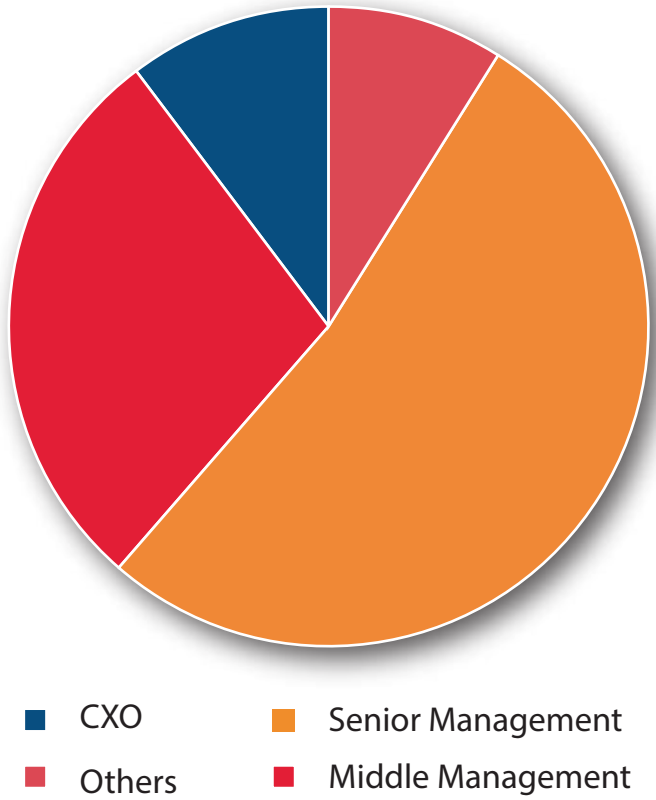


**Tricia Duran**  
Head of Human Resource,  
Unilever Asia Pte. Ltd

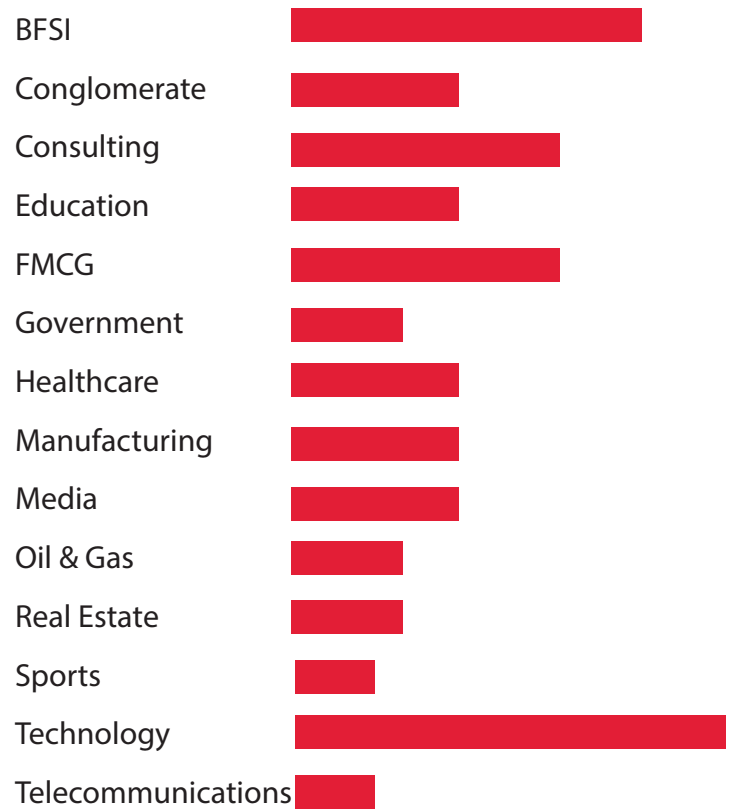


**Monica Chia**  
Vice President, Human Resources, East Asia Japan  
Schneider Electric

### Delegate Profile



### Participating Industries



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# Some Of The Companies That Have Supported AWLS in the Past



Thank You  
Speakers, Attendees and Sponsors for making  
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