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# Leadership DNA of Top Women Leaders

Originally Broadcasted on  
30 Nov 2020 | 3:00 PM – 5:15 PM (GMT+8)

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SPECIAL  
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SP

In 2020, the wage gap may still exist between men and women — and even more so between different racial groups — but with movements such as #MeToo and Time's Up maintaining momentum and more women getting involved in politics than ever before, women are also becoming more powerful than ever. Women account for 40% or more of the labor force in many countries. In the corporate world, women held 20.0% of board seats worldwide in 2019, an increase from 17.9% in 2018. Do you know what is the essential leadership “DNA” of successful women in business? What are the common strategies that they adopt that make them hugely successful in running their enterprises? Don't miss out on this special presentation where we unravel the qualitative attributes and strategies of successful women in business and understand how their financial performance correlates to these attributes – using AI.

## Presented by



*Zagros Lam*

Cofounder / Head of NLG / CFO, MyFinB Group

### *Zagros Lam*



It was interesting to learn that the effective leadership traits connected to the business strategies that women employ show an impactful financial outcome. Leadership traits in women result in a unique leadership style and this brings about quite different financial outcomes compared to men. To become a successful leader, there are some essential traits that needs be included which is the DNA of successful women in business.

Some of the traits that the successful women leaders have are that they are very curious, adventurous, and at the same time cautious in making decisions. They have a very forth coming personality and are not afraid of criticism or feedback in order to deliver the required results. They also seem to have empathy as a strong.

They do not shy away from adopting new trends such as AI and technology as ways to improve operations and impact the overall outcome of their ventures. The adventurous nature also supports them to boldly forge partnerships and acquire new businesses.

The women leaders have shown more openness in many aspects. They are conservationists in the way they handle their business and the structure of their personality. There is some sort of an overlap in the qualities between men and women leaders. While they do look at technology, AI, acquisitions, and partnerships in business s, for women, the cutoff point was once they become the CEO of an organization, they focus on communication and the execution of projects to enhance a company's performance.

The last few years and recent events of 2020 have seen women leaders of all genre claiming key positions globally, such as in the area of politics, economy, the corporate sector as well as business. Global leaders such as Swedish environmental activist Greta Thunberg, President of Taiwan, Tsai Ing-Wen, Prime Minister of New Zealand, Jacinda Ardern, and U.S. Vice President-Elect – Kamala Harris are bringing new hope and setting global standards that appeal to wider societies. Their transformative leadership driven by purpose, values, and their unique approach could become the new benchmark for an inclusive leadership profile, necessary for future-ready leadership. The panel discussion will explore what are these leadership traits and approaches and their importance for a sustainable and inclusive new world.

## Panel Discussed by



*Rizalina Mantaring*

Former Country Head & CEO, Sun Life Financial Philippines.



*Ayla Majid*

Member of the Global Future Council of Energy, World Economic Forum; Board Member, ACCA; Managing Director, Khalid Majid Rehman Chartered Accountants.



*Debbie Goodman-Bhyat*

CEO, Jack Hammer, IRC Global Executive Search Partners.



*Karel Avni Dosfi*

Managing Director, Country Head of Corporate, Commercial Banking, HSBC Bank Malaysia Berhad.



*Sumit Puri*

Senior Director / Head of Research, Asia Pacific, Center for Creative Leadership (CCL)

### Moderated by:



*Raj Kumar Paramanathan*

Managing Partner, CnetG Asia- IRC Global Executive Search Partners (30% Club Advocate)



## *Rizalina Mantaring*

“Rizalina Mantaring shared her thoughts on how culture determines the quality of a leader. She states that “usually in Asian countries, the women feel stronger as they have more people to rely on whereas, in the US or other countries, they do not have the support and experience a dilemma whether to take care of their child or keep their career. Perhaps they will be in a better position to make a choice if they were able to find a family member who is willing to take care of their child.”

She stated that “communication skills are really important. The higher we go in an organization, the more critical communication becomes because we might have the best of plans but if we did not communicate effectively, it will hinder the execution process. The other skill that helped me was my technology background. I always push the envelope and when we keep pushing, people feel challenged and eventually they meet the standards that we are trying to set.”

She explained that when “we are a CEO, we will face hundreds of issues. If we pay attention to every single one of them, we are never going to get anything done. So, I think the ability to be able to figure out which are the most important issues that need our attention is quite crucial. This way we can focus on solving three to five important issues that will deliver the maximum benefit to the organization. This is why interpersonal and communication skills are really important.”

## *Ayla Majid*

“Ayla Majid stated that “some of the very important key things is not having the fear of unknown. It is crucial to be inquisitive and have a growth mindset. Adopting diversity and being open to the views of everyone at every level is very important. It helps me learn from others from different experiences, perspectives, and sectors. I felt that it helped me bringing in knowledge from different parts of the world and makes me think outside the box.”

Ayla Majid shared her thoughts on how women leaders can further engage in creating and shaping the future of work. She states that “there are many decisions that the board of directors has to make, much like a multi-dimensional lens. The real key question here that everyone should ask is, irrespective of the gender of the board director or leader, what is the real purpose of the organization. As board leaders, they should focus on the real purpose; bring in the discussions in an unbiased way at board levels. It is time to ask who are we and who are we here to serve.”

She also explains that “the future of the world is the responsibility of men, women, and everyone.” She emphasized that “when organizations are making a decision, they need to look at how it's going to impact every stakeholder whether inside or outside the organization. Ayla believes that collaboration is something that is going to address global challenges and bring humanity closer. It is the key factor across the different industries across the geographies to create a better world.”

*\_ To be continued in next page.*





# Leadership DNA of Top Women Leaders

Special Track

## *Debbie Goodman-Bhyat*

“In the discussion, Debbie Goodman-Bhyat shared that “diversity is wonderful for every organization. But the best way to shift is to have peer-level change with individuals who are in other positions of power. An organization will never make any change even for a decade if the positions of power are held by people who are still hanging on to their deep-seated beliefs. This factor will make a women leader become better in a way.”

She stated the “as an individual, I have very little influence on the reluctance of leaders towards change. However I believe that with peer-level changes of voice, could probably have a better chance to resonate to the bottom of the management and accept change. When I was at the initial stage of my career, I was determined to break into the old boy’s network. Since then as I have graduated through the ranks, while that thought still exists, I do find that there are more female networks and support groups to belong to.”

She also explained that “when working in a male-dominated area, she found that females should not think of themselves as female. She stated that “when we consider ourselves as equal to everybody, they tend to consider us as an equal and uphold the kind of work that has to be done. Usually, expectations from women are extremely high and it is demanded of them to be excellent at all times and at par with their male peers.”

## *Karel Avni Doshi*

“In the session, Karel Avni Doshi shared her three core principles that she lives by. “The first one is understanding the details because we only can make changes when we know something in detail. The second one is we must be highly visible and well-connected with people. The last core principle is leaders should always be able to see the future. They should see the digital disruption and push for change. It is important to evolve to stay relevant in our ever changing life.”

She explained that “there are multiple initiatives that can be done to support more women leaders. The first one is to accelerate women into leadership programs. Secondly, companies need to have a balanced employee network, focusing on gender diversity. Next, we could introduce inclusion training across the room where everyone is trained on how to be inclusive and manage diverse teams while working remotely.”

Karel Avni Doshi also stated that “sometimes, women tend to be apologetic in meetings. However, I thought that we need to recognize the value of our opinions and be assertive at the same time. Know our strength and turn it into an advantage. Always handle conflicts wisely and never hold a grudge when handling the conflicts. “Most women leaders that she has worked with practiced different approaches for handling different situations. This expertise comes with experience and it plays an extremely critical role in the responsibilities that they hold.”

\_ To be continued in next page.

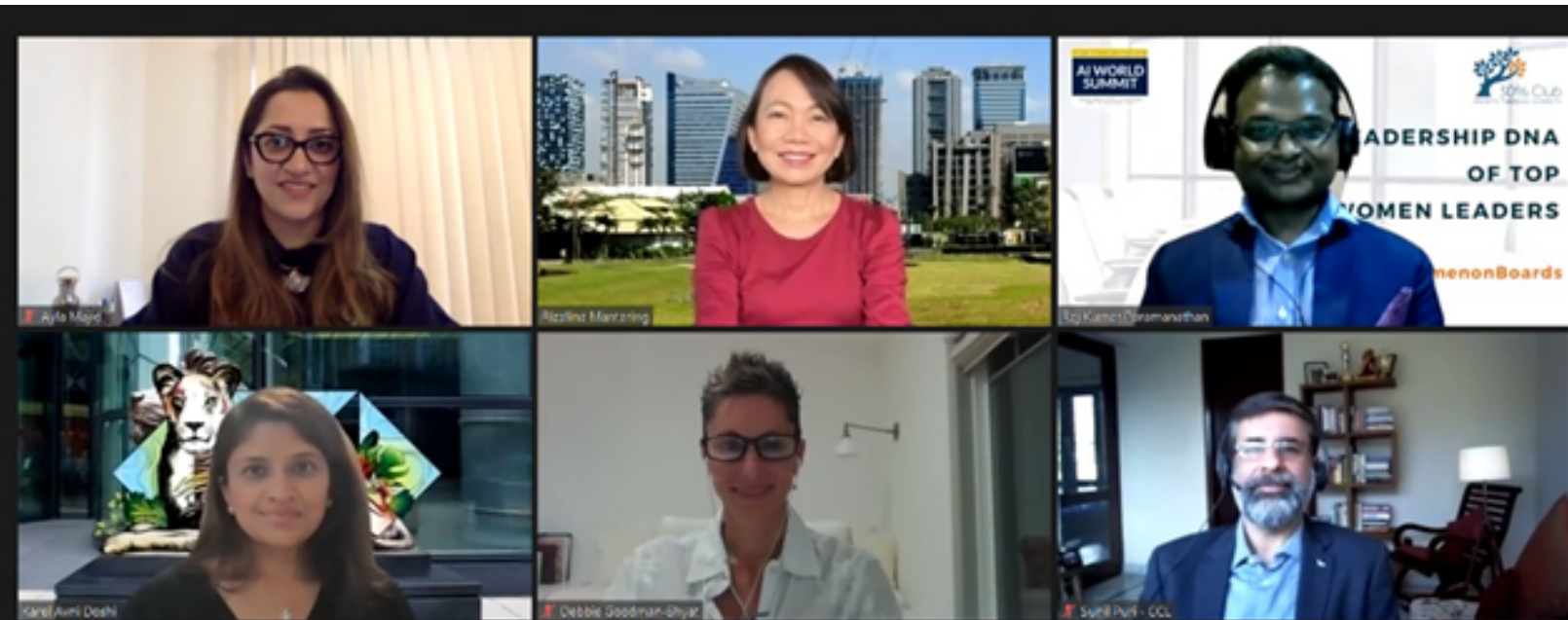
## Sunil Puri

“ Sunil Puri emphasized that “there are four fundamental capabilities that any good leader must demonstrate. The first one is a high level of self-awareness, understanding values, and prioritizing your choice. Secondly is the agility with which they learn where they should be able to quickly pick up and learn new capabilities. Next is influencing skills, followed by communication skills respectively.”

Sunil shared that “as individual executives regardless of gender, we need to acknowledge the impostor syndrome. Journaling, writing down, having someone to talk to, and avoid the perfectionist approach will help to deal with this syndrome. At the organizational level, when it comes to career moves, we are helping people to step up into their career role.

Strong inclusion agenda would ensure people are drawn to the organization & would be able to contribute to the organization itself.”

He also explained that “communication is less about language and more about feelings. It is more about the empathy aspect. Usually, we can have an average command over the language but if we can feel and connect with people, we are being empathic to people and we will be able to develop good relationships. These are all the qualities, capabilities, and attributes that are usually attached to women leaders.”



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# Awards

We are also pleased to share that under the University-Industry Partnership (UIP) programme (<https://myfinb.com/uiip/>), where more than 500 research papers have been submitted for collaboration - are now being considered for the Centre for AI Innovation's (CEAI)'s prestigious awards.

Prizes in the form of CEAI Sponsorship Grants to develop the AI systems around the winners' projects will be awarded (worth up to USD50,000 per project) and shall be announced during the AI World Summit 21/22 event held digitally on 1 Dec 2021. Terms and conditions apply.



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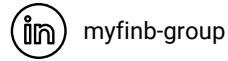


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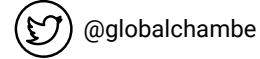
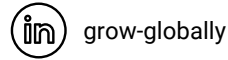
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