

2ND WOMEN IN LEADERSHIP FORUM ASIA 16 -17 FEBRUARY 2012

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- **The new playground for leaders, with challenges & opportunities**
- **Now more than ever, women are contributing to global progress on an equal basis**

HOW DO WE EQUIP OURSELVES FOR THIS -

By making the right decisions

Good leadership styles in the new playground

- Team building rather than an autocratic approach
- Asking, listening and discussing, rather than giving orders
- Encouraging and inspiring

Women and leadership

Characteristics associated to female leaders

- Collaborative, team-players
- Strong interpersonal skills
- Resilience in learning from adversity
- Open, consensus-building approach to leadership

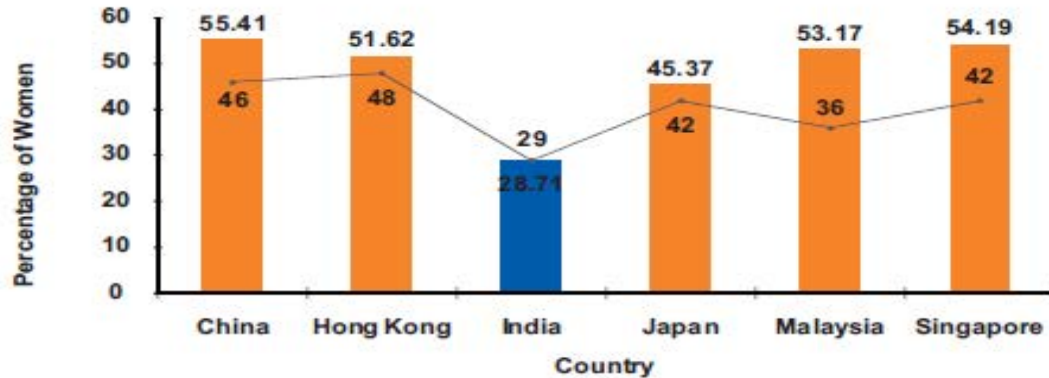
Where are our female leaders?

Female talent pool

Women are successful at university and in their early careers, but attrition rates increase as they progress through an organisation

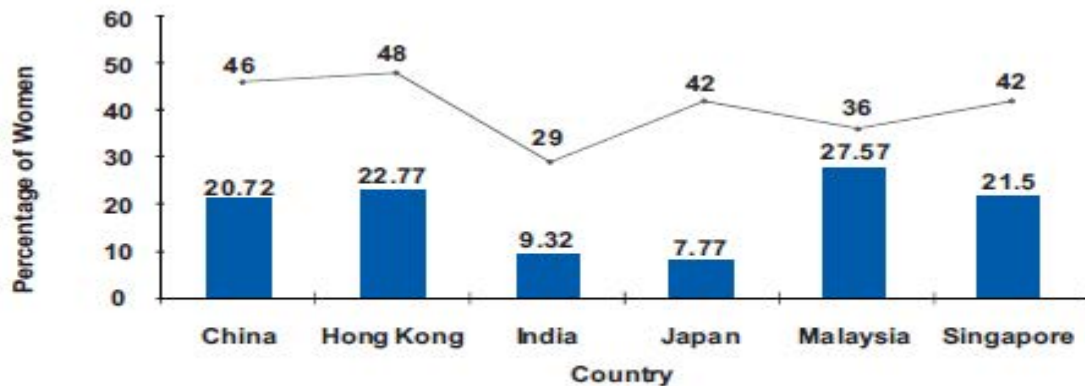
The “leaking pipeline” in Asia

Percentage of women at junior level positions



	Min	Max	Avg
China	21.1	91	55.41
Hong Kong	24	77.14	51.62
India	9.8	50	28.71
Japan	0	81	45.37
Malaysia	17.5	100	53.17
Singapore	21.1	94	54.19

Percentage of women at senior level positions



	Min	Max	Avg
China	0	43	20.72
Hong Kong	0	36	22.77
India	0	23.53	9.32
Japan	0	26.72	7.77
Malaysia	0	63.2	27.57
Singapore	1	38.3	21.5

Source: Gender Diversity Benchmark for Asia 2011.

IT IS HARD TO BE A WOMAN

*One must think like a man,
Behave like a lady,
Look like a young girl,
And work like a horse*

(Author: Unknown)

IS IT HARD TO BE A WOMAN?

*One must think like a human being,
Act like a lady or gentleman,
Look smart,
And work smart too*

(Author: Laura Hwang)