HKUST-SMITH LEADERSHIP PROGRAM FOR WOMEN

NOVEMBER 9 - 12, 2015
HKUST • HONG KONG
ABOUT THE PROGRAM

Although business leadership in China is reported to be among the most gender-balanced in the world, women in Asia and other global regions face real barriers getting to the top. Just 12% of publicly listed companies in China have at least one woman on their executive committee and 65% of China’s top 20 companies still do not have any women on their executive committees at all. Retaining and advancing top female talent has quickly become a worldwide business imperative and in order to remain competitive, more must be done to advance women leaders into positions of power at leading organizations in Asia.

Women executives who attend the HKUST-Smith Leadership Program for Women will undergo an intense learning experience in an all-female, cross-industry setting. Participants will have the opportunity to network, share, mentor, and learn from true peers - other Asian women executives striving to advance their careers in the face of isolation, subtle bias, and ongoing struggles with work-life integration.

A collaboration between HKUST and Smith College, the HKUST-Smith Leadership Program for Women combines HKUST’s strengths in science, technology, and business management with Smith’s signature all-women classroom design. This program is offered through the LAPP Series, which covers leadership areas including governance, social and cultural transformation, science and technology, and the global economy.

WHY AN ALL-WOMEN PROGRAM?

Experience.
Smith College Executive Education has nearly 40 years of success in developing exceptional women leaders. Smith’s signature all-women classroom model supports women’s natural collaborative and participatory learning style, creating an environment where women can take full advantage of their learning experience.

Impact.
Fortune 500 organizations report significant improvements in areas like leadership, strategic thinking, and retention as a direct result of enrolling women in Smith programs.

Network.
Women who attend the HKUST-Smith Leadership Program for Women will build a global network of true peers – other women executives striving to advance their careers in the face of isolation, subtle bias, and ongoing struggles with work-life integration.

PROGRAM HIGHLIGHTS

• Leading Change: Anticipate and respond to change to execute breakthrough strategies
• Decision-making: Learn strategies for the collection and evaluation of information to optimize the decision-making process
• Personal Branding: Overcome inner and outer barriers to advancement by leveraging personal branding mindfully and strategically
• Global Social Impact: Explore the inherent conflict of interest and potential synergies among government, business, and not-for-profits in impacting social issues
• Strengths-based Leadership: Uncover and build on innate talents for greater personal and professional outcomes
• Gender and Culture: Explore the impact of the barriers women face in business and find ways to maximize productive capacity

WHO SHOULD ATTEND?

Female executives who:
• Work in the public or private sectors in Asia and/or other global regions
• Have at least 10 years of post-college working experience
We partner with Smith College Executive Education because we've seen a retention rate of 95 – 96% as a result of the program. Our women come back engaged and empowered, ready to lead and take on new challenges. Smith's design for learning is relevant to advancing women at our organization. We saw data that confirmed that our women who attended Smith programs outperformed the norm.

- Diversity & Inclusion, Johnson & Johnson

**PROGRAM SCHEDULE**

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**PROGRAM ELEMENTS**

- REFLECTION
- LECTURE
- PEER COACHING
- CASE STUDIES
- LEADERSHIP NARRATIVE
- INTERACTIVE CLASS DISCUSSION
- TOOLKITS AND FRAMEWORKS
- SMALL GROUP EXERCISES
Iris oversees a state-of-the-art portfolio of consortium, custom, and open enrollment programs for high potential women at all levels of the organization. Iris works with talent development officers of Fortune 100 and Fortune 500 corporations to design and develop strategic leadership programs for high-potential women. She brings more than 15 years of experience in creating women-only executive learning environments.

In her role as chief facilitator, she guides participants through course objectives, action-learning exercises, and reflection periods, and artfully weaves together the various components of the curriculum to create an integral experience for attendees.

Iris received her Master of Education degree in counseling psychology, completing a thesis on work-related stress, from the University of Massachusetts, Amherst. She has taken numerous doctoral-level courses in organizational development and educational psychology, and she is a certified Neuro-Leadership executive coach.

Professor Angelina Yee has taught at Cornell University, University of Pennsylvania, and University of Maryland, where she was an associate professor of Chinese and comparative literature before joining HKUST in 1995. Her current research interests are in cultural theory and criticism, post-colonial studies, and gender representations in literature and film.

Over the last 20 years Angelina has significantly contributed to the rapid growth of HKUST. In 2013, she was appointed special adviser to the President and founding director of the Leadership and Public Policy Program, in which position she is charged with the planning, curricular design, and implementation of executive education programs to foster leaders in Hong Kong’s public sector, and forge partnerships with government, community leaders, academia, and renowned international institutions of higher learning.

Angelina graduated from University of California, Berkeley and received her MA and PhD in comparative literature from Harvard University.

As a Gallup-Certified strengths coach, Kim Pong is a speaker, trainer, and coach for individuals, teams, and organizations on strengths-based thinking, performance, and living.

Kim Pong is also the certified Halftime speaker and master coach for Asia. Halftime is a global organization that serves high-performing individuals by moving them forward from success to significance. Kim Pong’s role for Halftime includes speaker, facilitator, and coach in Halftime summit, vision casting, roundtable, and coaching events across Asia.

He received his degree from the University of Michigan and is a certified Birkman Method consultant.

At Global People Tree, Dr. Tanvi Gautam helps organizations adopt innovative talent management practices. She is also a sought-after academic, who teaches inter-disciplinary approaches to human resource management to executives in both the U.S. and Asia.

Dr. Gautam is Asia’s first and only certified storycoach. She runs her storytelling workshops internationally, helping clients leverage the power of storytelling for influence, engagement and change.

Dr. Gautam was recently recognized by Business Manager magazine (India) as a leading woman HR professional. She also serves on the boards of ARTDO International in Malaysia (a pan-Asian HR consulting and training organization) and D.K. International in India.

She received her PhD from the University of Pittsburgh and her Master of Arts from La Trobe University in Australia.
PROGRAMS OF INTEREST

FDC-Smith Women’s Global Leaders Program:
Executive, director, and senior manager level women engage with world-class faculty and peers to master global context, consolidate skills, abilities, and knowledge, and to expand their capacity as female leaders doing business in Latin America. This program is designed as a collaboration between Fundação Dom Cabral (FDC) and Smith College Executive Education for Women.

Smith-Tuck Global Leaders:
Global executives are challenged to expand their capacity to drive global strategy and execution in the context of profound disruption. This program combines Smith’s signature all-women learning environment and Tuck School of Business at Dartmouth’s dynamic, highly personalized approach to executive development.

Smith College Leadership Consortium:
The Leadership Consortium is designed in collaboration with world-class organizations to move high-potential women executives up the leadership pipeline. This high-impact program is as close to a custom program for the women at your organization as it gets.

ABOUT SMITH COLLEGE EXECUTIVE EDUCATION FOR WOMEN
Established long before other leadership programs were open to women, Smith College Executive Education for Women has nearly 40 years’ experience developing and advancing high-potential women at Fortune 500 organizations.

Smith’s approach to executive education blends academic rigor with a dialogue centered on current, real-world issues in business. Smith’s signature all-women classroom model accelerates leadership development for women executives by supporting women’s natural collaborative and participatory learning style. At Smith, women learn in an environment where they can build bonds of trust, mutual respect, common experience, and a global network for life-long learning.

ABOUT HKUST LEADERSHIP AND PUBLIC POLICY EXECUTIVE EDUCATION
The HKUST Leadership and Public Policy Executive Education Program is designed for senior executives who aspire to become the next generation of leaders to better serve society. Programs consist of series of seminars to enable deep and candid discussions in an intimate setting, and are based on the combined strengths of HKUST, partner organizations, and expertise in the region and around the world. HKUST emphasizes critical thinking, analytical frameworks, comparative and international perspectives, and evidence-based approaches to policy issues. Areas covered range from local and global economies to social development, governance, science and technology, and leadership.