

A purple-tinted background image of an elephant's head and trunk, facing right. The elephant's trunk is thick and wrinkled, and its ear is visible on the left side of the frame.

KeyNote Experts & Excellence



International Woman's Day Issue
Issue 1 | March 2018

**AN INTERNATIONAL
WOMEN'S DAY
CHALLENGE**

**WOMEN'S
WORST ENEMIES**

**WHAT IS THE
CHANGE THAT
NEEDS DISRUPTING?**

**AUTHENTIC
LEADERSHIP: DARING
TO BE YOURSELF**

www.asiaswomenspeakers.com



WHO WE ARE

We're proud to be an integral part of PrimeTime, Singapore's Business and Professional Women's organisation.

We're a non-profit organisation run entirely by volunteers.

Our raison d'être is simple: it's all about women supporting women.

Not only do we make sure that women are more visible through this site; we also groom the next generation of KeyNote speakers.

**EMPLOYEES WITH
INCONSIDERATE, SECRETIVE, AND
UNCOMMUNICATIVE LEADERS
WERE 60% MORE LIKELY TO
SUFFER A HEART ATTACK.**

**REVENUE GROWTH OF
COMPANIES WITH VALUES-
BASED, HIGH PERFORMING
CULTURE WERE FOUR TIMES
GREATER THAN THAT OF THEIR
PEERS.**

SWEDISH RESEARCH
PUBLISHED STUDY

A MULTI-YEAR HARVARD
BUSINESS STUDY ON
CORPORATE CULTURE
AND PERFORMANCE

KEYNOTE FACTS

15%

**OF TED
RECOMMENDATIONS
ARE WOMEN**

**AFTER A ONE-YEAR COMPREHENSIVE HAPPINESS
PROGRAM AT ANCHIETA HOSPITAL IN BRAZIL,
THE HOSPITAL SHOWED POSITIVE RESULTS IN
BOTH EMPLOYEE WELL-BEING AND BUSINESS
PERFORMANCE, REACHING 18% PROFITABILITY
FOR THE FIRST TIME SINCE THE HOSPITAL
STARTED ITS OPERATION.**

PAPER PRESENTED AT
2017 INTERNATIONAL
CONFERENCE ON GROSS
NATIONAL HAPPINESS
(GNH) OF BUSINESS

**KINDNESS AND COMPASSION MAKES LEADERS
MORE TRUSTWORTHY RESULTING IN EMPLOYEES
FEELING SAFER, REDUCING THE STRESS
REACTIVITY IN THE BRAIN. TRUST INCREASE A
SPIRIT OF INNOVATION AND CREATIVITY
WHEREBY EMPLOYEES ARE MORE LIKELY TO
TAKE RISKS.**

WHARTON PROFESSOR,
ADAM GRANT

International Women's Day

It never ceases to amaze me. After over 50 years of equal education in Singapore and in most of the developed world, women don't occupy roughly half of all leadership positions and that pay parity is still at least 2 centuries away with current trends.

What an absolute waste of talent!

Women are not a minority. We are half the population. We don't speak with one voice or act with one agenda. We are as diverse as all mankind.

There are great leaders among us as there are bad ones. We are as intellectual/dull, athletic/bookish, ambitious/modest, outgoing/shy, clever/foolish and hard-working/lazy as men are. We are the other side of the same coin.

Countries and companies that capitalize on this talent show good results. This is a strategy that works in study after study and yet there is widespread resistance.

Women have had enough of being told that we need to lean in and help ourselves. Many of us are leaning in to breaking point. We are not broken, it isn't us who needs fixing.

There is systemic discrimination built into our societies that if we don't acknowledge or tackle will continue to hold back half our population. Every piece of data points to this and our 'leaders continue to deny the existence of systemic bias.

It simply isn't good enough.

In this inaugural edition of Experts & Excellence by PrimeTime's KeyNote programme, you will

hear from some of the outstanding women speakers in our directory and their very different takes on IWD.

The common theme is that we need change. And that change needs to be considerably accelerated.

We will continue to show up, contribute and **#pressforprogress**. What will you do?

Lavinia Thanapathy

Chair, PrimeTime Business and Professional Women's Association

Board Member, Singapore Council of Women's Organisations



**FIND OUT MORE
ABOUT ME >**

A close-up portrait of a woman with short, light-colored hair, looking directly at the camera with a slight smile. The background is a soft, out-of-focus grey.

Editor's Voice

Change. Progress. Disruption. These are three flavors of the same underlying theme. Women act to create the future they want to see.

We may advocate steady steps forward, we may push for a shift, we may demand action in view of a bigger important picture. We create winds of change towards a 'beautiful future'.

If we want this 'beautiful future', firstly it's about being clear about our values and the vision of the world we want and then taking action to create it. This generation. **#PressForProgress.**

As we celebrate this IWD where we have come, let's also be clear about where we wish to go.

In the inaugural edition of Experts & Excellence by Keynote@Primetime, we explore three dimensions of the future: who we are, what we stand for and how we are valued. It is values & feelings, data & action. This is the full capacity and power of women, men and humanity.

Joanne Flinn

Keynote Speaker
Inspired Leadership

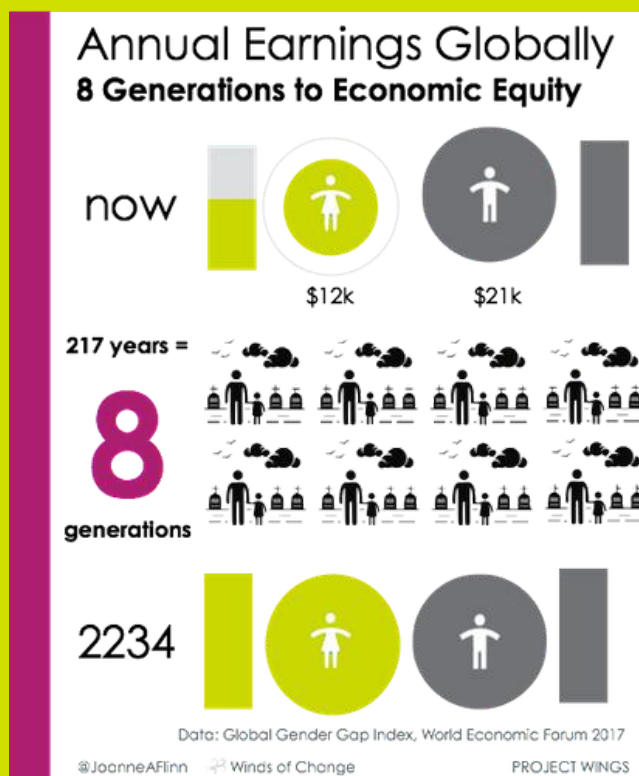


**FIND OUT MORE
ABOUT ME ➤**

Purple elephant

The change that needs disrupting

Women & wealth must be firmly on the disruption table. This is a **#HeForShe** issue. The World Economic Forum says it will be another 217 years before women and men have equal pay for equal work.



8 generations to close the pay gap.

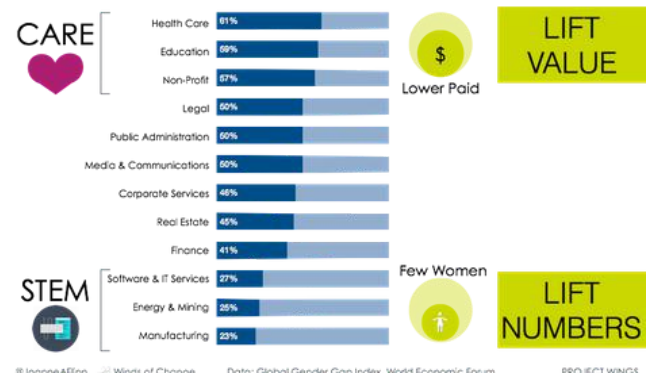
Does economic equity really need to take this long? It need not.

Elephant #1: What Do We Value?

If women are truly to be equally paid, what we as a society value must shift.

Professions & female participation

Historically, professional pay levels reduce as more women enter a profession. Part low of averages from lower pay, part culture, access and education along with hiring and promotions biases.



Historically, as women enter a profession, its value decreases

Elephant #2: What Are Women Paid in Their Lifetime?

It's not simply about which industry we choose. Even in the developed world, women's starting pay is generally 22% less than a mans. **#EqualWorkEqualPay**

In real life, add in a child. Or care giving. Say a year for each.

What do these three simple addressable facts do to a woman's lifetime earnings even when she is doing equal work?

This woman's life time income is 57% that of a man's. It's the math.

#NotEvenTalkingAboutUnpaidWork@Home.



The change that needs disrupting: 8 generations until equal pay and economic equity

by Joanne Flinn

Elephant #4: The Unmentionable Fintech

As we deal with women and economic equality, we also need to take into account the disruptor of FinTech.

Could FinTech be the next currency crisis? Is it a symptom of major change in the world economic system? I grew up seeing currencies and economies collapse and its impact on women and children. It was rough.

Will women be left behind on this too?

#KeepFinTechInView

Item #5. What Opportunities are there?

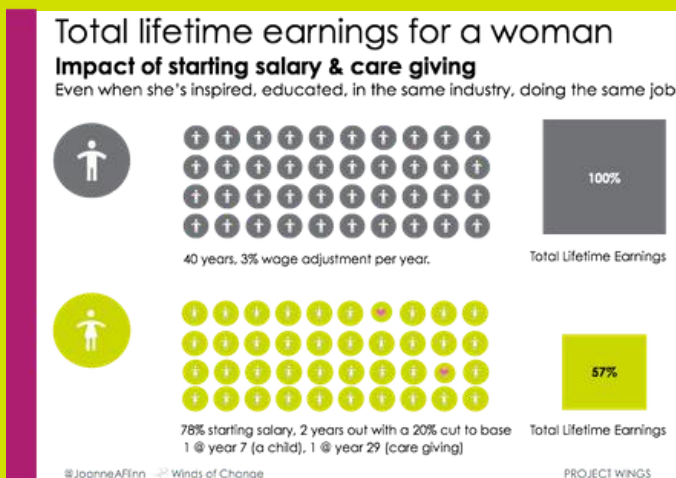
National governments are taking action for economic equity. Iceland and Germany have mandated pay transparency. Others will follow. **#WomenVotesCount**

Social media is increasing the transparency of business's black boxes. Pay inequities won't be secrets. Economic equity need not be 8 generations.

Not all disruptors happen to us, some disruptors we choose.

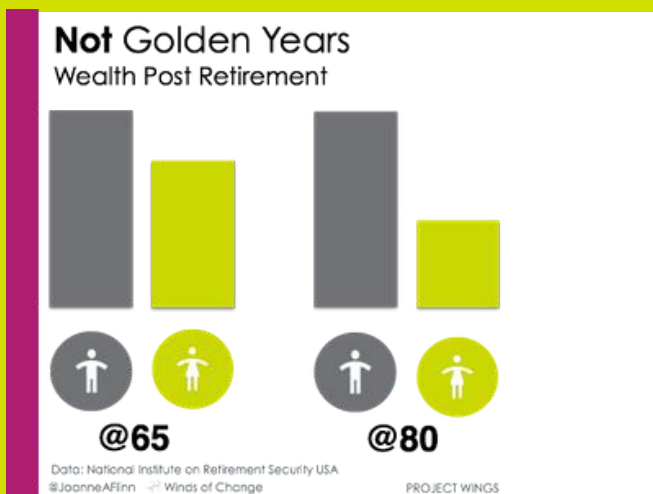
We in Business can lead the change. Economic Equity is possible in our generation.

#PressforProgress



Elephant #3: Will women's retirement years be golden?

The economic gender gap lasts a lifetime. Wealth is a lifetime thing. Women live longer and have less.



What is the quality of life in the impoverished 'golden' years? **#ItsNotGoldenYears**



**Self-awareness
leads to
power (and
contribution)**

Mette Johansson

MY KEYNOTE

Authentic
Leadership

Values



**FIND OUT MORE
ABOUT ME >**

Authentic Leadership: daring to be yourself

Being your true self is only possible when you know who your true self is. It requires some soul-searching to know what you're good at, and also to know what's important to you: What are your innermost values? What are your ethical principles? What's your purpose? What truly inspires you and gives you energy?

Women have an advantage over men. If my two talks this week are a trend indicator, half of the women in the audiences, compared to not a single man, were able to identify their core values.

How can women use this self-awareness to their advantage?

The more women live to live in sync with their values, the more powerful they are.

Let's make this personal.

Because when you know what your core values are, and you align these to your corporate values, you're on autopilot to perform. Living in alignment with your inner values provides you the extra energy to do extraordinary things. And if you dare to live by these, and express these, you will inspire and enthuse your teams to perform.

It's a simple strategy for effective leadership. Unmask the Leader Within™



When 80% of workers feel stressed, it's time for the ABCs towards wholeness



Wendy Tan

Choosing Wholeness

Living her life in blocks of fifteen minutes ticking items off a never ending to-do checklist, Psychologist Wendy Tan finally succumbed and landed in ICU. Having nearly lost her life, she asks herself what she can do differently in her second chance at life.

We run on the treadmill of work and become ever more drained and burnt out, while the organisations that we are part of become ever more fragmented and unhealthy.

Did you know 80% of workers feel stress on the job. Less than half of the average workforce is actively engaged. 26% say they are "often burned out". This is happening

at a time when the rate of change in organizations is unprecedented. How can we sustain achievement, productivity and engagement in disruptive times?

Wholeness is the antidote to fragmentation.

An author, speaker and mother of three young children, Wendy went on a discovery path towards wholeness. Interviewing many business leaders and drawing on the wisdom of East and West perspectives, Wendy shows the way towards wholeness – both for us as individuals, as well as for our organisations and communities.

MY KEYNOTE

Wholeness
at Work



**FIND OUT MORE
ABOUT ME >**



Contemporary mentoring is disruptive mentoring

Maddalena Poulin

MY KEYNOTE

Diversity & Inclusion



FIND OUT MORE ABOUT ME >

The Power of Role Models and Mentors

'If I have seen a little further, it is by standing on the shoulders of Giants.' Isaac Newton

Inspiring Role Models and Mentors is an accelerator to reaching Gender Equity in the workplace. Role Models energize and influence our career growth as we aspire to be like them. Mentors elevate our talents as they help uncover and unleash our potential and find true passion and purpose.

As many of us make pledges every year for International Womens Day, think how can you #PressForProgress this year and grow yourself and others to advance Gender Equity at work. Who are your Role Models and Mentors? Do they inspire you

and help you reach your dreams? Perhaps you would like to find new ones who can take you to the next level? #PressforProgress is a call to action to take development in our own hands and make some long overdue revisions of who do we look up to and whose advice do we trust and follow. How can we #PressforProgress, shift from 'good to great' and move the needle on Gender Equity in the workplace? Consider:

- Contemporary Mentoring is Disruptive Mentoring
- Raising your standards: vision & goals vs routines
- Extraordinary Mentors: how do you identify, select, secure and sustain them?
- Paying it forward: what kind of Mentor do you want to be?



Make it clear
what you expect
people in your
organisation to
do differently
post-IWD



Denise Morris Kipnis

An International Women's Day Challenge

My relationship to International Women's Day (IWD) is bittersweet. There are serious, overarching, and global issues that bind us by gender; IWD is a declaration that we want a different future.

But as an agent for change and inclusion, I take issue with reducing gender to a binary conversation, ignoring intersectionality, and emphasizing raising awareness rather than building capacity. IWD is an opportunity for uplifting, galvanizing and transformation within our communities and workplaces. We need the energy created to keep us going, because the road to gender equality is

all uphill. But the year-on-year arms race to get ever-higher doses of "inspiration" is not the way to go. Progress on gender equality will continue to stagnate unless and until we take on systemic and cultural change.

We can go further. To that end, I propose: three challenges for organizations planning celebrations for IWD:

1. **Live your strategy.** Link IWD to organizational strategy and business objectives.
2. **Make it a do, not listen, moment.** Select critical behaviors, and set some outcomes and indicators.
3. **Embrace intersectionality.** Make space for a spectrum of voices and experiences to be shared.

MY KEYNOTE

Change

Inclusion



**FIND OUT MORE
ABOUT ME** ➔



Sonia Piontek



I have to admit that the most ruthless 'alpha males' I've met during my corporate career were actually females

MY KEYNOTE

Brand
Building

Client
Engagement



**FIND OUT MORE
ABOUT ME >**

Women's Worst Enemies

If women want to unleash their inner power there are two enemies they need to overcome.

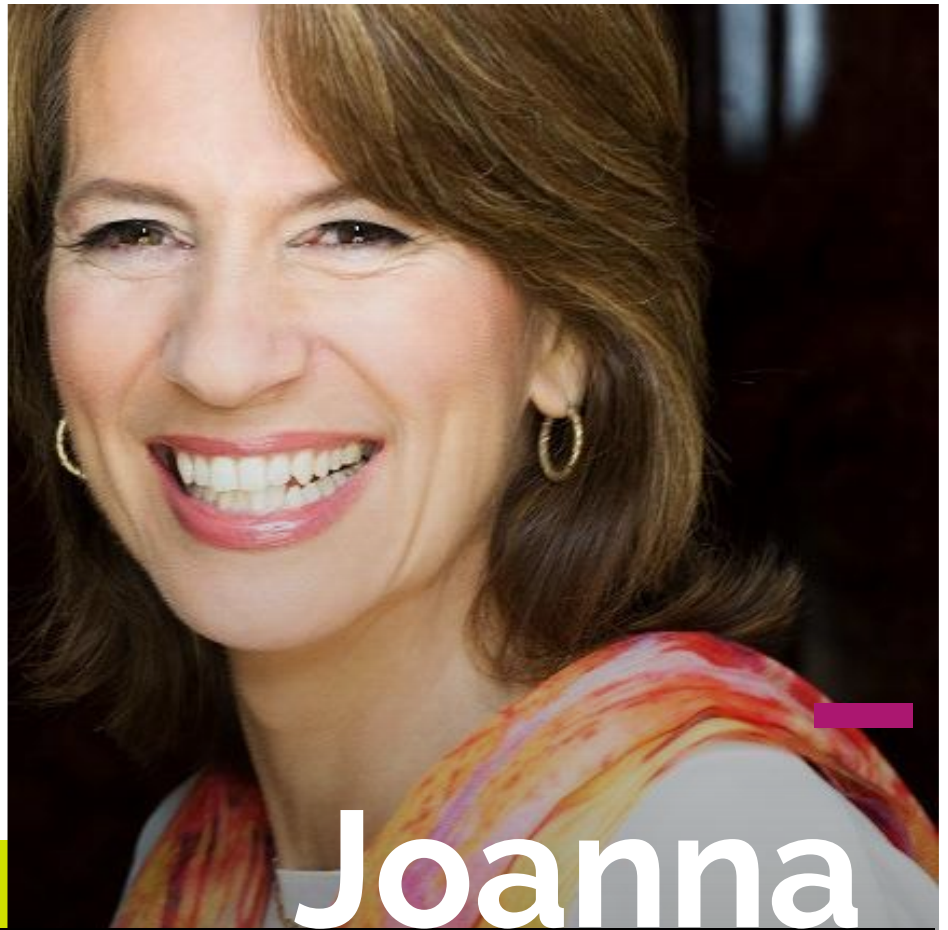
The first one is their very own lack of self-esteem. I've seen too many women over the years that don't have the guts to do what they are passionate about, that bury their dreams and that keep quiet whilst all they want to do is shout out loud. Women of the world, rise up, lift your chins and believe in yourselves. Unless you dare to follow your heart you will waste your lives pursuing someone else's dream. So get up and do what you are most passionate about – only then will you see the magic unfold.

The second enemy is a tricky one, and one that personally makes me very sad. It's the hidden jealousy of many women out there. I still struggle to understand why some of us find it so difficult to stick together. Don't get me wrong, there are amazing women out there and overwhelming displays of loyalty. Just not everywhere you look. So it's actually quite sad that I have to admit that the most ruthless 'alpha males' I've met during my corporate career were actually females, who would have thought.

Let's use today to make a difference and support another woman by openly showing that we appreciate not only her but also what she does!



Misalignment of values and prolonged mismanagement of negative emotions is the superhighway to DIS-EASE



Joanna Barclay

Conscious Leadership – Leading with Values

Being a conscious leader means awakening your self-awareness and mastery, knowing who you are and living in alignment with what is most important to you. When we live in alignment with what motivates us, we experience a deep sense of fulfillment, well-being and energy.

Unfortunately on the road to success, up the corporate ladder into a predominantly male world, women are parking their C.A.R.E. car and not bringing all of their people skills into the workplace.

Compassion, Authenticity, Relationship building and Empathy are viewed as potential weaknesses. The impact of

this is a workplace which is missing human connection. Not being able to bring all of one's personal values into the workplace means there is a misalignment of our personal values, and this is a major cause of employee disengagement and low productivity. When we're feeling disengaged we experience emotional and mental suffering, stress, leading to physical illness. Prolonged mismanagement of negative emotions is the superhighway to disease... DIS-EASE.

The values you choose to lead with are critical. They determine how people will interact, connect, and contribute to your goals and sense of fulfillment for strategic success.

MY KEYNOTE

Culture

Transformation

Engagement



FIND OUT MORE ABOUT ME ➤



Adele Hung

MY KEYNOTE

Business
Performance

Communications
& Parenting



**FIND OUT MORE
ABOUT ME >**



As Eleanor Roosevelt said, no one can make you feel inferior without your consent

No One Can Make You Inferior

"No one can make you feel inferior without your consent"
Eleanor Roosevelt

I used to be a therapist who helped people with social and communication difficulties. After seeing over thousands of clients, I realized the main hurdle for effective therapy was our human nature – we constantly compare with others. We are so used to making ourselves inferior by giving self-consent to think others are better.

Having been through dramatic career switches, I gain wide breadth of experience. People often recognize my agile learning ability. But like many of my female friends, I tend to doubt myself.

When I was a therapist treating patients with Parkinson disease in hospital, I felt inferior in front of doctors because I felt I was less professional. When I was an entrepreneur of 2-branch healthcare consultancy firms, I felt inferior in front of other start-up founders because I thought their business size was bigger than mine. When I was working in an investment bank, I felt inferior in front of my boss because I perceived he was of much higher rank than me.

We often give self-consent to make ourselves feel inferior,

When will we stop giving these self-consents?

CONNECT

MEET NEW FRIENDS AND CREATE BUSINESS OPPORTUNITIES BY NETWORKING AT OVER 50 EVENTS EACH YEAR.

COLLABORATE

BENEFIT FROM OUR PERSONAL AND PROFESSIONAL DEVELOPMENT FOCUS WITH PROGRAMS DEVELOPED SPECIALLY FOR PROFESSIONAL WOMEN.

CONTRIBUTE

DEVELOP YOUR LEADERSHIP SKILLS BY CONTRIBUTING YOUR IDEAS AND TALENT TO BUILDING OUR COMMUNITY.

PrimeTime is run entirely by volunteers. So it is through the efforts of its dedicated member-volunteers that PrimeTime offers over 90 activities each year. A general meeting is held on the '2nd Thursday' of each month along with regularly scheduled Special Interest Group activities.



350
MEMBERS
30
NATIONALITIES

VISION

WE BELIEVE THAT WITH PRIMETIME, EVERY WOMAN CAN ACHIEVE THEIR HIGHEST POTENTIAL.

MISSION

WE CONNECT DIVERSE WOMEN THROUGH A VARIETY OF EVENTS WHERE WE SOCIALIZE, LEARN AND CONTRIBUTE

Established in 1997, PrimeTime provides a unique experience for women looking for professional, social and community fulfillment with an international group in a convivial environment in Singapore. PrimeTime offers a variety of activities that include speakers, discussion groups, professional networking opportunities, social gatherings and community outreach opportunities.



Visit all speaker profiles at
www.asiaswomenspeakers.com

Your Women Speakers

Contributors

Mette Johansson

Author & Huffington Post contributor, Mette Johansson blends passion and big corporate structure from her leadership days at BASF. Living her values, giving voice to the important, Mette is the Chair of Keynote:Primetime. Mette holds an MBA from ESCP and a BA in Chinese Studies. She has lived in Asia since 2000.

Denis Morris Kipnis

Founder of ChangeFlow Consulting, Denise has worked with Boards, Leaders and Teams to lift performance while developing capabilities. Denise holds an MSc from Pepperdine University, BA Stanford University. She has lived in Singapore since 2010.

Joanne Flinn

'Create the future', TEDx Speaker, business woman, author and international artist, Joanne's spoken at the Asian Banker, led multi million dollar businesses and contributed to four Oxford Futures Forum. She holds an MSc from HEC Paris and has called Singapore her home since 1999.

Magdalena Poulin

Recognised by DB Foundation for her work in diversity and inclusion in 2017, Magda Poulin leads AIGs Asia Pacific D&I program. Passionate about the power of mentoring, she spearheading the Two-Way Mentoring Program that leverages experience and skills across generations and genders.

Adele Hung

From start-ups to global MNCs, Adele Hung's focus is helping leaders deal with the critical issues that create business performance. For Adele, success comes from empowering people to perform. As a mother, she speaks on parenting and communications. Adele holds an MBA from HKUST.

Wendy Tan

Author of "Wholeness in a Disruptive World: Pearls of Wisdom from East and West", Wendy Tan won the InnovPlus Spark and HRO Today Thought Leadership Awards. Wendy co-founded Flame Centre in 2004, a talent development practice based in Asia. She speaks both English and Mandarin. Wendy holds a MSc from Pepperdine University and a BA from NUS.

Sonja Piontek

Bringing her award winning expertise from BMW, Sonja Piontek creates campaigns that make a difference, unforgettable experiences and customers that builds brands, passion and business.

Joanna Barclay

Author and global speaker, Joanna Barclay is the CEO of the Culture Leadership Group. With 3 decades of experience in business transformation working she is passionate about empowering leaders and organizations to reach their full potential. Joanna moved to Singapore from Canada in 2014.



Asia's leading directory of female public speakers
