

EVENTS | PROGRAMMES | CEO BLOG

Dear Lisa

As we celebrate Labour Day, TWF is delighted to be launching the latest edition of our Best Practice Guides to Developing the Pipeline of Female Talent: Success Markers for Return-to-Work Programmes.

You can access a copy of this complimentary resource [here](#).

You are also very welcome to join our launch event at Bloomberg tomorrow lunchtime which will feature seasoned HR professionals Zoe Henham - Chair of TWF's HR Advisory Council and Hayden Majajas - APAC Head of D&I, Bloomberg LP, and RTW inspirational role model, Jaclyn Jhin - Managing Director, Chief Legal and Compliance Officer, CITIC Securities International Limited (CSI). For more details, including how to sign up, see "Upcoming Events" below.

Sylvia Ann-Hewlett's seminal research in Harvard Business Review shone a spotlight on the significant percentage of women who off-ramp and find it difficult to return to the workforce. She found that around 58% of senior female talent experience career interruptions that side-track them from traditional linear career paths and negatively impact their earning power and long-term promotional prospects often resulting in women switching employers or quitting work altogether.

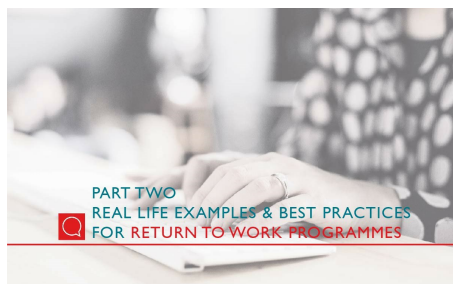
At a time when many industry sectors are concerned about the under-representation of women in senior roles, this squandering of female talent is clearly sub-optimal. At TWF, we are delighted that more and more companies are targeting returnees and investing in programmes to support their successful re-integration into the workplace.

Drawing on the experience of returnees and firms offering RTW programmes, we have identified some key success markers for organisations looking to follow suit. These include getting sceptical hiring managers on side, ensuring returnees have a support network of mentors and buddies, profiling successful RTW role models, and being clear about success metrics and measurement.

We hope our Best Practice Guide will help more companies to establish and develop their own Return-to-Work programmes for women who have off-ramped.

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS

Return to Work Programmes, Part Two

TWF, Ellevate Hong Kong and Back to Work are delighted to present Part 2 of their two-part series on Return to Work Programmes which will focus on success markers for effective RTW programmes. Speakers include Hayden Majajas/Bloomberg, Jaclyn Jhin/CLSA and Marie Swarbreck/FLEXImums.

DATE: Wednesday, May 4, 2016

TIME: 12.00 - 2.00 p.m.

VENUE: Bloomberg Auditorium, 27/F Cheung Kong Centre, 2 Queen's Road, Central

[Register Now](#)


Leading Women in Wine: Discussion and Tasting

TWF is delighted to invite you to a panel discussion featuring some of the most influential women in the global wine industry including Caroline Beteta/Visit California, Sarah Jane Evans MV/Institute of Masters of Wine, Karen MacNeil/The Wine Bible, Debra Meiburg/Meiburg Wine Media and Sarah Kemp/Decanter. Attendees will also enjoy a post-panel tasting of leading Californian wines.

DATE: Wednesday, May 25, 2016

TIME: 6.00 - 8.30 p.m.

VENUE: EY, 22/F CITIC Tower, 1 Tim Mei



Winewalk 2016

TWF is delighted to invite you to Time Out's annual Winewalk. All proceeds from the event will go to TWF's community programmes and research. Click [here](#) to join Winewalk and enjoy a complimentary glass of Ice Impérial, Moët & Chandon's new label champagne.

DATE: Saturday, May 14, 2016

TIME: 3.00 - 6.00 p.m.

VENUE: Fashion Walk, Causeway Bay

TWF PROGRAMME UPDATES



Life Skills Programme Company Visit

Last Friday, TWF's Life Skills Programme invited 142 F.4 students from United Christian College to visit AECOM, Cathay Pacific, CMM Academy, Edelman and Foster + Partners. Thank you to the many volunteers from our corporate partners who led interactive workshops and assisted students with their career planning.

TWF IN THE COMMUNITY



Telstra extends its Business Women's Awards to Asia!

For two decades, Telstra has run Australia's longest running and most esteemed women's awards programme which is being extended this year to Asia. Do you know women who are changing business in Asia for the better - women who are respected for their remarkable spirit, achievements and leadership? Nominations for the 2016 Telstra Business Women's Awards are now open. Go to the [TBWA website](#) to find out more!

OPENINGS AT TWF

Pipeline Initiatives Manager

TWF is looking to hire an experienced and passionate Pipeline Initiatives Manager to assist with the planning, development, marketing and execution of TWF's programmes and initiatives to develop the pipeline of female leadership talent. Please click [here](#) for the job spec.

Programmes and Development Officer

TWF is seeking a full-time Programmes and Development Officer to support its Pipeline Initiatives and Development teams. This role would suit a recent graduate who is energetic, personable, adaptable, detail oriented, highly organised and passionate about women's and gender issues. Please click [here](#) for more information.

TWF MISCHA PINS



To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enameled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at stephanie.ko@twfhk.org to find out more.

EXTERNAL EVENTS

TWF is delighted to be supporting the following events:

MAY 19: [The Art of Choosing](#) - Evening cocktail event featuring Professor Sheena Iyengar from

WHAT WE'RE READING

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

- [Vague Feedback Is Holding Women Back](#) (Harvard Business Review)
- [Cities Aren't Designed For Women. Here's Why They Should Be](#) (The Huffington Post)
- [How The "What's Your Current Salary?" Question Hurts The Gender Pay Gap](#) (The Washington Post)
- [Men, Stop Pressuring Yourself To Be 'Breadwinners' - It's Hurting You And Your Mental Health](#) (Independent)
- [How Having More Women Pays Off: Gender Diversity Correlated With Higher Returns](#) (International Business Times)

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