

Dear TWF friends

"You are not born with a fixed amount of resilience. Like a muscle, you can build it up, draw on it when you need it."

— Sheryl Sandberg, COO of Facebook.

Resilience is an increasingly important and valuable life skill. Teachers talk about it at school. Educators write about it in parenting books. Life coaches hold seminars about it. Resilience is widely recognised as a useful self-empowerment tool, and a key leadership quality.

But what is resilience?

Resilience is often defined as "standing our ground and the ability to recover from setbacks; being able to push back and move forward in the face of adversity", but we believe it is more than just dogged perseverance. We see resilience as rooted in our own personal values, how we see meaning in life whatever the reality of a situation, having purpose and an ability to accept and adapt to challenges and opportunities. Facing failure is a key test of our resilience.

Failing well is a skill, according to educator and writer Rachel Simmons. But unfortunately, girls tend to be more worried about doing something wrong than boys. "When girls make mistakes, they're more likely to interpret the setback as a sign they lack ability – a factor much harder for girls to change," Simmons [observes](#). "Boys, on the other hand, tend to attribute failure to more controllable circumstances."

Resilience involves accepting setbacks and failure should be seen as part of the journey. Jessica Lahey, author of the book "The Gift of Failure", believes experiencing failure is an essential life lesson. When talking about developing resilience in children, Lahey [writes](#): "Setbacks, mistakes and failures are the very experiences that will teach them how to be resourceful, persistent, innovative and resilient".

As such, we believe resilience training is at the heart of empowering women and girls. All of our programmes incorporate resilience training: from our leadership resilience training on our Mentoring Programme for Women Leaders, to the implicit lessons that our Girls Go Tech Programme participants learn as they try and try again to build tech products. In our Financial Literacy and Employability Training Programme for Marginalised Women, we have witnessed the impact of positive mind-set training in enabling women to overcome the struggles they face. Similarly, the student participants of our T.E.E.N. and Life Skills Programmes, (who are growing up in under-resourced but highly competitive environments), are empowered through positive psychology training. Reports from our [T.E.E.N.](#) and [Life Skills](#) Programmes, highlight the resilience skills that our youth participants have developed over the years.

What is an emerging core aspect of resilience, is reaching out to other people. An effective, resilient leader acknowledges the need to ask for help. Having a network of supportive mentors, friends, family and colleagues, positively impacts our journey to being resilient.

Resilience is a useful skill for everyone, not just for those in leadership positions. It empowers women and girls to face life challenges, setbacks and adversity and helps us decide how we should allocate and invest our time. The seeds of resilience start small, and over time, grow bigger and stronger. This growth is aided by support and encouragement from others, so let's embrace our mistakes and failures for what they are: opportunities to reroute, refine and reimagine our strengths.

As usual we would love to hear from you. Get in touch at Fiona.Nott@twfhk.org.

Have a great week.

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENT



Tech: Transforming the Way We Work

Join Bloomberg and TWF for an interactive evening featuring speakers from innovative companies who will share their insights into how technology is disrupting the way we're hired and the way we work. This is the third event in our Leading Women in Futurism Series. Speakers include Olivia Cain | LinkedIn, Jessie Lam | Brinc and Fran Thompson | Pathfinder Talent Solutions.

Date: Tuesday, April 17

Time: 7.00-8.30pm (6.30pm registration)

Venue: Bloomberg, 25/F, Cheung Kong Center, 2 Queen's Road Central

Register [here](#).

Refreshments will be provided courtesy of Bloomberg. Please note, the target audience for this series is university students and young professionals with 0-5 years' work experience.

TWF PROGRAMME UPDATES



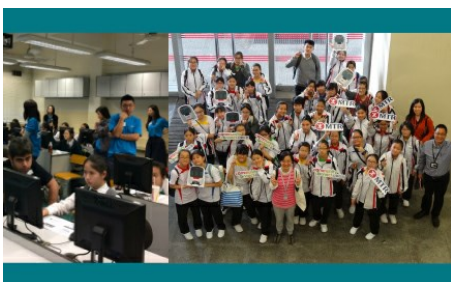
Financial Literacy and Employability Training Programme Updates

Last week, we were delighted to hear the employment progress and life changes made a year after the programme training from the participants of Yan Oi Tong at the final follow-up session. The second round of Community Training delivered by our trained Ambassadors at Hong Kong Employment Development Service Limited, was also completed last week. Looking forward, the participants will receive training on positive mind-set and pre-employment skills in April and May.



T.E.E.N. Community Project Presentations

Last Sunday, the TEENs presented the findings of their group community projects on Diversity & Inclusion in Hong Kong, which they will also share at their respective schools and the wider community in the coming months. Before their presentation, they were also inspired by the boldness, perseverance and resilience of Sharon Choi, an outstanding, visually impaired student with the first Guide Dog in a local mainstream school, who generously shared her experience with the group.



Girls Go Tech Workshop Updates

On March 28, 40 GGT participants from Carmel Alison Lam Foundation Secondary School, enjoyed a company visit to MTR's Depot at Tseung Kwan O to learn about the applications of engineering in railway construction. In parallel, the last two follow-up coding workshops on PosterGram were completed at Belilios Public School and Pope Paul VI College. Many thanks to the passionate volunteers from MTR and Emerson for guiding the students in the respective activities.



Coding Workshop at Bloomberg

On March 28, the last cohort of Girls Go Tech participants at TWGH's Chen Zao Men College, attended an advanced coding workshop on C# kindly run by Bloomberg. A huge thank you to the enthusiastic Bloomberg volunteers for guiding the girls to further develop their coding skills.



Girls Go Tech Mobile Classrooms

Over the Easter holiday, four mobile classrooms were arranged for participants from 13 GGT participating schools. Warmly received by ASL, British Telecom, CLASSROOM and HKT education, the students were inspired by the diverse applications of technology from AI, computer networks, and IT security to smart home developments and advanced hardware projects.



Mentoring Programme - Online Presence Workshop

On March 27, our mentors and protégés participated in the first of the two-part Online



Presence workshops to identify the key components of a polished and professional online presence. Through interactive group discussions, attendees were able to update their LinkedIn profiles and get feedback from their peers and the facilitators. A huge thank you to TWF Male Ally, Martin Cerullo for facilitating the session and to Bloomberg for hosting.

IN THE SPOTLIGHT



TWF CEO joins #MeToo conversation on RTHK's Backchat

On March 28, TWF CEO, Fiona Nott joined RTHK's Backchat hosted by Hugh Chiverton and Karen Koh to discuss #MeToo - the impact the movement has had in Hong Kong and whether it has positively or adversely affected workplace behaviours and everyday interactions. Fiona spoke alongside Joseph Lam | Social Commentator (Former Barrister), Chip Tsao | Social Commentator, and Linda Wong | Practising Barrister and Board Member of the Association Concerning Sexual Violence Against Women. Tune in [here](#).



TWF CEO on Dress Code Equality in the Workplace

On March 30, the SCMP published an article on Cathay's revised dress code entitled "Almost 3,000 female cabin crew in Cathay Pacific and Cathay Dragon will ditch skirts for trousers, unions say". The article included comments from TWF CEO, Fiona Nott, on this being a positive step forward for women in the workplace. Read the full article [here](#).



TWF CEO interviewed in Pursuits

Last Friday, TWF Fiona Nott was interviewed in online news platform Pursuits on TWF's mission and work, and the status of women and girls in Hong Kong. Read more [here](#) (Chinese only).

WHAT WE'RE READING

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

- [Slack is developing tools to tell if someone's mansplaining](#) (Quartz)
- [First-Hand Experience Leads to Michigan Ross Male Ally Program - podcast](#) (Forte Foundation)
- [With smart crops and cash, women slash female genital mutilation in Kenya](#) (Reuters)
- [The Invisible Entrepreneurs: Women - radio broadcast](#) (BBC)
- [Japan's 'womenomics' plans are driving change in the country](#) (CNBC)
- [Trying to explain the gender pay gap in Europe](#) (World Bank)
- [No end to gender woes? Time's not up in Asia](#) (The Art Newspaper)
- [Epsy Campbell Barr is Costa Rica's first female black vice president](#) (Washington Post)

We are following the latest developments on combatting sexual harassment. Key reports below:

- [Canceled Deals and Pulped Books, as the Publishing Industry Confronts Sexual Harassment](#) (NY Times)
- [Brazil's female sports reporters call time on sexual harassment](#) (BBC)
- [India's #MeToo moment is still about the struggle to survive](#) (Sydney Herald)
- [Her rescue app summons help for victims of sexual harassment](#) (OZY)
- [Homeless Women Say 'Me Too,' But No One Listens](#) (HuffPost Australia)
- [In the Lead: Pressing for Progress with Phumzie Mlambo-Ngcuka](#) (International Women's Forum)
- [Tony Robbins, #MeToo, and the Limits of Self-Help](#) (The Atlantic)

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