

# Gender Parity & Diversity Excellence 2018

A 3 day Transformative Business Meet



7th- 9th May 2018, The Fullerton Hotel, Singapore

## INTRODUCTION

Empowering women and fully leveraging their skills and leadership in the global economy, in politics and in society are essential to maximizing both an organization's and a nation's competitiveness, since diverse leadership is more likely to find innovative solutions to today's complex problems. Yet, despite educational improvements and increased women's representation at work, challenges still remain in women's access to leadership roles and in public life.

The causes for the underrepresentation of women in decision-making processes and positions are multiple, complex, and call for a comprehensive approach to tackle the problem. They stem from traditional gender roles and stereotypes, the lack of support for women and men to balance care responsibilities with work and the prevalent political and corporate cultures.

## OVERVIEW

Gender Parity & Diversity Excellence 2018 is a three day program offering senior leaders the opportunity to explore the importance of women in the senior decision making role and steps needed for greater inclusion. Based on the shared belief that both men & women are equally responsible for this to happen, this program will offer experiences of both men & women, case studies, best practices and inspiring stories from across the globe.

This Masterclass has its background in the two editions of Asian Women in Leadership Summit held in October 2016 and May 2017 which saw 70+ speakers and 700+ participants combined and focused on the issues and challenges women face in their career journey. The Summit offered a huge platform to discuss about how organizations are creating strategies and policies that help women in their career goals. We had great insights from Visa, Telstra, Facebook, Twitter, Google, JLL, McKinsey, Deloitte, DBS, Airbus and many other leading organizations. For more information visit <https://asianwomenleadershipsummit.com/>

## OUR FACILITATOR



Margie Warrell  
Bestselling Author, Executive Women's Coach  
Ambassador for Women in Global Business

Margie Warrell is a bestselling author and executive women's coach who is a passionate advocate for gender equality and empowering women to be stronger leaders in their workplace and beyond.

Margie has been a keynote speaker at women's conferences internationally, contributing her expertise to organizations such as the United Nations Foundation, Accenture, Facebook and the American Business Women's Association on diversity and inclusion and women's leadership.

Margie draws on her background in Fortune 500 business (BP Oil, KPMG), psychology and coaching to help women be stronger leaders, braver communicators and better agents for change. She has run leadership programs in organizations including NASA, MetLife, British Telecom, Deloitte, Microsoft, and Australian Federal Police.

A strong advocate for women in leadership, Margie's insights have also been shaped by her work with global leaders such as Sir Richard Branson & President of the United Nations Foundation Kathy Calvin. A Forbes Contributor, she is also a regular media contributor with leading media such as the Sky News, Fox News, Wall Street Journal, Al Jazeera, ABC News Australia.

## WHO SHOULD ATTEND?

- Emerging Leaders: individuals identified as successor candidates and/or high-potentials
- Senior Leaders: individuals serving as strategic leaders with enterprise-wide focus and long term impact, e.g. General Managers, Vice Presidents, Business Unit Leaders, Staff Function Leaders and C-suite Executives
- Leadership Teams: intact leadership teams (the direct reports of those people listed in the "Senior Leaders" description above) who customize their experience to achieve a unique off-site team experience that blends leadership development, team building, and annual reviews

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### EXPECTATIONS OF THE PROGRAM

In this program our facilitator will guide you through the sea of information to enable you to think beyond the present and foresee higher representation of women and more profitable organization.

- Understand how organizations and leaders can help or hinder talent progression
- Challenge societal assumptions and explore how to turn obstacles into opportunities
- Inclusive decision in the organization- Focusing the Impact areas
- Techniques and approaches to address the "Leaky Pipeline" and achieve greater participation of females in senior levels
- Build connections with like-minded leaders from across the region and establish networks of best practice, support and influence.
- Thus, you will learn implementable solutions for developing and creating culture to attract, retain and promote women into leadership roles, creating leadership equity.

### PRE-CLASS QUESTIONNAIRE (PCQ)

To ensure that you gain maximum benefit from this event, a detailed questionnaire will be sent to you to establish your training needs. The completed forms will be analyzed by the course facilitator. As a result, we ensure the course is delivered at an appropriate level and that relevant issues will be addressed. The comprehensive course material will enable you to digest the subject matter in your own time. This training course is designed specifically for participants to work through a dedicated strategic planning process while developing their own leadership effectiveness. It is a high level, intensive and rigorous program that will move rapidly. The facilitator will introduce the sessions and then participants will have the opportunity to develop their own plan. It is an extremely practical training course where participants will spend considerable time working on their own challenges and ideas that will enable them to achieve superior performance within their personal work domains. This training course will contain case studies and learning principles from various organizations, which will enable participants a frame of reference from which they can then launch into their own activity.

### METHODOLOGY

There will be intensive use of presentations, case discussions, group discussions, situation analysis, role plays and other interesting tools for learning.

Come prepared to run, or hide behind the door. Join us with an open mind and collaborative spirit.

### OUR PAST ATTENDEES

Banking & Financial Institutions: Absa Bank • Abu Dhabi Islamic Bank • Access Bank • African Banking Corporation • AL Rajhi Bank • Arab African International Bank • Arab African Investment Bank • Bank AL Jazira • Bank Muscat • Bank of Bahrain & Kuwait Bank of Baroda • Barclays Bank • Barwa Bank • Bank Windhoek Bank Negara Malaysia • Boubyan Bank • Burgan Bank • Capitec Bank • Commercial Bank Africa • CBZ Group • CDH Malawi • CRDB CIBD Bank • Commercial Bank International • Corporate Bank Kenya • Dashen Bank • DCB Bank • Development Bank of South Africa • ECO Bank • EXIM Bank • Fidelity Bank • FCMB Bank • FDH Bank • GT Bank • Gulf African Bank • Gulf Bank • INDE Bank • Invest Bank • Invest Bank Jordan • Jordan Commercial Bank • Krungthai Bank • KCB Bank • Kuwait Finance House • Kuwait International Bank • Mashreq Bank • Millennium BIM • Ministry of Finance Malaysia • National Bank Malawi • NDB Botswana • NedBank National Bank of Kuwait • NIB Ghana • Qatar National Bank Reserve Bank of India • Reserve Bank of Zimbabwe • Royal Bank Ghana • RHB Banking Group • Riyadh Bank • Saudi Investment Bank • Saudi Hollandi Bank • Sterling Bank Nigeria • Standard Chartered Bank • State Bank of India • State Bank Mauritius Tanzania Postal Bank • Tanzania Investment Bank • Trustco Bank Zenith Bank • ZBG Group

Corporate Houses: Abu Dhabi Gas Liquefaction • Anglo American Platinium Corporation • AIG Insurance • Agility • Al Hosn Alliance Insurance • Arabtec • Asejjo Energy • Botswana Development Corporation • Britam Kenya • Banco Terra Mozambique • Bamburi Cement • Bayport Group • Centenary Bank • Champions Insurance Zimbabwe • Delta Corporation Dangote Group • Dragon Oil • Dubai Metro • Elisalata • GASC O Ghana Ports • Gold Fields • Illova Sugar • Jarir Marketing • Kenya Airways • Kumba Iron Ore • Kuwait Oil Company • Kuwait Petroleum Corporation • Lesotho National Development Corporation • MCB Group • Mauritius Oil Refineries • Messob Cement • MTN South Africa • MTC Namibia • Mubadala Group Nampak South Africa • Nigerian Breweries Ltd • Oando Group Oman LNG • Orascom Telecom • OIam International • Petroleum Development Oman • PNG Malaysia • Phoenix Ghana • Qatar Elec. and Water Company • Qatar Insurance • Riozom Resolution Insurance Kenya • Rogers & Co. • SABIC • Samir Reining • Sanlam Insurance • Saфарicom • Saudi Aramco • Saudi Telecom • Swan Insurance • Star Assurance Ghana • Shell Petroleum Development • South Africa Breweries • TMG Holdings TSL Ltd • TELKOM • Toyota Kenya • Telecel Zimbabwe • Unilever Co. Union Cement • Universal • Robina Corporation • Willdale International • Yanbu Cement

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## Agenda

### Session Plan

#### DAY 1

##### Session 1

#### The State of Play

- Examine the current state of play
- What's working, what's not and what's been stalling progress
- The 'outside in, inside out' approach to sustainable and systemic change

##### Session 2

#### Glass Ceiling, Sticky Floor or Some of Both?

- External barriers perpetuating the gender gap
- 'Gender Confidence Gap'
- How women can find the confidence and courage to lean in

##### Session 3

#### Embracing Feminine Leadership Strengths

- Key feminine leadership strengths
- Authentic female leadership
- Why women don't need to be more like men

##### Session 4

#### Countering Unconscious Bias

- Explore the unconscious and conscious bias that work against women
- Counter unconscious bias, prejudice and outdated beliefs
- Group exercise to highlight our bias and improve self awareness to respond

##### Session 5

#### Building Women's Resilience, Courage and Capacity for Leadership

- Factors contributing to the 'leaky pipeline'
- Wellbeing and learning to bounce back faster
- Strategies to 'Lean In' at the critical points

#### DAY 2

##### Site Visit

#### Getting Up Close and Personal on DI Strategic Execution

- We will visit two leading international organisations and learn what they are doing to attract, support and nurture female talent while fostering a culture of inclusions and gender diversity. During the course of the day we will discuss key learnings, how they are relevant for our own respective leadership, teams and organisations. These site visits will include conversations with internal leaders in HR, DI and LD and Business Strategy and ample opportunity for Q&A.

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### Session Plan

#### DAY 3

##### Session 1

#### Combating Culture & How to Create Successful Systemic change

- ▶ The culture and unconscious impact on behaviour and decision making
- ▶ Using Appreciative Inquiry to execute at the 4D's of system change
- ▶ Working at the micro level to combat resistance and affect cultural change

##### Session 2

#### Leveraging Gender Differences: The Male Vantage Point

- ▶ Why diversity is so valuable
- ▶ DI issues through the male lens
- ▶ Centering the perception of 'tokenism'
- ▶ Supporting men to share traditional female responsibilities at home

##### Session 3

#### Sponsorship: Why Mentoring and Advocacy: What works, what doesn't

- ▶ What more can be done to support women internally
- ▶ Case studies, research and anecdotal experiences

##### Session 4

#### Targets versus Quotas: The facts, the potential and the pitfalls

- ▶ Explore the pros and cons of targets, quotas and other systems to build accountability in improving gender diversity and closing the 'gender gap'

##### Session 5

#### Recruitment, Promotion and Retention

- ▶ Examine recruitment practices and how organisations can improve the processes by which they recruit and promote internally
- ▶ Learn about other support systems like workplace flexibility, job sharing, child support and ongoing support programs for women

##### Session 6

#### Creating a Realistic and Sustainable Plan of Action

- ▶ Coming Full Circle

We will build accountability within the group, and lay out our own individual road map to improve inclusion and gender diversity from the inside out and outside in. This will include specific steps to improve organisational policies, processes and procedures while supporting the capacity, competence and confidence of women and men in organisations, beginning with ourselves.