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Dear TWF friends

"The world needs women to redefine success beyond money and power. We need a third metric, based on our well-being, our health, our ability to unplug and recharge and renew ourselves, and to find joy in both our job and the rest of our life." – Arianna Huffington, author, columnist, and businesswoman

Hong Kong people are among the world's most stressed populations – the city is ranked fifth globally, behind South Korea, Nigeria, Taiwan and the United Arab Emirates, [according to](#) this year's Cigna 360 Well-Being Survey. As many as 92% of Hong Kongers face stress in their daily lives, with work and finances [cited](#) as the two main factors by two-thirds of the respondents. Furthermore, the city's overall well-being index has fallen for the fourth consecutive year to its lowest since the survey began in 2015.

The Cigna study, released on July 9, also reveals a significant gender disparity: women feel more under pressure and more pessimistic than men particularly about health, as well as workplace and financial well-being. This aligns with a [Hong Kong University study](#), which was released earlier this year. HKU researchers found that Hong Kong women are more prone to stress than their male counterparts, especially when faced with health and family-related issues.

This may be due to the fact that "if a family [member] is ill, [stress] borne by a woman will be a bit more," Professor Eric Chen, research leader and head of HKU's Department of Psychiatry, [said](#). "Perhaps it is because women have been playing the role of carers in our society."

Another takeaway from the Cigna survey is the lack of employers' support in managing stress. Some 60% of the respondents said they received no support from their employers; of those who received support, only 13% said it was adequate.

To maintain a more productive workforce, it's important that companies prioritise employee well being. There are companies taking the lead in offering a rich array of services that employees can utilise from mindfulness training to on-site fitness programmes and employee-driven support networks. Encouraging staff to opt in to flexible working programmes, dismantling a culture of presenteeism, and nurturing an environment that supports open dialogues with managers and teammates about stress levels and workloads all also contribute positively towards this goal.

On an individual level, we can all be better about hitting the pause button – taking out time to recharge, refresh and reframe. It's also important to take steps to equip ourselves with the tools and training to manage stress more effectively. This is why TWF integrates positive psychology and resilience training into our community programmes, and mindfulness workshops in our Mentoring Programme for Women Leaders. This is also why our staff all participated in mindfulness training last autumn. Managing stress is an integral part of having a successful career; more importantly, it is essential to living a full and satisfying life.

Tell us, what are you doing this summer to recharge?

Get in touch at Fiona.Nott@twfhk.org.

Have a fantastic week.

Fiona Nott
 CEO, The Women's Foundation

UPCOMING EVENTS

**TWF Gala Dinner 2018 – Now Selling!**

Mark your calendars for TWF's 2018 Gala Dinner, sponsored by Bloomberg!

Date: Wednesday, October 24, 2018

Time: From 7.00pm

Venue: JW Marriott Hong Kong, Pacific Place.

Tables and tickets are now on sale. Please contact riya@twfhk.org for sponsorship enquiries.

TWF PROGRAMME UPDATES

**T.E.E.N. Update**

Our new cohort of Big Brothers/Sisters participated in a positive psychology workshop



and a pre-camp training workshop delivered by TWF Deputy CEO Rita Ching and our training partner respectively last week. These workshops helped prepare them to be effective youth mentors for our TEENS. The new Programme cycle begins tomorrow at a 4-day summer camp.



Girls Go Tech Company Visit to Google

Last Wednesday, 38 GGT participants from Kit Sam Lam Bing Yim Secondary School and United Christian College visited Google and enjoyed a workshop on Google CS First. The girls were inspired by Google female role models, who kindly shared their experiences. Big thanks to Google and the volunteers for hosting.



Mentoring Programme – Peer Panels: You've got MALE: Men as Allies

Last Tuesday, our mentors and protégés took part in the final Peer Panels event featuring our mentor Linoy Kidd | HSBC, TWF Male Ally Harjeet Baura | PwC and Richard Lord | HSBC. Panellists shared some useful advice on how to identify, engage and foster male allies in the workplace. Huge thanks to Google for hosting.



Mentoring Programme Info Sessions

This July, TWF will launch the tenth year of our highly acclaimed Mentoring Programme for Women Leaders. Every year, this best-in-class programme matches 50 high potential aspiring female leaders with 50 successful senior executive women. All interested applicants must attend an Information Session to find out more about the Programme curriculum, the commitment required of participants, and the selection and pairing process.

Please click [here](#) for the list of sessions.

Attendance at one session is a compulsory component of the application process. Please register for ONE session only.

IN THE SPOTLIGHT



TWF Deputy CEO on Pearl TV

Last week, TWF Deputy CEO Rita Ching was interviewed by 'Pearl Magazine' on Pearl TV. Drawing on our new [research](#), she spoke about why women are under-represented in STEM industries. She also introduced how TWF's Girls Go Tech Programme sparks girls' interest in STEM. Tune in [here](#)!



TWF CEO speaks on "How to Build an Inclusive Culture" panel

Last Thursday, TWF CEO Fiona Nott spoke at Swire's HR Conference on a panel entitled "How to Build an Inclusive Culture". She spoke alongside Anthony Davies | Barclays and William Brocklehurst | Bupa, moderated by Jo Lusby | Pixie B. The panel shared success



stories and hurdles on how to build an inclusive culture, particularly looking moving away from the onus being on HR to build inclusive environment but instead holistically looking at shared responsibility among the leadership.

IN THE COMMUNITY

Showcase Your Diversity & Inclusion Strategy
DIAN Decade Awards
Now Open for Submissions!
Deadline: 31 July>>

DIAN Decade Awards - Nominations Open!

The Women's Foundation is delighted to be a supporting organisation of DIAN Decade Awards – one-off awards to celebrate the leadership and commitment of companies and individuals advancing diversity and inclusion in Asia over the last decade. We invite ALL companies to nominate deserving initiatives, organisations and individuals for the [six award categories](#).

Nominations are open until 31 July. Don't miss this opportunity to showcase your company's progress in Asia to the world! For more information, visit their [webpage](#).

OPENINGS AT TWF

Communications & Marketing Manager

TWF is seeking an experienced Communications & Marketing Manager. Please click [here](#) for the job description and help us spread the word! Applications should be received by July 23.

Executive Assistant

TWF is seeking an Executive Assistant. Please click [here](#) for the job description and help us spread the word! Applications should be received by July 23.

Senior Programme Officer / Programme Officer

TWF is seeking a Senior Programme Officer / Programme Officer. Please click [here](#) for the job description and help us spread the word! Applications should be received by August 3.

WHAT WE'RE READING

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

- [When She Earns More: As Roles Shift, Old Ideas on Who Pays the Bills Persist](#) (NY Times)
- [Why Inclusivity Requires the Courage to be Uncomfortable](#) (HuffPost)
- [The Tour de France only allows men. So women are biking it themselves.](#) (Women's Media Center)
- [Girls still less likely than boys to believe they could be engineers](#) (ET)
- [Does the Gender of the Defence Minister Matter?](#) (The Quint)
- [5 Inspiring Young Women Who Are Leading The Way In STEM](#) (HuffPost)

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

- [Intel Is Corporate America's Biggest #MeToo Moment](#) (Bloomberg)
- [Chile's #MeToo moment: students protest against sexual harassment](#) (The Guardian)
- [National inquiry into sexual harassment in the workplace gets underway](#) (Sydney Herald)
- [Most People Are Supportive of #MeToo. But Will Workplaces Actually Change?](#) (HBR)
- [Men, We Should Learn from Women's Discomfort](#) (Herald Sun)
- [NSW invests millions into its first sexual assault strategy](#) (news.com.au)
- [Scandinavian men are having #Guytalk about #MeToo](#) (QZ)
- [How to respond to a joke about #MeToo](#) (Moneyish)
- [How Managers, Coworkers, and HR Pressure Women to Stay Silent About Harassment](#) (HBR)

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