

**Malaysia Hosts the  
14<sup>th</sup> WIM Global  
Leadership Conference &  
Top50 Professional and  
Career Women  
Global Awards 2024**

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**Celebrating  
Excellence:  
Winners of the  
14<sup>th</sup> Top50 Professional &  
Career Women Global  
Awards 2024**

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# women<sup>®</sup> top50

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**Empowering  
Women Globally:**

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# The Art of Presence: Being Present as a Leader

## Unlocking the Power of Mindful Leadership

In today's fast-paced, digitally driven world, being present as a leader is more challenging yet essential than ever. True leadership presence involves not just physical availability, but also mental and emotional engagement. This capability enhances relationships, drives productivity, and fosters innovation within teams.

Presence in leadership means being fully attentive and engaged with your team members. It involves

three key aspects: Physical Presence, which entails being physically available and accessible, showing up for meetings, and engaging in face-to-face interactions; Mental Presence, which requires providing undivided attention by minimizing distractions and focusing entirely on the task or conversation at hand; and Emotional Presence, which involves being attuned to your team's needs and feelings, showing empathy, and providing emotional support when necessary.

Being present as a leader comes with numerous benefits. Enhanced communication is one of the primary advantages, as active listening leads to clearer and more constructive dialogues, reducing misunderstandings and fostering openness. Additionally, presence builds a strong foundation of trust and loyalty, resulting in higher team morale and long-term success. It also improves decision-making, as mindfulness and reflection contribute to making better, more thoughtful choices. Furthermore, valuing team members' contributions encourages greater collaboration and innovation, empowering the team to achieve remarkable outcomes together.

There are several effective strategies to cultivate presence as a leader. Active listening is crucial, as it involves focusing entirely on the speaker and demonstrating respect and value for their input. Incorporating mindfulness and meditation practices into your

routine can also help improve mental clarity and emotional regulation. Setting intentions before meetings to be fully engaged and attentive can enhance your presence. Limiting multitasking and focusing on one task at a time will further boost both presence and productivity. Finally, fostering a culture of presence by leading by example and promoting practices that minimize distractions is essential for creating an environment where everyone feels valued and heard.

Despite the benefits, there are challenges to being present as a leader. Digital distractions are a significant hurdle; setting specific times for checking emails and messages, and creating tech-free zones can help mitigate this issue. Stress and overwhelm can also impede presence, so it's important to use stress-management techniques like deep breathing, exercise, and ensuring adequate rest. Time constraints can also be a challenge; prioritizing tasks and delegating when possible can ensure that interactions remain meaningful and focused.

In conclusion, being present as a leader enhances communication, builds trust, improves decision-making, and fosters collaboration and innovation. By practicing these strategies, leaders can overcome challenges and unlock their team's full potential, making presence a powerful tool for transformative leadership.





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WIM Malaysia Chapter

# Empowering Women Globally:

## Celebrating the 14th Top50 Global Awards in Malaysia

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By Dr. Sulochana Segera,  
Founder & Chairwoman, Women in  
Management (WIM) Global

In a world where women are increasingly breaking barriers and shattering glass ceilings, the need for platforms that recognize and celebrate their achievements has never been more vital. Women in Management (WIM) has been at the forefront of this movement for 15 years, advocating for women's leadership and empowering women across sectors to reach their full potential. The Top50 Global Awards, now in its 14th year, is an embodiment of our mission—celebrating women who are not only transforming their industries but also paving the way for future generations of female leaders.

As we prepare for the 14th Top50 Global Awards in Malaysia this year, I am filled with immense pride. Malaysia, a vibrant hub of innovation

and leadership in Asia, offers the perfect backdrop for this prestigious event, where we will honor women from across the globe for their exceptional contributions to business, entrepreneurship, and social progress. This year's ceremony promises to be more than just an awards night; it is a global summit of thought leaders, innovators, and changemakers who are shaping the future of leadership and transforming our world.

WIM's journey began with a simple yet powerful idea: to create a platform where professional women can network, mentor, and inspire one another to rise in their careers and personal lives. Since our inception in Sri Lanka in 2009, we have grown into an international organization that continues



to uplift women across continents. The Top50 Global Awards is not just a recognition of individual success, but a celebration of the collective power of women to drive change. The awards provide a global platform for women who are making significant strides in traditionally male-dominated fields, from finance and technology to healthcare and public policy.

What sets the Top50 Global Awards apart is its emphasis on diversity. We recognize women from different cultural, social, and professional backgrounds, highlighting the unique ways in which they contribute to their respective fields. This year, our winners come from 26 countries, bringing with them diverse perspectives on leadership, resilience, and innovation. They represent a broad spectrum of industries and share a commitment to excellence, courage, and the relentless pursuit of equality.

Hosting the awards in Malaysia further emphasizes the global nature of our initiative. As a leader in the Asia-Pacific region, Malaysia has long demonstrated its commitment to fostering women's leadership and economic empowerment. We are excited to showcase the stories of women who have overcome challenges, defied stereotypes, and set new

We recognize women from different cultural, social, and professional backgrounds, highlighting the unique ways in which they contribute to their respective fields. This year, our winners come from 26 countries, bringing with them diverse perspectives on leadership, resilience, and innovation. They represent a broad spectrum of industries and share a commitment to excellence, courage, and the relentless pursuit of equality.

benchmarks in leadership.

The Top50 Global Awards go beyond individual recognition—they aim to inspire a new generation of female leaders and male champions who believe in inclusivity and diversity. Our winners are role models for young women and men striving to take their rightful place at the table. Through this platform, we are building an international

community of empowered women, united in their mission to create a more inclusive and equitable future for all.

As we celebrate the 14th Top50 Global Awards, I am reminded of the many incredible women who have been part of this journey. Women who, against all odds, continue to thrive and inspire. My hope is that these awards will remain a beacon of hope and a testament to the endless possibilities that arise when women uplift and support each other. I invite you to join the WIM Global movement—not only to celebrate but to help shape a global culture of responsible leadership rooted in diversity and inclusivity. Together, we can continue to empower women, break barriers, and transform the future of leadership—one woman at a time.

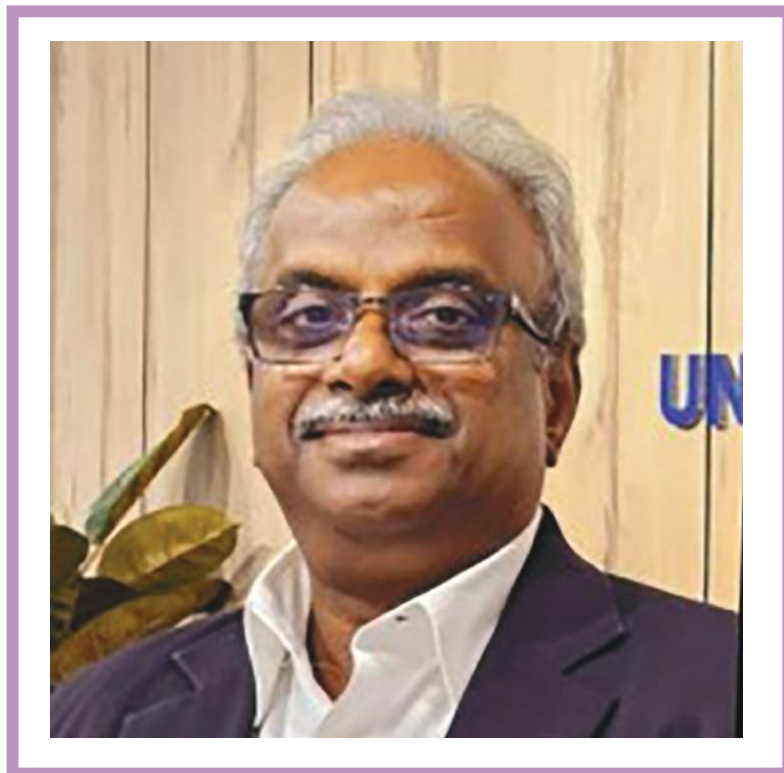
Let's honor the power of leadership. Let's celebrate their impact. And most importantly, let's continue to build a world where every woman has the opportunity to lead and succeed.

**With gratitude,  
Dr. Sulochana Segera**

**Founder & Chairwoman,  
Women in Management  
Global  
Top50 Brand Owner**



## “Celebrating Global Excellence: Malaysia Hosts the 14<sup>th</sup> WIM Global Leadership Conference & Top50 Professional and Career Women Global Awards 2024”



**A**s Chairman of the WIM Malaysia Chapter, it is a great honor to host the WIM Global Leadership Conference and the 14th Top50 Professional & Career Women Global Awards 2024 here in Malaysia. For the 14th consecutive year, Malaysia is proud to welcome participants and winners from around the world, and we are excited to showcase our rich cultural

heritage and warm hospitality during these prestigious events.

In today's rapidly changing world, businesses face constant disruption, making it increasingly challenging for leaders to effectively guide their organizations. Over the past decade, more than half of Fortune 500 companies have disappeared because they failed to adapt to market shifts.

Amid this disruption, dissatisfaction is rising within many organizations, with surveys revealing that a significant number of employees are seeking new career opportunities. This year's Global Leadership Conference will address these challenges through three key themes: Self-Leadership, Leading Others and Teams, and Leading the Business. These themes will help leaders develop personally, enhance team engagement, and guide their businesses toward sustainable success.

I would like to extend a special invitation to all Malaysian professional women leaders and corporate representatives to take advantage of this opportunity to network with global professionals and highlight Malaysia's best practices

on the international stage. The Women Top50 Awards will honor the remarkable achievements of women leaders and trailblazers from around the world. With nearly 200 nominees from 26 countries, this year's awards are a powerful testament to the global influence of the WIM brand.

I offer my heartfelt congratulations to all the Top50 Global Award winners and invite you to experience the beauty, culture, and hospitality of Malaysia. Let us come together to celebrate excellence, leadership, and the empowerment of women.

**Warm regards,**

**Professor Dr Selvaraj Oyyan Pillay**

**Chairman – Global Leadership  
Conference & Top50 Professional  
& Career Women Awards 2024**

**I would like to extend a special invitation to all Malaysian professional women leaders and corporate representatives to take advantage of this opportunity to network with global professionals and highlight Malaysia's best practices on the international stage.**



# TOP 10 CHAMPIONS OF DIVERSITY

**"Celebrating Inclusive  
Leadership:  
Championing Diversity,  
Driving Innovation"**

**09<sup>th</sup> December 2024**

**6.30 PM Onwards  
Shangri-La Colombo**

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Women in Management Malaysia



GLOBAL LEADERSHIP CONFERENCE 2024 - KL, MALAYSIA

SPEAKERS

"Transformative Leadership for Disruptive Times"



Dr. Sulochana Segera



Prof. Dr. Selvaraj Oyyan



Dr. Jasmine Begum



Dr. Kavitha Muthy



Mr. Douglas Dean



Ms. Kastuni Chellaraja Wilson



Prof. Dr. Cordelia Mason



Princess Manalisa Okojie



Mr. Nicolas Mc Roberts



Puan Khadijah Abdullah



Mr. Marvin Faure



Ms. Nancy Fortner



Ms. Whynde Kuehn



Dr. R. Usha Devi



Mr. Parul Soni



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Tri Mumpuni



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Dr. Edwin Varo



Ts. Dr. Norsaidatul Mazelan



ShriMati Nani Khamisah Al-Jabri Binti Dato' Syed Ahmad Isah



Dr. Mariyam Shakeela



Mr. Venki Mahadevan



Ms. Dilsha Ruwanpathirana



## “Breaking Barriers and Redefining Leadership:

Shaping an Inclusive and Equitable Future for All”

**I**t is with great pride and honor that I write this message for the Women Top 50 Magazine published in conjunction with the WIM Top50 Global Awards 2024. This event is not just a celebration of individual achievements but a testament to the collective strength of women across the globe, shaping industries, societies, and futures with courage and determination.

As women, we have historically faced numerous barriers, yet time and again, we have proven that we are capable of breaking through those barriers and driving meaningful change. The stories of resilience, innovation, and leadership showcased in this magazine stand as living proof of what we can achieve when we embrace our power and

work together to uplift each other.

The WIM Top 50 Awards exemplify this spirit of empowerment. They are not just about recognition but about creating role models for the next generation of women leaders. As we celebrate the remarkable accomplishments of the women recognized in these pages, we also remind ourselves of the work that still needs to be done to ensure gender equity and inclusion across all sectors. This event is more than just an awards ceremony; it is a call to action for all of us to continue striving for equality and empowerment in every sphere of life.

This year’s conference theme, “Transformative Leadership”,

couldn't be more timely. We live in a world that is rapidly changing—socially, economically, and environmentally. These changes present both challenges and opportunities, and it is up to us, as women leaders, to harness our collective strength to drive transformation. Whether it's by embracing diversity, fostering inclusive work environments, or developing sustainable business practices, we have a vital role to play in shaping the future.

I am also incredibly excited about the global nature of this event. It is a privilege to witness women from different countries and backgrounds come together to share their unique experiences and insights. This exchange of ideas and perspectives is crucial as we work to address the diverse challenges facing women in leadership worldwide. Through unity and collaboration, we become stronger and better equipped to advocate for our communities, businesses, and societies at large.

On behalf of Women in Management

Sri Lanka, I would like to extend my deepest gratitude to Dr. Sulochana Segerera, whose visionary leadership has turned WIM into a global movement that empowers women from all walks of life. Her commitment to championing women's rights and leadership has provided countless women with the opportunity to thrive and make their mark in their respective fields.

Finally, I want to congratulate all the awardees featured in this magazine. They are the embodiment of what it means to lead with purpose, passion, and perseverance.

Together, let us continue to break barriers, redefine leadership, and shape a more inclusive and equitable future for all.

**Dilsha Ruwanpathirana**

**Sri Lankan Committee Chair of the WIM Top50 14th Professional & Career Women Global Awards 2024**

**I am also incredibly excited about the global nature of this event. It is a privilege to witness women from different countries and backgrounds come together to share their unique experiences and insights. This exchange of ideas and perspectives is crucial as we work to address the diverse challenges facing women in leadership worldwide.**



# “Unlocking the Power of Diversity: Empowering Women Leaders, Celebrating Achievements, and Inspiring Action”



**A**s a board member and an active leader of Women in Management (WIM) and within the UAE chapter of ‘WIM’, I am honoured to contribute to the esteemed Women Top50 Magazine. This publication, in conjunction with the WIM Top50 Global Awards in Malaysia, serves as a vital platform to celebrate the achievements of remarkable women leaders and inspire future generations..

**The Power of Diversity** - In our dynamic business environment, diversity is not just a metric; it is a catalyst for innovation and success. Women offer a unique blend of perspectives and experiences that enhance decision-making and drive creativity. Organizations that prioritize diversity and inclusion are better positioned to navigate challenges and seize opportunities.

**Empowering Women Leaders** - Having had the privilege to witness the WIM Top50 Global Awards events held in Sri Lanka and Dubai, I can attest to the profound impact these gatherings have on our community. The events were attended by world-class women leaders who have made significant contributions to their industries and societies. Their stories of resilience and achievement resonate deeply, showcasing the strength and potential of women in leadership roles.

The Dubai event, held on June 18, 2022, was a remarkable success, bringing together over two hundred regional and global business leaders. The theme of “Resilience & Reinvention” highlighted the ability of women to adapt and thrive in the face of adversity. Each award presented was a recognition of not just individual excellence but also a celebration of the collective progress we are making toward gender equality in the workplace.

**Celebrating Achievements-** The WIM Top50 Global Awards are a testament to the extraordinary accomplishments of women leaders across various fields. By honouring these trailblazers, we not only celebrate their individual journeys but also inspire others to pursue their ambitions fearlessly. The recognition of these leaders serves as a powerful reminder that when women uplift and empower one another, we can achieve remarkable outcomes. As stated on the WIM Awards website, the annual event is an “uplifting and emotional award ceremony where women are celebrated equally in one room.”

The awards celebrate the achievements of remarkable women who inspire

those around them, whether through their careers, businesses, or everyday lives.

**A Call to Action -** As we continue our journey, it is imperative that we advocate for equal opportunities and supportive environments for women in management and leadership roles. We must challenge the status quo and work towards dismantling barriers that hinder women’s progress. By fostering a culture of inclusivity, we can create workplaces where women can excel and contribute fully.

I am proud to be part of the Women in Management (WIM) movement and to represent the UAE chapter on this global stage. Let us continue to inspire, empower, and support one another as we strive for a future where gender equality is the norm. Together, we can create a world that values and celebrates the contributions of women, ensuring that their voices are heard and respected in every sphere of society.

**Venkatesh Mahadevan Women in Management Board Member U A E Chapter**

**We not only celebrate their individual journeys but also inspire others to pursue their ambitions fearlessly. The recognition of these leaders serves as a powerful reminder that when women uplift and empower one another, we can achieve remarkable outcomes. As stated on the WIM Awards website, the annual event is an “uplifting and emotional award ceremony where women are celebrated equally in one room.”**

## “Empowering African Women: Celebrating Achievements and Amplifying Voices in the Women Top50 Magazine”



**W**ith immense pride and joy, I address you as we embark on a groundbreaking journey to highlight the brilliance and excellence of African women through the Women Top50 Magazine, in collaboration with the prestigious WIM Top50 Global Awards in Malaysia. This momentous occasion not only celebrates women's remarkable achievements but also marks a significant milestone in elevating the voices and impact of African women on the global stage.

Our presence in this esteemed publication is a tribute to the unwavering dedication, resilience, and exceptional

talents that define the women of WIM Africa. It serves as a beacon of inspiration, showcasing our collective strength and the remarkable contributions African women continue to make across various spheres of influence.

I extend my heartfelt gratitude to the visionary founder of WIM, Dr. Sulochana Segera. Her unwavering commitment to empowering women and creating platforms for recognition and advancement has illuminated the paths for countless women to thrive. Her passion and relentless advocacy for gender equality have not only transformed lives but have ignited a global

movement, empowering women across borders.

As we prepare to share our message of empowerment, unity, and excellence through the Women Top50 Magazine, let us stand proud, united in our diversity, and resolute in our commitment to shaping a future where women's voices are heard, their achievements celebrated, and their potential fully realized to create a brighter tomorrow for all.

In unity, resilience, and excellence,

**Ngozi Oyewole**  
**President, Women In**  
**Management Africa (WIM)**



# Empowering Women to Lead: Women in Management (WIM) Maldives



**W**omen in Management (WIM) Maldives stands as a beacon of empowerment, leadership, and advancement for women across the nation. Since its inception, WIM Maldives has worked tirelessly to create opportunities for women to excel in their professional careers, nurture their entrepreneurial aspirations, and advocate for their rightful place in decision-making spaces. As part of the larger Women in Management global network, WIM Maldives is dedicated to fostering an environment where women are not just present but are thriving as leaders, mentors, and agents of change.

In the Maldives, a nation where women have historically been underrepresented in leadership roles, WIM has been at the forefront of breaking barriers and challenging stereotypes. The organization provides a platform that connects women from diverse sectors—business, government, education,

tourism, media, and beyond. Through this dynamic network, women are equipped with the tools, resources, and mentorship needed to advance their careers and businesses. WIM Maldives has created an inclusive community that is dedicated to celebrating the successes of women, while also addressing the challenges they face in balancing work, family, and personal growth.

One of the flagship programs of WIM Maldives is the WIM Maldives Awards, which recognizes and celebrates the remarkable achievements of women leaders, innovators, and influencers. These awards not only shine a spotlight on the accomplishments of Maldivian women but also inspire the next generation of female leaders to dream big, push boundaries, and make a difference in their communities. The awards provide a platform to celebrate women's contributions in various fields, from corporate leadership to entrepreneurship, and social activism

to public service. They emphasize the critical role women play in shaping the future of the Maldives.

WIM Maldives also recognizes the importance of continuous learning and professional development. The organization frequently hosts workshops, seminars, and training programs designed to hone the leadership skills of women across all industries. By providing access to thought leaders and industry experts, WIM ensures that its members are equipped with the knowledge and confidence needed to tackle the unique challenges faced by women in leadership. Whether it's mastering negotiation skills, understanding corporate governance, or developing personal branding, WIM empowers women with practical skills that enhance their professional journeys.

In addition to its professional development initiatives, WIM Maldives is also deeply committed to advocating for policies that support gender equality in the workplace. The organization collaborates with government agencies, private sector organizations, and international bodies to push for reforms that promote equal opportunities for women. This advocacy work is essential in ensuring that women

have access to leadership roles and are provided with the necessary support systems to excel. WIM Maldives believes that true empowerment comes not only from personal success but from creating systemic change that benefits all women.

The work of WIM Maldives is rooted in the belief that when women succeed, societies prosper. The organization strives to create a future where women have equal representation in every sector, from corporate boardrooms to political leadership. WIM is committed to nurturing a generation of women who are bold, visionary, and unafraid to lead. As WIM Maldives continues to grow, it remains focused on its mission to uplift and empower women across the nation, ensuring that their voices are heard, their achievements are celebrated, and their contributions are valued.

Together, we are building a stronger, more inclusive Maldives—one where women are at the helm of change.

**Minha Faiz**  
**President**  
**Women in Management Maldives**  
**Chapter**

**In the Maldives, a nation where women have historically been underrepresented in leadership roles, WIM has been at the forefront of breaking barriers and challenging stereotypes.**

# Empowering Women, Building Futures



**A**s the Head of the Executive Committee of Women in Management (WIM) Sri Lanka, it is with immense pride that I reflect on our organization's incredible journey over the years. Since its inception, WIM has evolved into a dynamic platform committed to fostering leadership, professional growth, and a strong sense of community not only among women, but also youth and male champion across the globe.

WIM's remarkable growth stands as a clear reflection of our steadfast dedication to empowering women. Through comprehensive mentorship programs, professional training, and development opportunities, we have fostered an ecosystem that supports both personal and career advancement. By recognizing and celebrating women who defy boundaries across various

industries, WIM has been instrumental in cultivating a thriving community of leaders.

Women Top50 Magazine is a testament to the vision and determination of Women in Management (WIM). With each of its ten volumes, the magazine has consistently delivered four issues per year, curating content that resonates with a diverse audience in over 30 countries. The reach and influence of Women Top50 are undeniable, with its insightful messages, in-depth interviews, and strategic brand advertising placing it at the forefront of global women's leadership discourse.

Our reach has not only expanded in numbers but also geographically, with a presence that now spans five international chapters: Maldives, Canada, UAE, United Kingdom, and



Malaysia. With a global membership base of 1,200 and over 2,500 members who are Top50 Award winners, WIM continues to make a lasting impact, driving positive change for women worldwide. I am proud to announce that this year's Conference and Women Top50 Awards will take place in Malaysia from November 5th to 7th, 2024.

At the heart of WIM lies the value of connection. We believe that when women support and uplift one another, extraordinary things happen. Through our extensive networking events, workshops, and partnerships with leading organizations locally and internationally, we've cultivated a network where women can share knowledge, exchange ideas, and collaborate for mutual success. WIM has become a trusted space for women at all career stages to find guidance, inspiration, and opportunities for advancement.

Our growth is anchored in core values that continue to shape our work. Integrity drives us to act with transparency and dedication to our mission. Inclusivity ensures that we provide opportunities for women from all walks of life, transcending social and economic barriers. Leadership is not just something we teach; it's embedded in everything

we do from nurturing future leaders to promoting policies that ensure gender parity in the workplace.

As we look to the future, WIM remains committed to our vision of empowering the next generation of leaders, advocating for women's participation in economic growth, and fostering a culture where equality is the norm. We are proud of the strides we've made and look forward to even greater achievements as we continue this journey.

I take this opportunity to thank Prof. Selvaraj Oyyan Pillay and his Executive Committee of Malaysia and our team in Sri Lanka for your incredible effort in organizing this year's Conference and Women Top50 Awards. My sincere thanks also go to the judges, sponsors, speakers, and participants for your invaluable contributions.

Congratulations to all the award winners! Your achievements are truly inspiring, and we are honored to celebrate your excellence.

**Waruni Algama**  
**Honorary Executive Secretary**  
**Women in Management Sri Lanka**

**Our reach has not only expanded in numbers but also geographically, with a presence that now spans five international chapters: Maldives, Canada, UAE, United Kingdom, and Malaysia. With a global membership base of 1,200 and over 2,500 members who are Top50 Award winners, WIM continues to make a lasting impact, driving positive change for women worldwide.**

# Message from the President of WIM Canada

As I reflect on the remarkable five-year journey of WIM Canada, I am filled with immense pride and gratitude for what we have accomplished together. Our organization has been a beacon of empowerment, uniting women from diverse backgrounds and industries to share their experiences, insights, and aspirations. Throughout these years, we have championed diversity and inclusivity, recognizing that these values are not just essential for our individual success but are crucial for the growth and innovation of the entire economy.

I want to extend my heartfelt best wishes to the WIM Malaysia Chapter as you prepare for the upcoming events and initiatives. Your commitment to uplifting women leaders and fostering a culture of inclusivity resonates deeply with our shared mission. By connecting with global leaders and creating networking opportunities, we can all benefit from the diverse perspectives and experiences that drive progress and change.

In today's world, it is imperative that both women and men

take an active role in shaping the economy with values that promote respect and equity in the workplace. Together, we can create environments where everyone feels valued and empowered to contribute their unique strengths.

As we continue to break barriers and redefine leadership, let us remain united in our efforts to

foster inclusive workplaces that inspire collaboration and innovation. Here's to a future where our collective voices drive meaningful change!

**Devika Anthony**

**President Women in Management Canada Chapter**



# “Empowering Women in Tech: Navigating the Rise of AI and Emerging Technologies for a Competitive Future”

At Women in Management UK (WIM UK), we are deeply committed to empowering women and promoting equality in leadership. Our core mission revolves around creating environments where women can thrive, and one of the ways we do this is through our specialized equality courses. These courses focus on breaking down barriers to inclusion and promoting gender balance and diversity across all sectors. By equipping women with the knowledge and skills to navigate workplace challenges, we help foster a culture where equality is not just a goal but a reality. The first course ‘Unconscious Bias and Micro Aggression’ is ready to be offered to all members. The course is interactive and is supported by AI. The learners can discuss the course content with AI.

The rise of AI and other emerging technologies has transformed industries, and we are committed to ensuring that women have the tools and skills to lead in this rapidly changing landscape. Our AI-related initiatives provide

women with the opportunity to engage with cutting-edge technology, helping them to stay competitive and future-ready.

Another key aspect of our work is the annual “Top 50 Women Awards,” which recognises and celebrates the incredible achievements of women in fields like healthcare, education, finance, law and technology. These awards highlight not only individual accomplishments but also the broader impact women have on driving innovation and positive change in their respective industries.

Our combination of equality-focused education and forward-thinking initiatives like AI integration allows WIM UK to support women at every stage of their professional journey. We are dedicated to helping women break through barriers, pursue leadership opportunities, and succeed in a rapidly evolving world.

**Anna Stelmaszczyk,**  
Executive of WIM UK  
Chapter





In a world that often equates entrepreneurship with youth, Mallika Wanigachinthamani Mohotty, the Managing Director of Sekkugala Villa, beautifully exemplifies that it's never too late to pursue her dreams. At 70, as the eldest daughter in a family of seven siblings and a proud grandmother of three grand daughters, Mallika embarked on a remarkable journey in the hospitality industry. Her story is a powerful testament to courage, determination, and the limitless potential of women who dare to dream, regardless of age.

#### Early Life: A Natural Leader

Born into a humble family, Mallika embraced the weight of responsibility from a young age. As the eldest of seven, she learned the values of discipline, perseverance, and hard work early on. These qualities, honed through years of supporting her parents in raising her younger siblings, laid the foundation for her emergence as a natural leader and entrepreneur.

#### A Bold New Chapter at 70

While many women might consider retirement or a slower pace of life at 70, Mallika chose to take a bold step forward. With her children grown and having dedicated years to nurturing others, she felt it was finally time to invest in herself. Her passion for hospitality and deep appreciation for Sri Lanka's rich culture inspired her to establish



## Embracing Dreams at Any Age

The Inspiring Journey of  
**Mallika Wanigachinthamani Mohotty**  
 (Managing Director of Sekkugala Villa – Galle )

Sekkugala Villa in the Galle District—the very place of her birth. At Sekkugala Villa, travelers are embraced by the genuine warmth of Sri Lankan hospitality, where every detail is thoughtfully designed to offer a seamless blend of luxury and tranquility. Here, the soothing ambiance invites guests to unwind and enjoy an experience that harmonizes modern comfort with the timeless charm of the island's serene beauty. Mallika's decision was unconventional, yet she thrived in the challenge. Her business not only reflects her personal tastes but also stands as a symbol of her resilience

and ambition. Sekkugala Villa is a haven where guests are welcomed like family, creating an atmosphere reminiscent of the home she nurtured throughout her life.

#### A Legacy of Resilience

At 70, Mallika launched what has become a flourishing business in a competitive industry, proving that it's never too late to transform a passion into a profession. She has crafted a legacy not only for her children and grandchildren but also for countless women who may feel that their time has passed. Her journey serves as a reminder that entrepreneurship knows no age limits. It is fueled by passion,

a willingness to learn, and the courage to take risks. Mallika's story will continue to inspire women across generations to dream big, start anew, and build their own legacies, no matter where they find themselves in life. In a society where women are often encouraged to conform to defined roles as they age, Mallika stands tall as a beacon of possibility- a woman who dared to carve her own path, filled with opportunity, success, and the unwavering belief that life begins whenever you choose to embrace it.

# GLOBAL LEADERSHIP CONFERENCE & TOP50 PROFESSIONAL & CAREER WOMAN AWARDS 2024

ORGANISING COMMITTEE WOMEN IN MANAGEMENT, MALAYSIA CHAPTER



**Professor Dr Selvaraj Oyyan Pillay**

Chairman, Women In Management – Malaysia Chapter  
CEO, UNIMAS Kuala Lumpur LC @ GIA



**Santhi Ram**

Secretariat, Women In Management – Malaysia Chapter  
CEO KVSR Consulting



**Douglas Dean**

Consultant, Women In Management – Malaysia Chapter  
Head of Consulting, OSR Consulting



**Hamidi Halim**

CEO, Abroad EduWorld



**Dr Kavitha Muthy**

Chief Strategy Officer, Intellize Tech Services



**Venugopal**

President, KVSR Consulting





**Savel Negarajah**  
CEO- Yash Dynamic I Tech Solutions



**Haesz Shahid**  
Advisor, ClassVruum Solution



**Dr Shanti Raj**  
Chief Executive Officer, First Nurture International



**Irdina Shahid**  
Managing Director, Abroad EduWorld



**Kavesha Saravanan**  
Consultant - M.I.C.E., First Nurture International



**Thabeena**  
Consultant EY



Associate Professor  
**Ts. Noraziah Abdul Wahab**  
Director, University Sustainability Centre (USC) Universiti Malaysia Sarawak (UNIMAS)



**Dr. Alan Hoo**  
OBORSEA, President RCEP Region



**Navina**  
HR Administrator, 42nd Street Charity Manchester, United Kingdom



**Rani Wemel**  
Chief Operations Officer, LTT Global | MyMobileUni



**Dharishina Selvaraj**  
IT & Web Design Support, London, United Kingdom



# Celebrating Diversity Champions: Highlights from the Inaugural Top 10 Champions of Diversity on International Men’s Day 2023

In a landmark event celebrating International Men’s Day 2023, Women in Management (WIM) and the International Finance Corporation (IFC) proudly presented the inaugural “Top 10 Champions of Diversity” awards. Held at the prestigious Taj Samudra Hotel in Colombo, this celebration honored men who are driving change and promoting diversity, equity, and inclusion (DEI) across various sectors in Sri Lanka.

The event highlighted the inspiring contributions of leaders in fields ranging from technology to social responsibility, each recognized for their commitment to fostering inclusive workplaces and communities:

- **Technology Industry:** Sushena Ranatunga, Director of Creative Software
- **Social Responsibility Sector:** P. Sivakumar, Assistant Director, Family Planning Association
- **Banking & Finance Sector:** Bingumal Thewarathanthri, Chief Executive Officer, Standard Chartered Bank
- **Media Sector:** Sujana Wijewardena, Deputy Chairman & Managing Director, Wijeya Newspapers
- **Advocacy in Diversity:** Hemantha Jayawardena, Founder, Diversity Collective Lanka
- **Digital & Communication:** Supun Weerasinghe, Chief Executive Officer, Dialog Axiata
- **Inclusivity Category:** Ishan Jalill, Founder & President, Ability for Action





- **Business Diversity Category:** Krishan Balendra, Chairman & CEO, John Keells Holdings PLC
- **Manufacturing & Export Category:** Deshamanya Mahesh Amalean, Co-Founder & Chairman, MAS Holdings (Pvt) Ltd
- **Insurance Category:** Chandra Schafter, Chairman Emeritus & Founder, Janashakthi Group
- **Entrepreneurship in Manufacturing:** Deshamanya Soori Rajan, Chairman & Managing Director, Sun Match Company & Asoka Group
- **Social Responsibility & Community Empowerment:** Dr. Vinya Ariyaratne, President, Sarvodaya Shramadana Movement

Each awardee embodies the spirit of inclusivity and demonstrates that progress in DEI benefits both workplaces and broader society.





# Celebrating Excellence: Winners of the 14<sup>th</sup> Top50 Professional & Career Women Global Awards 2024



**Winner**  
Career Leadership -  
Education & Coaching Sector  
**Dr. Malai Zeiti binti Sheikh  
Abdul Hamid**  
Brunei



**Winner**  
Diversity Champion  
**Dr. Nasir Latif**  
Brunei



**Winner**  
Career Leadership - State &  
Government Sector  
**Nahida Rahman Shumona**  
Bangladesh



**Winner**  
Career Leadership in  
Engineering & Construction  
**Zheyang Zhang**  
China



**Winner**  
Woman Personality of the Year  
**Tanvi Shah**  
India



**Winner**  
Career Leadership Education &  
Research  
**Dr C A Vasuki**  
India



**Winner**  
Career Leadership Legal  
Category  
**Shalini Ratwatte**  
India/Sri Lanka



**Winner**  
Diversity Champion  
of the year  
**Shrikant Madhav Vaidya**  
India





**Winner**  
Career Category – Sustainability  
**Chintya Dian Astuty**  
Indonesia



**Winner**  
Career Leadership in  
Human Resources  
**Tina T. Kemala**  
Indonesia



**Winner**  
Leadership in State Sector  
**Hikariko Ono**  
Japan



**Winner**  
Social Entrepreneur of the year  
**Makhoboso Shale**  
Lesotho



**Winner**  
Diversity Champion of the year  
**Rani Wemel**  
Malaysia



**Winner**  
Woman Corporate leader  
of the year  
**Datuk Nuraslina Zainal Abidin**  
Malaysia



**Winner**  
Career Leadership - Health Sector  
**Leftenan Colonel**  
**Dr Ajantha Segarmurthy**  
Malaysia



**Winner**  
Career Category - Marketing &  
Brand Management  
**Amelia Binti Roziman**  
Malaysia



**Winner**  
Career Role Model of the Year  
**Datuk Dr Hajah Rosmawati Haji  
Lasuki, J.P.  
Malaysia**



**Winner**  
Career Leadership - Science &  
Technology  
**Yap Sau Wai, Malaysia**



**Winner**  
Career Leadership - Education  
& Coaching Sector  
**Professor Dato' Elizabeth Lee  
Fuh Yen, Malaysia**



**Winner**  
Career Leadership - Media,  
Brand Management and Digital  
**Zoey Ting Giek  
Malaysia**



**Winner**  
Business Role Model  
**Dr. Wendy Lee Ming Li  
Malaysia**



**Winner**  
Career Leadership -  
Financial Sector  
**Dato Dr. NELLIE S.L.  
TAN-WONG, J.P. Malaysia**



**Winner**  
Career Leadership - Research &  
Innovation  
**Associate Professor Ts  
Dr Zuhanis Binti Mansor  
Malaysia**



**Winner**  
Corporate Leadership –  
Digital Asia  
**Vidhya Ganesan  
Malaysia**





**Winner**  
Career Leadership - Security & Defense  
**DCP Dato' Sasikala Devi Subramaniam, Malaysia**



**Winner**  
Diversity Champion  
**Hon Prabakaran Parameswaran Malaysia**



**Winner**  
Power Woman of the Year  
**Puan Sri Siew Yong Gnanalingam Malaysia**



**Winner**  
Career Leadership – Technology  
**Salmi Nadia Binti Mohd Hilmey Malaysia**



**Winner**  
Leadership in Women in Empowerment  
**Datuk Dr. Hajah Tarsiah TZ Taman Malaysia**



**Winner**  
Excellence in Promoting Women in Business & Professional Leadership  
**The Association of Bumiputera Women in Business and Profession Malaysia**



**Winner**  
Organization promoting equity, inclusivity, and diversity of the year  
**Intellize Tech Service Malaysia**



**Winner**  
Career Leadership - Media, Brand Management and Digital  
**Minha Faiz Rashaad Maldives**





**Winner**  
Women with a Cause Maldives  
**Shidhatha Shareef**  
Maldives



**Winner**  
Entrepreneur of the Year  
**Rania Taleki**  
Morocco



**Winner**  
Career Leadership Real Estate  
& Construction Sector  
**Yee Wyne Oo**  
Myanmar



**Winner**  
Business Role Model  
**Anuja Saraf Agrawal**  
Nepal



**Winner**  
A woman with a Cause Pakistan  
**Abida Saleem Malik**  
Pakistan



**Winner**  
Career Leadership - Education  
& Coaching Sector  
**Dr. Elvira V. Gabriel**  
Philippines



**Winner**  
Career Leadership - Tourism  
Sector  
**Dr. Lurhen T. Cortes**  
Philippines



**Winner**  
Woman Corporate  
Leader of the Year  
**Iris Irumva**  
Rwanda



**Winner**  
Woman Leader of the year  
**DIAW Fatou**  
Senegalese



**Winner**  
Career Leadership - Finance &  
Banking Industry  
**Ayodhya Iddawela Perera**  
Sri Lanka



**Winner**  
Diversity Champion  
**Danu Innasithamby**  
Sri Lanka



**Winner**  
Career Leadership - Human  
Resources  
**Shanika Ranaweera**  
Sri Lanka



**Winner**  
Woman with a Cause Sri Lanka  
**Manoji Kumari Wadugodapitiya**  
Sri Lanka



**Winner**  
Woman Entrepreneur of the  
Year on Education Sector  
**Deshani Gamage**  
Sri Lanka



**Winner**  
Upcoming Business Leader of  
the year  
**Dr. B. K. A. Manisha Rodrigo**  
Sri Lanka



**Winner**  
Career Leadership in Infor-  
mation Technology & Digital  
Marketing  
**Samanmali Seneviratne**  
Sri Lanka



**Winner**  
Leadership in Education  
**Mohamed Yousuf Nowzana**  
Sri Lanka





**Winner**  
Excellence in Strategic Leadership in Humanitarian Work  
**Menaca Lakmalee Calyaneratne**  
Sri Lanka



**Winner**  
Organization promoting equity, inclusivity, and diversity of the year  
**MAS Capital (PVT) LTD – Intimates Division**  
Sri Lanka



**Winner**  
Career Leadership – Technology  
**Siau Mingue Chungue**  
Timur-Leste



**Winner**  
Woman Personality of the year  
**Princess Monalisa Okojie**  
USA



**Winner**  
Arts & Cinema  
**Naila Mughal**  
UK



**Winner**  
Best Organization Providing a Platform for Women Entrepreneur's and Professionals  
**Sabah Women Entrepreneurs & Professionals Association (SWEPA) Malaysia**





**Founder and Chairperson, Women in Management (WIM) Global & Brand Owner, Women Top50**

Dr. Sulochana Segera is a distinguished social entrepreneur and seasoned trainer with a remarkable 26-year career dedicated to promoting equality and empowerment. As Chairperson of Women in Management (WIM) in Sri Lanka, Canada, Maldives, the United Kingdom, UAE, and Malaysia, she leads globally recognized initiatives like the prestigious 'Top50 Professional Career Woman Awards' and the transformative 'WIM Single Mother' project.

## Panel of Judges



Dr. Segera's exceptional leadership has been honored at the House of Commons in the UK, highlighting her commitment to advancing global equality. Renowned for her efforts in raising living standards through education and skill development, she plays a pivotal role in fostering inclusive leadership structures within the MSME and SME sectors.

She is also the master trainer for the International Finance Corporation (IFC) and World Bank's 'Respectful Workplace' program, where she provides critical expertise in promoting safe, inclusive work environments by addressing gender-based violence and harassment (GBVH).

Certified as an IFC-LPI Trainer

and Personality Development Trainer, Dr. Segera has contributed her expertise to global initiatives, including the World Bank's 'Sustainable Private Sector Investment' and Coca-Cola's '5by20' project. Her philanthropy extends to projects like the WIM Free Kitchen, which provides meals to the homeless.

As Chair of multiple WIM chapters worldwide and a member of the Advisory Committee for the Global Equality Standard, Dr. Segera continues to drive social responsibility and inspire global change. Her multifaceted contributions have made an indelible impact on the global landscape of empowerment, equality, and social progress.

**Dr. Sulochana Segera**  
 Founder & Chairperson  
 Women in Management  
 Global



**Professor Selvaraj Oyyan Pillay – Chairman Women in Management Malaysia Chapter**

Professor Selvaraj Oyyan Pillay holds a PhD in Biochemical Genetics from the University of Malaya and has extensive experience in animal and population genetics. At University of Malaya,

he worked on a livestock & fish genetics project funded by the Australian Centre for International Agriculture Research (ACIAR) and represented Malaysia and represented Malaysia in the Steering Committee of the International Network for Genetics and Aquaculture (INGA). He was also part of Malaysia's Antarctica Expedition Team in 1992.

Before joining Open University Malaysia (OUM) in 2005, where he led the Institute of Professional Development (IPD-OUM) and the School of Lifelong Learning (SOLL), Professor Selvaraj held a research and teaching position at the University of Malaya. His contributions to academic and professional development have been significant, including supervising students, publishing research papers, and transforming IPD-OUM and SOLL into a leading provider of flexible, learner-friendly

education.

As CEO of Universiti Malaysia Sarawak (UNIMAS) Kuala Lumpur Learning Centre, Professor Selvaraj has driven the development of executive training and professional certification programs in response to market demands. His ability to unite industry professionals and academic experts has strengthened UNIMAS KL LC at GIA reputation for adult learning and professional development. He has also served on international boards,

contributed to IT certification programs in Southeast Asia, and established the Meritorious Award to recognize individuals and organizations that champion lifelong learning and professional growth. His leadership has significantly impacted the fields of education and human capital development.

**Chief Executive Officer of Universiti Malaysia Sarawak (UNIMAS) Kuala Lumpur Learning Centre @ Grand International Academy.**



**DATO' SHARIFAH MOHD. ISMAIL**

**President, Institute of Marketing Malaysia**

As the President of Institute of Marketing Malaysia, Dato' Sharifah Mohd. Ismail leads a non-profit/non-governmental

organization (NGO) committed to providing training and education programmes to further enhance the marketing skills of its members and other professionals in the industry.

With over 30 years of experience in Telekom Malaysia (TM), Dato' Sharifah brings with her a wealth of knowhow in corporate communications, marketing and customer service

Dato' Sharifah was elected as the President of IMM in 2002 and became the first woman President of the Institute since its inception in 1979. She is now into her twelfth term as the President and doing more and more for the members and all Malaysians especially those in the marketing and communications fraternity.

With her strong leadership

skills, she has made a strong impact in the industry and transformed the non-profit organisation into a dynamic and active non-profit professional body especially in the area of sales and marketing.

Through the course of her work, she has received many awards. For her work and achievements at IMM The World Brand Congress 2009 held in Mumbai bestowed on her the Brand Leadership Award making her the first Malaysian woman professional to receive this international award.

She was also awarded the 50 Asia's Women Leaders Excellence Awards in 2016 and the Brandlaureate Brand ICON Leadership Award 2016 in recognition of her extraordinary leadership skills and contribution to the

profession, industry and nation.

Currently she is actively involved as industry Advisory Panel member for several universities and institutions of higher learning in the country.

Dato' Sharifah serves on the Board of Trustees for the Federation of Malaysian Consumer Associations (FOMCA), Advisor to ERA Consumer Malaysia and a Member of Asia Marketing

Federation (AMF).

She is very passionate about what she is doing now and continues to remain active and relevant ultimately making her contribution to nation building in various capacities.



**Dr. Mariyam Shakeela  
Honorary Consul Of  
Belgium In Maldives,  
Member for WASL  
(Womens Alliance for  
Security Leadership),  
CEO of SIMDI Group Of  
Companies,**

Dr. Mariyam Shakeela is a dynamic, and a successful female entrepreneur in the Maldives with over 30 years of experience leading both profit and non-profit organizations. Her extensive expertise spans politically, socially, and economically diverse environments. In her capacity as a former Cabinet Minister for the Maldives, she played key roles in international negotiations on various global issues, including the Sustainable Development

Goals (SDGs), human rights, health, and climate change.

As an inspiring leader and advocate for women's empowerment and gender equality, she has received numerous accolades for her contributions to conflict resolution, human rights, and peacebuilding. She is also an accomplished academic, published poet, and author, her work is available both online and in bookstores.

Driven by her philanthropic spirit, she established a hospital and a school that provides affordable services to underserved communities. She also initiated an institute for Counselling and Psychotherapy to address mental health issues which is an ongoing concern.



**Dr. Pauldy Otermans,  
Principal and Chair  
Principal and Chair,  
Otermans Institute, EXCO  
Member WIM UK Chapter**

Dr. Pauldy Otermans is a female tech leader in the UK. She is a

neuroscientist and psychologist by academic background and a female leader of AI technology. She was awarded as the inspirational womxn in the Tech Industry by Hustle Awards, was named one of the '22 most influential women in the UK of



2022' by Start-Up Magazine UK, and has also been awarded by the UK Prime Minister in the UK in 2021, and globally for her work. Pauly helped build the first digital human teachers powered by AI in 2021 called OIAI through Otermans Institute which upskills

learners in 4 continents. She is now the co-founder of Teddy AI which provides a conversational AI study buddy for all children aged 3-7 years where parents can be part of their child's learning journey by prompting Teddy AI and get reports back. She is the winner

of the WIM Technology Awards 2024 and Women in Tech Excellence award 2023. She is also a research leader in AI in Education and is currently Topic Editor for Frontiers in AI: The Role of Conversational AI in Higher Education.



**Whynde Kuehn,  
Founder/Director,  
Global Management  
Consulting S2E, Author  
of the book Strategy to  
Reality**

Whynde Kuehn is recognized globally as a highly sought-after pioneer, thought leader, educator, and advisor in strategy execution, transformation, and the intentional and sustainable design of organizations and business ecosystems, enabled by business architecture. She has worked with an extensive array of organizations to build their capacity for end-to-end strategy execution, including Fortune 500 and global enterprises, governmental and

non-profit organizations, social enterprises, startups, and cross-sector initiatives. As the founder and managing director of the global management consulting practice S2E Transformation, she helps clients bridge the gap between strategy and execution, catalyzing new ways of thinking and doing business. She also founded the online learning community Biz Arch Mastery, co-founded the Business Architecture Guild, is a fellow with the Institute for Digital Transformation, a member of the Fast Company Executive Board, and co-founded Women In Architecture. Whynde is the author of Strategy to Reality and co-author of The Execution Challenge.



**Prof Dr Jamuna  
Vadivelu (BSc(Hons),  
PhD, M Sc, FRCPath)**

As Head of the Medical Education and Research Development Unit (MERDU)

at the Faculty of Medicine, University of Malaya, I lead curriculum revision, implementation, and quality assurance for undergraduate and postgraduate programs, along with faculty development

initiatives. I hold a PhD in Microbiology from the London School of Hygiene and Tropical Medicine, UK, and completed a postdoctoral fellowship at the University of Maryland, US. I am also a Fellow of FAIMER, awarded under ECFMG, USA, where I completed a two-year leadership program in medical education.

My work extends beyond

the University of Malaya, including active involvement in the ASEAN Medical Deans Network and ERASMUS-funded educational projects. As a medical microbiologist, I have authored over 220 peer-reviewed articles and received awards for innovations in medical biotechnology. In 2019, I was honored with the Top Research Scientist Award in Malaysia and became a

Fellow of the Academy of Sciences.

My career includes developing student selection processes, medical education programs, and national postgraduate medical curricula for specialist training, with a vision to integrate interprofessional education and digital knowledge for future healthcare.



**Profile: Professor (Dr) Ravi Dissanayake, University of Kelaniya, Sri Lanka**

Professor (Dr). Ravi Dissanayake is a professor in marketing attached to the Department of Marketing Management, University of Kelaniya, Sri Lanka. He

was the former Head of the Department of Marketing Management of the University of Kelaniya during the period of 2020- 2023. He obtained his Bachelor's Degree of Business Management specialized in Marketing Management from the University of Kelaniya. His other academic qualifications include Master of Business Administration (MBA) from Postgraduate Institute of Management (PIM) of University of Sri Jayewardenepura and Doctor of Philosophy (PhD) in business from the Taylor's University, Malaysia and Doctor of Business Administration (DBA) from Montreux Campus, Switzerland. Currently, he serves as an adjunct professor to Taylor's University, Malaysia as well. In addition, he serves as the Director for Staff Development Center of the University of Kelaniya.

His main research areas include marketing management, branding, business strategy, business case studies and service marketing whilst multi-disciplinary research works are also found with several publications. He has published around 125 research paper in both local and international journals including 14 papers in high indexed journals. He has been awarded as the most outstanding young researcher award for 3 times and most outstanding senior researcher for 2 times in the Faculty of Commerce and Management Studies of University of Kelaniya apart from the Senate awards received for high quality research publications for 4 times.

He has served for nearly 25 local and international research conferences as a resource person whilst contributing his expertise as an editorial

member for 5 research journals. He is the chief editor of the Sri Lanka Journal of Marketing published by the University of Kelaniya. He has served for nearly 40 different companies as a

trainer, industry researcher and consultant. He has contributed as the chair and a member for national level judging panels for youth awards, advertising awards and digital business evaluations. He has been

contributing as a visiting faculty for 7 universities including foreign universities and affiliated centers. He can be reached via [ravi@kln.ac.lk](mailto:ravi@kln.ac.lk)



**Michael Reyes**  
**CEO of Money Tree Asia Pacific Limited**

Currently the CEO of Money Tree Asia Pacific Limited, a company which offers & conducts programs on improving financial, investment and entrepreneurial skills amongst the young from ages 6 upwards.

He is actively involved in the program, and speaks to youths on issues related to Investments & Entrepreneurship. He also works with Institutions of

Higher Learning to design and develop curriculum for training undergraduates on Financial Literacy & Entrepreneurship that goes beyond the classroom

He is currently working on projects in Asia Pacific (primarily Singapore, Malaysia, Thailand, Cambodia and Australia) & Europe to promote and develop key learning initiatives in these fields Prior to MoneyTree, Michael spent 12 years in Advertising & Marketing Consultancy.



**Shehara De Silva -**  
**Board Director, Brand Builder. Marketing and Communication Strategist**

An international communication specialist and brand builder. With over 40 years' experience in media, marketing, strategic planning, advocacy and competitiveness

consultancy in Malaysia, Sri Lanka and East Asian markets. She has, senior level posts in private, multinational, government and development organisations with a focus on Public- Private Partnerships, strategic social responsibility and Gender equity.

**Development work**

Most recently she was Deputy



Programme Director USAID/ IESC Youlead and later Senior Consultant partnerships and outreach. She has been a regional expert resource for the Commonwealth Foundation PAN Commonwealth civil society network on HIV Aids. She has also worked in the development sector with ILO, Internews, USAID, NORAD, GIZ, Plan International etc.

### Private sector – glass ceiling

She has also head senior posts as Deputy Director General of the BOI (Board of Investment) and General Manager Sales and Marketing Janashakthi Insurance ,Marketing Director New Zealand Milk products and AGM Marketing and Planning NDB. In all these cases she was the first woman to hold these posts.

### Branding and communication strategy

Previously, Managing Director of Interbrand Malaysia and Group Director Strategy of several OMNICOM Group Malaysian companies.

### Behaviour Change Communication and CSR

Her iconic campaigns to save the Sumatran Rhino in Sarawak won a Cannes nomination. Other multi award winning Communication work with several corporate CSR and sustainability initiatives include MAS ‘Women Go Beyond ‘, NDB’s ‘Developing Young

Minds’ and ‘Planet Internet’, Janashakthi’s ‘Wishing light’, Plan International’s ‘Searching for Punchi ‘and ‘Children of the Sea ‘ (Edinburgh fringe festival winner later championed by Kylie Minogue)

Her iconic strategy to save the Sumatran Rhino in Sarawak won a Cannes nomination. Her awards in communication cut across over a dozen brands and industries over several decades.

### Gender

As a champion of Inclusivity Shehara is an advocate of Women on Boards and has mentored a next generation of Women CEOs and Entrepreneurs. She actively lobbies the Chambers and CSE for greater diversity and programmatic interventions. She wrote the 5 year National action plan for Gender and Disability as ILO specialist advisor -UN YEN (Youth Employment Network) , conducted the training modules on Personal leadership branding for the ‘Women as Architects of Change ‘ workshop that launched the Australia Awards South and West Asia Women in Leadership Network helping prepare selected Australia Awards women alumni from Asia to become architects of change within their own countries and across the region. And conducted dozens of other programmes on women’s empowerment, Sexual harassment, and inclusivity.

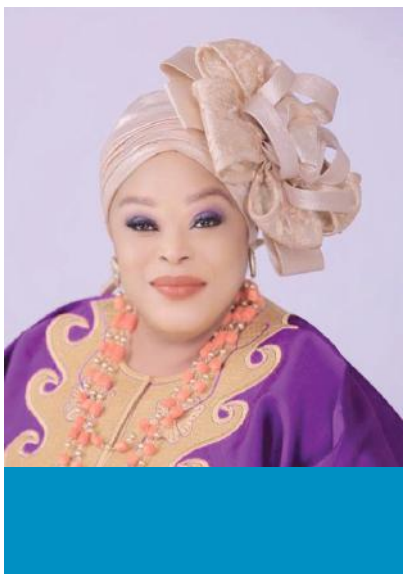
She was also a Women of Courage/ Asia Pacific founder member the Urgent Action Fund for Women’s Human Rights in Asia & the Pacific’s (UAF AP) in Colombo and the subsequent Planning group dialogue in Manila .

She set up the inaugural Women Entrepreneur awards in Sri Lanka when she was at NDB

She has sat on several advisory boards and think tanks, judged and mentored several startups and judged Innovation and leadership awards from the Eisenhower fellowship and Ray awards, to MIT global startups and the Roger Herschel creativity award, WIM NG awards, GIZ film awards etc . She has spoken extensively at international conferences on branding, strategy and Gender issues and won several International marketing and women leadership awards.

### Awards

Selected awards won include -Women and leadership: Top 50 power women (Sri Lanka) (Echelon Magazine), Women in Management- Woman leader in finance world, World Women Leadership Congress awards (Mumbai) - Women Super Achiever Award, CMO Asia Brand Leadership Award (Singapore) and DDB Pinnacle Award.



**Ngozi Oyewole**  
**CEO Noxie Ltd**

Mrs Ngozi Oyewole is an accomplished entrepreneur who founded a business - Noxie Limited over 20 years back with specialization into

Furniture Production and Personal Protective Equipment (PPE). She possess other skills in areas of integrated safety equipment and services which she has availed to the Energy and Gas industry. She is a result-driven, resilient and ace ‘womentrepreneur’ with extensive experience in leadership, business management and strategic planning

Mrs Oyewole is an industry pacesetter and continues to champion professionalism, quality products and topnotch service delivery to clients. She holds a degree in Business Administration and is a certified and experienced Interior Designer. She is an alumnus of SAID Business School, University of Oxford,

UK.

She is a very passionate advocate, who is committed to supporting women inclusion not just in business but other spheres of human endeavor. She has been very keen in youth empowerment through innovative concepts and ideas that will be a unique game changer in the nation’s developmental strides.

Mrs Ngozi Oyewole has to her credit numerous national and global recognitions, awards and achievements in areas of Thought leadership, public speaking, mentorship, advocacy, championing energy transition, business sustainability and support for the widows through established foundation



**Emma Smailes**  
**Regional Development**  
**Manager - North**  
**Federation of Small**  
**Businesses**

Emma Smailes (MIED) is the North of England Manager for the Federation of Small Businesses. Emma leads a team of staff and volunteers, working with policy makers, business, and educational and commercial stakeholders, supporting thousands of

business across the North of England from a number of industries and sectors, helping to them to achieve their ambition. Emma is a passionate advocate for social justice, women in enterprise and women in leadership. An accomplished musician, she is an enthusiastic champion for the contribution it can make within skills and education, as well as the power of music for all ages to combat mental health issues, physical health conditions and social isolation.



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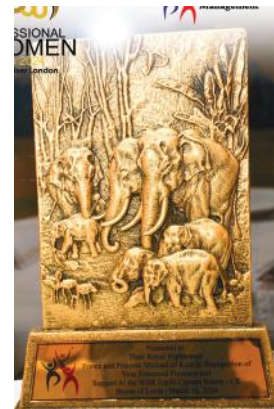
# Highlights of the Inaugural Top50 Professional & Career Women's Awards UK 2024 at the House of Lords

The inaugural Top50 Professional and Career Women's Awards (UK) took place on March 16, 2024, at the prestigious House of Lords, setting the stage for a memorable evening of recognition and celebration. Against the iconic backdrop, the event honored exceptional achievements across a wide range of sectors, creating an atmosphere of pride and anticipation.

Organized by Women in Management (UK), the gala was graced by the presence of H.R.H Prince Michael of Kent and other distinguished guests, including Lord Raj Loomba, a Member of the House of Lords, and King's Counsel Aftab Jafferjee. This landmark occasion marked the debut of the Top50 Professional and Career Women's Awards in the UK, highlighting the extraordinary contributions of fifteen trailblazing women whose efforts have had a profound impact on industries throughout the country.









# Women in Management Expands Global Footprint with Launch of WIM Malaysia Chapter

**K**uala Lumpur, June 24, 2024 – Women in Management (WIM) has successfully launched its seventh chapter in Malaysia, taking another bold step in its mission to empower women in leadership roles across industries and geographies. Held at the Sheraton Imperial Hotel in Kuala Lumpur, this landmark event celebrated the official establishment of WIM Malaysia with a gathering of influential leaders, changemakers, and advocates for gender equality. The event was notably held in conjunction with the prestigious Global Leadership Summit and the Women Top50 Professional & Career Women Global Awards 2024, amplifying the impact of this international expansion.

## A New Chapter in Empowerment

The WIM Malaysia Chapter aims to foster a supportive and inclusive environment where women leaders can connect, collaborate, and elevate their influence across sectors. With the mission of bridging gender gaps in leadership and

providing critical opportunities for professional development, WIM Malaysia aspires to become a hub for women professionals seeking career growth, mentorship, and advocacy in Malaysia and the region.

Dr. Sulochana Segera, Founder and Chairperson of WIM Global, shared her vision during the launch, emphasizing WIM's commitment to establishing a robust network where women are empowered, recognized, and able to thrive in leadership roles globally. "WIM Malaysia is not just an addition to our global network; it's a testament to the growing recognition of women's leadership potential. We are thrilled to see the enthusiasm and commitment of Malaysian women leaders to join hands in breaking barriers and creating impact," said Dr. Segera.

## Highlights from the Launch

The event featured a rich program of inspiring speeches, panel discussions, and award ceremonies. High-profile speakers from various sectors shared their insights on topics

like gender equality, business innovation, and the evolving role of women in leadership. The launch also highlighted the Malaysia Chapter's specific goals, which include promoting women's leadership across Malaysia's corporate, entrepreneurial, and public sectors, as well as supporting initiatives for professional development, mentoring, and advocacy.

One of the main highlights of the day was the Women Top50 Professional & Career Women Global Awards 2024, which recognized exemplary women leaders for their contributions across multiple sectors. The awards celebrated women who have made significant strides in industries such as finance, technology, healthcare, and education, and have inspired the next generation of women leaders in Malaysia and beyond.

## Looking to the Future

The launch of the Malaysia Chapter is a part of WIM's global expansion strategy, which includes chapters in countries like Sri Lanka,



Maldives, and Canada. Each chapter serves as a regional pillar, working towards a shared goal of building stronger, more equitable workplaces for women worldwide.

WIM Malaysia aims to build on the success

of these chapters by offering a range of programs, including leadership training, networking events, and skill development workshops, tailored to meet the unique needs of Malaysian women professionals.

With its new Malaysia Chapter, Women in Management solidifies its presence in

Southeast Asia, reinforcing its commitment to gender equality and women's leadership in the region. As WIM Malaysia embarks on this journey, it invites all women in Malaysia to join hands, champion change, and create a lasting impact for generations to come.





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## IFC Partners with Diversity Collective Lanka and Women in Management to Promote Respectful Workplaces in Sri Lanka

The International Finance Corporation (IFC) has joined forces with Diversity Collective Lanka (DCLK) and Women in Management (WIM) to launch a first-of-its-kind training program aimed at combating gender-based violence and harassment (GBVH) in Sri Lanka's private sector.

The two-year training of trainers initiative will enhance business and social outcomes by promoting respectful workplaces and empowering companies to take measures against GBVH. The partnership aims to reach 100 companies serving at least 20,000 employees across the country.

Despite increasing focus on diversity, equity, and inclusion, workplace violence and harassment are all too common. An IFC study 'Business Case for Creating Respectful Workplaces in Sri Lanka' surveyed over 1,600 employees from nine companies and found that 3 out of 5 people have experienced some form of workplace violence or harassment. This has resulted in the loss of six working days per employee annually, costing Sri Lankan companies at least \$1.7 million.

"The economic impacts of workplace violence are real and cannot be ignored. Respectful workplaces mean better business. Forward-looking businesses, therefore, have a moral duty – and a financial responsibility – to address this issue," said Gevorg Sargsyan, Country Manager for World Bank Group in Sri Lanka. "Through IFC's latest initiative, we aim to create safer and more respectful workplaces in Sri Lanka, helping build positive work environments that not only benefit employees but also improve productivity and overall business performance."

Globally, IFC has developed a suite of tools to guide private sector organizations in fostering respectful workplaces beyond basic compliance. This initiative is part of IFC's strategy to share knowledge and best practices, enabling companies to proactively prevent workplace violence and harassment. In Sri Lanka, the program will equip selected practitioners with resources and knowledge on GBVH to deliver IFC's Respectful Workplaces training to member companies of DCLK and WIM and beyond.

"The invaluable support from IFC has empowered Diversity Collective

Lanka (DCLK) trainers to make a significant impact on the industry. We are confident that our expanded skillset will enable us to tap into new sectors in 2025 and contribute to Sri Lanka's inclusive growth. DCLK trainers are now ambassadors of a new mindset, essential for driving Sri Lanka's progress," said Bani Chandrasena, President of Diversity Collective Lanka.

"IFC's 'Training of Trainers' equips WIM trainers with the tools and knowledge to promote safe, inclusive work environments in the private sector and beyond. This partnership strengthens WIM's business outreach and reinforces our commitment to recognizing organizations that embody good governance through our prestigious awards – Top50 and Diversity Champions," Sulochana Segera, Chairperson of Women in Management Sri Lanka.

IFC plans to extend this initiative to small and medium-sized enterprises (SMEs) in Sri Lanka, further empowering local businesses to take ownership of these efforts, ensuring ongoing knowledge-sharing and scalable solutions across industries.



# Embracing Disruption in HR:

## The Sunshine Holdings PLC Strategy for Growth and Resilience

In an ever-evolving business environment, Sunshine Holdings PLC has embraced disruption as an opportunity for innovation and future growth. Its comprehensive HR strategy focuses on building an inclusive and resilient workforce, positioning the company to navigate the challenges of the modern workplace. Sunshine's approach is driven by the 3R Strategy—**Reach, Redesign, and Resilience**—which ensures agility, forward-thinking, and employee-centric policies.



*Sunshine Holdings HR professionals meeting to discuss strategies for workforce resilience.*

### The 3R Strategy: Navigating Change

**1. Reach:** Sunshine has broadened its talent acquisition by adopting hybrid and flexible work models, tapping into the gig economy and appealing to younger generations like Gen Z. This approach widens the talent pool and reflects a shift away from traditional hiring practices.

**2. Redesign:** Through rightsizing and redeployment, Sunshine ensures that employees are in roles that maximise productivity and align with their skills and career aspirations. This strategy not only enhances engagement but also provides meaningful growth opportunities.

**3. Resilience:** With disruption demanding agility, Sunshine has invested in upskilling initiatives that focus on emotional intelligence, coaching, and technological proficiency. Leadership resilience is also prioritised, ensuring that managers are prepared to guide teams through continuous change.

### People and Culture Transformation

Sunshine Holdings has undergone a significant transformation, particularly in its HR practices. Over a decade ago, the company recognised the need to overhaul its people management systems, addressing stagnation and rising employee dissatisfaction. Today, the company leads the charge in embracing digital transformation, employee wellness, and diversity and inclusion (D&I). This cultural shift dismantled silos, encouraged collaboration, and promoted a learning culture that has revitalised employee engagement.



*Sunshine Holdings employees engaged in a workshop on fostering diversity and inclusion in the workplace.*

### Shifting Employee Expectations and Inclusivity

Sunshine has responded to the shift in employee expectations, particularly from Millennials and Gen Z, who prioritise flexibility, work-life balance, and purpose-driven work. The company has launched initiatives to foster understanding across age groups, promoting inclusivity as a core value. Leadership programmes, open discussions, and platforms for sharing ideas ensure that every employee feels valued and respected.

### Leading with Empathy and Sustainability

Human-centred leadership is a cornerstone of Sunshine's HR strategy. Managers are trained to lead with empathy, focusing on emotional intelligence and compassionate management. Sunshine has also integrated Environmental, Social, and Governance (ESG) principles into its operations, ensuring sustainable practices that contribute to both employee well-being and community impact.



*Sunshine Holdings leaders engaging with employees in a discussion about emotional intelligence and empathy in the workplace.*

### Conclusion

Sunshine Holdings PLC's approach to HR disruption highlights its resilience and adaptability. The 3R Strategy—**Reach, Redesign, and Resilience**—serves as a roadmap for navigating change, while its commitment to inclusivity, empathy, and sustainability positions the company as a leader in the future of work. As the workplace continues to evolve, Sunshine is not just preparing for change but actively shaping it.



*The Executive Committee members of Sunshine Holdings PLC accepting the Asia's Best Workplaces 2024 award by Great Place To Work Sri Lanka at the recent conference*



Article by

**Michelle Senanayake**

Group Chief People and Communications  
Officer of Sunshine Holdings PLC  
and Board Director of  
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