



EVENTS | PROGRAMMES | CEO BLOG

Dear Lisa

This week's issue of Fortune explores why women speak up less than men. It seems that even when women try to speak up, they are constantly interrupted by men and other women! Numerous studies show that [women are interrupted](#) (by both genders) more than men, that men [speak significantly more](#) in meetings than women do (one study found they account for 75% of conversation), that even when women speak less they are [perceived](#) to have spoken more, and that male executives who talk more than their peers are viewed to be [more competent](#), while female executives are viewed as less competent.

According to the Harvard Business Review, women listen more and expect a certain intimacy, while men are [more direct](#) and speak in ways to "[position themselves as one up](#)." Another study found that the higher up someone is within a company, male or female, the [more likely that person is to interrupt](#) everyone.

The results suggest that women don't advance in their careers beyond a certain point without learning to interrupt. Since people don't tend to like being interrupted especially by a woman, it's not surprising then that strong female leaders are often dismissed with the pejoratives "*bossy, unpleasant, and bitchy*." This explains why many women monitor their "personalities" at work and hold back from speaking up so as not to face negative repercussions. We also see this in salary negotiations, where women are encouraged to smile more and be more genial when asking for more money, lest they appear too confident or demanding. As a result, fewer women try to negotiate at all.

For women looking to advance especially in a male-dominated industry, here are a few tips from Fortune's MPW Insiders Network member, Elizabeth Boland, CFO at Bright Horizons Family Solutions:

- Don't be shy about offering your opinion. Rather than waiting until you've reviewed all of the information to offer up your voice, take a cue from men and throw out your opinion.
- Practise how to make your points quickly and emphatically. Get your headlines out there, and don't worry about interrupting. If you're too polite or not persistent enough, you may never get your chance.
- Stay true to yourself in how you conduct business with others. Even if it's more "female" in nature, if you tend to be more collaborative, then be collaborative. If you're exceptionally passionate about a particular topic, then be passionate. Don't worry about traits being male or female, or young or old. Just be true to yourself.

Companies who are looking to bring more women up through the ranks should also take heed of this finding: The one place women actually talk more? In less structured, more [cooperative environments](#). In other words, when there is less fear of being perceived as overbearing, women find their voice. Organisations looking to increase the representation of women in senior roles would do well to watch [Margaret Heffernan's TED talk](#) on "Why It's Time to Forget the Pecking Order at Work". According to Heffernan, organisations are often run according to "the superchicken model" where the value is placed on star employees who outperform others but this isn't actually what drives the most high-achieving teams. She argues that it's social cohesion — built every coffee break, every time one team member asks another for help — that leads over time to great results. New studies show that successful teams aren't the teams with the one or two individuals with the highest IQ or even with the highest aggregate IQ but the ones where members show empathy, give each other equal air time and have more women!

Warm regards

Su-Mei Thompson
 CEO, The Women's Foundation

UPCOMING EVENTS

MENTORING PROGRAMME

2016-2017
 INFO SESSIONS



Register Now: Mentoring Programme 2016-2017 Info Sessions

TWF is launching the 8th cycle of our Mentoring Programme for Women Leaders! All prospective applicants MUST attend ONE of our upcoming Info Sessions to hear from current mentors and protégés on why you should apply and what is expected of participants. **We will be running 6 sessions this year - please select one session only!** REGISTER [here](#) to join.

BOARDROOM LUNCH

FOURTH LUNCH OF THE SERIES



30% Club Annual Boardroom Lunch

TWF and the 30% Club HK are delighted to announce the fourth annual 30% Club Boardroom Lunch which brings aspiring and accomplished women directors face to face with the chairmen, CEOs and directors of Hong Kong's leading companies for simulated boardroom discussions on key issues facing boards today.

DATE: Friday, October 14, 2016

TIME: 12.30 p.m. - 2.00 p.m.

VENUE: The Asia Society Hong Kong Center, 9 Justice Drive, Admiralty

REGISTER [here](#) to join.

MENTORING ALUMNI

INTRODUCTION TO MINDFULNESS



Introduction to Mindfulness for Mentoring Alumni

Calling all former TWF MP Mentors and Protégés - join us for a morning of mindfulness training focusing on "Working Better - Living Better". Mindfulness has been proven to have positive effects on mental health and well being, performance and ability to handle stress.

DATE: Saturday, October 15, 2016

TIME: 9.30 a.m. - 12.30 p.m.

VENUE: Bloomberg, 25/F, Cheung Kong Centre, 2 Queen's Road, Central

REGISTER [here](#) to join.

MENTORING ALUMNI

INAUGURAL REUNION



Mentoring Programme Alumni Reunion

Calling all current and former TWF MP Mentors and Protégés: please save the date for the first ever TWF MP Alumni Reunion! Celebrate this year's graduating cohort and reconnect with other alums in an exciting morning with a bit of learning and a lot of fun. More details to follow.

DATE: Saturday, November 5, 2016

TIME: 9.30 a.m. - 12.30 p.m.

VENUE: Thomson Reuters, 18/F, ICBC Tower, 3 Garden Road, Central

REGISTER [here](#) to join.

NOV 15 | TUE
SAVE THE DATE
THE WOMEN'S FOUNDATION
GALA DINNER 2016

FROM 7.00PM | JW MARRIOTT HOTEL | ONE PACIFIC PLACE, 88 QUEENSWAY

- 96 CHALLENGING GUESTS/STORIES
- INSPIRATIONAL SPEAKERS
- ENTICING DRAW PRIZES
- DELECTABLE FOOD AND WINE
- EARLY BIRD TICKET PRICES

Save the Date! TWF Gala Dinner 2016

Mark your calendars for TWF's signature Gala Dinner featuring inspirational speakers, luxury prizes and live entertainment - stay tuned for more details!

DATE: Tuesday, November 15, 2016

TIME: From 7.00 p.m.

VENUE: JW Marriott Hotel, One Pacific Place, 88 Queensway

TWF PROGRAMME UPDATES



Mentoring Circle on Unconscious Bias

Last Monday, TWF held this year's final Mentoring Circle on unconscious bias. Participants identified actionable takeaways to tackle external and internal biases. Many thanks to Baker & McKenzie for hosting the event.



T.E.E.N. Update

Last Wednesday, our TEENs participated in a workshop to prepare them for their community projects. Over the next few months, our TEENs will work under the guidance of their Big Brothers & Sisters on group projects that tackle various gender and diversity issues within the community. These projects aim to both raise awareness about these issues and



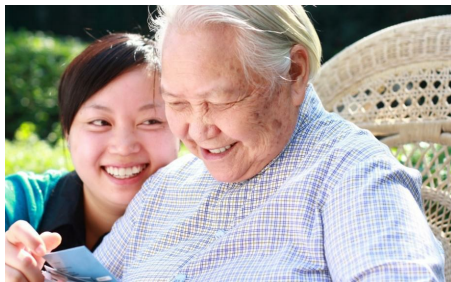
encourage the TEENS to step out of their comfort zones.

TWF CELEBRATES WOMEN'S PARTICIPATION IN RIO!



Amidst media flubs that demonstrate an under-appreciation for female Olympians' victories by [attributing their success to men](#) and engaging in [sexist coverage](#), TWF salutes the female Olympic athletes who made history in the first week of the Games including [Almaz Ayana](#) - the Ethiopian runner who broke the world record in the women's 10,000m, [Sara Ahmed](#) - the first Arab woman to win an Olympic medal in weightlifting, [Simone Manuel](#) - the first African-American swimmer to win an Olympic gold, [Kim Rhode](#) - the first person in this year's Games to win a medal in six consecutive Olympics and the first woman ever to do so in Olympic history, and [Kristin Armstrong](#) - the oldest female cycling gold medalist ever at 43. Their incredible achievements are a shining light for women around the world to challenge stereotypes and reach for the stars.

IN THE COMMUNITY



Recruiting Focus Group Members for a Study on Support for Caregivers

HKU is launching a study on support for family caregivers and is looking for focus group participants. If you are 40-64, caring for an adult family member (not necessarily living with you) aged 65 or older to whom you have provided not less than four hours of care per week for the past six months, Cantonese speaking and currently or previously employed, please contact Doris Chan at doristmc@hku.hk or 3917 5020 to join a focus group.



Nominations open for AmCham's Women of Influence Awards!

TWF is proud to support AmCham's Women of Influence Awards celebrating women, companies and male champions that are leading the way for gender equality. For nomination criteria and award descriptions, visit:

<http://www.amcham.org.hk/events/signature-events/2016-nomination>. Nominees can be any nationality but need to have a strong connection to Hong Kong. Anyone submitting a nomination before August 15 is also eligible for early bird conference prices!



HKU Dialogues on Gender Equity with UN Women's HeForShe

HKU will host Elizabeth Nyamayaro - Head of the UN's HeForShe Initiative, for a student-led Idea-thon and a workshop/town hall meeting to engage men to work with women to achieve gender equality. Led by HKU President Peter Mathieson, the town hall meeting will bring together students, faculty and administrators from HKU and CUHK with corporate, NGO and government leaders for cross-generational/cross-sector conversation and collaboration to strengthen the impact of HeForShe in our homes and institutions. The programme will also include a dual careers panel and micro-mentoring break-out groups.

HKU Student-led Ideathon:

DATE: Friday, August 26, 2016

TIME: 2.00 p.m. - 5.30 p.m.

VENUE: CPD 3.28 Jockey Club Tower, Centennial Campus, HKU ([map](#))

REGISTER via HKU [here](#)

Town Hall Meeting: "So, now what next"

DATE: Monday, August 29, 2016

TIME: 9.00 a.m. - 2.30 p.m.

VENUE: CPD 3.28 Jockey Club Tower, Centennial Campus, HKU ([map](#))

REGISTER via HKU [here](#)

Gender Equity – Retaining & Returning Female Talent in Hong Kong

TWF is pleased to support FLEXImums and Back to Work's HK Gender Equity Conference: Retaining & Returning Female Talent in Hong Kong. The day long conference will include panel discussions, debates and talks focusing on practical ideas businesses can implement to create a more gender inclusive workplace.

DATE: Thursday , September 29,2016

TIME: 8.30 a.m. - 5.00 p.m.

VENUE: Butterfield's, 2/F, Dorset House, Tai Koo Place, Quarry Bay

REGISTER [here](#) to join the conference and enjoy 25% off corporate ticket prices using the promo code "TWF".

TWF FUNDRAISING INITIATIVES - We Would Love Your Support!



Support TWF by selling Gold Flags at your office!

We are looking for opportunities to sell TWF Gold flags in offices to support TWF's Life Skills Programme for under privileged adolescent girls and boys in Hong Kong. We can provide a speaker, student ambassadors and cakes! If you can help, please contact Sarah Ladner at sarah.ladner@twfhk.org.



TWF Mischa Pins

To raise funds for our programmes, TWF is selling pins, specially designed for TWF by Michelle Lai - MISCHA founder. The beautiful black and gold enameled pins featuring MISCHA's signature design can be purchased at TWF and partner events for HK\$50. We are looking for volunteers to help us with selling pins within their organisations and networks. Please contact Stephanie Ko at stephanie.ko@twfhk.org to find out more.

WHAT WE'RE READING

Our top picks for recommended reading and listening on the key trends and breaking stories about women and gender:

- [Why Women Feel More Stress At Work](#) (Harvard Business Review)
- [Why Bastian Van Halder Quit His Job For His Spouse's Career](#) (The Peak Magazine)
- [The World Is Getting Better At Paid Maternity Leave. The U.S. Is Not.](#) (Washington Post)
- [Three Dads Share What It Was Like Taking Parental Leave For The First Time](#) (Fast Company)

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