

Why Board Diversity Matters: Lessons from Best in Class Companies

Organised by:	Singapore Institute of Directors
Target Audience:	Aspiring and current directors, C-suite, advisers of listed companies, and those who work closely with boards.
Date:	Tuesday, 26 January 2021
Time:	9.00 am to 11.00 am
Venue:	This session will be conducted as a live webcast.
CPD:	2 hours
SID Member:	S\$60.00 (exclusive of GST) S\$64.20 (inclusive of GST)
Non-SID Member:	S\$90.00 (exclusive of GST) S\$96.30 (inclusive of GST)

(A notification email with the webinar link and password will be sent to registered participants 2 days before. Participants are advised to log in 5-10 minutes before the session.)

Synopsis

The Singapore Institute of Directors and Willis Towers Watson were proud to have launched the groundbreaking and inaugural Singapore Board Diversity Index in September 2020. This first-of-its-kind index assessed more than 700 companies with primary listings on the Singapore Exchange, across eight dimensions of board diversity – gender, age, tenure, independence, cultural ethnicity, international experience, domain expertise, and industry knowledge.

This follow up session undertakes a deeper dive into three specific aspects of Board Diversity – gender, tenure and independence – and will share more detailed findings and insights on the state of diversity related to these three aspects. The panel discussion that follows with chairs and members of Nomination Committees of companies with leading Board Diversity scores, will reveal the progressive board practices, thought processes and deliberate strategies employed by these leading companies to ensure diversity and inclusion on their boards.

Join us, as we explore why diversity is important and how a cognitively diverse board brings different experiences and viewpoints to the board's deliberations.

Programme

9.00 am	Registration												
9.10 am	Welcome address Ms Junie Foo, Governing Council Member, SID												
9.15am	Summary Presentation of the Board Diversity Index Launch on 16 September 2020 Mr Shai Ganu, Executive Compensation Global Practice Leader, Willis Towers Watson												
9.35 am	Panel Discussion <table border="0" style="width: 100%;"> <tr> <td style="width: 15%;">Moderator</td> <td style="width: 40%;">Mr Adrian Chan</td> <td style="width: 45%;">Vice-Chairman, SID</td> </tr> <tr> <td rowspan="4">Panellists</td> <td>Ms Michelle Cheo</td> <td>CEO & Executive Director, Mewah International Inc</td> </tr> <tr> <td>Ms Luo Dan</td> <td>Board Member, Yeo Hiap Seng</td> </tr> <tr> <td>Mr Shai Ganu</td> <td>Executive Compensation Global Practice Leader, Willis Towers Watson</td> </tr> <tr> <td>Mr Nihal Vijaya Devadas Kaviratne</td> <td>Board Member, Starhub</td> </tr> </table>	Moderator	Mr Adrian Chan	Vice-Chairman, SID	Panellists	Ms Michelle Cheo	CEO & Executive Director, Mewah International Inc	Ms Luo Dan	Board Member, Yeo Hiap Seng	Mr Shai Ganu	Executive Compensation Global Practice Leader, Willis Towers Watson	Mr Nihal Vijaya Devadas Kaviratne	Board Member, Starhub
Moderator	Mr Adrian Chan	Vice-Chairman, SID											
Panellists	Ms Michelle Cheo	CEO & Executive Director, Mewah International Inc											
	Ms Luo Dan	Board Member, Yeo Hiap Seng											
	Mr Shai Ganu	Executive Compensation Global Practice Leader, Willis Towers Watson											
	Mr Nihal Vijaya Devadas Kaviratne	Board Member, Starhub											
10.30 am	Q&A												
11.00 am	End of Programme												

About the Panel

Moderator



Adrian Chan
Vice-Chairman
Singapore Institute of Directors

Mr Adrian Chan is Head of Corporate at Lee & Lee. He serves on the Legal Service Commission and on the board of ACRA. He is an independent director on the boards of several listed companies on the SGX, and the SGX has appointed him to its Catalist Advisory Panel to review Catalist Sponsor and Registered Professional applications. He is a Council Member of the Law Society of Singapore and chairs the Corporate Law Advisory Panel at ACRA. He also serves on Singapore Management University's Enterprise Board.

Speakers



Michelle Cheo Hui Ning
CEO & Executive Director
Mewah International

Ms Michelle Cheo is the Chief Executive Officer and Executive Directors of Mewah International. She joined the Group in 2003 in the trading department and has been the Group CEO since 2010. Prior to this, she was at Exxon Mobil, in the US and Singapore. Ms Cheo serves on the 60th council of the Singapore Chinese Chamber of Commerce & Industries, and is a board member and chair of the audit committee of the Singapore Chinese Orchestra. She served on the Future Corporate Capabilities and Innovation SubCommittee under the Committee on the Future Economy.



Luo Dan
Board Member
Yeo Hiap Seng

Ms Dan Luo is an Independent Director at Yeo Hiap Seng, and spends half of her time advising Carlsberg on growth projects in Asia. She was formerly Managing Director of LEGO Singapore, a subsidiary of The LEGO Group. Prior to that, she worked for Heinz for over 13 years in the US and the Asia Pacific region, where she held various positions including Managing Director of Heinz ASEAN, based in Singapore, and Managing Director of Heinz Long Fong Frozen Food in China. Ms Luo has a strong track record in both driving growth (revenue, profits, market share) and business restructuring (turnarounds and cost re-engineering).

**Shai Ganu**

Global Executive Compensation
Practice Leader,
Willis Towers Watson

Mr Shai Ganu is the Managing Director for Willis Towers Watson's Rewards business for Asia Pacific, and the Talent & Reward business across ASEAN and South Asia, covering board advisory, management consulting and data services portfolios. He serves on SID's Board Diversity and Appointments committee, and conducts training courses on remuneration and talent management. He contributes articles to *The Business Times* and other publications on executive pay and governance, and has written chapters on human resources (HR) for MBA courses. Mr Ganu serves on the HR advisory committees of two leading companies in the region, and is a board member and HR committee chair of not-for-profit organisations in Singapore.

**Nihal Kaviratne**

Board member
Starhub Ltd

Mr Nihal Kaviratne's career with the Unilever Group spanned 40 years during which he held various senior level management positions in sales, marketing, brand and strategic planning and development, and as Chairman/CEO across Asia, Europe and Latin America. He retired from Unilever in 2005. Cited in the Queen's 2004 New Year Honours List in the UK, Mr Kaviratne was made Commander of the Order of the British Empire (CBE) for services to UK business interests and sustainable development in Indonesia. He was recognised for driving Business Excellence at the World Business Conclave 2016 in Hong Kong, and has extensive organisational, business, management, strategic planning and customer-based experience.

REGISTRATION

Please register online at www.sid.org.sg by **22 January 2021**.

COURSE ENQUIRIES

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Upon successfully enrolling for the course, you are deemed to have read and accepted the Terms and Conditions stated on SID's website.