

The Great Debate

Women Are Not Promoted On Merit

Celebrating International Women's Day

Evening Session I Thursday 1 March

If we believe that men and women are equally able and both are promoted on merit why do women account for less than a third of senior corporate leadership positions? Is 'merit' actually objective? Or does it mask unconscious biases and protect the status quo, so preventing women from making it to the top in equal numbers?

While management may think they are promoting on merit, have they fallen into the trap of consistently favouring people 'like themselves' and so preventing women from progressing and organizations from evolving? Perhaps, the very definition of merit and how it is applied is holding women back?

To celebrate International Women's Day 2018, AustCham's Women in Business Network is delighted to host its 3rd Great Debate. Join our debating panel of corporate and media personalities for what is sure to be a night of fiery and stimulating debate on this topic.

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About speakers:

Kimberley Cole, Head of Solutions Sales, Financial & Risk, Asia, Thomson Reuters

Kimberley is Head of solution sales for Thomson Reuters Asia's Financial and Risk business and works with customers across the region on ways to help their business thrive with innovative ways to create value. She leads a team of over 160 sales professionals and solutions consultants across 15 countries who specialize in everything from compliance to commodities and energy solutions and more. As a senior business leader, she brings with her a terrific 20+ year track record of success across globe as a veteran of Thomson Reuters she has driven growth and transformation across a range of functions including sales, marketing and product development. She has founded multiple business networks from Women in Finance Asia and the global Risky Women network for professional Women in Risk, Regulation and Compliance.



In 2015, she co-founded Trust Forum Asia to fight slavery and has continued to develop platforms to engage business to take action with the launch of the Anti-Slavery Summit in HK. She is a Non-Executive Director of the Fair Employment Foundation.

Farhan Faruqui, Group Executive International, ANZ

Farhan joined ANZ as CEO of International Banking in August 2014 before being elevated to the position of Group Executive International, cementing the importance of Asia to the ANZ Group. Farhan leads a business representing customers across Asia, the Middle East, Europe and America with a significant franchise growth opportunity. CEOs in these markets all report through to Farhan.

The International division is responsible for providing corporate clients with leading insights capable of transforming their businesses across Asia, the Middle East, Europe and America, particularly those that do business with ANZ's home markets in Australia and New Zealand. In addition to heading up the bank's Institutional business internationally, Farhan is also responsible for improving regional connectivity to improve multinational companies' experience of banking with ANZ across all of its markets.

Until August 2014, Farhan was the Head of Corporate & Investment Banking for Asia Pacific, Citigroup. During his 23-year career with Citigroup, Farhan held senior management roles in franchise building, product and customer coverage across Asia Pacific, Europe and Africa, including Head of Global Loans & Leveraged Finance, Asia Pacific, and Corporate Banking Head, Central Europe.

With an impressive track record developing businesses, Farhan is an experienced international banker, product specialist and an accomplished people leader across multiple geographies.

Henny Sender, Chief Correspondent, International Finance, Financial Times

Henny Sender is based in New York and Hong Kong. She joined the Financial Times in 2007. Before joining the FT, she was the Wall Street Journal's Senior Special Writer for Money & Investing, covering private equity and hedge funds. Prior to this, she spent 10 years in Hong Kong, covering regional finance for WSJ Asia and Far Eastern Economic Review, as well as five years in Tokyo at Institutional Investor.

Sender was part of a team at the Journal that won a Loeb award for coverage of the meltdown of Amaranth hedge fund. Her work on the overseas Chinese received a citation from the Overseas Press Club and she was a finalist for the National Magazine Awards. Her book on India, *The Kashmiri Pandits*, was published by Oxford University Press.

Adrian Warr, Managing Director, Edelman Hong Kong

Adrian Warr leads the Edelman Hong Kong office. He is a communications consultant whose work in New York, London and Hong Kong with some of the world's best consultancies has given him experience in corporate, crisis, branding, marcomms, employee engagement, public affairs and digital marketing.

Adrian has been lucky enough to work with amazing people whose names he will happily drop at the first opportunity, including the leaders of companies like HSBC, Cathay and Mars as well as individuals such as Kofi Annan, Cherie Blair and Princess Christina of Spain.

Over the years his clients have included Samsung, Google, ebay, Coca-Cola, Tencent, Pepsi, Cathay Pacific, United Airlines, BAA, Warner Music, National Grid, CLP, MTR, London 2012, The UN, Wrigley, KFC, McDonalds, Pizza Hut, EY, GE, American Express, ArcelorMittal, Paul Hastings, Latham & Watkins, Denton Wilde Sapte, KPMG, and Boston Consulting Group.



Moderator:

Angelina Kwan, Managing Director, Head of Regulatory Compliance, Hong Kong Exchanges and Clearing Limited and Deputy Chair of The Women's Foundation

Angelina has extensive experience in Asia Pacific and the United States, in business development, restructuring, regulatory/compliance, as well as investor and stakeholder relations. She started her career at KPMG and has held senior management, committee and/or board positions with the Securities and Futures Commission of Hong Kong, and other multinational companies and financial institutions. In addition, she has held a number of committee and board positions in various governmental, commercial and non-profit organisations in Asia, including the Women's Commission, the Council for Sustainable Development, and other multinational companies and financial institutions.



Date: Thursday, 1 March 2018

Time: Registration starts at 6:30pm. Debate from 7:00pm – 8:00pm, followed by cocktail reception until 9:00pm

Venue: ANZ, 22/F, Three Exchange Square, 8 Connaught Place, Central, Hong Kong

Cost: Members: HK\$400
Non-members: HK\$500 (Updated)
(Includes free flow wines and delicious canapés)

Book online now!

Booking form: 2018 IWD The Great Debate

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The Australian Chamber of Commerce Hong Kong and Macau
3/F Lucky Building, 39 Wellington Street, Central Hong Kong
Tel: +852 2522 5054 (Hong Kong)
Fax: +852 2877 0860 www.austcham.com.hk Enquiries: austcham@austcham.com.hk