AGENDA
WOMEN’S LEADERSHIP:
A CATALYST FOR GENDER EQUALITY AND INCLUSIVE GROWTH

Tuesday, October 18
Connecting the Dots between Women’s Leadership, Gender Gaps and Inclusive Growth

Objectives:
- To learn about the Asia Pacific region’s relative standing vis-a-vis global gender gaps in health, education, economic participation and political empowerment.
- To learn about the comparative progress towards gender equality and inclusive growth among Asia Pacific countries and learn from their experiences.
- 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.

Inaugural Session

Open to ADB Staff

9:00 – 9:15 am
Welcome and Introductions

– Sonomi Tanaka
Technical Advisor (Gender Equity)
Asian Development Bank, (ADB)

9:15 – 10:00 am
Opening Remarks from ADB

– Deborah Stokes
Vice President
Administration and Corporate Management, ADB

“Leading the Gender Equality Agenda in the Philippines”

– Emmeline Verzosa
Executive Director
Philippine Commission on Women

10:00 – 10:15 am
Plenary Q&A and Discussion

Moderator: Sonomi Tanaka

10:15 – 10:45 am
BREAK

10:45 – 11:15 am
“Regional Overview: Why Gender Equality and Women’s Leadership Matter in Development of Asia and the Pacific”

– Wenny Kusuma
Representative
UN Women, Nepal

11:15 – 11:45 am
Plenary Q&A and Discussion

Moderator: Sonomi Tanaka

11:45 – 12:00 pm
Program Overview and Expectations

– Tülin Akin Pulley
Sr. Gender and Development Consultant, ADB

12:00 – 1:30 pm
LUNCH
Session 1: Challenges and Opportunities on Pathways to Leadership: Personal Journeys and Building Alliances, Networks and Coalitions

Open to ADB Staff

1:30 – 2:00 pm  “Protecting Women’s Rights and Promoting Gender Justice in Nepal”
– Mohna Ansari
   Member, Nepal Human Rights Commission
   Former Member, National Women’s Commission

2:00 – 2:15 pm  Plenary Q&A and Discussion
   Moderator: Atsuko Hirose
   Advisor
   Office of the General Counsel, ADB

2:15 – 2:45 pm  “Strengthening Women’s Pathways to Become Economic and Social Agents of Change in Pakistan”
– Roshaneh Zafar
   Founder and Managing Director, Kashf Foundation
   Founder, Kashf Microfinance Bank Limited

2:45 – 3:00 pm  Plenary Q&A and Discussion
   Moderator: Shanny Campbell
   Sr. Social Development Specialist
   Transport and Communications Division
   Central and West Asia Regional Department, ADB

3:00 – 3:30 pm  BREAK

By Invitation Only

3:30 – 4:15 pm  Group Discussion: Building Alliances, Networks and Coalitions
   • Participants will share their experiences in building alliances, networks and coalitions within and among organizations and discuss how women’s voice as a group or critical mass supports women’s leadership and bring attention to priority gender issues.

4:15 – 5:00 pm  Group Reporting and Roundtable Discussion:
   • Oyun Sanjaasuren: Member of Parliamentary Women’s Caucus, Mongolia; Chair, Steering Committee of Global Water Partnership
   • Roshaneh Zafar: Founding Member of Pakistan Microfinance Network; Board Member Women’s World Banking

5:30 – 7:30 pm  Welcome Reception
Wednesday, October 19
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.”

Open to ADB Staff
9:00 – 9:30 am
“Leading Indonesian and Global Platforms for Sustainable Development”
– Erna Witoelar
Founder, KEHATI (Indonesian Biodiversity Foundation)
Former Minister of Human Settlements and Regional Development
Former UN Special Ambassador for MDGs in Asia Pacific

9:30 – 10:00 am
Plenary Q&A and Discussion
Moderator: Laurence Levaque
Social Development Specialist (Gender)
South East Asia Regional Department, ADB

10:00 – 10:30 am
BREAK

By Invitation Only
Session 2: Communication Skills for Leaders: How to Speak with Authority, Confidence, and Clarity

Facilitators: Tim Ward and Teresa Erickson
Intermedia Communication Training

10:30 – 11:30 pm
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.

11:30 – 12:15 pm
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.

12:15 – 3:15 pm
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.

12:15 – 1:45 pm
LUNCH/Authoritative Communications Practice (Group 1)

1:45 – 3:15 pm
LUNCH/Authoritative Communications Practice (Group 2)

3:15 – 3:45 pm
BREAK
3:45 – 4:00 pm  **Open Discussion:** Questions and comments on the day’s learning on communications skills

**Open to ADB Staff**

4:00 – 4:30 pm  **“Raising Women’s Voice in National Government and Politics in Mongolia”**

– Oyun Sanjaasuren  
Founder, Zorig Foundation  
Former Minister of Environment and Green Development  
Former Minister of Foreign Affairs  
Founder of Civil Will Party

4:30 – 5:00 pm  **Plenary Q&A and Discussion**

*Moderator: Robert Schoellhammer*  
Advisor, East Asia Regional Department
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.

Open to ADB Staff
9:00 – 9:30 am  “Using Success in Business as a Stepping Stone to Move a Change Agenda Forward in Myanmar”
– Thet Thet Khine
Member of Parliament, Myanmar House of Representatives
Vice President, Myanmar Women Entrepreneurs Association
Managing Director, Jewel Collection Manufacturing Co. Ltd.

9:30 – 10:00 am  Plenary Q&A and Discussion
Moderator: Claudia Buentjen
Principal Public Management Specialist
Thematic Advisory Service Cluster
Sustainable Development and Climate Change Department, ADB

10:00 – 10:30 am BREAK

By Invitation Only
Session 3:  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

10:30 – 11:30 pm  Answering Questions Effectively
- Participants learn how to organize their information into clear, direct answers; create powerful messages and use them 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 (for the media)

11:30 – 12:15 pm  Handling Difficult Questions
Participants explore most common types of difficult and hostile questions, and 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

12:15 – 3:15 pm  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 women leader on camera, answering practice question precisely relevant to her job (via an pre-filled information form). This is followed by coaching from the experts, and feedback from peers.

12:15 – 1:45 pm  LUNCH / Answering Questions Practice (Group 1)
1:45 – 3:15 pm  LUNCH / Answering Questions Practice (Group 2)
3:15 – 3:45 pm  BREAK
3:45 – 4:30 pm  Working with the Media: Interview skills
Participants will learn
• How to prepare for interviews so they get the coverage they want.
• How to give journalists the information they need for a good story.
• How to package information differently for TV, radio, web, and print journalists.
• How to deal with International media.
• How to cultivate better media relations with journalists.
• Practical details of “on the record”/ “off the record” and other attributions.
• How to prepare notes for interviews (Design their MAP)

4:30 – 5:00 pm  Open Discussion: Questions and comments on the day’s learning and communications skills building.
Friday, October 21
Strengthening Leadership and Negotiation Skills

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 concepts and steps in negotiations process.
- To learn how to navigate underlying gender barriers as you negotiate rising up and gaining legitimacy in leadership positions.

Open to ADB Staff
9:00 – 9:30 am  “Devoting Entrepreneurial Vision to Women’s Empowerment in the Philippines”
– Pacita Juan
Founder and President, ECHOstore Sustainable Lifestyle
Chair, ECHOsi Foundation
Chair, Women’s Business Council, Philippines
Chair, ASEAN Women Entrepreneurs Network
Founder, Figaro Coffee Co.

9:30 – 10:00 am  Plenary Q&A and Discussion
Moderator: Sonomi Tanaka
Technical Advisor (Gender Equity)
Sustainable Development and Climate Change Department, ADB

10:00 – 10:30 am  BREAK

By Invitation Only
Session 4:  Sharpening Skills for Negotiation
Facilitators:  Tülin Akin Pulley, Sr. GAD Consultant
Imrana Jalal, Sr. Social Development Specialist (GAD), ADB

10:30 – 11:00 am  Negotiation and Leadership: Gender Perspectives
• Understanding Second Generation Bias
• Overcoming Self-imposed Barriers
• Negotiating for Change
– Tülin Akin Pulley

11:00 – 11:45 am  Group Discussion: Negotiations Case Study

11:45 – 12:15 pm  Plenary Discussion
Moderator: Imrana Jalal
Sr. Social Development Specialist (Gender)
Sustainable Development and Climate Change Department, ADB

12:15 – 1:30 pm  LUNCH
Open to ADB Staff

1:30 – 2:30 pm  **Women Moving Up and Becoming Change Agents**
- Leaders must lead in a changing world and that means negotiating change. Participants will explore how to be an effective leader and negotiator to move up the career ladder and push a change agenda forward.

**Roundtable Discussion**
- *Dayalini Mendis*, Deputy Director General, Budget, Personnel, and Management Systems Department, ADB
- *Thet Thet Khine*, Member of Parliament, Myanmar; Managing Director, Jewel Collection Manufacturing Co. Ltd., VP, Myanmar Women Entrepreneurs Association
- *Nasreen Jahan*, Deputy Secretary, Ministry of Public Administration, Bangladesh

2:30 – 2:45 pm  **Plenary Q&A and Discussion**
*Moderator: Samantha Hung*  
Principal Operations Coordination Specialist  
Budget, Personnel, and Management Systems Department, ADB

**Closing Session**

2:45 – 3:00 pm  **Closing Remarks**  
*– Sonomi Tanaka*

3:00 – 3:15 pm  **Participant Feedback**  
*– All*

3:15 – 3:30 pm  **Refreshments and Networking**