



## **13<sup>th</sup> Asian Women in Leadership Summit (AWLS 2024)**

26<sup>th</sup> September 2024 | The Sheraton Towers Singapore

### **Post Event Report**

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#### **AWLS 2024: A Day of Insight, Action, and Empowerment**

At AWLS 2024: Inspiring Inclusion in the Age of AI and Robotics, we gathered brilliant minds from diverse industries to discuss, debate, and drive action on creating inclusive leadership in a rapidly evolving technological landscape. From thought-provoking discussions to practical workshops, this summit laid the foundation for a future where inclusion and innovation go hand in hand.

As the day unfolded, the insights from our esteemed speakers and panellists highlighted the need for both personal reflection and structural transformation. Each session dove deep into the challenges and opportunities facing women in leadership during this age of technological advancement. Here's a look at how the day unfolded:

#### **Panel 1: Successful Women Leaders' Journeys**

Featuring Adele Hung, Kathy Teoh, Mollie Rogers Jean de Dieu, Sophie Guerin, and moderated by Ritu G Mehrish, this panel explored the diverse career paths and personal growth experiences of some of the region's most accomplished women leaders. Their inspiring stories reflected resilience and adaptability, offering the audience invaluable lessons on overcoming barriers in both personal and professional spheres.

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#### **Panel 2: Glass Ceiling or Sticky Floor?**

Moderated by Aarathi Arumugam, the panel featuring Anita Kapoor, Anuraag Bhatnagar, Maansi Gagroo, Mahalakshmi R, and Simon Hague discussed the barriers that prevent women from climbing the leadership ladder. The conversation focused on how intersectionality shapes these challenges, with the panellists offering insights on how Boards and CEOs can foster an inclusive culture and empower the next generation of women leaders.

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#### **Panel 3: Gender Pay Gap – Addressing Disparities in the Age of AI**

This critical conversation, moderated by Simon Bernie, featured Farrah Isaac, Georgia Ronald, Kai Ning Lim, and Priya Tiruviti. They shared strategies on how organizations can use technology to close the gender pay gap and ensure that women are recognized and compensated fairly. The focus was on actionable solutions for creating transparent and equitable pay structures.

#### **Panel 4: AI & Robotics – Impact on Women Leaders**

Featuring Celine le Cottonnec, Katja Forbes, Sridhar Nagarajan, Shehara Viswanathan, and moderated by Binesh Menon, this discussion highlighted how AI and Robotics are reshaping leadership roles. The panellists shared strategies for overcoming barriers specific to women in tech, emphasizing how women leaders can leverage these technologies to advance their careers and lead effectively in an evolving environment.

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#### **Workshop: Inclusive Leadership**

Led by Nitin Goil from the NeuroLeadership Institute, this hands-on workshop utilized the INCLUDE framework to help participants develop practical strategies for fostering inclusion within their organizations. Participants left with neuroscience-based insights on how to build more inclusive, resilient teams.

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#### Key Actionable Takeaways from AWLS 2024

- **Inclusive Leadership:** Leaders must actively break down systemic barriers and foster inclusive workplaces.
- **Leveraging AI:** Women leaders need to embrace AI and Robotics as tools to drive both inclusion and innovation.
- **Pay Equity:** Transparency and sustained effort are critical to closing the gender pay gap.
- **Mentorship:** Personal storytelling and mentorship play pivotal roles in empowering future women leaders.
- **Intersectionality:** A deeper understanding of diverse identities is essential for driving meaningful inclusion in leadership roles.

#### Reflecting on AWLS 2024: A Catalyst for Change

AWLS 2024 was more than just a gathering of thought leaders—it was a call to action, a platform for accelerating the inclusion movement. With each panel, discussion, and insight, we set the stage for tangible change. As we continue to move forward, the energy and momentum from AWLS 2024 will guide us toward even greater impact at AWLS2025 and to #AccelerateAction.