



connecting professional women

ANNUAL REPORT

[2016-2017]





**INSPIRE
GROW
LEAD
CONNECT
EMBRACE DIVERSITY**

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ABOUT IPWS

WHO WE ARE:

IPWS - International Professional Women's Society - is a multi-cultural community of professional women with diverse backgrounds. We provide members of our community with different platforms to connect, build networks, and foster personal and professional growth.

OUR HISTORY:

IPWS (formerly EPWS - Expatriate Professional Women's Society) was founded in 1993 in Shanghai by a group of 13 professional women who wanted to mingle with like-minded women. The group began meeting casually for a coffee each month, and over the following 12 months, thanks to word-of-mouth, IPWS had expanded to 80 members. Since then, the organisation has continued to grow and develop in response to the changing times and evolving role of professional women in China.

In March 2016, the organisation re-branded from EPWS (Expatriate Professional Women's Society) to IPWS (International Professional Women's Society) to reflect the society's evolution to a global community of women with an international outlook.

OUR MISSION

IPWS provides a platform for dynamic women with diverse professional backgrounds to connect. Through our community we build networks, foster personal growth and develop professionally.

OUR VISION

To be globally influential as a multi-cultural community connecting professional women.

OUR KEY VALUES

Inspire, Grow, Lead, Connect and Embrace Diversity



FROM THE PRESIDENT

In the past year IPWS continued to stay true to its mission and cradled a place for ideas to converge and people to connect. The result is visible in the success of our growing community of professional women from all walks of life, nationalities, ages and professional backgrounds. The diversity that is so much debated and sought after is a reality, and I believe what makes the IPWS community so special.

As I end my four year term as Board Member and President of IPWS, I am filled with excitement and enthusiasm for what lies ahead.

Next year IPWS will celebrate its 25th anniversary and I couldn't be happier to note such an important milestone for our powerful community. As we discussed at the IPWS Leadership Summit in June, Power is the medium to which we relate to one another, and while doing so creating value in a networked world. I am confident that the transformation from a roundtable of 12 to our current network reach of 5000+ women will continue and power the journey to a more equal and better world.

If you are a member of IPWS, I want to thank you for your interest and commitment. If you haven't yet joined, now is the time!

Tiziana Figliola
IPWS President and Board Member

IPWS Board Members past & present send our very best wishes to outgoing President, Tiziana Figliolia, who has graciously served on the IPWS Board of Directors for several years. We extend our sincerest gratitude for her genuine commitment to the IPWS community and to the development of the organization as a whole. Her unwavering vision & leadership has added great depth to IPWS as a modern & dynamic place for women of Shanghai to connect locally & globally.

Among other projects, Tiziana worked with the Board to launch the very first IPWS Leadership Summit and to modernize the Women Leadership Awards, which recognize & celebrate women (and men) leaders in our community. She supported the creation of the Shanghai Chapter of Mentor Walks Asia, along with M on the Bund, Britcham, Austcham and Amcham, and developed clear channels for young professionals & senior executives to gather and share experiences through focused, roundtable events.

As IPWS President & Board Member, Tiziana worked with all of us to set high standards and goals for the organization and for ourselves, individually. Her executive acumen and thoughtfulness have been invaluable, and she will certainly be missed in the day-to-day operations of IPWS. Volunteering is a tough time commitment, and Tiziana has set a great example for all future IPWS Board Members to follow. We welcome Tiziana to her new role as IPWS Advisor, and look forward to her continuing insights, inspiration and contribution.

On behalf of the Board of Directors and the IPWS community, we thank you!



COMMUNICATIONS

The IPWS Marketing & Communications Team 2016-2017 consisted of Amelia Chappelow, Jenna Öhrnberg and Kate Toogood, who worked together with the Board to engage and inform the community with quality content throughout online and offline channels. The main focus has been on digital platforms, such as the website ipwsconnect.com, WeChat, Newsletter, LinkedIn, Facebook and more, where we consistently publish information about IPWS events, event recaps & photos, and relevant articles about or written by community members, partners, sponsors, event speakers and more.

The IPWS WeChat subscription account has been a game-changer since the launch last year, as it's one of the most effective ways to reach our audience, and has also seen the most growth in terms of active followers. By the end of June 2017, the IPWS WeChat account reached 1839 followers: a 211% increase from the same time last year.

Overall, the IPWS digital community reaches a total of more than 6500 people through its channels. In addition to the IPWS WeChat subscription account, the majority of our community stays informed by visiting our website and through the IPWS Newsletter, which is sent out on average 3-4 times per month to nearly 1900 subscribers.

IPWS Marketing & Communications has also had significant partnerships this year: Red Bridge Communications handled the public relations for the 2017 IPWS Leadership Summit and Women Leadership Awards, and IT Consultis has supported and maintained the IPWS website and the nomination process for the Women Leadership Awards.

Website: 970 users/month

WeChat: 1839 subscribers (211% year-on-year increase)

Newsletter: 1880 subscribers (22% year-on-year increase)

LinkedIn: 900 followers (15% year-on-year increase)

Facebook: 545 followers (22% year-on-year increase)

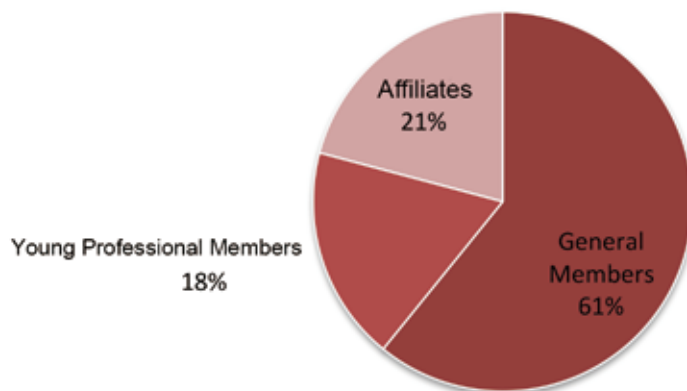


Scan QR code to know more.

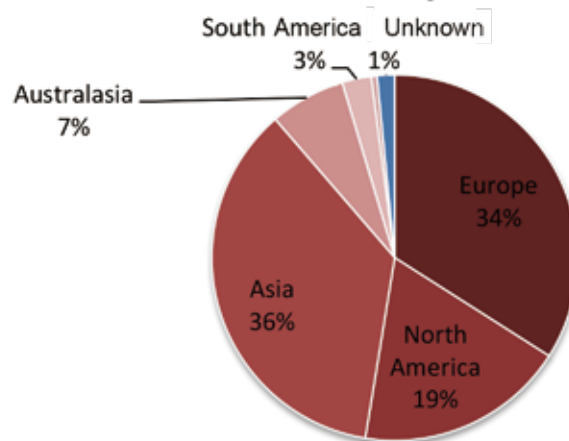
IPWS MEMBERSHIP

Membership numbers stayed strong over twelve months, and the main highlight of the season of 2016-17 is that the diversity of our membership base increased significantly with the number of Chinese members joining as affiliated 'Friends of IPWS' doubled from last year.

IPWS Community



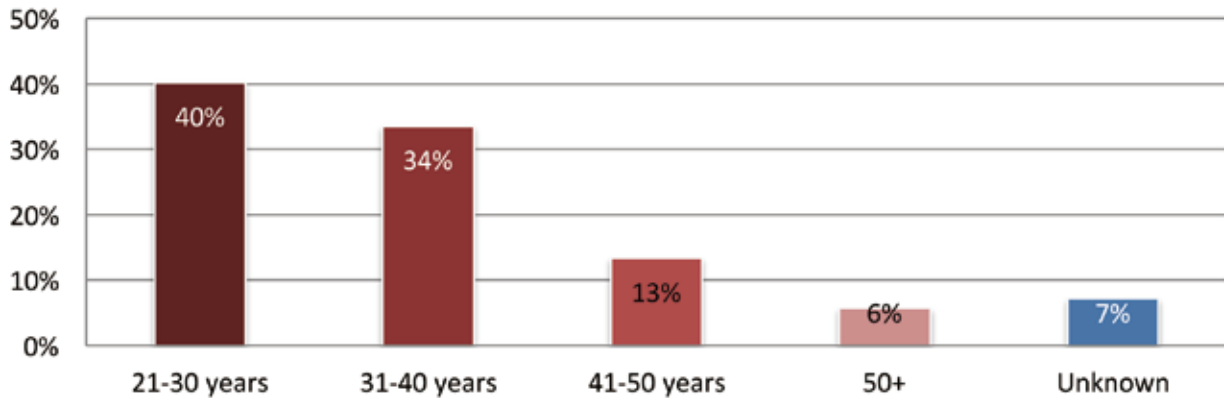
38 nationalities are represented in IPWS



NATIONALITIES – TOP 4

1. China – 25%
2. US – 13,4%
3. France and the UK – both 5%
4. Australia, Germany, Canada and Russian – all each 4%

Age range of IPWS members



Occupation



68% company employee



20.6% entrepreneurs

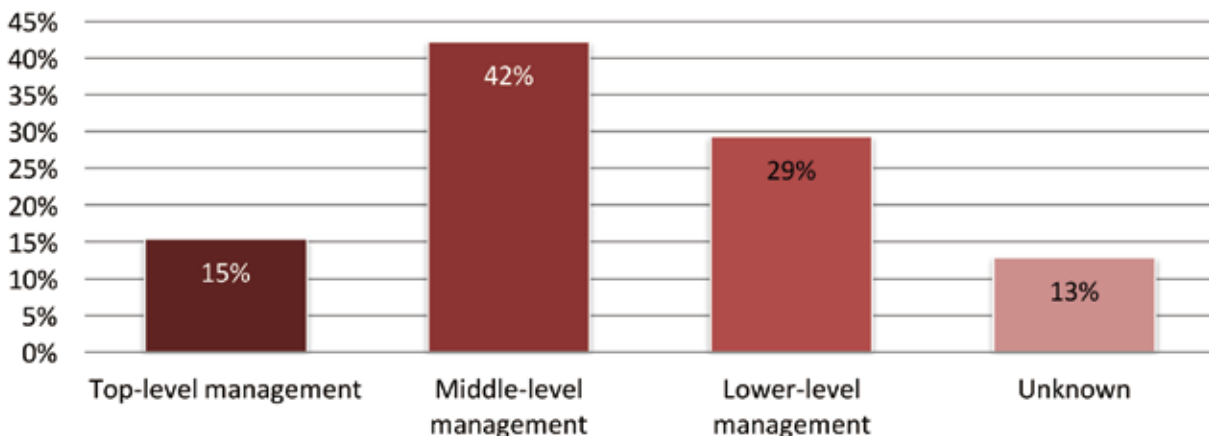


11.4% student, in transition or unknown

Industries

Agriculture, chemicals, **CONSULTING** design/architecture, digital/tech/video gaming, **EDUCATION**, fashion, **F&B/TOURISM/TRAVEL**, fashion, government affairs, **Healthcare/Lifestyle**, **Insurance**, legal/tax/accounting, logistic, **Marketing/PR/Advertisement**, manufacturing, , non –profit, journalism, real estate, retail, sports

IPWS members' management level



EVENTS

IPWS is proud to have hosted and partnered in 34 events from September 2016 through August of 2017 for its members and the Shanghai professional community. This was an increase of 10 events from the year prior.

This year IPWS focused on continuing to host events in high-end, creative venues throughout the city that targeted a mixed demographic of professional women and men. We held events such as: “Dealing with career transition,” “Men supporting Women in the Workplace,” “Going from Corporate Life to Tech Entrepreneur” and “Insights on KOL’s and the Digital World.”

We continued with our focused roundtable events for senior executives and also added programing for the young professional community. These are more intimate round table discussions that are capped at 15 participants.

KEY STATISTICS

EVENTS HOSTED AND PARTNERED: 34

AVERAGE EVENTS PER MONTH: 2.4

IPWS STANDARD EVENTS: 16



WOMEN LEADERSHIP AWARDS

2017 LEADERSHIP SUMMIT

The IPWS Women Leadership Awards (WLA) is the longest running international award in Shanghai for women leaders, and was the only such award for over a decade. The WLA recognizes professional women (and as of 2016, supporting men) who have emerged as leaders in their fields. As leaders, these inspiring individuals have made a marked difference in our community and have forged paths for others to follow.

On Friday 2 June, IPWS hosted its annual Leadership Summit, powered by IE Business School and featuring the 2017 Women Leadership Awards. This year, the IPWS Leadership Summit focused on the theme Understanding Power & Leadership: A Roadmap to Success. Through a carefully curated program, attendees learned how to seize Power by identifying their own strengths, understanding barriers and persistently taking it. Hosted at The Place, the Summit featured engaging speakers and thought-provoking content, as well as applied improvisation sessions, professional headshots, and graphic notetakers. This interactive, modern conference was attended by over 200 professional women and men from Shanghai and beyond.

During the Summit, the Women Leadership Awards were presented in each of the six categories: Business Leader of the Year, Innovator of the Year, Young Business Leader of the Year, Social Contributor of the Year, Entrepreneur of the Year and HeforShe Man of the Year, which acknowledges a male leader who is a demonstrated 'gender champion.' A panel of independent jury members selected each winner after an intensive review of over 75 nominations according to the award criteria for each category, and personal interviews with each of the finalists.

Following the Leadership Summit, attendees mingled and networked on a beautiful rooftop terrace with live music for the Summit After Party. We look forward to seeing everyone again next year!



WOMEN LEADERSHIP AWARDS

2017 WINNERS

CONGRATULATIONS to our winners, our finalists and the nominees of this year's Women Leadership Awards. The WLA recognises professional women who have emerged as leaders in their field. As leaders, these inspiring women (and since 2016, men supporting women) have made a marked difference in our community and have forged paths for others to follow.

From over 75 nominations, the Women Leadership Award Jury selected 12 finalists and on Friday 2nd June at the IPWS Leadership Summit powered by IE Business School, we announced the following winners!

Business Leader of the Year:

Veronique Toully, VP, Head of Operations China, SEAK and Australia, UCB

Social Contributor of the Year:

Shari D. Rosen PhD, Program Director – The Essential Learning Group (ELG)

Young Business Leader of the Year:

Michelle Li, Founder and CEO – Sorority China

Innovator of the Year:

Michelle Li, Founder and CEO – Sorority China

Entrepreneur of the Year:

Cathy Hsu, Co-Founder – Jiliguala

HeforShe Man of the Year:

Jochen Christian Müller, Director Purchasing Automotive Greater China – Schaeffler Group Greater China



WOMEN LEADERSHIP AWARDS

2017 JURY MEMBERS



GEORGE HUANG
Managing Partner,
China, Heidrick & Struggles



HELENE LAROCHELLE
Executive Director,
Canadian Chamber of Commerce



GREG NANCE
Founder & CEO, Dyad



THÉRÈSE HEALY
Consul General
Consulate General of Ireland



**GILLES SAINTONGE,
PH.D.**
Vice President of Technology,
Commercial Aircraft Platform,
AVIC Shanghai Aviation Electric
Co. Ltd.



MEI TONG
Managing Director,
Fosun Group

LEADERSHIP SUMMIT 2017 SPEAKERS



VIRGINIA TAN
Keynote Speaker
Co-founder and President, Lean In China

WENCHI YU
Asia Pacific Head of Corporate Engagement, Goldman Sachs

HEINI SHI
Professor of Practice in Management, NYU Shanghai

R MAY LEE
Dean, School of Entrepreneurship and Management, ShanghaiTech University

LI RONG
Vice Chairperson, Shanghai Women's Federation

LORNA DOUCET
Associate Professor, Business Administration, Fudan University

GIANLUCA PETTITI
President, Greater China, Thermo Fisher Scientific (China)

ELVA YAO
Managing Director, Zmack and an Applied Improvisation coach,
trainer, & facilitator through ZmackWorks Consulting

ERIN MCGINLEY
Stand-up Comedian, Head of Language Department at Shanghai
Experimental Foreign Language School

IPWS recognizes that the success of the 2017 Leadership Summit, featuring the Women Leadership Awards, would not be possible without the generous support of our sponsors. Through their contributions, we were able to offer our members and community a truly unique, professional and interactive experience in an inspiring atmosphere.

A very special thank you to our Title Sponsor, IE Business School, who powered this year's Summit. We also thank our Award Sponsor, Coca-Cola, and our Platinum Sponsor, Tumi, who awarded each WLA winner with a piece of Tumi luggage. We also sincerely appreciate the generosity of our Gold and Silver sponsors, below, our Media Partners, and the support of our annual IPWS sponsors and partners.

WE THANK YOU FOR SUPPORTING THE SUMMIT AND IPWS, AS WE CONTINUE TO PROVIDE OUR DIVERSE COMMUNITY WITH PLATFORMS TO CONNECT, BUILD NETWORKS, LEAD AND FOSTER PERSONAL AND PROFESSIONAL GROWTH.

TO SEE MORE PHOTOS & VIDEOS, VISIT: WWW.IPWSCONNECT.COM

Title Sponsor:		Award Sponsor:	
Platinum Sponsor:		Gold Sponsors:	 
Silver Sponsors:			
Media Partners:			
			
			

Visual Recording by:

Susi, Design Editor at WorkFace

Caicai, Co-Founder of Meta U



IPWS FINANCIALS



As a non-profit organization, IPWS invests our funds generated through membership fees, event fees and our generous annual sponsors back into our community to continue providing high-value events, with some funds used for necessary operational costs, such as marketing materials, intern salaries, fixed IT, website and admin support, and board planning sessions. We received great support from our Leadership Summit sponsors, and helped raise funds for our beneficiary, the World Academy for the Future of Women.

2016-17 Starting Balance : RMB 88,000

2016-17 Ending Balance: RMB 145,000





IPWS BOARD OF DIRECTORS



TIZIANA FIGLIOLIA

PRESIDENT



AMANDA J. ARGENTIERI

VICE PRESIDENT



VANESSA NARVIOS

EVENTS



KAY YIN

FINANCE & ADMINISTRATION



AMELIA CHAPPELOW

MARKETING & COMMUNICATIONS



JENNA ÖHRNBERG

MARKETING & COMMUNICATIONS



MARGIE CHIANG

PARTNERSHIP



KATJA BIDMON

GLOBAL RELATIONS



KRISTEN STANLEY

SPONSORSHIP



ELLEN AICHELMANN

MEMBERSHIP

VICE PRESIDENT REPORT & SPECIAL THANKS

As Vice President, I have the pleasure of supporting the IPWS President, as well as each Executive on the volunteer Board of Directors, throughout the year. This year, IPWS kept its momentum going by hosting many high-quality events focused on professional development and women leadership. Through thoughtful partnerships with Chambers of Commerce, leadership organizations, and top business schools, IPWS was also able to provide its members and affiliates with a broader range of networking and learning opportunities. This year, the Vice President served on the Mentor Walks organizing committee on behalf of IPWS, a founding partner in this successful initiative. Each month, mentors and mentees gathered for an invigorating morning walk to discuss professional and personal successes, challenges, and aspirations.

—————**AMANDA J. ARGENTIERI** VICE PRESIDENT



THE BOARD OF DIRECTORS WOULD LIKE TO GIVE A SPECIAL THANKS TO THE FOLLOWING PEOPLE, WHO SUPPORTED IPWS THROUGHOUT THE YEAR:

IPWS INTERN - CECILIA ZHANG

A graduate of the World Academy for the Future of Women, Cecilia has been truly dedicated to her role with IPWS, working tirelessly in the background on event registrations, financial matters, member inquiries, and record-keeping, among other projects.

IPWS MARKETING INTERNS - KANG KANG & EDWINA JASAREVIC

Marketing Team were supported by two wonderful interns this last year, working on all events with registration, promotion and social media. Our merchandise and branding was stronger and smoother this year thanks to their help. Kang Kang also conquered Weibo, Youku and Live Streaming for IPWS!

IPWS AMBASSADOR

- Stéfanie Vallée, Leadership Consultant & Executive Coach; Past EPWS President; Member of the WLA Committee
- Shirley Lei, Owner, Zenith Associates, Member of the WLA Committee

IPWS SUMMIT & WLA COMMITTEE

EARLY DEPARTING BOARD MEMBERS

- Galina Rogova, Commercial Sponsorship, 2015 - 2016
- Alyssa Weiting, Global Relations & Sponsorship, 2015 - 2016
- Simone Groeneveld, Finance, 2015-2016
- Kate Toogood, Marketing & Communications, 2016

VOLUNTEERS

A big thanks to Susanna Ma for helping organize the Volunteer Committee. IPWS Members and World Academy graduates, thanks to all your support and help! We love working with you all and could not have had such a successful year without you!

MENTOR WALKS SHANGHAI



Over the 2016-2017 season, IPWS continued as an organizing partner in the successful mentoring initiative, Mentor Walks, along with M on the Bund, and the Shanghai chapters of AmCham, BritCham, and AustCham.

Mentor Walks brings together established women leaders and emerging women leaders in the community for a morning walk to discuss professional and personal successes, challenges, and aspirations. Mentor Walks encourages mentors to inspire, guide, share experiences, keep an open mind, and find common questions with mentees.

Mentors are made up of corporate executives, diplomats, entrepreneurs and other successful professionals from many industries. Mentees are new professionals, more experienced career women, and entrepreneurs looking to learn from other enterprising women. Mentees have the incredible opportunity to seek advice, honest feedback and meaningful guidance from seasoned professional women in Shanghai.

The Walks occur on a monthly basis in the picturesque Jing'an Park in downtown Shanghai. IPWS will continue to partner in this inspiring program for the 2017-2018 season. This year, Mentor Walks also launched in Sydney and Hong Kong, adding to the existing Beijing and Shanghai chapters in Asia.



OUR PARTNERS

IPWS engages in long-term strategic partnerships with organizations in the Shanghai community and through these partnerships can offer access to our growing network of more than 6,000 professional women. We co-host events, organize activities such as the Mentor Walks Shanghai program, and seek to cooperate in new and innovative ways to serve our members and followers.

Through our partnership organizations, we expand the awareness of our organization and events to a different and broader audience across the community. Our aim is to build a platform from where to engage inspiring speakers, and secure quality contents, offerings and resources for our activities, to the benefit of our members and community. For more details about our partners, see <http://www.ipwsconnect.com/ourpartners/>.

This past year – we partnered with close to 15 organizations with a deeper focus on organizations that are aligned with IPWS members' mindsets. We honed in on executive MBA programs (for example IE Business School), Chambers of Commerce (i.e. AmCham / BritCham / AustCham) and developed a deeper relationship with TEDxPuxi. And given the universal usage of social media as the go-to communications channel - we shifted co-promotion efforts with our partnership organization from website to WeChat – allowing us to raise the awareness of IPWS across partner organizations members in a user friendly and efficient manner.

This past year – we also partnered with Chi Fan for Charity as a host for (2) tables to demonstrate our commitment to community causes.

PLEASE NOTE THE BELOW PARTNERS:



We inform.
We entertain.
We connect.



OUR SPONSORS

- This year, sponsorships generated RMB 231,900 of support, which included RMB 24,000 in annual commercial sponsorships and RMB 229,500 in sponsorship funds raised for our flagship event, the 2017 IPWS Summit & Women Leadership Awards.
- In-kind event sponsors have helped to reduce costs throughout the year and WLA inkind sponsors have also helped to significantly raise the profile of this event; we will work to continue this fruitful cooperation into the next year.
- A number of our sponsors have also supported fundraising organized by IPWS at the WLA and Leadership Summit to support the World Academy for the Future of Women (WAFW). A total of RMB 35,000 was raised for WAFW through the Summit and IPWS' White Party Brunch fundraising event in June 2017.

Annual Sponsors:



Better Quality, Better Life

Your Online Expat Supermarket

www.epermarket.com

In Kind Sponsorship:



White Party Fundraiser Event Sponsors:



IPWS EVENT LIST

2016-2017

CANADIAN PRIME MINISTER & FIRST LADY'S ROUND TABLE (2 SEPT 2016)

IPWS joined Sophie Gregoire Trudeau's gathering with many other great women leaders & organizations in China, including Lean In China, to discuss Chinese women and girls' achievements.

MENTOR WALKS SHANGHAI (9 WALKS)

IPWS, M on the Bund and the Shanghai chapters of AmCham, AustCham and BritCham have banded together to introduce a monthly Mentor Walks program to our communities in Shanghai. Mentor Walks brings together established women leaders and emerging women leaders in our community for a morning walk to discuss professional and personal successes, challenges and aspirations. Mentees have the incredible opportunity to seek advice from seasoned professionals who will provide an open ear, honest feedback and meaningful guidance.

FIND YOUR SUPER POWER WITH NANCY PON (20 AUGUST 2016)

IPWS invited you to a special event, for the first we were excited to partner with Shanghai's Women In Leadership League for: REBRANDING YOUR CAREER AND YOUR LIFE Is explaining your capabilities done by listing your past and existing job descriptions or with a vision of the future.

LIFE AFTER SCHOOL – FINDING YOUR 'PATH' (21 AUGUST 2016)

IPWS was pleased to partner with the World Academy for the Future of Women and fellow groups WEF Global Shapers Shanghai II, League of Extraordinary Women (LXW), Women In Leadership League (WILL) for this morning discussion to help find your post-graduation path both personally and professionally.

TEDx SHANGHAI WOMEN SALON – EMPOWERING PROFESSIONAL WOMEN TODAY (28 AUGUST 2016)

We were thrilled to partner with TEDx Shanghai Women on this fantastic event with a panel of highly accomplished and connected Shanghai-based women for this intimate Salon-style event as we discussed and explored ways in which professional women can be empowered in their work lives.

PARTNER EVENT – ENTREPRENEURSHIP IN CHINA: TURNING IDEAS INTO REALITY (30 AUGUST 2016)

IPWS was very excited to present an event from AUSTCHAM Shanghai featured speakers included:

Leigh Angus – Director of Prompt Management and a leading expert in innovation, investment and strategic partnering. She is also the cofounder of Junior Engineers, a full-fledge, commercial business providing soft-ware coding courses to children across Australia.

Jill Tang – Founder of CareerXFactor.com, a boutique career social platform for Chinese Overseas Returnees and expats who are living in China. She is also co-founder at TheBrewGirl.com which connects Chinese brewers to the rest of the world.

WELCOME BACK TO SHANGHAI (3 SEPTEMBER 2016)

Fun "edutainment" event presented by Fields! Tasted, Learnt, Saw and Heard at three jam-packed zones that will help you get the most out of your life in Shanghai.

THE EXPAT SHOW SHANGHAI (9 SEPTEMBER 2016)

Met us at the Expat Show - the largest gathering for the expat community in Shanghai, providing information, products and services for everyday life in Shanghai to expatriates.

PARTNER EVENT – CEIBS MBA INFO SESSION (10 SEPTEMBER 2016)

CEIBS Exclusive lecture was a great opportunity for MBA applicants, or anyone interested in business education, to learn what it's like to do a CEIBS MBA.

IPWS WELCOME BACK MIXER 2016 (20 SEPTEMBER 2016)

Cocktails and connections – a perfect mix to kick off the new IPWS year. You meet people new to Shanghai, find old friends and catch up on what's happening in this amazing city for professional women.



PARTNER EVENT – GLOBAL MEDIA ENTERPRISES & THE CHINESE MEDIA CONSUMER (24 SEPTEMBER 2016)

IPWS was proud to present an exciting event from one of our partners: The USC-SJTU Global EMBA Program (GEMBA): Global Media Enterprises and the Chinese Media Consumer. Featured speakers included Mr. Joseph Liao, CMO of Sony Pictures and Ms. Yvonne Wang, Chief Operating Officer at Hearst-China. In addition, the founding GEMBA faculty and world-renowned authority on business and corporate strategy, Professor Arvind Bhambri, joined the panel discussion.

PARTNER EVENT – FIND YOUR SUPER POWER – WILL (25 SEPTEMBER 2016)

Another wonderful event with our partner Women in Leadership League who are a fantastic non-profit organisation in Shanghai focusing on women empowerment, leadership influences and self development. REBRANDING YOUR CAREER AND YOUR LIFE.

NAVIGATING BORDERS: WOMEN ON THE INTERNATIONAL STAGE (19 OCTOBER 2016)

A career in the diplomatic service as a woman presents unique challenges in this politically-charged career.

NETWORK & GIVE BACK WITH IPWS (26 OCTOBER 2016)

Learning more about IPWS and our diverse events and happenings: fun evening to learn more about our organization and how you can help!

PARTNER EVENT: CHI FAN FOR CHARITY (12 NOVEMBER 2016)

IPWS sponsored two tables to directly support the international charity: Educating Girls of Rural China (EGRC) a wonderful organisation dedicated to helping young women from impoverished areas of Western China to obtain education and with a program that creates a unique sisterhood as these young women continue to go on into their professional careers.

EMOTIONAL INTELLIGENCE: HOW TO DEVELOP YOURS AS A PROFESSIONAL WOMAN (17 NOVEMBER 2016)

IPWS & Octave Intro Session of “Google’s Insanely Popular Emotional Intelligence Course”– Search Inside Yourself: Emotional Intelligence Program for Leaders.

PARTNER EVENT: POWER TRIBE – OPENING YOUR EYES TO THE FUTURE OF WOMEN (20 NOVEMBER 2016)

LXW, IPWS, GGI, SWLN, WILL, and Chozun were very excited to come together to present: POWER TRIBE: Pick your own track between: LIFESTYLE Living in Shanghai is difficult but also deeply rewarding, so this track makes it easier! Learn how to live green, and travel well, and invest abroad.

BECOMING AN ENTREPRENEUR IN SHANGHAI: THE GOOD, THE BAD AND THE UGLY (23 NOVEMBER 2016)

Interactive roundtable program focusing on entrepreneurship in China. You got the chance to talk face to face & workshop with established & self made entrepreneurs.

CHRISTMAS CONNECTOR: MAKE NEW FRIENDSHIPS & BUSINESS CONNECTIONS (8 DECEMBER 2016)

IPWS welcomed you to join the 2016 Christmas Connector! Each year, we join with the British Chamber Shanghai’s Women in Business Focus Group, AustCham, SwissCham, BenCham and MayCham to host the Christmas CONNECTOR event.

JUMPSTART YOUR WORK EFFICIENCY (13 DECEMBER 2016)

Increasingly demanding workload and performance requirements, alongside alarming over-time, over-work, work-life imbalance and deteriorating personal health, show no signs of ease but intensifying, presenting huge challenges to the professionals of the 21st century. “Human Energy Management” course aims to help people break misconceptions, learn and apply scientific and effective techniques to their work and life, so to continue on an up-track to better performance, healthier, more balanced and sustainable career and personal life.

TEDxSHANGHAIWOMEN TALK BACK (12 JANUARY 2017)

In honor of the release of these wonderful talks, we were proud to partner with TEDxShanghaiWomen and WeWork to host a talk back event with the speakers to hear more about how participating in a TEDxShanghaiWomen event has impacted them both personally and professionally.

ASSESS YOUR LEADERSHIP POTENTIAL – SPECIAL EVENT (18 JANUARY 2017)

IPWS and Right Management's Sandy Wong to further understand your communication style, your response to incentives, your relationship with authority, how you deal with change and what your triggers are for stress.

CHINESE NEW YEAR CONNECTOR BREAKFAST (16 FEBRUARY 2017)

IPWS and the British Chamber Shanghai's Women in Business Focus Group invited our community to this year's first CONNECTOR event.

INTERNATIONAL WOMEN'S DAY: FROM BRAIN POWER TO ARTIFICIAL INTELLIGENCE – WOMEN LEADING THE WAY (8 MARCH 2017)

International Women's Day is a global celebration of the economic, political and social achievements of women past, present and future. The British Chamber Shanghai's Women in Business Focus Group and IPWS invited all female professionals to join us at this annual celebratory breakfast.

HOW TO OPTIMIZE YOUR JOB SEARCH IN SHANGHAI (15 MARCH 2017)

IPWS invited you to an engaging and rewarding evening on the topic "How to Optimize Your Job Search in Shanghai", a lively panel discussion focused on how to effectively pursue the next step in your career.

WOMEN LEADERSHIP AWARDS – LAUNCH 2017 (22 MARCH 2017)

A special evening at M Glam where IPWS officially launched the Women Leadership Awards 2017. As the longest running awards in China recognizing female leaders, the Women Leadership Awards (WLA) is now in its 11th year. WLA recognizes professional women (and since 2016, men supporting women) who have emerged as leaders in their field.

MANAGING A TECH TEAM AS A NON-TECH ENTREPRENEUR (13 APRIL 2017)

IPWS invited you to come and hear the inspiring story of Evrim Kanbur, Founder of Expat Neighbors: how she went through a career transition and dove head first into tech, one of the hottest industries at the moment.

IPWS AT #BEFOODWISE WITH FIELDS (15 APRIL 2016)

Over the weekend of 15-16 April, you could discover great new tastes and fresh ways of living the Shanghai life by joining IPWS and online grocery store FIELDS as they celebrate 8 years of safe, tasty food at Kerry Parkside, Pudong.

HEFORSHE: WHY MEN SHOULD SUPPORT WOMEN AT WORK & HOW WE WILL ALL BENEFIT (27 APRIL 2017)

IPWS hosted an interesting dialogue between the winner of last year's Women Leadership HeforShe Award and several other high profile professional men about how they actively support women in the workplace.

WLA – MEET THE NOMINEES (17 MAY 2017)

An exciting evening of fun and networking, and to get the chance to meet and hear from the finalists from each of the six awards categories.

IPWS LEADERSHIP SUMMIT & WOMEN LEADERSHIP AWARDS (JUNE 2, 2017)

An event to meet and network with China's top female leaders at the IPWS Leadership Summit powered by IE Business School, featuring dynamic speakers and innovative workshops exploring this year's theme: Understanding Power & Leadership - A Roadmap to Success.

WHITE PARTY FUNDRAISER BRUNCH (17 JUNE 2017)

Celebratory White Party Fundraiser Brunch to help support a future for young women in China! The World Academy for the Future of Women (WAFW) is a bold and daring leadership program focused on developing young women for leadership roles that will address and achieve the United Nations Sustainable Development Goals.

SUMMER NETWORKING SERIES (12 AND 26 JULY 2017)

IPWS summer networking event to celebrate another successful season. IPWS welcomes you to join our summer networking event series! Bring your colleagues, team-members and friends to mingle and get connected over tasty canapés and drinks with a great mix of people.

SUMMER CONNECTOR BREAKFAST (24 AUGUST 2017)

IPWS – along with our friends at The British Chamber Shanghai's Women in Business Focus Group and AustCham Shanghai – joined together for another CONNECTOR event, where attendees shared a host of exciting introductory activities to enhance networking experiences.

IPWS ANNUAL GENERAL ASSEMBLY (30 AUGUST 2017)

Every year, the AGA is held, to confirm the Board of Directors for the next term and have a little celebration!

IPWS LEADERSHIP SUMMIT 2017 - CLOSING KEYNOTE BY R.MAY LEE: UNDERSTANDING POWER & LEADERSHIP



The IPWS Leadership Summit powered by IE Business School was held on Friday June 2nd, where we had the chance to hear from an impressive line-up of high-calibre speakers. One of our speakers was R. May Lee, Dean of School of Entrepreneurship and Management at ShanghaiTech University, who delivered a compelling Closing Keynote as she spoke about many aspects of power and leadership in her own life and career.

IPWS Leadership Summit
June 2nd, 2017
Closing Keynote – R. May Lee

Thank you. I'm truly honoured to be here among so many great women, the speakers, the participants, the award winners, and the organizers. Congratulations to the winners and to Tiziana and her team for putting together such a great event.

When I told my 11-year-old daughter IPWS asked me to speak today, she replied "Mom – you know I think you are great but they invited you because you are old and can share stories." After thinking about it, I realized she had a point.

I care deeply about healthcare and reproductive rights for women, about equal pay for equal work, and ensuring women can reach for and attain the highest heights. I've protested, marched, signed petitions, served on boards, given advice, and worked on countless task forces – too many to count. And throughout, I have almost always declined to speak in public about these topics. Not because I don't care – but because the fight for equality in the 70s embodied the right to choose – what kind of lives we wanted to lead – and my stories reflect my choices. I own those choices and they aren't necessarily right for others. Why did I change my mind?

First, Hillary lost the election. In addition to finding the language, behavior, coverage, and entire election outcome unacceptable on so

many levels, what most disturbed me most was the overt and accepted level of misogyny expressed at every turn. If this was a referendum on gender equality, we failed miserably. That means I need to do my share and get back into the battle, expanding my impact and helping where I can add value. Second, my daughter has a point – being old gives me the perspective and ability to share stories, not as stories but as illustrations of some broad principles.

My goal for today is to share some concrete tips learned over the course of my career. Additionally, I would like to use my position as the last speaker to do some "reframing" where I take familiar formulations and look at them through a different lens.

Lesson #1: You have "power" from Day One

I want to reframe the discussion away from "getting power" and towards how we gain additional power and, just as importantly, how we WIELD power. Let's not start with the assumption that we don't have power. We do. We commonly speak of power in the context of high-level positions. But don't underestimate your personal power – your presence on this earth gives you the power to impact things around you, big and small.

My first job out of college was working in China for a small consulting firm. My clients were CEOs such as Hank Greenberg from AIG, the head of McKinsey, and others. I used the opportunity to observe and learn from them. Watching them wield power taught me several lessons – about what kind of leader I wanted to be, what kind of employee I wanted to be, and what kind of person I aspired to be. You don't need to be around the CEO to learn these lessons. Just look around at your immediate manager and her/his manager – watch, listen, analyse, and consider how you might behave in her/his shoes.

Lesson #2: Reconciling advice on emotions and the workplace

What is the role of emotions in the workplace? We hear all sorts of things on this topic, e.g. your emotions provide strength; don't cry in the office; cry in the office...! When I think about emotions, I think

about them in three buckets:

Self-awareness: We heard Lorna, for example, talk about acknowledging and dealing with one's emotional state as the basis from which to make decisions and manage. The research here is unequivocal. Emotionally self-aware individuals perform better in the workplace on every metric. BUT, working through emotions and becoming self-aware should take place outside of the office. You can do it with your friends (more on that later), through meditation, coaching or therapy. They all work. Pick the one that works for you.

Use your positive emotions to your advantage: If you feel passionately about an issue, use your passion to persuade people. Use your happy energy to build bridges and alliances.

Negative emotions such as anger or frustration over disagreements are more complicated. In general, I suggest working through your emotions out of the office to figure out how to work through the situation in the office. How you resolve sticky situations depend, in part, on your organization's culture. I "grew up" at Goldman where direct confrontation and loud arguments were a regular course. Other places aren't like that.

Finally, as Tom Hanks said in "A League of Their Own": "There is NO CRYING in baseball." Similarly, I'm of the view that one doesn't cry in the office about work-related matters. I understand people may disagree with me about this and I am willing to entertain the possibility that things are different now. In my experience, however, bursting into tears in front of one's superior, rarely leads to an optimal outcome.

Lesson #3: Understand the currency of your company

To get promoted in an organization, you need to know what the organization values, how it measures outstanding performance, and how it rewards high-performers. Otherwise, you risk wasting energy and effort on things no one cares about. For example, the currency at Goldman Sachs was relatively simple: the size of your bonus at the end of the year and whether you made partner. size of your bonus at the end of the year and whether you made partner. Understand the currency at your company (it could be training opportunities, it could be rankings, it could be comp, it could be titles, it could be assignment of mentors, or a combination of these things), and set your own goals. With these basics in hand you can spend time focusing on what you were hired to do.

Lesson #4: We all need sounding boards AND alliances

All the experts recommend building a "network". More concretely, I suggest building a "tribe" outside of work and a "network" inside of work. These groups comprise different people and generally serve different purposes. Your tribe outside of office should be a group of friends who can offer diverse opinions and perspectives; who can listen sympathetically on the days when you need to vent; and who can act as a sounding board when you aren't sure what to do. These folks should and will disagree with you because they are your friends and don't have anything at stake other than being a good friend to you.

At work, you may have a few close "friends" but mostly you want to build a network of co-workers with whom you can work and build common cause. Not just mentors (more on that in a bit) – but as many allies as possible –above, below and next to you in seniority and function. Succeeding generally means having allies in the right places to get things done. Know also your "allies" inside will change – depending on your position, assignment and goals. Sometimes, someone you view as a competitor has interests aligned with yours. Corporations more and more value teamwork. You are going to need to work with all kinds of people and everyone needs help getting big things done. The days of one person going it alone are pretty much over. But just remember – not everyone is going to like you. That's inevitable and knowing it will happen is part of the path to success and power. The trick is to avoid giving people excuses to dislike you. Women have even less wiggle room than men. The research cited earlier today shows success and likeability are inversely correlated for women.

That's why having your tribe outside of the office plays a critical role. If I had one piece of advice or general rule of thumb to offer, it's the

following: DO NOT VENT about your boss or co-workers with others at work. It sounds impossible but try and stick to it. This kind of office chatter doesn't do women any favors. Information travels far, wide, fast and not very accurately.

Lesson #5: What you need to know about Mentors

Everyone says you need a mentor. And it's true. More specifically – you need more than one mentor if you can manage it. This means having more than one mentor inside the company AND having mentors outside the company who can provide perspective on issues such as promotion, managing difficult situations, and compensation.

Second, mentors have their own agendas. They will help and support you – but it won't be unequivocal and endless. Set your expectations accordingly. Part of being in power and being a leader means compromising with others to achieve a goal. Sometimes your well-being and interest might be subsumed by another agenda item important to your mentor. If your mentor is forthright and you are lucky, s/he might share that with you or prepare you ahead of time. Third, not all mentors are created equal. My first "mentor" as a young lawyer, "chose" me to serve on a big important industry-wide task force. This person left one week later. So much for mentorship.

Lesson #6: Competency Penalty

When you earn the reputation of being able to get things done, as many of us do, managers give you more...and more...and more. Sometimes the task is in your wheelhouse – and other times it isn't. It's nice to be "wanted" but not at the expense of getting one's own job done. If you are unsure about how to deal with the piling on of work, you have a few choices (not mutually exclusive). First, figure out whether the new assignment allows you to expand your network internally – meet some new people and gain exposure to other influential senior people. Second, consult with internal mentor for his/her opinion(s). Third, try and decide whether the new assignment affects your ability to finish your own core work (this is where what the company values and rewards matters). Fourth, consult your tribe outside of the office.

Lesson #7: Don't criticize other women

Sometimes, we are our own worst enemies. From the youngest age, we learn to criticize what other girls are wearing, their bodies, or how they talk. And this terrible habit continues into the workplace. We need to stop. Gaining influence and power is hard enough on its own. I'm not saying everyone needs to be best friends. Nor am I saying we can't disagree about substance. But the old adage of "if you don't have anything nice to say then don't say anything is useful."

When a woman takes a risk and puts herself out there, try and say something positive before engaging in further discussion.

On the flip side, stand up for other women. I was part of a conversation a few months ago about why the LGBT movement has progressed so far in such a short period of time, and gained a level of acceptance women have yet to attain. One of the core figures of the movement offered the following astute observation: "we had allies inside of corporations who stood up for the movement and made the case to the corporates that embracing this cause was right both morally and for business." In response, one of the leading lights of the women's movement in the U.S. similarly observed that women inside of corporations have NOT pulled their weight. I can appreciate the complexities of managing a business when one makes it to the top. And, in the end, women at the top will be judged by how well she manages the business for employees and shareholder value (like their male counterparts). I refuse to believe, however, that more can't be said and done by senior women on behalf of women in the workplace.

Lesson #8: Stand up for yourself

One of the prior speakers, Erin, talked about "taking power – men do it and women don't." I want to reframe that statement in the following way: once you've done the work and earned the power, don't wait for permission or consent to take what's yours. This is about making sure you do what you can to get your due. It means understanding the difference between claiming credit and getting credit. It means asking for the raise or promotion if you've done the work to deserve it OR

asking WHY you didn't get promoted. Sometimes it means getting recognition from the outside to help you get recognition from the inside. I don't think it means taking something heedlessly that doesn't already belong to you.

The antecedent to taking what one has earned, of course, is knowing how to value one's own self-worth. This is the bedrock of your future success. Goldman Sachs taught me this and, in my view, it's part of why the firm succeeds. When I arrived, I did the work assigned to me. I worked as hard as the next person – early mornings, nights, and weekends. But I couldn't figure out why no one ever told me “good job” or thanked me. Nor did I understand how one got opportunities to work on different projects. I spent countless hours worried I wasn't performing well. I was concerned no one liked or respected me. All of that was a complete waste of energy.

When I worked at Goldman, even the best managers rarely uttered “thank you”. As we used to say on the trading floor, “you are only as good as your last trade.” I figured out the firm didn't hire people to give them compliments. I saw senior partners receive the same treatment. We all have this image of an idyllic life at the top. It just ain't so – life is tough at the top.

As a result, I instituted a new rule: every day, I gave myself a compliment when I did a good job. If I was desperate, I could always call my friends – they were always good for a free compliment. I reminded myself this wasn't school or summer camp. It was work. After a few months, I began to believe in myself in the most basic way. I stopped looking for approval, stopped asking for permission, and valued my own contribution to the firm. My compensation went up. And then it hit me...I had the power to move forward.

Understanding and recognizing your own value also means you can evaluate when it's time to move on or whether to take a new opportunity. The decision to leave NYU was one of the hardest I've ever made in my career – it involved mentors, good friends, students and a mission about which I cared deeply. In hindsight, I stand by the decision even while knowing I could have done some things better. Similarly, I earned the right to go to the graduation ceremony of the inaugural class. I didn't expect an official invitation. Nor did I wish for any “formal recognition” other than to see the students graduate. I didn't ask for permission. I just went.

Lesson #9: Don't give up

You will doubt yourself. You will be afraid. People will say not nice things to you. Some days will feel terribly lousy. Your prospects will look cloudy at best and grim at your deepest point of despair. I wish it weren't so. But it's bound to be true for you, as it is for everyone. Recognizing it's competitive and hard for everyone sometimes helps. Remembering your goals helps more. You don't get to give up because it's hard. Everything worth doing is hard. If it were easy, everyone would do it. Keep going.

Lesson #10: STRETCH STRETCH STRETCH

This lesson is just another way of saying you need to keep learning and take some risks. Some people describe it as playing another octave on the piano. Some say you should stand as close to the edge of the metaphorical cliff as you can. Others say you should jump off the cliff every now and again.

How does one do this? Obviously, we could think of dozens of possibilities. I offer my experience at Goldman (again) as an example. I was initially hired as a lawyer for the Fixed Income Division. My second day on the job I took the elevator up to the trading floor – stepped out of the elevator, looked around, and went right back into the elevator down to my office. The sheer number of strange and fierce people on the floor overwhelmed me. Even the receptionist barked at people. How was I going to do this job if I was afraid of everything and everyone? I came up with a simple idea: I would force myself to go to the trading floor every day and meet two new people. Initially, I would walk around and around the floor screwing up my courage to meet someone. Some days went better than others. It was a small initiative but led to positive outcomes, most notably a sense of accomplishment and a profile within the firm.

Too often we talk about power as if it's some abstract concept. But it's real – just like the structure of a molecule or a corporation is real. Understanding power, using power, and getting to a powerful position require learning and practice – just like anything else we do in life. We learn about power first from our families where we understand the power structure. It's the same within organizations. You need to take the time to understand the power structure – what and who matters, when and how to get things done; and most of all how to wield power when you get it.

In my opinion, the path to power is truly a journey of owning who you are, making choices and taking responsibility for those choices, and ultimately figuring out what you want and getting it.

You will grow personally to grow professionally. It's hard work and made harder by the constraints we and others impose on us.

Be true to who you are – learn, listen, re-evaluate and grow. Having power and making a difference isn't simply about being a CEO or Prime Minister. It's about telling the world who you are – we know society wants to put us in a box. For example, I'm 80% certain Gianluca spent 30 seconds thinking about what to wear today. I, on the other hand, fussed over it for a few hours: this dress – too corporate; this outfit – too flouncy; this outfit – too boring; and so on. I didn't want you to put me in a box.

My final words – Go out and make your own box – or boxes! Thanks very much.

**THANKS TO ALL FOR ATTENDING OUR EVENTS
& SUPPORTING**



THROUGH THE LAST YEAR!



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