

## HONG KONG'S LEADING BUSINESSES AND ASSOCIATIONS UNITE TO EMPOWER FUTURE WOMEN LEADERS

*The Women's Foundation Launches the fourth year of its empowering Mentoring Program for Women Leaders, backed by leading businesses and associations in Hong Kong*

HONG KONG, August 28, 2012 – The Women's Foundation is launching its best in class Mentoring Program for Women Leaders for the fourth-year running, with the support of leading corporations and associations in Hong Kong. Since 2009, more than 350 professional women have benefited from the Program which is part of an ongoing commitment by the Foundation to “smash the glass ceiling” within the Hong Kong business community to address the under-representation of women in senior management roles.

According to recent government statistics, women make up 53% of the Hong Kong workforce<sup>1</sup> but hold only 29%<sup>2</sup> of leadership positions versus female management representation rates in the United States and Australia of 53.5% and 36% respectively<sup>3</sup>. In Hong Kong, women are under-represented at the most senior levels across numerous professions and industries<sup>4</sup>. In Hong Kong, women on average are also paid 20% less than men<sup>5</sup>.

At a time when the under-representation of women at senior levels in corporates, financial services, IT, law, accounting and academia is increasingly under the spotlight, mentoring programs designed to accelerate female leadership are widely regarded as having an important part to play in empowering women to advance in their careers.

According to a recent Catalyst survey<sup>3</sup> which tracked the professional success of 4,000 MBA alumni from prestigious business schools worldwide over the course of two years:

- Women with a mentor increased their odds of being promoted to mid-manager or above by 56% over women without a mentor while 65% of women in mentoring relationships earned promotions overall
- Women who had active mentors achieved 27% higher salary growth than women without a mentor

The Women's Foundation founded and manages the innovative program which is free of charge for participants. Every year, the Program matches 50 high potential protégés with seasoned female mentors drawn from HK's most successful businesswomen, entrepreneurs, women in media, NGO leaders and academics. Participants come together for a year of inspirational talks, panel discussions, specially tailored workshops, mentoring circles and social gatherings with the ultimate goal of improving the number of women in leadership positions in Hong Kong and combating these worrying statistics.

Ms. Su-Mei Thompson, CEO of The Women's Foundation, said “We believe things will not change until there is a critical mass of women in leadership positions. Our Mentoring Program and other initiatives are aimed at ensuring women and girls in Hong Kong have the opportunity to achieve their full potential and take on leadership roles across all sectors of business.”

According to Janet Chung, Manager, Platform Development and Strategy Department, Hong Kong Exchanges and Clearing Limited and a protégé from the Program: “Before joining the Mentoring Program, I fought very hard to break through on many fronts. Through joining the Program, my horizons have been really widened. My amazing mentor, Hanna, gave me invaluable career advice and generously shared her experience and

<sup>1</sup> Census and Statistics Dept. 2011 [http://www.censtatd.gov.hk/hong\\_kong\\_statistics/statistical\\_tables/index.jsp?charsetID=1&tableID=007&subjectID](http://www.censtatd.gov.hk/hong_kong_statistics/statistical_tables/index.jsp?charsetID=1&tableID=007&subjectID)

<sup>2</sup> Census and Statistics Department (2010)

<sup>3</sup> US (March 2011 Catalyst Report): [http://www.catalyst.org/file/446/qt\\_statistical\\_overview\\_of\\_women\\_in\\_the\\_workplace.pdf](http://www.catalyst.org/file/446/qt_statistical_overview_of_women_in_the_workplace.pdf); Australia Government (January 2011): <http://www.dfat.gov.au/facts/women.html>

<sup>4</sup> Census and Statistics Dept.: [http://www.censtatd.gov.hk/FileManager/EN/Content\\_1149/T09\\_01.xls](http://www.censtatd.gov.hk/FileManager/EN/Content_1149/T09_01.xls); Hong Kong Bar Association, 2011 : <http://barlist.hkba.org/hkba/Seniority/seniority.htm> ; University Grants Committee, 2010/2011: <http://cdcf.ugc.edu.hk/cdof/searchStatisticReport.do>; Census and Stats. Dept. 2011:

[http://www.censtatd.gov.hk/FileManager/EN/Content\\_1149/T04\\_11\\_C04.xls](http://www.censtatd.gov.hk/FileManager/EN/Content_1149/T04_11_C04.xls)

<sup>5</sup> Census and Statistics Dept 2011 [http://www.censtatd.gov.hk/FileManager/EN/Content\\_1149/T05\\_04\\_04A.xls](http://www.censtatd.gov.hk/FileManager/EN/Content_1149/T05_04_04A.xls)

insights into balancing work and family. Together with the support of my supervisor, I was fortunate to receive a promotion at work and I am now also expecting my first child. I now truly believe that “women can have it all” and am really looking forward to the next chapter of my life!”

This year’s program will be supported by a diverse range of leading institutions and corporations in Hong Kong including Accenture, Barclays, Bloomberg, CLSA, Deutsche Bank, Ernst & Young, Gaw Capital, Goldman Sachs, JP Morgan, KKR, Li & Fung, Linklaters, Macquarie, Morgan Stanley, National Australia Bank, News Corporation, Nomura, Oracle, Telstra International Group, Thomson Reuters and UBS.

According to Ms Thompson, “We are very fortunate to have a circle of forward-thinking partners who are contributing not just financial assistance but also thought leadership and other resources to support the program”.

Michael Fung, J.P. Morgan’s Senior Country officer said that promoting diversity and the professional development of women leaders is integral to the company’s culture. “It is not just an initiative; it is part of our DNA. Our management is accountable to create an environment of inclusion and respect for all people. Among these efforts is reaching out to communities by building relationships that offers volunteerism and engagement. We are proud to continue our partnership with TWF in its Mentoring Program as it supports the development of women across diversified backgrounds and encourages them to achieve their maximum potential.”

The Foundation is holding a series of Information Sessions to introduce the Program to potential applicants. Sessions will be held at 8am on August 30, 12.30pm on September 3 and 6.30pm on September 10. For more details, see the attached Media Invitation.

Other supporting organisations for the program include the British Chamber of Commerce (Britcham), the British Council, Community Business, the Equal Opportunities Commission (EOC), the French Chamber of Commerce and Industry in Hong Kong (FCCIHK), the Hong Kong General Chamber of Commerce (HKGCC) and the Women Extraordinaire Forum.

Mr. Lam Woon-Kwong, Chairperson of the Equal Opportunities Commission (EOC) said, “Since its inception, the EOC has worked to promote an inclusive society for all. A major step towards this goal is the elimination of all barriers to women’s leadership opportunities. The EOC is proud to continue our support for the Women’s Foundation’s Mentoring Program as we work towards our shared objective of gender equality.”

### **About The Women’s Foundation**

The Women’s Foundation is a Hong Kong registered not-for-profit organisation dedicated to improving the lives of women and girls in Hong Kong through ground-breaking research, innovative and impactful community programs, and education, media engagement and advocacy. TWF programs are focused on challenging gender stereotypes, increasing the number of women in decision-making and leadership roles, and empowering women in poverty to achieve a better quality of life for themselves and their families.

#### **For more information:**

Venus Tjang, Mentoring Program Officer The Women’s Foundation Tel: 2592 8265/9129 1233 Email: venus@thewomensfoundationhk.org	 <a href="http://www.facebook.com/TWFHongKong">www.facebook.com/TWFHongKong</a>  @TWFHK <a href="http://www.thewomensfoundationhk.org">www.thewomensfoundationhk.org</a>
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## **THE WOMEN'S FOUNDATION'S 2012-2013 MENTORING PROGRAM FOR WOMEN LEADERS HONG KONG'S**

### **FACT SHEET**

- Each year The Women's Foundation's Mentoring Program pairs 50 successful senior female mentors with 50 protégés who are high-potential professional women with at least five years work experience
- Participants come from different sectors and organisations across Hong Kong
- The Program draws on the most innovative ideas and best practices from around the world as well as feedback from the previous years' participants
- The 2012-2013 Program will provide participants with a breadth of opportunities for mutual learning and professional and personal development, including one-on-one mentoring, tailored professional development workshops, inspirational talks and panel discussions featuring outstanding men and women, as well as mentoring circles and other social events
- The 2011-2012 cycle featured nearly twenty exclusive events for Mentoring Program participants, in addition to a robust calendar of public events run by The Women's Foundation
- The Program is free-of-charge to participants
- Since 2009, more than 350 women have participated in the Program and the number of applicants and corporate partners continues to grow each year
- The application deadline is September 30, 2012
- Application forms can be accessed and submitted to The Women's Foundation's website
- To view the introductory video of the Program, please go to:  
<http://www.thewomensfoundationhk.org/our-work.php?id=265>

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### **TESTIMONIALS FROM PAST PARTICIPANTS**

- “This is a FANTASTIC program. It is really well-thought and well-run to match the “Why”, “What” and “How” in terms of execution. It never ceases to surprise me what comes out from pulling together like minded and capable women--truly inspiring and empowering and I can't recommend the Program highly enough!” - **Lale Kesebi, Executive Director, Li & Fung Trading (Mentor)**
- “My meetings with my mentor left me inspired and provided direction and ideas I hadn't considered before.” - **Lavinia Lau, Senior CRM Officer, The Dairy Farm Company Ltd - Mannings (Protégé)**
- “I thoroughly enjoyed having a protégé and believe I helped to boost her self-confidence and encourage her aspirations. One of the unexpected benefits of the Program was that it led me to revisit many of my own issues relating to career and personal fulfillment and to recalibrate my own planning and priorities. I can't recommend the Program highly enough.” - **Judith Rawnsley, Head of Investment Banking Compliance, CLSA Equity Capital Markets Limited (Mentor)**
- “I was extremely impressed by the tremendous calendar of events - all the featured speakers were passionate and authoritative, the topics were interesting, and the receptions afterwards provided great professional and personal networking opportunities with some truly remarkable women.” - **Mary Attard, Manager, Business Performance, National Australia Bank (Protégé)**
- “I really enjoy my conversations with my mentor. She is an active listener who provides valuable insights. She can truly see my situation and give me the necessary guidance.” - **Audrey Lai, Deputy Manager, The Bank of Tokyo-Mitsubishi UFJ Ltd (Protégé)**
- “I could not be happier with the Program! I have been rewarded in ways that have far exceeded my expectations - both personally and professionally. It has been amazing watching my protégé blossom and succeed in her job - being a source of encouragement and support for her, and being appreciated for it, has been really really fulfilling.” - **Marissa Dean, Lecturer and Researcher, University of Hong Kong (Mentor)**
- “Before joining the Mentoring Program, I fought very hard to break through on many fronts. Through joining the Program, my horizons have been really widened. My amazing mentor, Hanna, gave me invaluable career advice and generously shared her experience and insights into balancing work and family. Together with the support of my supervisor, I was fortunate to receive a promotion at work and I am now also expecting my first child. I now truly believe that “women can have it all” and am really looking forward to the next chapter of my life!” - **Janet Chung, Manager, Platform Development and Strategy Department, Hong Kong Exchanges and Clearing Limited (Protégé)**
- “Earlier this year, I quit my job in finance to pursue my fashion dreams and founded ZAOZAO, a tech startup that connects emerging designers with shoppers. My mentor, Fiona Kotur, was instrumental and continues to be helpful throughout the process. I wouldn't have been able to arrive at this tipping point without her advice and support. I credit The Women's Foundation for helping to set me up for this major life decision.” - **Vicky Wu, Co-Founder & CEO, ZAOZAO (Protégé)**

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### MEET SOME PAST PARTICIPANTS

#### PROTÉGÉS



**Deneille Dewar** is a Manager in the Corporate Communications department at Li & Fung Ltd. – the Hong Kong-headquartered multinational group recognized as the world's leader in consumer goods design, development, sourcing and distribution. Prior to moving to Hong Kong in 2011 she spent five years working in PR, media relations, marketing, communications and events in the Middle East, most notably for the Olympic Council of Asia in Doha, Qatar and Muscat, Oman. Her experience has also included work with The Museum of Islamic Art, a centre of education and information dedicated to being the foremost museum of Islamic art in the world, and Qatar Airways, one of the fastest growing airlines in the world. Raised on a farm in the Canadian prairies, Deneille realized her life-long dream to travel the world and launch an international career, which has seen her visit over 40 countries globally and work and live on 4 continents. Deneille received her Bachelor of Commerce (Distinction) from the University of Saskatchewan, Canada and continues to play an active role on the family farm during the harvest season.



**Hui Gao** is Regional Strategic Sourcing Head of the Business Services sector for Deutsche Bank, managing the banking spend portfolio from Human Resources, audit & accounting & tax, legal, business consulting, trading platforms to marketing across the Asia Pacific region. She has over 12 years experiences in Supply Chain Management. Prior to moving to Hong Kong in 2008, she lived in Holland for over five years and worked as a global supply manager for Diageo, the largest alcohol company in the world. She is also an oil painter and holds an MBA from City University of Hong Kong.



**Janet Chung** is a Manager in the Platform Development and Strategy Department at the Hong Kong Stock Exchange. She is responsible for identifying and developing new initiatives, products and services, as well as supporting senior management to formulate HKEx's strategic plans and alliances with regional and global exchanges. She has over seven years working experience in financial industry. Prior to joining HKEx, she worked in the Actuarial Department at ING HK. Janet holds a first class honors degree in Bachelor of Science (Actuarial Science) from the University of Hong Kong.



**Patricia Tay** is a Senior Manager, specialising in financial services at Ernst and Young Hong Kong Assurance Group. She is originally Singaporean and spent five years in London with Ernst and Young prior to arriving in Hong Kong in 2011. Patricia has over eight years of financial services assurance experience. For the last six years, she has specialised in investment banking, covering global institutional clients both in EMEA and APAC. Patricia has a Bachelor of Commerce in Accounting and Finance from Monash University (Clayton), and is a qualified accountant from HKICPA and CPA Australia.



**Serrie Fung** is the operations manager for Good Luxe, which specialises in luxury ethical gifts and gift hampers. Serrie has a background in the nonprofit and social enterprise sectors, with particular experience in communications and event management. Previously, she co-founded Synergy Social Ventures, a nonprofit supporting startup social ventures in Southeast Asia and China. Her experience has also included work with Sow Asia, a venture philanthropy fund, and the Sedan Chair Charity Fund, a charitable fund supporting local charities in Hong Kong. Serrie has a BA in International Relations, Political Science from Duke University.

## MENTORS



**Alice Lin** is Vice President of Finance for Oracle Asia Pacific and a member of Oracle's Asia Pacific Senior Management Team. She is responsible for overall budgeting, forecasting, financial reporting, compensation planning and compliance of financial policies and regulations throughout Oracle's Asia Pacific sales organization. During her 20+ year tenure at Oracle, Ms. Lin has held various management roles within different divisions and geographies. Her extensive experience includes setup and management of Oracle's Asian Applications Translation and Globalization team, project management of various Oracle internal global financial applications implementations, as well as Finance Director of Oracle Asia Pacific's divisional headquarters. Ms. Lin has a B.S. in Business Administration from Berkeley's Haas School of Business.



**Caryn Lee** leads the Corporate Finance team at W. L. Gore & Associates (Gore) in Asia Pacific. Her experience includes diverse roles in different industries in the Asia Pacific region. Prior to her current role, Ms Lee led the Electronic Business Division at Gore and was responsible for the Division's business and operations in the region. She is active with Gore's internal mentoring program, and currently mentors eight people from various divisions. Prior to joining Gore, she worked in market intelligence as well as finance & business planning for companies like the Walt Disney Company and Microsoft. Ms Lee received a Bachelor's degree in Psychology at Queen's University, Canada, and an MBA from Boston University's School of Management.



**Christina Gaw** is the Managing Principal and Head of Capital Markets at Gaw Capital Partners. She has over 15 years of investment banking and investment management experience in the Asia-Pacific region. Prior to joining Gaw Capital Partners, Ms. Gaw was a Managing Director at UBS, heading up the Asia Pacific Capital Introduction effort for alternative products. She has worked at both UBS and Goldman Sachs during her investment banking career, covering major institutional clients around the region in Asian Equities. Christina received a Bachelor of Science in Business Administration from the University of San Francisco.



**Kristie Lu Stout** is an award-winning anchor/correspondent for CNN International based out of CNN's Asia-Pacific headquarters in Hong Kong. She has reported on the world's major news stories and the people behind those stories for over a decade. She has interviewed figures in a wide range of current events including dissident Chinese artist Ai Weiwei, NATO Secretary-General Anders Fogh Rasmussen, and Apollo 11 astronaut Buzz Aldrin. Ms Stout is American of Chinese and European descent. She holds both a bachelor's and a master's degree from Stanford University, and studied advanced Mandarin Chinese at Beijing's Tsinghua University.



**Sarah Harden** is Group Director, Partnerships and Development, Asia, News Corporation where she is responsible for Newscorp's existing investments and joint ventures across Asia and for identifying and pursuing new business development opportunities in the region. She sits on the boards of Star China Media, The Moby Group, and ESPN-Star Sports. Previously, Sarah was Senior Vice President of Business Development for Fox Networks Group in Los Angeles and responsible for the development of various strategic initiatives across Fox's entertainment and sports networks portfolio. Sarah is a graduate of University of Melbourne and holds an MBA from Harvard Business School where she graduated as a Baker Scholar. She is married with three young children.

**THE WOMEN'S FOUNDATION'S  
2012-2013 MENTORING PROGRAM FOR WOMEN LEADERS HONG KONG'S**

**INVITATION TO MEDIA TO ATTEND  
INFORMATION SESSIONS FOR THE PROGRAM**

**Speakers include:**

- Su-Mei Thompson, CEO – The Women's Foundation
- Michael Fung, Senior Country Officer for Hong Kong – JP Morgan
- Other senior JP Morgan representatives
- Mentors and protégés from leading corporates including the Citigroup, Deutsche Bank, Hong Kong Stock Exchange, KKR, Li & Fung, Linklaters

**Media are invited to attend one of three information sessions on:**

- Thursday, August 30, 8.00 - 9.30am Venue: JP Morgan, Ruby Room, 27/F, Chater House, Central
- Monday, September 3, 12.30 - 2.00pm Venue: JP Morgan, Jardine Room, 54/F, One Island East, Quarry Bay
- Monday, September 10, 6.30 - 8.00pm Venue: JP Morgan, Ruby Room, 27/F, Chater House, Central

**Purpose:**

- To launch the fourth cycle of The Women's Foundation's best in class Mentoring Program for Women Leaders and provide relevant information to interested participants.

**To RSVP:**

- Please email or call Venus Tjang, TWF Mentoring Program Officer, 48 hours before the relevant session to reserve your place.
- E: [venus@thewomensfoundationhk.org](mailto:venus@thewomensfoundationhk.org)
- Tel: 2592 8265 or 9129 1233