



Best Workplaces for Women in Greater China™ 2021 Awards Ceremony



How to build a better workplace for women



CEO Message

As the world tries as hard as possible to overcome the pandemic, the work life continues reinventing and adapting to the so called “new normal”. Nevertheless, no matter what happens in the foreseeable future, many of the work conditions, the ones we may recognize as strongholds for workplace culture, will remain with little or no change.

Having a workplace strategy that prioritizes diversity and inclusion initiatives and offers great opportunities for women has proven to be advantageous over those that don't. This is what we're celebrating in this event: Best Workplaces for Women in Greater China 2021.

We couldn't be more excited for all the great organizations that are participating in this initiative and sharing the amazing practices and special conditions that they offer at their workplace. This results in the levelling of the playing field and fair participation without preferential treatment to any gender. By adjusting and including benefits and perks that make women work more effectively, these women feel more considered and cared for as a result.

Our research shows that when organizations focus on creating and fostering diversity and inclusion at the workplace, as a principle for the culture of the organizations, it positively impacts progress in innovation, performance levels of employees and the overall bottom line. All of these elements are critical for today's business environments.

Kudos for the winners. Lead on! We hope that you continue to set the standards that we hope will be further embraced by the working cultures in Greater China.



Mr. Jose Bezanilla
Chief Executive Officer
Great Place to Work® Greater China

About Great Place to Work® Institute

The global authority on workplace cultures Great Place to Work®, assess the organisations and select great workplaces for potential inclusion in the List based on two assessment tools: The Trust Index® survey and the Culture Audit® Questionnaire. Through these tools we concisely evaluate the perceptions of your employees. We ask them about their workplace experience and analyse the effectiveness of practices that underpin your workplace culture.

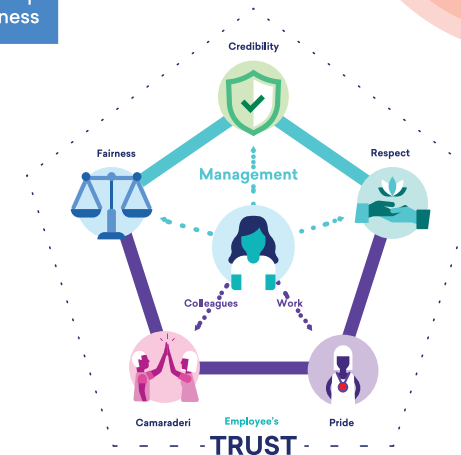
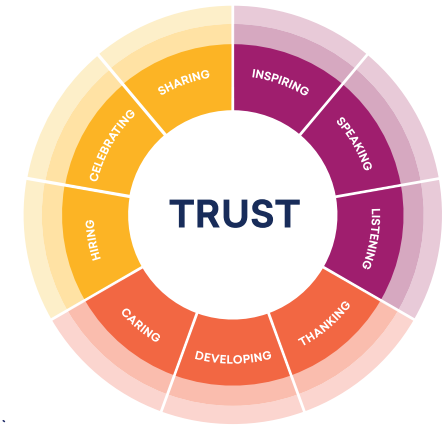
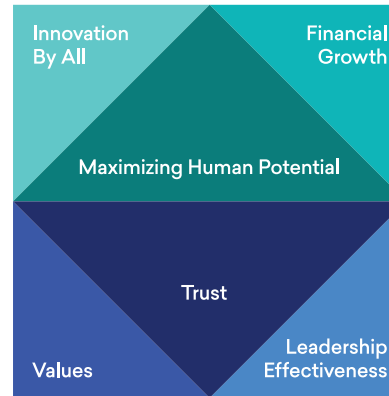
(1) Trust Index® survey measures your organizations to understand the key factors for creating a great workplace. It provides industry benchmarks and best practice databases for workplace culture, and also the starting point for implementations and improvements.

(2) Culture Audit® helps to understand the impact and effectiveness of human resources policies.

Through the analyses of the Trust Index® + Culture Audit® evaluations, we can understand the gap between the expected and actual results of the policies, therefore identify the key factors and invest appropriate resources, which allow organizations to create or improve an outstanding workplace culture.

Contact us for more information and to find out how to create your great workplace.

Contact us: CN_contact@greatplacetowork.com



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**Best
Workplaces™**
for Women
女性最佳职场

**Great
Place
To
Work®**

GREATER
CHINA
2021

Best Workplaces for Women™ is a accreditation standard which recognizes those top organizations that, while providing a great work environment to all employees, are also creating positive and supportive workplaces for women in particular developing and promoting practices that make sure women in the workplace have a fair and positive work experience, and have the opportunity to contribute to the success of the business while they develop their talents personally and professionally.



Eligibility

- Any organization with a minimum of 20 employees.
- Achieve a minimum of 70% Trust Index® score from the 60 core Great Place to Work® statements in each of the 5 dimensions.
- Meet the minimum number of responses required to meet the statistical confidence level for the size of organisation. This is determined by the total employee population size.
- The organization has to have a minimum of 30% Women in the workforce.
- The organization has to have a minimum of 20% Women in leading higher positions (Supervisor/Manager & Executive/Senior Manager)
- Isolating the Female gender answers to the Trust Index® survey, the score should be above 70% in every dimension + also above 70% in the Inclusion index (12 specific statements).
- The organization should submit at least 5 unique practices for Women.

Introduction

As the world changed in front of our eyes in 2020, the events we attended and organized shifted online. However, this year Great Place to Work®, the global authority on workplace culture, will be hosting the Best Workplaces for Women in Greater China™ Awards Ceremony 2021 event LIVE. We all missed the physical and face-to-face powerful communication and connections that are typical of a live event. So, by taking into consideration some safety measures and size concerns, we decided to bring you this new, cosy experience to celebrate our first Best Workplaces for Women in Greater China™ Awards Ceremony.

The event aims to honour, celebrate and invite award-winning organizations from different industries to share insights and practices on how to foster and sustain a truly equal and inclusive workplace culture while building GREAT WORKPLACES FOR ALL.

Also, there will be a panel discussion, we will be inviting representatives of local enterprises and award-winning organizations to share and discuss some of the action to promote gender equality and how we can build a positive employee experience for all.

Let's learn from your peers and industry thought leaders and celebrate with us as we unveil the Best Workplaces for Women in Greater China™ 2021 list.



Agenda

Time	Panel Discussion & Awards Ceremony
14:00-14:15	Registration
14:15-14:20	Welcome & Opening Remarks
14:20-14:40	Best Workplaces for Women in Greater China™ 2021 Awards Ceremony
14:40-15:00	Best Workplaces for Women in Greater China™ 2020 Report
15:00-15:20	Keynote speech - Diversity and Inclusiveness are Hilton's DNA
15:20-15:40	Tea Break
15:40-16:10	Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era
16:10-16:25	Introduction of “Chinese Professional Women in Digital Era White Paper” by Ladies Who Tech
16:25	Closing remarks

Keynote Speech

Diversity and Inclusiveness are Hilton's DNA



Keynote speaker

Ms. Christine Wang

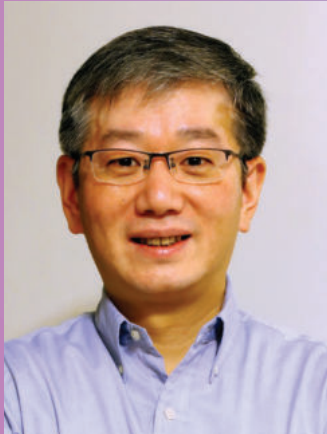
Vice President, Human Resources Greater China & Mongolia, Hilton

Christine Wang joined Hilton in 2016, and currently serves as Vice President of Human Resources for Greater China and Mongolia. In this role, Ms. Wang acts as a strategic business partner, providing thought leadership on strategic and tactical business imperatives, in order to drive short and long term goals for Hilton through effective human resource practices.

As a seasoned HR professional of more than 20 years, Ms. Wang has extensive experience working at multinational companies. Her previous experience includes serving as Vice President of Human Resources at DeNA China, Head of Human Resources for the China Technology Centre of Excellence at eBay, and Head of Employee Banking at Standard Chartered Bank (China) Ltd. Throughout her career, Ms. Wang has established and implemented quality and sustainability strategies, policies, systems, and programs at the companies she has served.

Ms. Wang received her Master's of Commerce with a major in Human Resource Management from the University of New South Wales, and a Bachelor of Arts with a major in Teaching Chinese as a Foreign Language from East China Normal University.

Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era



Panelist

Mr. Gordon Xing

Associate Vice President of Human Resources for Agilent Technologies

Gordon Xing is Associate Vice President of Human Resources for Agilent Technologies. As a strategic business partner, Gordon is responsible for human resource strategies, practices, policies, and operations in Greater China, including leadership and talent development, total rewards, strategic workforce planning, employee engagement, and HR compliance.

Gordon joined HP/Agilent in 1997. Prior to this appointment, Gordon was Agilent's Learning and Leadership Development Manager responsible for organization development strategies and initiatives. Earlier in his HP/Agilent career, Gordon was the sales manager and service & support manager for Agilent's telecommunication solutions.

Gordon has extensive experience in Human Resources, Telecommunications and Information Technology. Gordon has a master degree in Computer Science from Beijing University of Post and Telecommunications.

In 2019, Gordon collaborated with Agilent China's leadership team to lead the "Great Place to Work®" campaign and ranked as No.4 of "Best Workplace™", and was also rewarded as "Best Workplaces for Women™".

Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era



Panelist

Ms. Stella Chang

DDI Strategy Consultant, Greater China

Stella Chang joined DDI in 2008 as Senior Consultant. She has since provided training and consultation in Leadership Development, Talent Selection and Talent Management. She took the role as marketing director of Greater China in 2011. Currently she serves as Strategy Consultant in DDI.

Before joining DDI, Stella spent more than 20 years in journalism, public relations and marketing communications. The consultation covered extensive industries such as Chemicals, Fashion, FAMC, Healthcare, Hi-tech, Luxury Brands, Liquor and spirits, Retails and national tourism.

She got MA in Communications, Communication College at Boston University in USA.

Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era



Panelist

Ms. Ellen Wu

Human Resources Director, Asia Research & Development, Microsoft

Ellen has more than twenty years of extensive experience in the areas of strategic business planning, leadership effectiveness and development, learning strategy, development framework, change management, organization and talent development and executive coaching. She is a certified executive coach by Coaching Australia in 2011 with the accredited program with International Coach Federation (ICF).

Prior to Microsoft, Ellen has held various senior HR leadership positions in Financial Services Industry at AIA Insurance Co. China responsible for leadership development, talent management and Standard Chartered Bank both in China and Singapore as head of learning for global functions, regional learning head of ASEAN region, and the Head of HR for Retail Banking Business in China. Between 2006–2012, Ellen was with Microsoft both in Taiwan and Greater China Region as the HR lead for Taiwan and the Regional People and Organization Capability Consultant.

She has diverse cross-cultural and industry experience in Asia, America and Europe in other multinational companies headquartered in US, Switzerland, Taiwan including tele-communication, high technology both hardware and software in business planning and support, Human Resources management.

Ellen is passionate in building the culture of diversity and inclusion and has invested her personal time in the past few years on female talents growth and career coaching. She graduated from Eastern Michigan University in English Linguistics and Teaching English to Speakers of Other Languages (TESOL) in Michigan, United States.

Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era



Panelist

Ms. Angela Chen

HR Director, HR Total Rewards Greater China - SAP

Angela received her MBA at Concordia University Wisconsin. She is a certified SAP coach and has been working at SAP for more than 14 years.

Proven work experience

- HR Director, HR Total Rewards Greater China
- HR Director, HR Business Partner-Product Units
- Senior HR consultant: Bain & Co.

Panel Discussion: Best Workplaces for Women™ On Diverse Leaders in the Digital Era



Moderator

Ms. Alicia Tung

COO, Great Place to Work®, Greater China

Alicia Tung, COO, Great Place to Work®, Greater China, a Global Executive MBA of INSEAD. Prior to Great Place to Work®, she took up variety of management positions in the markets including:-

- Director, Human Resources, Asia Pacific for Radisson Hotel Group.
- Group HR Director, China for luxury retail/ fashion brand management companyImagineX.
- Varied of HR /Training leadership positions in Hyatt Hotel Corporation.

Specialized

Leadership Development, Talent Development & Mobilization, Culture & Organization, High Level Strategy Meetings, and HR Projects. An expertise to implement HR solution and improve services.

Introduction of

“Chinese Professional Women in Digital Era White Paper”

by Ladies Who Tech



Guest Speaker

Ms. Jill Tang

Ladies Who Tech Co- Founder

Jill Tang is a serial entrepreneur, community builder and Women in STEM advocate.

She is the co-founder of Ladies Who Tech, a social enterprise focusing on changing the status quo and promotes gender diversity and inclusion in STEM industry through offering digital upskilling education, career opportunities and community network.

It connects more than 30,000+ members across all social media in greater China and now has presence in 11 cities including Singapore and Kuala Lumpur.

Forbes China, the Guardian, BBC, TechNode, Paper, CGTN and CNN also reported her work. Jill is the finalist for 2016 Australia China Young Alumni of the year and top 100 Gen T in China by Asia Tatler in 2019. In 2020, Jill was awarded 'Social Impact Award' at AmCham Future Leaders of the Year Award.

She holds Bachelor of Commerce from Latrobe University, Master of Applied Finance from Monash University and MBA from Melbourne Business School.

Introduction of

“Chinese Professional Women in Digital Era White Paper”

by Ladies Who Tech



Guest Speaker

Ms. Charlene Liu

Ladies Who Tech Co- Founder

Ms. Charlene Liu was born in Malaysia and has lived in the US, Singapore, and now Shanghai.

She graduated from The University of Texas at Austin with a BSc in Electrical Engineering and has 20 years of working experience in different areas of the electronics and semiconductor industry, ranging from design, engineering, manufacturing to sales. Charlene is currently consultant manager at PwC.

Aside from her profession, Charlene has 13 years of social entrepreneurship and commercial event management experience in China. In 2009, she co-founded ShanghaiPRIDE, an annual festival run entirely by volunteers that promotes diversity, in 2014 Q-Events, an event management company, and in 2016 Ladies Who Tech, a networking community for women in STEM. Charlene spends her free time organizing events and managing the planning, operations, finance, and sponsorship of these platforms.

In 2014, she and team ShanghaiPRIDE were awarded Shanghai Hero by Time Out Shanghai, and in 2018, Best Event Organizer in East China by Huodongxing.

Ladies Who Tech

Chinese Women in Digital Economy White Paper



The <Chinese Women in Digital Economy White Paper> is an important milestone which is part of the Women.Digital.Future (WDF) initiative. WDF is initiated by Microsoft and DDI in 2021, with Ladies Who Tech joining as community partner with a mission to empower one million Chinese women in digital upskilling.

This white paper is the first to focus on Chinese women in the digital economy with a sampling size of over 20,000. The research will focus on different regions, career stages, and types of enterprises to observe, understand and analyse the current situation of Chinese women in the digital transformation and trend of future technology development. It will also cover the future digital skills on demand with the technology development from government and corporate policies as well as the social perspective.



The white paper will play a historical role on lobbying government, corporations and everyone to join the force in order to change the status quo, empower women's digital upskilling for a better, more diverse and inclusive, safer and prosperous digital world.

The Organizer

The logo for Great Place To Work, featuring the text "Great Place To Work" in white on a red square background.

Great Place to Work® is the global authority on high-trust, high-performance workplace cultures that provides executive advisory and culture consulting services to businesses, non-profits, and government agencies in more than 90 countries across five continents. Through proprietary assessment tools, benchmarks and certification programs, Great Place to Work® provides the expertise needed to create, sustain, and recognize outstanding workplace cultures. The Institute produces the annual report on 'Lists of Best Workplaces in Greater China™'. We partner with Bloomberg Businessweek/China and South China Morning Post to publish the 'Best Workplaces in Greater China™' and 'Best Workplaces Hong Kong™' respectively. In the US, we work with Fortune Magazine to publish the 100 Best Companies to Work For® list.



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