

# Women IN LEADERSHIP SUMMIT

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**Singapore, 29 – 30 January 2015**

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*Business empowerment, leadership and career advancement for female leaders,  
managers and entrepreneurs*

## **Working Programme**

**Aventedge.**

Version: 27 January 2015 | Private & Confidential | Working Agenda [ONLY]  
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Day One Speakers		Singapore, 29 January 2015
9:00	Chairperson's Opening	<b>Noor Quek</b> , <i>Founder, Managing Director, NQ International Pte. Ltd.</i>
9:10	Keynote: Empowering women leaders of today and tomorrow	<b>Grace Fu</b> , <i>Minister, Prime Minister's Office, Second Minister for the Environment and Water Resources and Second Minister for Foreign Affairs, Parliament of Singapore</i>
9:50	Keynote: Breaking new grounds in women leadership	<b>Adaïre Fox-Martin</b> , <i>President, Asia Pacific and Japan, SAP</i>
10:30	<i>Morning Break</i>	
10:50	A Leadership Journey: With the grassroots, for the community	<b>Assoc Prof Fatimah Lateef</b> , <i>Member of Parliament, Marine Parade GRC, Parliament of Singapore</i>
11:20	A Leadership Journey: Going global, staying local	<b>Wong Su-Yen</b> , <i>Chairman, Singapore, Marsh &amp; McLennan Companies; Chairman, Nera Telecommunications Ltd; Senior Advisor, Mercer and Oliver Wyman</i>
11:50	Panel Discussion: Gender diversity – A competitive advantage for companies to stay ahead	Session Moderator: <b>Noor Quek</b> , <i>Founder, Managing Director, NQ International Pte. Ltd.</i> <b>Joy Tan</b> , <i>Partner, WongPartnership</i> <b>Ang Fung Fung</b> , <i>Partner, KPMG</i> <b>Yeo Lian Sim</b> , <i>Special Adviser, Singapore Exchange (SGX); former Chief Regulatory and Risk Officer, SGX</i>
12:40	<i>Networking Lunch</i>	
1:40	Panel Discussion: Males championing change	Session Moderator: <b>Anathea Ruys</b> , <i>Head of Fuse, OmnicomMediaGroup</i> <b>Oliver Tonby</b> , <i>Managing Partner, Southeast Asia, McKinsey &amp; Company</i> <b>Philip Jeyaretnam</b> , <i>Managing Partner, Rodyk &amp; Davidson LLP</i> <b>John Marsden</b> , <i>Vice President, Manufacturing, HPC, SEAA, Unilever</i>
2:20	The art of survival in a male-dominated workforce	<b>Dominique Boer</b> , <i>Managing Director, Head of Relationship Management, ASEAN, Standard Chartered Bank</i>
2:50	Designing flexible working arrangements in the workplace	<b>Christine Angco</b> , <i>former Vice-President and General Manager, Procter &amp; Gamble</i>
3:20	<i>Afternoon Break</i>	
3:40	Panel Discussion: Maintaining a work-life balance	Session Moderator: <b>Anathea Ruys</b> , <i>Head of Fuse, OmnicomMediaGroup</i> <b>Ng Shin Ein</b> , <i>Managing Director, Blue Ocean Associates; Board Member, NTUC Fairprice; Board Member, Yanlord Land; Board Member, Eu Yan Sang International Limited</i> <b>Dilys Boey</b> , <i>Partner, Performance Improvement, Ernst &amp; Young</i> <b>Elizabeth Hernandez</b> , <i>Vice President, Corporate Affairs, Asia Pacific &amp; Japan, Hewlett-Packard</i> <b>Michelle Lim</b> , <i>Executive Director, Insight Asset Management</i>
4:30	Leveraging on networking opportunities to expand personal networks	<b>Cho Pei Lin</b> , <i>Managing Director, AsiaPRWerkz; Board Member, Halogen Foundation; Council Member, Institute of Public Relations Singapore</i>
5:00	<i>Chairperson's Closing Address</i>	

## **Conference Day One – Thursday, 29 January 2015**

8:30 *Registration and Welcome Coffee*

9:00 *Chairperson's Opening Address*  
**Noor Quek, Founder, Managing Director, NQ International Pte. Ltd.**

### **WOMEN IN LEADERSHIP**

9:10 **Keynote: Empowering women leaders of today and tomorrow**

- Key milestones in initiatives taken to encourage women leadership
- Understanding the current women leadership landscape in Singapore
- Responding to key challenges faced by women leaders today
- Addressing the future of women leaders in Singapore

**Grace Fu, Minister, Prime Minister's Office, Second Minister for the Environment and Water Resources and Second Minister for Foreign Affairs, Parliament of Singapore**

9:50 **Keynote: Breaking new grounds in women leadership**

- Maximising the leadership potential of women
- Highlighting the benefits of having gender diversity in top-tier leadership
- Leveraging on the strengths of both genders for a more diverse leadership strategy
- Driving organisational changes to promote women leadership

**Adaïre Fox-Martin, President, Asia Pacific and Japan, SAP**

10:30 *Morning Tea*

10:50 **A Leadership Journey: With the grassroots, for the community**

*Hear from Assoc Prof Fatimah Lateef as she shares her journey of working together with grassroots leaders to improve the lives of the community.*

**Assoc Prof Fatimah Lateef, Member of Parliament, Marine Parade GRC, Parliament of Singapore**

## WOMEN ON BOARDS

### 11:20 A Leadership Journey: Going global, staying local

*Hear from Ms Wong Su-Yen as she shares her leadership journey - blending East and West, Art and Science - while traversing multiple countries and disciplines.*

**Wong Su-Yen**, *Chairman, Singapore, Marsh & McLennan Companies; Chairman, Nera Telecommunications Ltd; Senior Advisor, Mercer and Oliver Wyman*

### 11:50 Panel Discussion: Gender diversity – A competitive advantage for companies to stay ahead

- Key insights from the leadership journey up to boards
- Promoting better board effectiveness through gender diversity
- Overcoming visible and invisible barriers as women leaders move up to boards
- Practical advice for aspiring women leaders to become “board-ready”

Session Moderator: **Noor Quek**, *Founder, Managing Director, NQ International Pte. Ltd.*

**Joy Tan**, *Partner, WongPartnership*

**Ang Fung Fung**, *Partner, KPMG*

**Yeo Lian Sim**, *Special Adviser, Singapore Exchange (SGX); former Chief Regulatory and Risk Officer, SGX*

12:40 *Networking Lunch*

## OVERCOMING WORKPLACE BARRIERS

### 1:40 Panel Discussion: Males championing change

- Why it makes good business sense to have women leaders in an organisation
- Key challenges faced in attracting and retaining talent
- Driving a common diversity message throughout your organisation

Session Moderator: **Anathea Ruys**, *Head of Fuse, OmnicomMediaGroup*

**Oliver Tonby**, *Managing Partner, Southeast Asia, McKinsey & Company*

**Philip Jeyaretnam**, *Managing Partner, Rodyk & Davidson LLP*

**John Marsden**, *Vice President, Manufacturing, HPC, SEAA, Unilever*

### 2:20 The art of survival in a male-dominated workforce

- The reality of the “glass ceiling” for women leaders – is it still prevalent in Singapore, or do they perpetuate their own glass ceiling?
- Identifying key challenges that women leaders face in organisations today
- Leveraging on a woman’s unique strengths for a different yet effective leadership style
- Building up one’s personal network of support

**Dominique Boer**, *Managing Director, Head of Relationship Management, ASEAN, Standard Chartered Bank*

## WORK-LIFE BALANCE

### 2:50 Designing flexible working arrangements in the workplace

- “Flexible working arrangements” – what works?
- Understanding how having flexibility benefits both the company and its employees
- Taking a long-term view of women leadership and what they can bring to organisations

**Christine Angco**, former Vice-President and General Manager, **Procter & Gamble**

3:20 *Afternoon Tea*

### 3:40 Panel Discussion: Maintaining a work-life balance

- Personal anecdotes: How to achieve your own balance
- Addressing the traditional notion of women as the primary caregiver in a family
- Importance of clearly defined boundaries between work, family and personal time
- Lessons learnt in finding the right work-life balance – what can be done?

Session Moderator: **Anathea Ruys**, Head of Fuse, **OmnicomMediaGroup**

**Ng Shin Ein**, Managing Director, **Blue Ocean Associates**; Board Member, **NTUC Fairprice**; Board Member, **Yanlord Land**; Board Member, **Eu Yan Sang International Limited**

**Dilys Boey**, Partner, Performance Improvement, **Ernst & Young**

**Elizabeth Hernandez**, Vice President, Corporate Affairs, Asia Pacific & Japan, **Hewlett-Packard**

**Michelle Lim**, Chief Executive Officer, **Insight Asset Management**

## THE POWER OF NETWORKING AND NETWORKS

### 4:30 Leveraging on networking opportunities to expand personal networks

- Understanding the Asian mentality – heavy reliance on personal networks over formal recruitment / nomination processes to eliminate unfamiliarity
- Fundamentals of networking – what to do and what not to do
- Expanding personal networks for potential business opportunities
- Utilising social media to demonstrate strengths and interests

**Cho Pei Lin**, Managing Director, **AsiaPRWerkz**; Board Member, **Halogen Foundation**; Council Member, **Institute of Public Relations Singapore**

5:00 *Chairperson’s Closing Address*

5:10 *End of Day One*

### Day Two Speakers

		Singapore, 30 January 2015
9:00	Chairperson's Opening	<b>Wendy Walker</b> , <i>Chief Growth Officer, Asia Pacific, Mindshare</i>
9:10	Adopting strategic talent practices to develop a more gender diverse workforce	<b>Ng Ying Yuan</b> , <i>Director, Human Resources and Organisation Development, Singapore Economic Development Board</i>
9:50	Panel Discussion: Designing policies in the workplace to promote women leaders	Session Moderator: <b>Wendy Walker</b> , <i>Chief Growth Officer, Asia Pacific, Mindshare</i> <b>Charmaine Sim</b> , <i>Global Diversity and Inclusion Leader, IBM CHQ</i> <b>Jacqui Brabazon</b> , <i>Managing Director, Head of Marketing, J.P. Morgan Private Bank</i> <b>Caroline Berube</b> , <i>Managing Partner, HJM Asia Law &amp; Co. LLC</i> <b>Jovina Ang</b> , <i>Founder and Director, Communicatio; former Director, Marketing Communication, Microsoft Services Asia</i>
10:40	<i>Morning Break</i>	
11:00	Case Study: Understanding how Google does it	<b>Joanna Catalano</b> , <i>Head, Strategic Accounts, Southeast Asia, Google</i>
11:30	Creating a community of young women leaders	<b>Sim Cher Whee</b> , <i>HR Director, Micron Semiconductor Asia (Pte) Ltd</i>
12:00	Panel Discussion: Mentoring and coaching young women leaders to advance their career	Session Moderator: <b>Wendy Walker</b> , <i>Chief Growth Officer, Asia Pacific, Mindshare</i> <b>Amanda Goh</b> , <i>Managing Director and Executive Vice President, Edelman</i> <b>Vandna Ramchandani</b> , <i>Head of Recruitment, Asia Pacific, Bloomberg L.P.</i> <b>Elizabeth Fitzell</b> , <i>Managing Director, RISQ Group Pty Ltd</i> <b>Karen Loon</b> , <i>Partner, PricewaterhouseCoopers LLP; Executive Committee Member, Singapore Committee for UN Women</i>
12:50	<i>Networking Lunch</i>	
1:50	A Different Leadership Journey: Making the leap and taking charge	<b>Anthonia Hui May Yan</b> , <i>Chief Executive Officer, AL Wealth Partners Pte Ltd</i>
2:20	Leveraging on personal branding to accomplish career goals	<b>Cara Reil</b> , <i>Vice President, Talent and Leadership Development, SingTel</i>
2:50	Cultivating authentic and effective leadership skills to become a more influential leader	<b>Kavitha Raghavendra</b> , <i>Manager, Process &amp; Flow Assurance, WorleyParsons</i>
3:20	<i>Afternoon Break</i>	
3:40	Redefining the women leadership landscape in Singapore	<b>Elaine Kim</b> , <i>Co-Founder, CRIB</i>
4:10	Be the Change: Work that nourishes you	<b>Crystal Lim Leahy</b> , <i>Founding Director, Legacy Retreat</i>
4:40	<i>Chairperson's Closing Address</i>	

## **Conference Day Two – Friday, 30 January 2015**

8:30 *Welcome Coffee*

9:00 *Chairperson's Opening Address*  
**Wendy Walker**, *Chief Growth Officer, Asia Pacific, Mindshare*

### **DEVELOPING WOMEN LEADERS – THE FIRST STEP**

**9:10 Adopting strategic talent practices to develop a more gender diverse workforce**

- Highlighting the importance of getting the right talent for the right roles
- Assessing the effectiveness of existing recruitment programs
- Understanding the qualities that set potential leaders aside from others
- Accentuating best practices that hiring personnel can take to increase the number of women leaders in the organisation

**Ng Ying Yuan**, *Director, Human Resources and Organisation Development, Singapore Economic Development Board*

**9:50 Panel Discussion: Designing policies in the workplace to promote women leaders**

- Fostering a more inclusive culture in the workplace
- Reviewing existing policies for gender preference
- Eliminating factors that inhibit the growth of women leaders
- Practical strategies that companies can adopt to develop a meritocratic workplace

Session Moderator: **Wendy Walker**, *Chief Growth Officer, Asia Pacific, Mindshare*

**Charmaine Sim**, *Global Diversity and Inclusion Leader, IBM CHQ*

**Jacqui Brabazon**, *Managing Director, Head of Marketing, J.P. Morgan Private Bank*

**Caroline Berube**, *Managing Partner, HJM Asia Law & Co. LLC*

**Jovina Ang**, *Founder and Director, Communicatio; former Director, Marketing Communication, Microsoft Services Asia*

10:40 *Morning Tea*

**11:00 Case Study: Understanding how Google does it**

- Engaging women in the IT industry
- Streamlining engagement policies to the business
- Practical tips for developing a gender diverse and inclusive culture

**Joanna Catalano**, *Head, Strategic Accounts, Southeast Asia, Google*

## YOUNG WOMEN LEADERS

### 11:30 Creating a community of young women leaders

- Importance of identifying and nurturing a pool of Generation-Y women leaders
- Expanding the pipeline of women leaders as they are trained at the start of their career
- Tailoring opportunities for young women leaders to develop their potential
- Matching the talents of young women leaders to the needs of today's workforce

**Sim Cher Whee**, *HR Director, Micron Semiconductor Asia (Pte) Ltd*

### 12:00 Panel Discussion: Mentoring and coaching young women leaders to advance their career

- Why is mentoring and coaching imperative for companies today?
- Knowing how to find the right mentor
- Demonstrating how women leaders can help aspiring young leaders learn and develop skills to advance their careers in future
- Understanding how organisations can develop constructive mentorship programmes for Generation-Y women leaders

Session Moderator: **Wendy Walker**, *Chief Growth Officer, Asia Pacific, Mindshare*

**Amanda Goh**, *Managing Director and Executive Vice President, Edelman*

**Vandna Ramchandani**, *Head of Recruitment, Asia Pacific, Bloomberg L.P.*

**Elizabeth Fitzell**, *Managing Director, RISQ Group Pty Ltd*

**Karen Loon**, *Partner, PricewaterhouseCoopers LLP; Executive Committee Member, Singapore Committee for UN Women*

12:50 *Networking Lunch*

## ESSENTIAL LEADERSHIP SKILLS

### 1:50 A Different Leadership Journey: Making the leap and taking charge

*Hear from leading entrepreneur Ms Anthonia Hui May Yan as she shares her story of starting her own business from scratch, how she overcame obstacles and persevered till today.*

**Anthonia Hui May Yan**, *Chief Executive Officer, AL Wealth Partners Pte Ltd*

### 2:20 Leveraging on personal branding to accomplish career goals

- Embracing your own personal leadership style
- Knowing how to present yourself in front of others
- Developing your executive presence in the workforce

**Cara Reil**, *Vice President, Talent and Leadership Development, SingTel*

### 2:50 Cultivating authentic and effective leadership skills to become a more influential leader

- Recognising the importance of being a genuine leader in the workforce
- Determining what it means to be an authentic and influential leader
- Developing essential skills to succeed in complex and stressful environments

**Kavitha Raghavendra**, *Manager, Process & Flow Assurance, WorleyParsons*

3:20 *Afternoon Tea*

## **ENTREPRENEURSHIP**

### **3:40 Redefining the women leadership landscape in Singapore**

- Contrasting the differences between male and female entrepreneurs and how it affects the scale of their businesses
- Overcoming cultural and traditional constraints related to entrepreneurship
- Embracing women entrepreneurs and their innovations
- Providing mechanisms of support to women entrepreneurs

**Elaine Kim, Co-Founder, CRIB**

### **4:10 Be the Change: Work that nourishes you**

- Redefining meaningful work - My journey from Investment Banking to Social Enterprise
- Breaking conditioned thinking - work and life, profits and community, do these have to be at odds with each other?
- The age of conscious capitalism - the law of giving and receiving

**Crystal Lim Leahy, Founding Director, Legacy Retreat**

4:40 *Chairperson's Closing Address*

5:00 *End of Conference*