



**WOMEN
INITIATIVE
FOUNDATION**

WIF-NUS Leaders in the New World Program 2020

Confidential Information

Save as otherwise permitted under this proposal, both parties agree not to disclose the terms of this proposal and all Confidential Information of the other party and protect the same from improper use or disclosure, using at least the same level of protection it uses to safeguard its own confidential information. Both parties shall not, without the other party's prior written consent, use the Confidential Information for any purpose other than as required in the performance of its obligations under this proposal, nor disclose the Confidential Information to any person save those of its employees or representatives who have a need to know the same for purposes of this proposal, provided such employees and representatives are informed of and agree to be subject to the same confidentiality obligations as provided herein.

The WIF's mission

Supporting the Foundation in
Europe & US

 ENGIE



BNP PARIBAS

 LC

Created in 2015 by Martine Liautaud, and building on the work of the WBMI, founded in 2009, the Women Initiative Foundation sets out to promote women in the world of business and in the economy in general. The WIF aims to bring women to the fore at all levels in companies – and entrepreneurial initiatives – and to smash the glass ceiling that stands in the way of a raise or a promotion.

Our ambition is to create a virtuous circle comprising proposals of **tailored support**, before or after innovative **executive programs** designed by the world's best universities, followed up by **numerous events** encouraging networking.

- The inter-company mentoring program was developed on the back of the findings from a European study conducted by WIF in 2018 on gender stereotypes and the perception of gender equality in global companies.
- It creates a privileged relationship between 2 professionals with different levels of seniority working in different companies. The mentors are both men and women, the mentees are always women.
- 5 global companies participated in the pilot program in France which put together 20 mentor/mentee pairs: Oracle, L'Oréal, BNP Paribas, Engie and PayPal.
- Building on the success of the pilot program, a new inter-company program has been launched in the USA (NYC & SF) with 7 global companies: AWS (Amazon), E&Y, AXA, Engie, BNP Paribas - Bank of the West, ONU, Salesforce. A similar program will be launched Singapore in October 2020, with Shell, AWS, Caterpillar and BNP Paribas.

Inter-company Mentoring Program





STANFORD
BUSINESS GRADUATE
SCHOOL

STANFORD: In 2015, WIF launched a program for women entrepreneurs at Stanford with BNP Paribas. Every year since, 40 women from around the world have followed the training program on the Stanford campus to learn to assert their leadership.



MC GILL CENTRALE SUPELEC: Launched in May 2020, a new program aimed at both women in companies with over 10 years' experience and women entrepreneurs.



SCRIPPS COLLEGE: International leadership program on the Claremont campus (California) for young executives (3 to 7 years of professional experience).



Berkeley
Haas



CENTRALE SUPELEC BERKELEY: An international program to strengthen managerial behavior for women leaders (10 - 15 years of professional experience) but also to encourage them to develop their networks. The first intake in June 2019 brought together 20 executives from 14 global companies.

Bespoke executive programs

Key Figures

+400

Entrepreneurs & Executives supported
over the last 10 years

+200

Women participate in our various programs
each year

+25

Events organized per year (presentations, panel
discussions, networking with a very active and
extremely qualified network)

2

European studies conducted to better understand
managerial behavior and gender stereotypes in
companies and entrepreneurship (soon to be
extended to the US and to Canada)

International Presence

Mainly based in Paris,
WIF has offices in New York,
San Francisco, Montreal and Singapore.



WIF-NUS Leaders in the New World Program

Ready To Lead

Ready To Transform

<p>29 Oct 2020 SGT TIME: 4pm to 5pm CET TIME: 9am to 10am</p>	<p>30 Oct 2020 SGT TIME: 4pm to 5.30pm CET TIME: 9am to 10.30am</p>	<p>3 Nov 2020 SGT TIME: 4pm to 5pm CET TIME: 9am to 10am</p>	<p>5 Nov 2020 SGT TIME: 4pm to 5pm CET TIME: 9am to 10am</p>	<p>6 Nov 2020 SGT TIME: 4pm to 5pm CET TIME: 9am to 10am</p>
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PRE-PROGRAMME

Programme planning and set-up 3 weeks prior to programme commencement

Webinar on Programme orientation by WIF & NUS 1 week prior to programme commencement

Making Sense Out of Uncertainties

F Scott Fitzgerald’s famously said “The test of a first-rate intelligence is the ability to hold two opposed ideas in the mind at the same time, and still retain the ability to function.” We will look at how to develop mental ambidexterity and agility to consider differing perspectives and redefine the boundaries of your thinking.

Leaders as Multipliers

“Why do some leaders drain intelligence while others make the people around them smarter?” Multipliers are “genius makers” who inspire people to stretch themselves to deliver results that surpass expectations.

In this 1.5hour virtual simulation, participants will identify their own multiplying and diminishing behaviors & discover how to best multiply the talent of their team and cross functional partners in order to drive long term business value

People: The Make-or-Break in Any Transformation

Ever-pervasive digital transformations abound along with responses to critical commercial operating conditions (e.g. COVID, changing market places & stakeholder expectations). We will explore the different people-related areas where alignment will impact significantly on the success of transformation & gain insight into the unintended consequences implementing AI can have on customers, leaders & staff, & highlight the very human aspects of the workplace that strongly determine how engaged, compliant or resistant people are during transformations.

Executive Presence: Your Personal Brand

We often think of executive presence as having the confident posture, strong projection of voice, and direct or commanding communication styles. These behaviours are manifested by a leader who has overcome fear and risk-aversion. We will explore how we can align our cognitive, affective, and conation states to develop executive presence. Professor Virginia Cha will invite two leading executive coaches on a panel discussion to explore this topic

Entrepreneurship Mindset in the New Normal

We focus on leadership development with understanding the concept of mindset – the growth vs fixed mindset and why it matters. To be successful, entrepreneurs have to embrace a growth mindset, where failure is not feared, but seen as a learning opportunity, and where reflective thinking is critical to intellectual growth and self-discovery. In this one hour session, we will explore these concepts and to allow ourselves to explore our own theory of the future.

POST-PROGRAMME

Be Part of the Exclusive NUS Executive Education Circle – access to NUS Business School Newsletters & Digests that inform of cutting-edge business thought leaderships and special features of joint industry projects with leading global corporate partners; Invitations to exclusive NUS Business School networking events to meet outstanding business executives in their respective fields of expertise

Optional:

2-Hr of Alumni Connect-Session to reinforce participants’ key takeaways: Sharing how participants have incorporated the learnings into their work in early 2021

Executive Education



Alumni Executive Circle

NUS Executive Education (NUSEE) is part of the globally ranked and recognised NUS Business School, where distinguished and industry professionals congregate and engage in exchanges seminars and exclusive dialogue sessions that discuss best business practices, explore opportunities of partnerships/collaborations, and share leadership experiences.

NUSEE offers its **Executive Circle** access to highly distinguished executives and select executive programme participants. Alumni of the Executive Circle get to enjoy stream of Business School newsletters and digests that inform of cutting-edge business thought leaderships and special features of joint industry projects with leading global corporate partners. They will also receive invitations to exclusive Business School networking events and meet outstanding business executives in their respective fields of expertise, adding to the prestige and enrichment opportunities outside of classroom engagements.



Virginia CHA

**Adjunct Professor,
Management &
Organisation**

**NUS Business
School**

Professor Virginia CHA is a leading educator of Innovation & Entrepreneurship in Singapore with multiple appointments at Singapore's leading tertiary education institutions: Adjunct Professor at NUS Business School and at INSEAD; Adjunct appointments at SMART (Singapore MIT Alliance for Research and Technology) and Lean LaunchPad @Singapore. At NUS, she teaches the MBA module on Entrepreneurship and Innovation, in addition to the EMBA module on Managing Change and Disruption. She has conducted numerous executive programs, with special original content on Entrepreneurial Mindset with emphasis on action-planning for Corporate Innovation Programs. Her research work in entrepreneurial logic has been published as a chapter in "The Entrepreneurial Behaviour. Unveiling the cognitive and emotional aspect of entrepreneurship", published by Emerald.

In her multi-faceted 40 year-long industry and academic career which spanned multiple countries, Virginia co-founded or was the sole-founder and CEO of multiple venture-funded, hi-tech companies in Singapore and China, with listings on NASDAQ and HKSE. She's co-authored a book "Asia's Entrepreneurs: Dilemmas, Risks and Opportunities" which captured Singapore's technology entrepreneurial history from 1995-2005. Additionally, Virginia is a member of the Future Council of World Economic Forum. In addition to teaching entrepreneurship, Virginia is also an active researcher, mentor, and angel investor in Singapore's entrepreneur ecosystem. Virginia has 16 companies in her angel investment portfolio, supporting start-up entrepreneurs with operations in Singapore, Vietnam, Indonesia, USA, Finland, and the UK.

Virginia's latest research into innovation is on the subject of restorative innovation (www.restorativeinnovation.com) This emergent framework uses an economic model on how sustainable goods can reach mass consumption through innovation along three dimensions: increased supply, supply chain efficiency, and increased adoption. This framework is now taught in leading Singapore tertiary institutions.

Virginia earned her Bachelor of Science in Information Computer Science, University of Hawaii, in 1980, and her PhD from National University of Singapore. She has lived in Hong Kong, Thailand, multiple cities in the U.S. and P.R.C., and continues to be based in Singapore.

Our Leadership & Organisational Development Expert



Dr. Robyn E. Wilson
NUSS-NUS Mentor

**Leadership &
Organisational
Development Specialist**

Dr. Robyn Wilson is a leadership and organisational development (OD) specialist with a hard science background. She has held senior leadership roles and has deep experience as business facilitator, consultant, executive coach, educator and researcher. She is currently the CEO of Praxis Management Consulting, a Singapore-based firm that provides facilitated strategy and leadership-related services to the greater Asia Region (covering Japan, Australia and the Middle East and everything in-between). Robyn helps her clients to find the clarity needed to grow sustainable businesses / organisations, manage relationships that matter, navigate change, and develop the people needed to grow the business. Providing facilitation support while business leaders, themselves, work on their issues and challenges plays to a fundamental philosophical approach Robyn has to her consulting work.

With a strong academic background in Mathematics, IT / IS and Engineering (including AI) and a decade of hands-on management (In Australia), Robyn has spent over two decades in Asia (arriving in '96) working extensively with senior leaders, their teams and organisations, across most industries, cultures, countries and with all facing very different types of challenges as they manage and grow their respective organisations.

She has worked closely with multi-national corporations ("MNCs"), Asian investment holding companies, government ministries & agencies, commercialising state-owned enterprises ("SOEs"), development banks, Government Linked Companies ("GLCs"), SMEs and Asia-grown companies across the Asia Pacific/Middle East regions, and startups.

Robyn's qualifications include a PhD from the National University of Singapore (IT Infrastructure, Service Quality and User Differences), a Masters of Engineering (including AI and Intelligent Information Processing) and a Post-Graduate Diploma from University of Western Australia, a Graduate Diploma in Computing from Curtin University and a BSc from University of Queensland (Mathematics and Statistics). She is certified in various organisational, team and personal development tools including 360-degree evaluations and psychometrics.



MANAS MAINRAI

**Virtual Simulation
Specialist**

Manas Mainrai has been with BTS for 9 years and heads BTS Offices across Southeast Asia. He manages key clients, and primarily focuses on large scale Change and Transformation projects. His Clients includes Accenture, AXA, Coca Cola, DBS, Deloitte, HP, ING, Intel, Olam, Semcorp, Unilever, Tiffany's, SingTel, Schlumberger, Abbott, Airtel, NSN, Microsoft and Oracle. Manas also works across Public Sector and Social Impact driven organization like The World Bank, IFC as well as various Government agencies and bodies in Singapore.

Manas brings extensive experience in the Financial Services, Pharma, Technology & Communications, Consumer Goods & Retail industries. He has spent over 15 years in consulting and service delivery roles focused on transformation, process optimization, and business continuity.

Most recently, at Frost & Sullivan Singapore, Manas worked as a Consultant focused on strategy definition projects across Asia and Europe. Prior, he led successful Corporate Partner integration projects at Aviva-UK, for companies including HSBC, Marks & Spencer, and Abbey National (Santander). Manas started his career as an Analyst for technology operations of Target Stores US where he led various customer intelligence initiatives. He has also been involved with various philanthropic organizations in the past. He speaks Hindi and English and has an MBA from NUS in Strategy and Organisation. His Industry expertise are in CPG/FMCG, Retail, Telecom, Pharma, Insurance, Professional Services, & Technology.

We would like to draw your attention that **the participation to the entire program (5 sessions) is required.**

Upon completion, each participant will be awarded with a joint **Digital Certificate** from the **National University of Singapore (NUS)** and the **Women Initiative Foundation (WIF).**

Please register either by **clicking on the link** or by **scanning the QR code** below.



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Endowment Fund

Women Initiative Foundation

10 years of action supporting
women executives
and
women entrepreneurs

