

# **WOMEN INITIATIVE FOUNDATION**

Fostering women leadership in corporations

## INTER COMPANY MENTORING PROGRAM Singapore

Kick Off May 7<sup>th</sup> 2021  
09:00-10:30 am



# Welcome ! \_\_\_\_\_



1. Meeting introduction by Laurence Onfroy, WIF Asia Director
2. This is WIF ! Testimonies
3. Presentation of the Program by Laure Marty, WIF Asia Programs Lead
4. Our corporate partners
5. Mentors and Mentees: pairs presentations
6. Next steps
7. Q&A and Closing

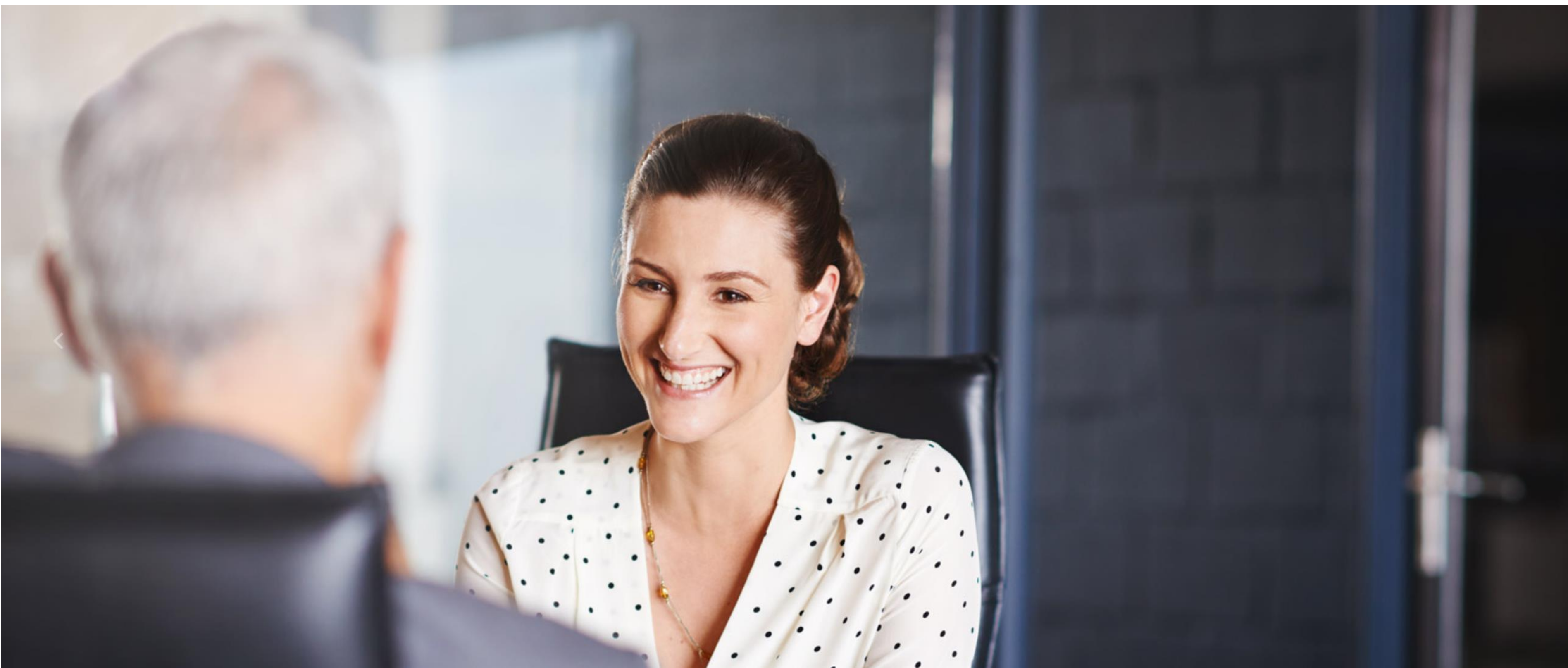
# 1. Meeting Opening

# Our objectives today \_\_\_\_\_

- Kick off the Intercompany Mentoring Program in Asia
- Present you the background, content and timeline of the Program
- Introduce participants and launch mentors & mentees pairs
- Answer your questions
- Capture this unique moment with a group picture !



# 2. This is WIF! Testimonies



[Testimonies from WIF Program: USA](#)

# 3. Presentation of the Program



# Set up of the program ---

- **A 1-year program**

- 2021-2022: 34 people with 17 mentors & 17 mentees
- 5 global companies
- 13 nationalities

- **WIF establishes the governance of the program:**

- We define the selection criteria for both mentors and mentees
- We are responsible for the mentor-mentee matching and guidance
- We act as an intermediary between the various corporations and between mentors/mentees

- **Mentors & mentees sign the WIF charter and confidentiality agreement** when they meet the 1<sup>st</sup> time



# Corporations participating to our WW Programs —

## Europe – launched in Feb 2019

- Oracle, Paypal, ENGIE, BNP Paribas and L'Oréal
- Supporting partners SODEXO, Hermes and AWS

## USA – launched in Sept 2019

- United Nations, Bank of the West/BNP Paribas, Salesforce, AXA Equitable, AXA XXL, ENGIE, Ernst & Young, AWS
- Supporting partners SODEXO

## ASIA – launched in May 2021

- BNP Paribas, ENGIE, Shell, Caterpillar, AWS

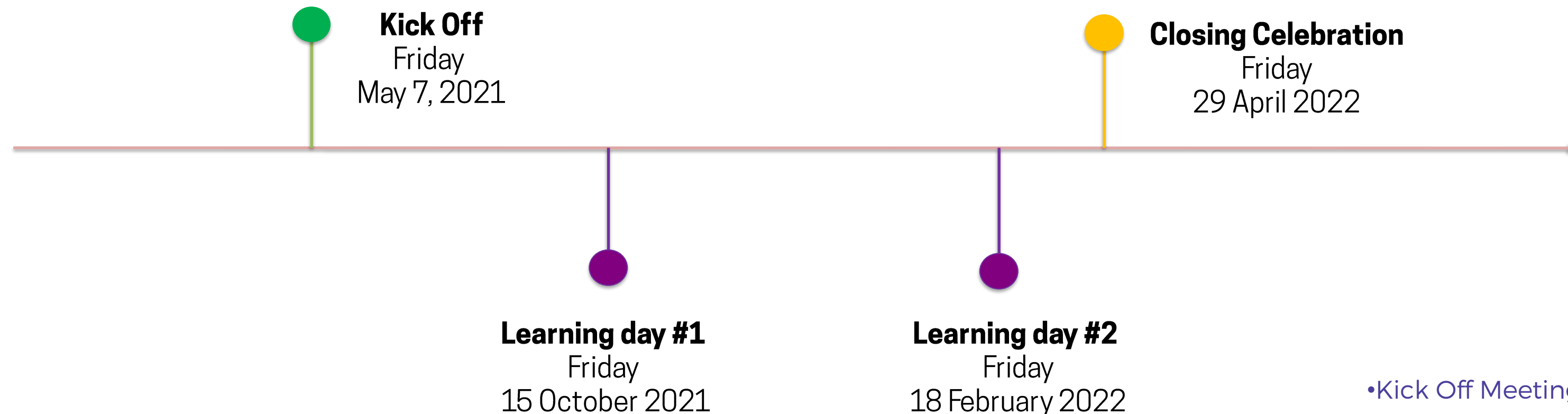


# The Mentoring Toolkit

- The **Mentoring Agreement**: for your review and signature between Mentor and Mentee to complete together during your first meeting (you keep it)
  
- **2 Mandatory** documents that you need to review and sign off, then send them back to us through email by 25<sup>th</sup> of May 2021:
  1. The WIF Mentoring Charter, including the Confidentiality agreement
  2. Picture Authorization Form
  
- **Useful** documents provided to you to support your mentoring commitment and that you will keep for yourself:
  - 1.The Mentoring process
  2. Tips for the First Meeting
  3. Tips for Managing the conversation
  4. Tips for giving and receiving feed back (for mentors only)
  5. Tips for the closing session
  6. The Do's and Don'ts

# Timeline overview

- **Friday, May 7, 2021** : Kick-off virtual meeting with the presentation of the mentor-mentee pairs, mentor-mentee introduction
- **Friday, 15th October 2021** : Learning day #1 Mentors-mentees gathering
- **Friday, 18th February 2022** : Learning day #2 Mentors-mentees gathering
- **Friday, 29th April 2022** : Closing of the Intercompany Mentoring Program with experience sharing and celebration.



# 4 . Our Corporate Partners

# Our Partners at BNP Paribas



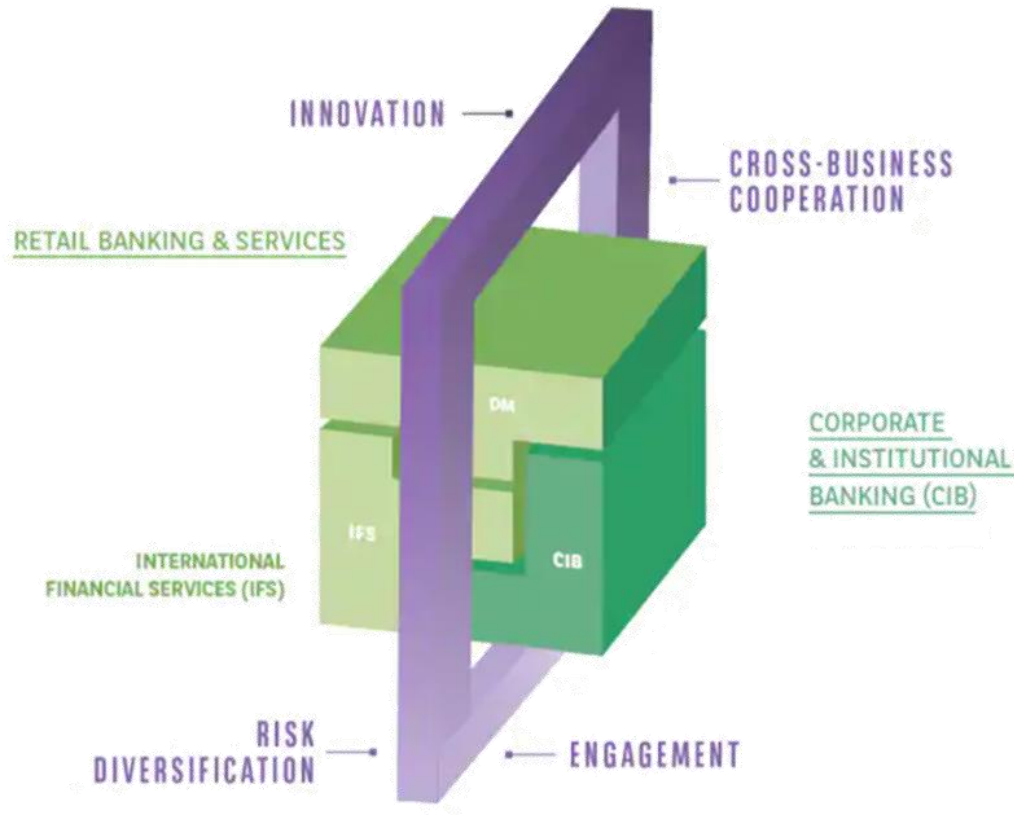
**Rebecca WONG**  
Singaporean  
Head of Human Capital Development,  
APAC



**Kristen CHAN**  
Canadian  
Manager, Human Capital Development



## WE ARE AT THE SERVICE OF OUR CLIENTS AND THE WORLD WE LIVE IN.



Net Income Group Share (2020):  
**USD 53.6bn**



Committed teams with  
**193,319 employees worldwide**, of which  
**2,200 in Singapore**



A European Group with global reach operating in **68 countries and territories**



### Gender Diversity at BNP Paribas



2020 targets:

25% women on EXCOs

25% women in Senior

Manager Positions

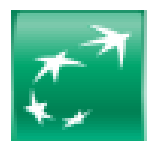


HeForShe



### Intercompany Mentoring Programme Commitment

4 Mentors 4 Mentees





•WIF Intercompany Mentoring Program- ASIA

## **Zhi Jian, TAN**

- Singaporean
- Shell Agriculture & Forestry/Business Development Advisor



## **Emily, YUAN**

- Chinese
- Shell Chemicals/Sales Manager



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- Company's mission statement: **To power progress together by providing more and cleaner energy solutions**
- Main activities in the region: **Chemicals, Decarbonisation, Manufacturing, Mobility, Trading**
- Total Headcount (worldwide): 87,000 (2020)
- Headcount in SG: 3,000+
- Company Revenue USD \$ (worldwide): \$183B (2020)
- Commitment into the Intercompany Mentoring Program: 5 mentors / 3+2 mentees

**Gender Diversity** : Would you like to share some objectives about your agenda in diversity and gender parity ?

- Shell globally is working to achieve 35% representation of women in our senior leadership group by 2025 and 40% by 2030 and increase racial & ethnic representation across our workforce.
- Shell SG's Network of Women (NOW) provides a platform for women to network, share best practices, enhance their professional abilities and improve their work life harmony.
- NOW also support women focused community programmes and partnered with BoardAgender, Breast Cancer Foundation, Conversations on Singapore Women's Development and SCWO



**E-Han Lum**  
Credit & Operations Manager  
Cat Financial



**Clarine Koh**  
Aftermarket Services Consultant  
Construction Industries

**OUR ROAD TO INNOVATION**  
STARTS WITH DIVERSITY AND INCLUSION

[inclusion.cat.com](http://inclusion.cat.com)

CATERPILLAR CONFIDENTIAL: GREEN



Women's Initiative Network

**CATERPILLAR®**

# This is Caterpillar

Based on Year-end 2020 Data



Power to Ace the Targeted Selection Interview

Power of Presenting Like a Pro

Power of Mentorship and Sponsorship

Power of Women in Sales and Marketing

4 Mentors  
4 Mentees

OUR SOLUTIONS HELP OUR CUSTOMERS BUILD A BETTER WORLD.

**OUR ROAD TO INNOVATION**

STARTS WITH DIVERSITY AND INCLUSION

[inclusion.cat.com](http://inclusion.cat.com)



Women's Initiative Network





ENGIE is a global reference in low-carbon energy

- 170,000 employees
- Turnover 2020 : EUROS 55,8 bn



**Renata SPADA**

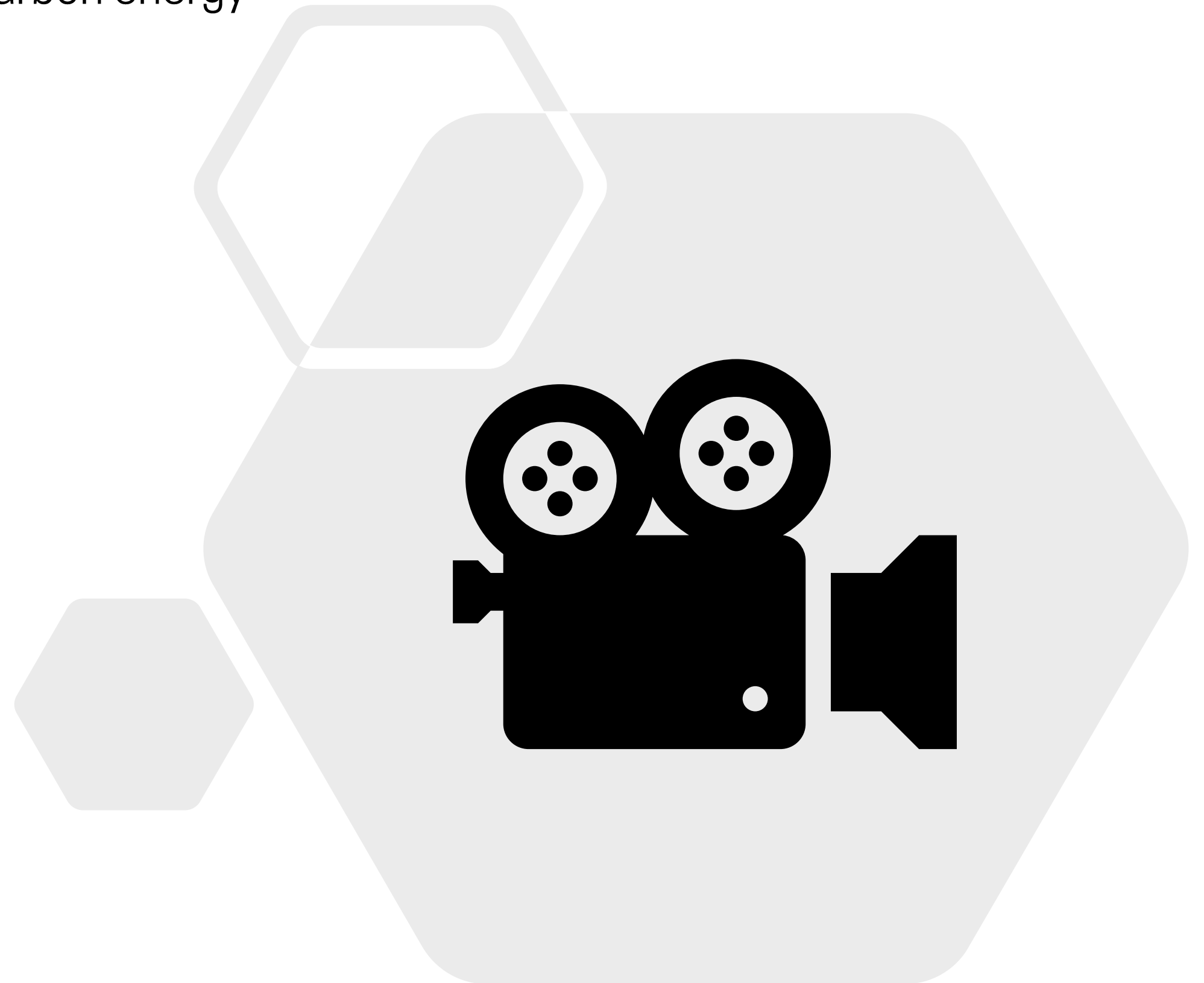
Group Talent Director /  
Head of Fifty-Fifty Program /  
Head of ExpAND Project



**Karen GOOVAERTS**

Corporate Review Manager  
& Leadership Development

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•WIF Intercompany Mentoring Program- ASIA

**Lauren Jauncey**

APAC Inclusion and Diversity  
Leader



**Sandra Teh**

Head of APJC, Global  
Employer Brand



**Liana Teo**

Principal HR Business  
Partner



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# Amazon Web Services



Company's mission statement: For over 15 years, Amazon Web Services has been the world's most comprehensive and broadly adopted cloud platform. AWS has been continually expanding its services to support virtually any cloud workload, and it now has more than 200 fully featured services for compute, storage, databases, networking, analytics, machine learning and artificial intelligence (AI), Internet of Things (IoT), mobile, security, hybrid, virtual and augmented reality (VR and AR), media, and application development, deployment, and management from 80 Availability Zones (AZs) within 25 geographic regions, with announced plans for 15 more Availability Zones and five more AWS Regions in Australia, India, Indonesia, Spain, and Switzerland. Millions of customers—including the fastest-growing startups, largest enterprises, and leading government agencies—trust AWS to power their infrastructure, become more agile, and lower costs

Total Headcount (worldwide): Amazon has thousands of employees globally and we are still hiring and building our teams in the Asia Pacific region to support our customers, partners and local communities.

Company Total Turnover Net Sales USD \$ (worldwide): AWS is a 54 billion run-rate business (based on Q12021 earnings report).

Committment into the Intercompany Mentoring Program: 2 mentors / 4 mentees



Gender Diversity :

Would you like to share some objectives about your agenda in diversity and gender parity ?

At AWS, we believe the future of technology is every colour, gender, belief, origin, and community. The future of technology is diverse, inclusive, and accessible—but we have a long way to go before realizing this future. It is through partnerships with our customers and communities that we can drive faster, sustainable, positive change.

Our [Women in Technology series](#), celebrates and amplifies the voices of women founders in sharing their start up stories. It involves a series of short videos and an e-book to inspire girls and women to ‘think big’ about how they can leverage technology to enable more inclusive, diverse, and equitable communities.



# 5. Mentors and Mentees' Pairs Presentation

# 6. Next steps

# Next Steps ---

- What's App groups:
  - 1- for all
  - 2- for mentors only
  - 3- for mentees only
- After the meeting, WIF will send an email to each pairs for you to connect
- Set up your first meeting with your mentee or mentor
- Stay tuned on LinkedIn and follow the WIF profile !

# 7. Q&A & Closing

# Contacts

•WIF Intercompany Mentoring Program



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