

plenary sessions 1 & 2

All plenary sessions take place in the **Function Room**.

Day 1 ● Tuesday 26 June 2007

09:00 – 09:10

Conference Welcome

Master of Ceremonies: **Nancy Payne**, General Manager, Senior Vice President & Partner – Fleishman-Hillard Hong Kong Ltd

09:10 – 09:30

Opening Address

Welcome remarks and launch of findings of diversity research in India and China.

Shalini Mahtani, Founder & Chief Executive Officer – Community Business

Plenary Session 1

09:30 – 10:45

The Leadership Challenge – Panel Discussion by Business Leaders
Understand from corporate leaders the business drivers and priorities for diversity and inclusion in Asia.

Moderator : **Chandran Nair**, Founder & Chief Executive Officer – Global Institute For Tomorrow (GIFT)

Panel : **BP**: Gary Dirks, Group Vice President, Head of Region, Asia Pacific and President of China
Cisco: Karen McFadzen, Asia Pacific Vice President, APAC Technical Services

Johnson & Johnson: JoAnn Heffernan Heisen, Corporate Vice President and Chief Global Diversity Officer

Merrill Lynch: Paul Masi, Country Head and Chief Executive Officer, Australia

PepsiCo Asia: Tim Minges, General Manager, Asia Pacific Business Unit

Plenary Session 2

16:00 – 17:30

Challenging Mindsets: Disability in the Workplace

Discover from leading disability specialist, Simon Minty how to breakdown stereotypes and fears around disability as he shares his experiences - both personal and professional.

Moderator : **Hamidah Marican**, Regional Diversity & Inclusion Manager, Asia – BP

Guest Speaker : **Simon Minty**, Director – Minty and Friend Ltd

plenary sessions 3 & 4

Day 2 ● Wednesday 27 June 2007

09:00 – 09:15

Conference Welcome

Master of Ceremonies: **Nancy Payne**, General Manager, Senior Vice President & Partner – Fleishman-Hillard Hong Kong Ltd

Plenary Session 3

09:15 – 10:45

Workplace 2017: The Next Generation

Learn from generational expert, Margaret Regan what the workplace of the future will look like in Asia and the impact this will have on working culture and practices.

Moderator : **Subha Barry**, Global Head of Diversity & Inclusion – Merrill Lynch

Guest Speaker : **Margaret Regan**, President and Chief Executive Officer – The FutureWork Institute

Community Business thanks Merrill Lynch for the additional sponsorship of Margaret Regan as Guest Speaker at this conference.

Plenary Session 4

16:00 – 17:30

Meeting of Minds and Closing Plenary

Identify and examine the diversity and inclusion issues most pertinent to your organisation through case study based activities and a facilitated group discussion with other delegates.

Main Facilitator : **Shalini Mahtani**, Founder & Chief Executive Officer – Community Business

breakout session 1

Diversity in the Asian Context

Day 1 ● Tuesday 26 June 2007 ● Morning

11:15 – 12:45

Asia is a vast and diverse geography with no single culture, so understanding Asia – the key marketplace and workplace issues, is a prerequisite for companies wishing to address diversity in Asia.

Option A | Country Perspectives | Room A

What are the key diversity issues for the different countries in Asia?

Moderator : ● **Hamidah Marican**, Regional Diversity & Inclusion Manager, Asia – BP

Speakers : ● **Anjana Nathwani**, Director, Knowledge and Practice Schneider~Ross
 ● **C S Venkata Ratnam**, Professor and Director – International Institute of Management in India
 ● **Geri Carden**, Consultant – Geri Carden Diversity Consultancy

Points of Discussion

- What does recent research show are the key diversity issues in recruiting and retaining the best talent in India and China?
- What is the social, cultural and legal context for diversity in India, Japan and China?
- What is the call for action for companies?

Option B | Corporate Perspectives | Room B

What is the diversity business case for companies operating in Asia?

Moderator : ● **Elisabeth C Scott**, Chairwoman - The Women's Foundation

Speakers : ● **Lilian Fandriana**, President of Asia and Vice President of Finance, Asia Pacific – BP
 ● **Joanna Fielding**, Chief Financial Officer, South East Asia – Standard Chartered Bank
 ● **T K Srirang**, General Manager, Human Resources Management Group – ICICI Bank Ltd

Points of Discussion

- Why is creating local leadership important and what strategies can companies adopt?
- How can diversity and inclusion be a driving force for competitive advantage in Asia?
- What can companies do to promote equal representation of women at senior levels in Asia?

breakout session 2

Developing a Strategic Approach to Diversity

Day 1 ● Tuesday 26 June 2007 ● Afternoon

14:00 – 15:30

When it comes to getting started on your diversity journey, it is important to adopt a strategic approach and one that takes into account the unique needs of your business in Asia.

Option A | Objectives and Priorities | Room A

How does your company align its diversity strategy with the needs of the business in Asia?

Moderator : ● **Andrea Zavadszky**, Editor for Classified Post and Special Reports – South China Morning Post

Speakers : ● **Norma Jarboe**, Director – Opportunity Now
 ● **Annie Young-Scrivner**, General Manager – PepsiCo Foods China, PepsiCo Asia
 ● **Ken Wye Saw**, Vice President (Sales and Marketing) – Microsoft Asia Pacific

Points of Discussion

- Is there a diversity framework that exists and a checklist for action that companies in Asia can adopt?
- How do you take diversity to countries where it is not seen as a must do?
- How do you build a regional diversity strategy that is aligned to the needs of each country?

Option B | Structures and Processes | Room B

How do you build the right framework and environment to implement your diversity strategy in Asia?

Moderator : ● **Andrew McGregor**, Talent Development Director – PepsiCo Asia

Speakers : ● **Subha Barry**, Global Head of Diversity and Inclusion – Merrill Lynch
 ● **Tracy Ann Curtis**, Asia Pacific Diversity & Inclusion Champion – Cisco
 ● **Mark Yukioka**, General Manager of Affiliates & International HR and **Rieko Kawahara**, Chief Coordinator & Liaison Officer – Matsushita Electric Works Ltd

Points of Discussion

- What is the role of diversity councils, champions and networks in Asia and what are the tools needed to set them up?
- What is the benefit of employee networks and do employees in Asia see a need?
- What structures need to be put in place to change attitudes and promote female advancement and diversity in Asia?

breakout session 3

Optimising Diversity in the Workplace

Day 2 ● Wednesday 27 June 2007 ● Morning

11:15 – 12:45

Embracing diversity in the workplace in Asia means creating an environment where all can contribute to the success of your business, regardless of gender or culture.

Option A | Women in the Workplace | Room A

How can your company attract, retain and develop the best women in Asia?

Moderator : • **Norma Jarboe**, Director – Opportunity Now

- Speakers** : • **Thelma Kay**, Director, Emerging Social Issues Division – UNESCAP
- **Jolia Kua**, Vice President, Corporate Marketing & Communications Asia – Nortel
 - **Yulee Teng**, Senior Vice President, Organizational Development – Citi Markets and Banking Asia Pacific

Points of Discussion

- Why is it an economic imperative to increase the participation of women in the workforce in Asia and what do companies need to do?
- How can companies support Asian women to be successful and what role can mentoring play?
- What types of training can companies provide to develop a pipeline of high potential female talent in Asia?

Option B | Asian Culture in the Workplace | Room B

How can your company maximise the performance of your culturally diverse Asian workforce?

Moderator : • **Ella Chan**, APAC Market Intelligence Manager and Women's Action Network HK Lead – Cisco

- Speakers** : • **Ako Serizawa**, Pacific Area Director, Diversity & Inclusion – Dow Chemical Pacific Ltd
- **Hayden Majajas**, Asia Diversity - Program Manager – Lehman Brothers
 - **Tom Verghese**, Director – Cultural Synergies

Points of Discussion

- What can companies do to build Asian leadership skills?
- What are corporate and cultural issues experienced in introducing a gay and lesbian network in Japan?
- How can you uncover the often invisible elements of culture and increase the cultural intelligence of your workforce?

breakout session 4

Putting Other Diversity Issues on the Corporate Agenda

Day 2 ● Wednesday 27 June 2007 ● Afternoon

14:00 - 15:30

Diversity issues go beyond gender and culture, but issues such as disability and age often struggle to make it onto the corporate agenda in Asia.

Option A | Disability in the Workplace | Room A

How does a company overcome prejudice and taboo in the workplace in Asia and enable more people to contribute?

Moderator : • **Joseph Kwok**, Chairman – Rehabilitation Advisory Committee

- Speakers** : • **Chong Chan-Yau**, Director of Student Development – The University of Hong Kong
- **Ran de Silva**, Director, Global Diversity – UBS
 - **Sandy Liang**, Greater China Group Diversity Leader, Human Resources and **Melita George**, Program Lead People with Disabilities & Flexible Work Options, Human Resources – IBM

Points of Discussion

- Why should disability not be a barrier to leadership and organisational excellence?
- What can companies do to attract people with disabilities and create a barrier free workplace?
- How can companies increase the participation of people with disabilities?

Option B | Generational Issues in the Workplace | Room B

Does Asia need to worry about generational issues and how can your company address the needs of different age groups in your workforce?

Moderator : • **Roman Matla**, Vice President – Diversity & Inclusion, Asia Pacific Region – Merrill Lynch

- Speakers** : • **Paul Yip**, Senior Lecturer, Department of Statistics & Actuarial Science – The University of Hong Kong
- **Paul Angwin**, Director, Asia - Corporate Affairs and Social Responsibility – Manpower
 - **Kay McArdle**, Head of Global Leadership and Diversity for Asia Ex Japan – Goldman Sachs

Points of Discussion

- What challenges do changing demographics in Asia pose for the workplace?
- Why should companies be looking to recruit and retain older workers and what strategies can they adopt?
- What policies can companies introduce to accommodate the different generations in the workplace?