

# ASIA WOMEN LEADERS PROGRAM



Asian Development Bank  
Asian Development Bank Institute

19–21 November 2018 • Tokyo, Japan



## WOMEN'S LEADERSHIP: A CATALYST FOR GENDER EQUALITY AND INCLUSIVE GROWTH

Day 1—Monday, 19 November 2018

### MODULE 1: Connecting the Dots between Women's Leadership, Gender Gaps, and Inclusive Growth

#### Objectives

- To learn about persisting gender inequalities in Asia and the Pacific in human development, economic empowerment (e.g., quality jobs, entrepreneurship and financial inclusion), participation in decision-making and leadership, access to quality infrastructure and services; and climate, economic and other resilience to external shocks.
- To build knowledge of global and national commitments, and legal, policy, and development finance tools women leaders in governments can use to transform lives of women and girls in their respective country, including Sustainable Development Goals (particularly Goal 5).
- To reflect on how women's leadership catalyzes gender equality and inclusive growth.
- To hear about personal journeys to leadership and exchange experiences with peers.
- To understand that leadership development is about building one's own personal capacities and confidence as well as building one's ability to motivate and enable others to participate and improve their lives and communities.

9:00–9:30 a.m.      **Registration**

#### Inaugural Session

#### Open Session

- 9:30–9:45 a.m.      ***ADB and ADBI Opening Remarks and Introductions***
- *Chul Ju Kim*, Deputy Dean, ADBI
  - *Sonomi Tanaka*, Chief of Gender Equity Thematic Group, Sustainable Development and Climate Change Department, ADB
- 9:45–10:15 a.m.      ***Regional Overview: Why Gender Equality and Women's Leadership Matter in Development of Asia and the Pacific***
- *Yumiko Tanaka*, Professor, Josai International University; Representative of Japan, UN Commission on the Status of Women; Former Senior Gender Advisor, JICA
- 10:15–10:30 a.m.      Plenary Q&A and Discussion  
*Moderator: Sonomi Tanaka*

- 10:30–10:45 a.m. Break
- 10:45–10:50 a.m. **Program Overview**
- *Tülin Akin Pulley*, Sr. Gender and Development Consultant, ADB
- 10:50–11:30 a.m. **Sustainable Development Goals and the Transformative Gender Agenda in Asia and the Pacific** (25 mins presentation and 15 mins Q&A)
- *Sonomi Tanaka*, Chief of Gender Equity Thematic Group, ADB
- 11:30–12:00 p.m. **Changing Mindsets to Tackle Entrenched Social Norms in Pakistan**
- *Irum Ahsan*, Principal Counsel, Law and Policy Reform, Office of General Counsel, ADB
- 12:00–12:15 p.m. Plenary Q&A and Discussion
- *Moderator: Amardeep Kainth*, Research Associate, ADBI
- 12:15–1:15 p.m. Lunch

## Session 1: Sharpening Skills for Negotiation

### Objectives

- To understand that taking a leadership role in your family, work or community will involve negotiations, building alliances and decision-making at different levels.
- To learn key negotiation strategies and navigate underlying gender barriers to open pathways to leadership and gain legitimacy in decision-making positions.

### Open Session

- 1:15–1:45 p.m. **Negotiation and Leadership: Gender Perspectives**
- *Tülin Akin Pulley*, Sr. Gender and Development Consultant, ADB
    - Barriers to Women's Leadership
    - Understanding Unconscious Gender Bias
    - Negotiation Strategies for Change
- 1:45–3:15 p.m. **Group Discussion and Role Play (4 groups of 6–8 participants)**
- Negotiation Case Study: Patria's Problem
- 3:15–3:45 p.m. **Negotiation Role Play and Plenary Discussion: Solving Patria's Problem**
- 1 group will be selected to role play in front of the big group (10 mins)
  - Other groups will provide feedback and share different negotiation strategies they proposed to solve Patria's problem in their groups (20 mins)
- *Moderator: Edna Diez*, Director, Human Resources Policy and Programs Division, ADB
- 3:45 – 4:00 p.m. Break

## Session 2: Women Moving Up the Career Ladder: Building Alliances, Networks and Becoming Change Agents

### Objectives

- To learn how to negotiate changes in a rapidly changing Asia and the Pacific landscape.
- To share experiences in building alliances and networks within and outside their organizations and discuss how women's collective voice supports women's leadership and bring attention to priority gender issues.
- To explore how to be an effective leader and negotiator to move up the career ladder.

### Open Session

4:00–5:00 p.m. **Panel Presentations:** (20 mins each with 30 mins plenary Q&A)

#### ***Advancing a Career in Government: Experiences and Challenges***

- *Alka Upadhyaya*, Joint Secretary (Rural Connectivity) & Director General, National Rural Infrastructure Development Authority (NRIDA), Ministry of Rural Development (MORD), India

#### ***Rising to the Top: Women's Role in Economic Policy-making***

- *Sayuri Shirai*, Visiting Scholar, ADBI; Professor of Economics, Keio University; Former Policy Board Member, Bank of Japan; Former Economist, International Monetary Fund

#### ***Building Gender Equality in the Workplace***

- *Edna Diez*, Director, Human Resources Policy and Programs Division, ADB

5:00–5:30 p.m. **Roundtable Discussion and Plenary Q&A**

- *Moderator: Prabhjot Khan*, Social Development Officer (Gender), India Resident Mission, ADB

5:30–6:00 p.m. **Group Photo**

6:00–8:00 p.m. **Welcome Reception and Buffet Dinner**

Venue: Kazankaikan (<https://kazankk.org/>)

Address: 37<sup>th</sup> Floor, Kasumigaseki Common Gate, 3-2-1 Kasumigaseki, Chiyoda-ku, Tokyo (Building adjacent to ADBI)

## Day 2—Tuesday, 20 November 2018

### Open Session

- 9:30–10:00 a.m. **Leading Public and Private Sector to Invest in Women’s Economic Empowerment in the Philippines and the Asia Pacific Region**
- *Nora K. Terrado*, Undersecretary, Trade and Investments Promotion Group, Department of Trade and Industry, Philippines
- 10:00–10:15 a.m. Plenary Q&A and Discussion
- *Moderator: Pitchaya Sirivunnabood*, Economist, ADBI

## MODULE 2: Strengthening Leadership and Communication Skills I

### Objectives

- To develop self-confidence in communications.
- To learn to speak with authority and clarity.
- To practice assertive communications, the “language of leadership.”

### Session 3: Communication Skills for Leaders: How to Speak with Authority, Confidence, and Clarity

*Facilitators: Tim Ward and Teresa Erickson*, Intermedia Communication Training

### Open Session

- 10:15–11:15 a.m. **Speaking with Authority**
- This session will identify use of body language, voice inflections, and word patterns that may diminish a leader’s natural authority. The difference between assertive and aggressive communications for women in an Asian cultural context will be explored.
- 11:15–11:30 a.m. Break
- 11:30–12:30 p.m. **Communicating with Clarity**
- Clarity is a vital quality for leaders, especially in contexts where women need to project authority. A rhetorical structure that enables participants to prepare remarks in an organized, linear fashion will be demonstrated. Key points are reinforced with sample videos.

### By Invitation Only

- 12:30–3:30 p.m. **Practicing Leadership and Communication Skills:**
- **Video-taped Practice sessions:** In split groups, half the participants will eat lunch while the other half goes through a training exercise that puts each women leader on camera, delivering a short talk or speech. This is followed by expert coaching and peer feedback. (See detailed schedule below)

**GROUP 1:**

- 12:30–2:00 p.m. **Authoritative Communications Practice** (Group 1)
- 2:00–2:45 p.m. Lunch
- 2:45–3:30 p.m. Networking & Videos on Leadership

**GROUP 2:**

- 12:30–1:15 pm Lunch
- 1:15–1:45 pm ***Gender Gap in the Growing Fintech Market in China***  
(20 in w/10 min Q&A)
- *Bihong Huang*, Economist, Research Fellow, ADBI
- 1:45–2:00 p.m. Networking & Videos on Leadership
- 2:00–3:30 p.m. **Authoritative Communications Practice** (Group 2)
- 3:30–3:45 p.m. Break
- 3:45–4:00 p.m. **Open Discussion:** Questions and comments on the day's learning on communications skills

**Open Session**

- 4:00–4:30 p.m. ***Opening Pathways for Gender Equality and Women's Empowerment in Cambodia***
- *H.E. Kheng Samvada*, Permanent Secretary of State, Ministry of Women's Affairs, Cambodia
- 4:30–4:45 p.m. Plenary Q&A and Discussion
- *Moderator: Sonomi Tanaka*, Chief of Gender Equity Thematic Group, ADB

## Day 3—Wednesday, 21 November 2018

### Open Session

- 9:30–10:00 a.m. **Breaking Barriers for Diversity and Women’s Leadership –ewoman, Japan**
- *Kaori Sasaki*, Founder & CEO, ewoman, Inc., UNICUL International, Inc. Founder and Chair, International Conference for Women in Business
- 10:00–10:15 a.m. Plenary Q&A and Discussion  
*Moderator: David Dole*, Senior Economist, ADBI

### MODULE 3: Strengthening Leadership and Communication Skills II

#### Objectives

- To increase leadership capabilities.
- To develop strategies for self-empowerment.
- To learn strategies for answering questions effectively in basic interviews.
- To learn communications techniques for interacting with the media.

#### Session 4: Communication Skills for Leaders: How to Think on Your Feet, Answer Tough Questions Effectively and Work with the Media

*Facilitators: Tim Ward and Teresa Erickson*, Intermedia Communication Training

### Open Session

- 10:15–11:15 a.m. **Answering Questions Effectively and Working with the Media**
- Participants learn how to organize their information into clear, direct answers; create powerful messages to use in their answers; be concise and avoid jargon; use facts, numbers, examples, and stories to persuade their audience; connect their information to the listeners’ perspectives; think on their feet; and be quotable. They will also learn how to prepare notes for interviews and work with the media to get the storyline they want.
- 11:15–11:30 a.m. Break
- 11:30–12:15 p.m. **Handling Difficult Questions**
- Participants explore most common types of difficult and hostile questions, learn techniques on how to defuse them and transition back to their message to stay credible and in charge:
    - False and Damaging questions: How to give authoritative denials, and explain the truth. Don’t repeat negative allegations.
    - True and Negative: How to bring emotions back to neutral during hostile conversations.
    - General Questions: How to handle broad queries to focus on specific, relevant issues.

- Misinformed: effectively correct “cool” mistakes in questions, so you can take the initiative and deliver your message.
- Hypothetical: How to avoid speculating and stick to present facts.
- Blame: How to steer clear of blaming other and focus on solutions.
- Misdirected and political questions: how to skillfully avoid giving an answer.
- What to say when you don’t know the answer.

### **By Invitation Only**

12:15–3:15 p.m.

#### **Practicing Basic Interview Skills**

- **Video-taped Practice Sessions:** In split groups, half the participants will eat lunch while the other half goes through a training exercise that puts each woman leader on camera, answering a practice question precisely relevant to her job (via a pre-filled information form). This is followed by coaching from the experts, and feedback from peers. (See detailed schedule below)

### **GROUP 2:**

12:15–1:45 p.m.

**Authoritative Communications Practice (Group 2)**

1:45–2:30 p.m.

Lunch

2:30–3:15 p.m.

Networking & Videos on Leadership

### **GROUP 1:**

12:15–1:00 p.m.

Lunch

1:00–1:45 p.m.

Networking & Videos on Leadership

1:45–3:15 p.m.

**Authoritative Communications Practice (Group 1)**

3:15–3:45 p.m.

Break

3:45–4:00 p.m.

**Open Discussion:** Questions and comments on the day’s learning and communications skills building.

## CLOSING SESSION

4:00–4:15 p.m.

#### **Closing Remarks**

- *Sonomi Tanaka*, Chief of Gender Equity Thematic Group, ADB
- *David Dole*, Senior Economist, ADBI

4:15–4:30 p.m.

#### **Participant Feedback and Evaluations**

4:30–5:00 p.m.

#### **Refreshments and Networking**