

1 Asian Women in Leadership Summit

25th August, 2022 | Singapore

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Gender parity must be our shared goal. While some progress has been made, a lot more needs to be done. The current pace is not fast enough and has been adversely impacted by Covid19. There is a need to accelerate the pace of change.

Gender parity must begin at the top – in the Boards and the senior leadership teams. Lower level of women representation in senior leadership roles – for most part- stems from unconscious biases that have seeped in the organization's practices. Sustained conscious efforts are required to overcome these unconscious biases.

Key priorities

To accelerate greater women representation, some countries are nudging through use of quota mechanisms; others are opting for a softer approach by setting targets.

Then, there is the related issue of gender pay gap. Research shows that significant pay gap exists for the same role between men and women. This is wrong and unfair. Companies must undertake internal reviews and correct any anomalies on priority.

Some companies complain lack of qualified women candidates as the primary reason. While it may be true in certain cases, this is because companies are not doing enough to manage their women leadership pipeline and also, not trying hard to recruit lateral external candidates. Women candidates put up their hands only when they meet 100% listed criteria; companies need to list only essential requirements and use a gender-neutral language in their job descriptions and advertisements.

About AWLS and its Objectives

With the objective of achieving gender parity, since 2016, Asian Women Leadership Summit (AWLS)- a unit of Singapore based Quest ontheFRONTIER group has hosted summits in Singapore, India and China. Our 10th virtual event was attended by over 1200 senior managers- women and men from leading companies. Our 11th and 12th Summits are scheduled for August 25 (Regional focus) and November 24 (India focus).

Over the years, AWLS has emerged as a credible platform to celebrate successful women leaders, to showcase exemplary work done, to exchange best practice and to network with inspiring leaders outside their companies. As we emerge from Covid19 and gear up to face the impending climate crisis, companies need to find ways to harness the fullest potential of women leaders. Companies and the society at large need leaders- male and femalework together for a sustainable future.

AWLS Journey So Far

10 Successful Editions
300+ Industry Leaders As Speakers
4000+ Attendees And 300+ Participating Organizations

















AWLS 2021 virtual summit saw 1200+ Registered Delegates from over 49 countries across a range of industries

Who Should Attend?

- Corporate Leaders
- Board Directors
- Developmental Sector Executives
- HR Professionals
- Senior Executives

- Business Owners
- Successful Entrepreneurs
- NGO professionals
- Govt. Officals & Policy Makers
- Non-executive Directors

Speakers



Anju Abrol, Head – Wholesale Banking Asia Pacific, ING Asia Pacific



Dr. CJ Meadows, The Innovation & Entrepreneurship Center, SP Jain



Mukta Arya, MD & CHRO, Societe Generale, Asia Pacific



Anita Wang, Senior Vice President, Global Business Services, BASF



Michael Jenkins, CEO, Expert Humans



Richard Rekhy, Ex-CEO, KPMG India



Andy Postlethwaite Senior Vice President, BASF SEA



Renee McGowan, President, AMEA, Mercer



Arvind Singh, Group CEO, Quest OntheFRONTIER:



Shruti Swaroop, Founder, Embrace Consulting



Rana Karadsheh, Regional Industry Director, IFC



Victoria Terry Sanchez, Head Fintech Asia, ING Asia Pacific



Dr Vinika Rao, Executive Director, INSEAD Emerging Markets Institute & Gender Initiative



Sharon Toh, Head of ASEAN Region, Swift



Alice Lopin, Founder & Principal, The Art of Leadership Studio



Sanjeev Chatrath Partner - Financial Services, EY



Devina Mehra, Chairperson, and Founder, First Global



Jackson Seng Vice President- Sustainability and Strategy Schneider Electric



Meena Anand CEO and Founder, The Careers Company



Raashi Sikka, VP D&I, Ubisoft



Kiran Sarkar, Head Sustainability, M&M India



Kevin Ackhurst, Head of Sales for JAPAC, HubSpot



Sue Donoghue, CEO Arab Cluster, DHL , Saudi Arabia



Michael J. Rosenthal, Emcee

What AWLS Past Attendees Say!

Inspiring and grounded. Well done. I will attend the next one.

Thella Teo

Marketing Director, John Wiley & Sons

Very realistic, truthful and interesting insight shared. All speakers are amazing and inspiring. Thanks!

Wanyi Lee

Recruitment, Google

Speakers are excellent. Confident, Highly regarded.

Sanofi

Head of Business Operation, Sanofi

Thank you for organizing this event. Amazing work and insights! Thank you and best regards to all Speakers and Panelists"

Siena Marie Galve

Senior Manager, Seaoil Philippines It was both refreshing and validating to be among like minded men and women who champion and advocate gender diversity in leadership.

Aileen Dualan

Chief Scientific Officer, Novartis

The sessions are very knowledgeable on diversity and inclusion. Very inspiring.

Shelly Shi

Finance Director, SealedAir

Excellent organized event! Love every minute of it! Good panel of speakers and Moderators.

Zeenath Kuraisha

CEO, APAC Sales Marketing Academy, JPMorgan

"Great work and congrats to the entire AWLS team and all the speakers and panelists - loved it"

Misti Landtroop

New Zealand MD, Palo <u>Alto Networks</u> Many thanks for the opportunity and for a well-planned event. It was a great panel and with some very interesting discussions within that hour. Cheers.

Sylvia Chim

Communications Manager, Diageo

Diverse pool of speakers provided a great variety of experiences and useful insights.

Hong Tang Ee

Business Manager JP Morgan

Insightful and engaging.
Love the speakers on panel,
learned a lot and probed
many question to think
about.

Christina Thung

Assistant COO, Lunch Actually

"Thank you very much, organizers, sponsors and presenters. This has been an amazing summit!"

Grace Lee

Product Marketing Manager, Dell



01:00PM	Registration and Networking
01:15 PM	Welcome Remarks
01:25 PM	Diversity and Inclusion - ING initiatives Anju Abrol, Head - Wholesale Banking Asia Pacific, ING Asia Pacific
01:40 PM	 Panel 1: Successful Women Leaders Journey How they navigated their journeys to successes What were the key challenges faced and how they overcame? Role their mentors and sponsors played and how they found them What advice they will offer to their "younger self" Your advice to younger women (and men) leaders New insights and learnings you gained during the Covid19 period Moderator Dr. CJ Meadows, The Innovation & Entrepreneurship Center, SP Jain Mukta Arya, MD & CHRO, Societe Generale, Asia Pacific Sue Donoghue, CEO Arab Cluster, DHL, Saudi Arabia Devina Mehra, Chairperson, and Founder First Global Raashi Sikka, VP D&I, Ubisoft
02:40 PM	 CEO Panel 2: How are you nurturing women leaders for 2030 How likely that a woman leader will succeed you in your role What are you actively doing to have more senior women leaders? What are the challenges in recruiting senior women leaders? How do you manage emerging women leader's talent pipeline? What are your unique ways to promote diversity, equity and inclusion? How does sustainability affect your strategy and DEI approach? Moderator Michael Jenkins, CEO, Expert Humans Richard Rekhy, Ex-CEO, KPMG India Andy Postlethwaite Senior Vice President, BASF SEA Kevin Ackhurst, Head of Sales for JAPAC, HubSpot
03:25 PM	Special Session: Is perfectionism killing your career? Renee McGowan, President, AMEA, Mercer

Meena Anand, CEO and Founder, The Careers Company

Career Coaching for Leaders

03:45 PM

03:55 PM

Panel 3: Gender Parity and Diversity Initiatives in your organisation

- What is your approach to diversity, equity and inclusion? Why they matter?
- Targets for gender and other diversity on boards and senior management
- How do you measure and manage gender pay gap?
- How do you manage women leaders' talent pipeline?
- How do you attract external women candidates for senior roles?
- How do you engage male champions to promote parity?

Moderator **Shruti Swaroop**, Founder, Embrace Consulting

Rana Karadsheh, Regional Industry Director, IFC

Victoria Terry Sanchez, Head Fintech Asia, ING Asia Pacific

Sanjeev Chatrath, Partner - Financial Services, EY

Alice Lopin, Founder & Principal, The Art of Leadership Studio

04:40 PM

Keynote Session - BASF

Anita Wang, Senior Vice President, Global Business Services, BASF

04:55 PM Panel 4: Integrating Diversity & Inclusion with Sustainability Strategy

- How do you weave DEI into your sustainability strategies?
- Key sustainability initiatives; how you measure & report their impact
- What is your organization's plan for "net zero" emission targets?
- Who owns and drives sustainability agenda and initiatives?

Moderator - Dr Vinika Rao, Executive Director, INSEAD Emerging Markets

Institute & Gender Initiative

Sharon Toh, Head of ASEAN Region, Swift

Esther An, Chief Sustainability Officer, City Developments Limited

Kiran Sarkar, Head Sustainability, M&M India

Jackson Seng, Vice President- Sustainability and Strategy,

Schneider Electric

05:40 PM Closing Key Note



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Some Of The Companies That Have Supported AWLS in the Past

































































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