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Dear TWF friends

Last Sunday's New York Times published a front page [Sunday Review article](#) on Why Women Aren't CEOs – according to the women who almost were.

The piece has been tweeted and re-tweeted on social media and elicited sharing from thousands of women who had to stop at No. 2 (or 3) about the barriers which stopped them from reaching the very top.

For the women who were in the running to become No. 1 but didn't quite make it – what their stories show is that "women who aspire to power evoke far more resistance, both overt and subtle, than they expected would be the case by now."

In a Korn Ferry survey in April of 786 male and female senior executives, 43% said they thought that continued bias against women as chief executives was the primary reason more women did not make it to the top – and 33% thought women in their firms were not given sufficient opportunities to become leaders. Basically – as born out by extensive research – "it's harder for assertive, ambitious women to be seen as likeable and easier to conclude they lack some intangible, ill-defined quality of leadership."

The NYT found that "Women are often seen as dependable, less often as visionary. Women tend to be less comfortable with self-promotion – and more likely to be criticised when they do grab the spotlight. Men remain threatened by assertive women. Most women are not socialised to be unapologetically competitive. Some women get discouraged and drop out along the way. And many are disproportionately penalised for stumbles." It also found that "Many women, accomplished as they are, don't feel the same sense of innate confidence as their male peers."

Many women said they could relate to the observation of the former Fortune 500 C-suite interviewee who said she was unprepared for the corporate politics at the very top: "Before heading to the C-suite, I didn't feel I was handicapped at all. But the next rungs of the ladder depend not only on results but also on prevailing in an environment where everyone is competing for a chance at the top job."

On a personal note, I know now that as a senior corporate executive, I was totally naive when it came to corporate politics, believing as Ellen Kullman, the former chief executive of DuPont, said in the NYT piece: "I think we tend to be brought up thinking that life's fair, that you thrive and deliver, and the rest will take care of itself. It actually does work for most of your career. It doesn't work for that last couple of steps." And – as a warning note for anyone reading the NYT piece and assuming men are always the enemy – in the two cases when I was knifed in the back, it was by another woman.

At TWF, we would love to hear your views on why there are so few women in the C-suite and what can be done about it. Please write to me at su-mei.thompson@twfhk.org.

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS**MENTORING PROGRAMME**

2017-2018
 INFO SESSIONS

**Mentoring Programme 2017-18 Info Sessions**

This August, TWF will be launching the ninth year of our highly acclaimed Mentoring Programme for Women Leaders. This best-in-class programme will match 50 high potential protégés with 50 of HK's most successful women leaders. All interested applicants must attend an Information Session to find out more about the benefits of the Programme curriculum and content, the commitment required of participants, and the selection and pairing process.

[Please click here for the list of sessions.](#) NOTE: Attendance at one of these sessions is a compulsory component of the application process. Please choose ONE session only.

PATHWAYS TO SUCCESS FOR ASPIRING FEMALE DIRECTORS**Pathways to Success for Aspiring Female Directors**

TWF is delighted to invite you to a panel discussion for aspiring female board directors. Our speakers who include Diana David /



Financial Times, David Graham / HKEX, Kirti Lad / Harvey Nash and May Tan / Link REIT will discuss how to position yourself for a board appointment, getting prepared for board service and the good and bad of being on a board.

DATE: Wednesday, August 16

TIME: 8.00 - 9.30 a.m.

VENUE: KPMG, 8/F, Prince's Building, Central

TICKET: HK\$200pp. A light breakfast will be available.

All proceeds will go to TWF's programmes to advance women and girls. [Register here.](#)

SECRETS TO SUCCESS

SEHR AHMED



Sehr Ahmed shares her Secrets to Success!

TWF is delighted to present the next session in our not-to-be-missed Secrets to Success series featuring outstanding female leaders sharing their first hand experience, insights and advice from their own leadership journey. We are looking forward to hearing from Sehr Ahmed, Founder and CEO of Executive Edge, a global coaching and consulting practice. Prior to this, Sehr held HR leadership roles across Asia Pacific for ABN AMRO Bank, AIG, McDonalds and globally for IFM Investors.

DATE: Thursday, September 14

TIME: 12.30 - 2.00 p.m.

VENUE: KPMG, 8/F, Prince's Building, Central

TICKET: HK\$200pp. A light lunch will be available.

All proceeds will go to The Women's Foundation Cambridge Scholarship Scheme which sends deserving Hong Kong students to pursue the MPhil in Multi-disciplinary Gender Studies. [Register here.](#)

BOARDROOM LUNCH

FIFTH LUNCH OF THE SERIES



30% Club Annual Boardroom Lunch!

TWF and the 30% Club HK are delighted to announce the fifth annual 30% Club Boardroom Lunch which brings TWF's list of aspiring and accomplished women directors face-to-face with chairmen, CEOs and advisors to Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today. If your company is interested in sponsoring a table, please [click here for more information.](#)

DATE: Friday, September 29

TIME: 12.00 - 2.00 p.m.

VENUE: The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

TWF PROGRAMME UPDATES



T.E.E.N. Alumni Summer Camp

TEEN alumni from the past seven programme cycles enjoyed a 3-day outdoor adventure camp on Lantau Island last week. They participated in a range of new and unfamiliar challenges from kayaking and zip-lining to rock climbing and abseiling. Many of the participants shared positive feedback and touching reflections about their enhanced resilience and personal growth after the camp.



T.E.E.N & CLSA

25 TEENs from last year's cohort attended a four-day work-shadowing programme hosted by CLSA that included workshops on interview skills, presentation training and CV writing. Special thanks to the numerous "buddies" and staff members at CLSA who generously contributed their time and services to provide the TEENs with a really memorable experience.



Professional Presence Mentoring Programme Workshops

Last week, we held the last session in our series of workshops on Professional Presence for our Mentoring Programme participants. Mentors and protégés learnt to be more self aware, to lead authentically with greater influence, and to impact and manage relationships more professionally. Many thanks to MJ Jennings for facilitating all of the workshops and to Telstra, CLSA, Bain Capital, JLL and Ogilvy & Mather for hosting.

SHE OBJECTS UPDATE

賽馬會平等共融戲劇計劃
JOCKEY CLUB EQUAL OPPORTUNITIES DRAMA PROJECT

本色男女
DANCING TOGETHER

導演 / 黃樹本
 編劇 / 馮蔚軒

演員 /
 杜怡華 梁家禧
 陳慧山 陳樂敏
 區寶敏 區志基
 王嘉軒 陳美玲
 謝卓權 何卓盈
 陳佩儀 陳潔瑜
 陳志輝 陳志輝
 陳社廷 黃偉恩
 楊蔚如 何曼華
 黃曉雲 梁家禧
 莫紫芳 羅景盈

李國欣 / 燈光及燈光設計
 葉玉潔 / 服裝設計
 馮國敏 / 燈光及化妝設計
 吳耀輝 / 音樂設計
 李善怡 / 音響設計
 盧宇軒 / 串場設計
 陳佩儀 / 編舞
 杜燕萍 / 監製

不設劇位：
 \$200 / 上層座位
 \$150 / 下層座位，**機票送劇場**

香港文化中心劇場
11-12.8.2017
 星期五至六 // 8:00pm
12-13.8.2017
 星期六至日 // 3:00pm

設有120個家庭套票，「賽馬會平等共融戲劇計劃」首屆戲院大戲院中場。

資助機構
 香港賽馬會慈善信託基金
 The Hong Kong Jockey Club Charities Trust
 新視界
 香港中文大學
 香港婦女權益促進會
 The Women's Foundation

Rethink gender at an interactive drama

Inspired by TWF's She Objects Documentary and supported by the EOC, the Jockey Club Equal Opportunities Drama Project presents "Dancing Together", an interactive and unconventional drama. The drama invites people to reconsider what society tells us about gender and to rediscover our individuality and identity. Reserve your seats [here!](#)



She Objects screening hosted by ICAEW

Thank you to ICAEW for hosting a members screening of She Objects last Thursday. The screening was followed by a panel discussion featuring Donna Chu / CUHK, Sharron Gunn / ICAEW, Angelina Kwan / TWF and Nick Parker / ICAEW, moderated by Katherine Jefferiss / ICAEW. To arrange a screening for your company, women's network, school or university please email spring.kok@twfhk.org.

TWF IN THE SPOTLIGHT



TWF on the gender wage gap on ViuTV 6

Last Sunday, Lisa Moore, TWF Senior Research & Advocacy Manager, was interviewed about the gender wage gap in Hong Kong and Asia by ViuTV 6's Weekly Review. Watch the excerpt [here](#).

WHAT WE'RE READING

Our top picks for recommended reading and listening on the key trends and breaking stories on women and gender:

- [At Asia's Top Tech Event, Women Entrepreneurs Rise Into The Spotlight](#) (Forbes)
- [Girl Scouts can earn a bunch of new badges by building and programming robots](#) (Tech Insider)
- [Power of parity: Gender equality across Asean](#) (The Straits Times)
- [Cricket Australia removes pregnancy clause in move toward gender equality](#) (The Sydney Morning Herald)
- [It took \(only\) six years for bots to start ditching outdated gender stereotypes](#) (Quartz Media)

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