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DIFFERENCE MAKERS



WOMEN OF SUBSTANCE

(WOS) SYMPOSIUM 2022

Diversity, Equity & Inclusion Towards Future Sustainability

20 January 2022 (Thursday), 9.00 am – 1.15 pm

Gender equality and women's full equal participation in all areas of life, especially decision-making, are integral to the Decade of Action and meeting the Sustainable Development Goals (SDGs) by 2030. By creating spaces that elevate, amplify, and empower women, the Women of Substance (WOS) Symposium 2022 seeks to inspire attendees while fast-forwarding the leadership roles of women in meeting the 2030 deadline.

Women leaders are encouraged to champion the SDGs by participating in the WOS 2022, themed "Diversity, Equity and Inclusion towards Future Sustainability". The WOS intends to upskill participants on strategy development, communications, influencing and problem-solving skills, while building their all-round capacity and capability.

In just half a day, attendees will benefit from the WOS's carefully curated content centering upon megatrends, diversity, equity and inclusion (DEI), sustainable leadership from the perspective of women leaders and ESG strategy. Through presentations, expert panel discussions, and dynamic exchanges with industry experts and other accomplished professionals, this symposium will set the stage for women leaders to excel in the C-Suite and the Boardroom.

ATTEND THE WOS 2022 TO OBTAIN THE FOLLOWING KEY TAKEAWAYS:

- **INSIGHTS** into Global Megatrends on diversity
- **ANALYSE** best practices of high performing boards
- **DEBATE** ideas and perspectives on strategy and business sustainability
- **HANDLING** disruptions through innovative leadership
- **APPLY** strategies to enhance the board's oversight of ESG

WHO SHOULD ATTEND

- CEOs
- Executive Directors
- Non-Executive Directors
- Chairmen
- Members of Boards
- Company Secretaries
- Board Consultants
- Board Advisors
- Business Owners

SYMPOSIUM PROGRAMME

8.30 am PARTICIPANTS LOGIN TO PLATFORM

9.00 am **WELCOME REMARKS**

9.10 am **GLOBAL FUTURE MEGATRENDS: THE NEW WORKFORCE**

–9.55 am Effective leaders will need to be hyper-aware of megatrends as these will shape the expectations, behaviours and needs of society and talent to which agile businesses must respond.

This session will give an overview of the global megatrends expected to transform the new workforce and how these might impact women leaders, including:

- » Demographic shifts through globalisation and urbanisation
- » The climate change agenda
- » Hyperconnectivity through technology
- » The diversity agenda
- » Leadership through crisis

9.55 am BREAK

10.15 am **PANEL DISCUSSION**

–11.15 am **CHAMPIONING DIVERSITY, EQUITY, AND INCLUSION**

Investors are increasingly interested in the environmental, social, and governance (ESG) factors which include diversity and inclusion. Diversity is a critical factor in improving not just the quality of a company's leadership and decision-making, but also its overall financial, environmental, social, and governance performance, and ultimately, the company's sustainability. Organisations can benefit from internalising the values of diversity, and communicating these by making a public commitment to diversity on their website or in an annual report.

This session will explore how organisations can set a strong tone from the top and reap the optimal benefits of diversity by:

- » Leveraging on the power of parity and inclusion
- » Selecting the optimal board composition (skills, experience, demographics)
- » Exploring a talent development and mentoring programme for leadership roles
- » Skillfully setting nominations and governance strategy to promote diversity
- » Championing corporate governance principles and practices in addressing succession planning with objectivity and professionalism

PANELLIST

LIM TAU KIEN *Independent Non-Executive Director, Digital Nasional Berhad*

11.15 am **PANEL DISCUSSION**

–12.15 pm **SUSTAINABLE LEADERSHIP OF THE FUTURE**

From increasing productivity and enhancing collaboration to inspiring organisational dedication, the benefits of elevating women to leadership roles are well documented. Women leaders may provide fresh perspectives into decision-making and value creation. With more women in upper-management positions, research suggests that businesses can shift from short-term profit maximisation to a broader focus on longer-term goals.

This session will impart knowledge on:

- » Effective leadership traits in managing future challenges
- » The competitive edge of soft skills in the boardroom
- » Sustainable leadership as a driver for future sustainable corporate performance
- » The different expectations when serving on the board of Government Linked Companies (GLCs), Financial Institutions (FIs), and Public Listed Companies (PLCs) as opposed to entrepreneur-owned organisations
- » Leadership traits required at an entrepreneur-owned PLC

MODERATOR

RAJEN MAKHIJANI *Client Partner & ESG Solutions Head, Korn Ferry Singapore*

PANELLISTS

PROFESSOR EMERITUS DATUK NORMA MANSOR *Director, Social Wellbeing Research Centre, Universiti Malaya*

RIDHIMA KHANUJA *Country Head, Malaysia, Kincentric*

DR YASMIN RASYID *Sustainability Director, Lendlease Malaysia*

12.15 pm **PANEL DISCUSSION**

–1.15 pm **ESG OVERSIGHT: FROM A COMPLIANT TO A STRATEGIC MINDSET**

ESG is dominating the Corporate Governance agenda as it is perceived as a global phenomenon that will usher in greater corporate accountability. This phenomenon has helped shape stakeholder expectations, catalysed continuous market-driven changes and regulatory developments in favour of ESG, and even increased Global Shareholder Activism. This has created a sharp learning curve for directors, executives, investors, and other stakeholders who must navigate carefully through this new landscape in order to balance the expectations and interests of various parties.

This discussion will share strategies on enhancing the management's role and board's oversight on ESG including:

- » ESG levers—policy, social, investor, regulatory and financial
- » Identification of sustainability issues that will affect financial performance
- » Grasp of reporting standards for sustainability performance
- » Crafting an authentic value creation story that narrates the company's ESG performance to the market
- » The Board's role in managing the sustainability of share prices and enhancing shareholder value

MODERATOR

DR KALANITHI NESARETNAM *Co-Founder, Climate Governance Malaysia*

PANELLISTS

TUNKU ALIZAKRI RAJA MUHAMMAD ALIAS *Chairman, Malaysia Venture Capital Management Berhad (MAVCAP)*

ILHAM SUNHAJI *Board of Trustee, Women Leadership Foundation (WLF)*

SHAREEN SHARIZA DATO' ABDUL GHANI *Chief Executive Officer & Co-Founder, Sorga Innovation Sdn Bhd*

1.15 pm END OF WOS



TUNKU ALIZAKRI RAJA MUHAMMAD ALIAS

Tunku Alizakri Alias is the Chairman of Malaysia Venture Capital Management Berhad (MAVCAP) which is tasked by the Government to develop and add value to the VC ecosystem of Malaysia. He has extensive experience covering fund management and the financial industry, public sector administration and central banking, media and telecommunications, property development, plantations and oil and gas. He had also served as Chief Executive Officer of the Employees Provident Fund (EPF), having joined the EPF in 2014 as the Deputy Chief Executive Officer for the Strategy Division overseeing national policies on social protection, and developing EPF products and services, and was an ex-officio member of the EPF Board and Investment Panel. He also sits on the board of Sime Darby Plantation Berhad, IHH Healthcare Berhad, Bumi Armada Berhad, and Prudential BSN Takaful Berhad. He is passionate in the areas of social security, and served as Vice Chair of Technical Commission on Organisation, Management & Innovation of International Social Security Association (ISSA) and the Secretary-General of Asean Social Security Association (ASSA). Alizakri is also the founder of PAN Productions Kuala Lumpur which won multiple awards for excellence in the musical theatre genre since 2010. Other than producing musicals, he also performs onstage (for which he was nominated for Kakiseni's Best Supporting Actor award in 2016).



ILHAM SUNHAJI

Ilham is the Head of Corporate Strategy and Research at the Malaysia Petroleum Resources Corporation (MPRC) and her mission, via policy advocacy and advising, is to accelerate the growth of oil, gas, and energy in Malaysia. Ilham is now spearheading the establishment of a national OGSE sustainability roadmap with the purpose of raising the adoption of environmental, social, and governance (ESG) practises by oil and gas SMEs. Whilst serving as Senior Vice President of PEMANDU, she oversaw the Gas Market Liberalisation effort which is a component of the energy transformation to drive the country's energy security and sustainability agenda. Additionally, as the Influence Lead for the 30% Club, she is responsible for influencing both the public and private sectors to increase the number of women in the boards of directors of Malaysian public listed companies, government-linked businesses and corporations. Ilham is a member of the Women Leadership Foundation's (WLF) board of trustees, which aims to nurture 2500 female leaders who will contribute to Malaysia's economic growth. She also serves on the boards of directors of two public listed firms, Econframe and Ocean Vantage Holdings.



DR KALANITHI NESARETNAM

Dr Kalanithi is co-founder of Climate Governance Malaysia (CGM) which is the country chapter of the World Economic Forum's Climate Governance Initiative. She is currently an Independent Non-Executive Director (INED) at IOI Corporation Berhad, a public listed company. She is an ESG advocate and recently completed The Oxford University's Leading Sustainable Corporations Programme at the Said Business School. She holds a PhD in Biochemistry and Molecular Biology from the University of Reading, UK and has research publications and patents to her credit. She is familiar with international markets having worked and travelled extensively in Europe, Australia, America and Asia. She held the position of Director, Product Development and Advisory Services at the Malaysian Palm Oil Board and subsequently as Minister in the Embassy of Malaysia to Belgium and Mission to the European Union.



LIM TAU KIEN

Tau Kien began her career with Ernst & Young United Kingdom, before serving the Ministry of Finance and Prime Minister's Department as a Federal Accountant. She subsequently joined the Royal Dutch Shell Group where she held various senior finance positions for over a period of 25 years, her last position being the Country Chief Financial Officer/Finance Director/Country Controller of the Shell Companies of China from 2004-2008. Tau Kien has been a director of listed and non-listed companies since 1997, including at HLA Holdings, GLM REIT Management, and Digital Nasional Bhd. She graduated from the University of Glasgow Faculty of Law and is a member of the Institute of Chartered Accountants of Scotland.



PROFESSOR EMERITUS DATUK NORMA MANSOR

Professor Datuk Norma is the Director of the Social Wellbeing Research Centre of Universiti Malaya, a position she has held since 2013. She was also appointed the Secretary of the National Economic Advisory Council at the Prime Minister's Department (2009 to 2011) after being the Dean of the Faculty of Economics and Administration from April 2004 to June 2009. She was also an advisor and a consultant to various organisations, including the National Institute of Public Administration, Sarawak Economic Development Corporation, the United Nations Development Programme, World Bank, International Labour Organisation, Organisation for Economic Co-operation and Development, and the European Union. As an academic, she has written extensively in books and scholarly journals. She was awarded Emeritus Professorship by the Universiti Malaya in October 2018. She is currently the Independent Non-Executive Director, Chairman of the Board Numeration and Remuneration Committee of Top Glove Corporation Berhad. She is also an academic fellow of the Universiti Sains Malaysia, a fellow of the Academy of Sciences Malaysia, President of the Malaysian Economic Association, a Board member of the Employment Insurance System (SOCSO). Apart from that she is a Member of the Minimum Wages Council, President of the Malaysian Economic Association, Secretary to the National Economic Advisory Council of the Prime Minister's Department (2009-2010), and was the former Dean of the Faculty of Economics, University of Malaya.



RAJEN MAKHIJANI

Rajen is the Client Partner and ESG Solutions Head at Korn Ferry Singapore, and brings a 360-stakeholder view and ecosystem approach in serving his clients on their ESG, Sustainability and Purpose agenda. He has 21 years of diverse experience advising leaders in business, society, politics, bureaucracy, UN, private equity, foundations, family businesses and academia. He works with clients in three areas: behaviour shift, structural change, and change/communications. He has served MNCs and local clients across two dozen countries in Asia and Africa and also serves as the voice of emerging markets on matters of sustainability and ESG. His previous work experience includes being a McKinsey consultant; Founder and Global Head of Dalberg Consulting's Global Talent & Leadership practice in Singapore; Country Director at University of Chicago Tata Centre for Development and International Innovation Corps in India; and founded a boutique consultancy, Leadership by Results. He has been a two-time TEDx speaker, an author, contributor to several business publications, and a member of the core design and delivery team of "Lead Like Gandhi", conducted at the Gandhi Ashram. Rajen holds an MBA from the Indian Institute of Management Calcutta, a Bachelor's in Commerce from University of Mumbai, completed the courses Business of Sustainability by INSEAD Singapore and Principles of Sustainable Finance by University of Rotterdam, and is enrolled in CFA's programme, Certificate in ESG Investing.



RIDHIMA KHANDUJA

Ridhima is the Malaysia Country Head at Kincentric and has over 15 years of consulting and line management experience. Before joining Kincentric, a strategic acquisition between Spencer Stuart and Aon, she was with Aon for over eight years working in multiple geographies across the region including Singapore, Brunei, Vietnam and Philippines. Prior to Aon, she was with PwC, ECS Limited and HCL Technologies in India. She has been enabling organisations to deliver their business outcomes through effective people interventions across employee engagement and organisation culture, capability framework design and development, and HR effectiveness review and improvement. She is an acknowledged Subject Matter Expert in the area of competency design and has contributed towards designing Kincentric's unique point of view towards competency design aligning science and art of competencies. She has supported clients from diverse industries (Financial Services, Telecom, manufacturing) in articulating their behavioural and technical capability frameworks to enable effective talent management. She is a certified facilitator on multiple psychometric (personality and cognitive capability profiling tools) including ADEPT (Aon's Proprietary Tool), MBTI, Facet 5, LPA and IRIS. She has assessed and coached over 500 managers across managerial levels from multiple industries leveraging on competency, personality and cognitive based tools customised to client's expectations and context. Ridhima holds a Masters in Human Resources & Organisation Development from Delhi School of Economics, University of Delhi.



SHAREEN SHARIZA DATO' ABDUL GHANI

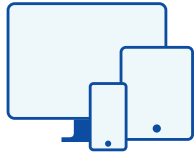
Shareen is Chief Executive Officer, Co-Founder and Director of Sorga Innovation, a boutique advisory firm specialising in human capital/talent strategies and solutions. She has deep interest and expertise in ESG and Sustainable development, and is the main driver for the development of ESG/sustainability strategies as a specialist consultant to Malaysian GLCs, SMEs, government agencies and nonprofits. Prior to Sorga, she served Talent Corporation Malaysia Berhad as Chief Executive Officer where she designed and executed a national talent/human capital strategy and action plan with a focus on optimising top talent to meet demands of key economic growth sectors. She was with at Khazanah Nasional Berhad for 9 years and was Director of Sustainability & Corporate Responsibility where she led the strategy and development of a triple bottom line framework and Sustainable Development strategy in addressing sustainability factors in investment portfolios using the global ESG framework. She was also Chief Operating Officer of MERCY Malaysia and was responsible for the management of MERCY's global humanitarian operations in 7 countries. She currently serves as a Committee Member for the Sustainability & Development Committee of Bursa Malaysia, and is an Independent Non Executive Director of MTT Shipping Berhad. Shareen holds a Master of Studies in Sustainability Leadership from Cambridge University, a Master in Public Policy from University Malaya, a Post Graduate Certificate in Sustainable Business from University of Cambridge, and a Bachelor (Hon) in Journalism/Mass Communications from University Sains Malaysia. She started her career in 1993 in the field of corporate communications.



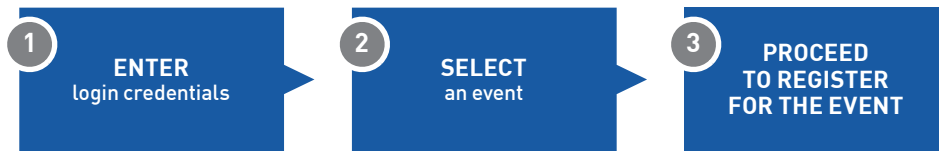
DR YASMIN RASYID

Dr Yasmin is an Environmental Activist and Sustainability Professional, and is the Sustainability Director at Lendlease Malaysia, where she leads the development and implementation of sustainability strategies and plans toward a carbon neutral business. She has 20 years of experience and knowledge in sustainability, community development, social entrepreneurship and social responsibility in Malaysia, and is involved in community mobilisation and research-based programmes on issues related to sustainability. She had previously served as the Programme Director of Social Entrepreneurship Development at Malaysian Global Innovation and Creativity Centre (MaGIC) where she led the development and implementation of social entrepreneurship policies and relevant programmes for the government of Malaysia (under the Ministry of Entrepreneur Development). She was also Founder and President of EcoKnights, Co-founder of Poptani Asia Sdn Bhd, and past Chairman of the Malaysian Environmental NGOs (MENGO) where she led the national coalition of 26 environmental NGOs to advocate for sustainable policies and actions with the government of Malaysia. Dr Yasmin holds a degree in Marine Biology and a minor in Contemporary Religion from Duke University, an M.Sc. in Biotechnology from University Malaya, and a PhD in Sustainability Science from University Malaya.



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- For selected webinars, the fee includes e-materials.
- **Individual Registration:** Full payment shall be made at the point of online registration.
- **Corporate Registration:** Full payment shall be made within thirty (30) days from the date of the Invoice or 1 day before the webinar, whichever earlier.
- Access to join the webinar shall be granted only upon full payment as per the above requirement.

WEBINAR ACCESS LINK

- The Access Link will be emailed at least 24-hours before the commencement of the webinar.
- The Access Link is unique and should not be forwarded/shared with others.

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Should the participant decide to cancel his/her enrolment, a cancellation policy shall be applied as follows:

- For written cancellation received with minimum seven (7) days' notice from the date of the webinar, no penalties will be imposed and full refund will be made to participants who have paid.
- For written cancellation received less than seven (7) days from the date of the webinar, an administrative charge of 20% of the registration fee will be imposed. Unpaid registrations will also be liable for a 20% administrative charge.
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- Replacing registered participants is not allowed.

PARTICIPANT'S CLASSIFICATION AND INFORMATION

Category: Corporate/Individual

- Please select the participant classification carefully as it determines the fee payable. No alteration will be allowed upon registration.
- The information on Corporate/Individual provided shall be deemed true and correct. No alteration will be allowed upon registration.

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- Live Q&As, quick polls/surveys will be carried out throughout the webinar.
- For selected webinars, pre and/or post course materials will be shared with participants.
- Self-assessment quizzes at the beginning as well as at end of the webinar will be given to enable participants to self-evaluate themselves on their learning performance and level of understanding of the programme content.
- Participants will be issued with an e-certificate of attendance and awarded CPE credit hours upon strict compliance of the following terms:**
 - Remain logged in at least 80% of the time allocated for the webinar,
 - Submit the post-course evaluation on learning outcome within 3 days after the completion of the webinar (late submission of the post-course evaluation will not be entertained).
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SYMPOSIUM FEES

Member (MIA, ACCA, AFA, Boardroom, CAANZ, CIMA, CPA-A, FLPC, IACS, MIRA, MICPA)/Member Firm	RM 350
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SYMPOSIUM DETAILS & REGISTRATION

20 January 2022 (Thursday)

9.00 am – 1.15 pm

Contact : Vino
 Tel : 03 2722 9290
 Fax : 03 2722 9009
 Email : sp@mia.org.my
 Address : Malaysian Institute of Accountants
 Dewan Akauntan
 Unit 33-01, Level 33, Tower A
 The Vertical, Avenue 3
 Bangsar South City
 No. 8, Jalan Kerinchi
 59200 Kuala Lumpur