

WOMEN DIRECTORS PROGRAMME

BACKGROUND

- On 27 June 2011, YAB Dato' Seri Najib Tun Abdul Razak, Prime Minister of Malaysia announced a policy to have at least target 30 percent women in decision-making positions in the corporate sector.

ABOUT WDP

- In 2012, the Ministry of Women, Family and Community Development through its agency NAM Institute for the Empowerment of Women (NIEW), introduced **Women Directors' Programme (WDP)** to support this policy. This programme is **fully funded** by the Government (excluding transportation and accommodation costs, if any). The program aims to develop more women to enter into the board room in Public Listed Companies (PLCs).

ABOUT WOMEN DIRECTORS' REGISTRY

- The Women Directors' Registry (www.wcdregistry.com) is an online database which was established for the convenience for registration of participation, monitoring of training programmes and sourcing for board-ready women directors by companies.
- Participants' application process:
 1. Log on to www.wcdregistry.com for Women Directors' Programme registration
 2. Click on the icon: Registry or the Registry at the top menu bar
 3. Login screen appears. Click Register. Key in all details and submit.
 4. As soon as you click on to Submit, a message will appear to inform that a verification email has been sent to you.
 5. Check you registered email's inbox or spam/ junk box and look for the sender's email: wdotp@niew.gov.my
 6. You will see an email verification link. Click on the link and it will redirect you to the Women Directors' Registry. Fill up the mandatory fields.
 7. Save your profile.

8. Please remember your registered email and password for future login.
 9. Future login must not be made via the verification link sent earlier. Always login to www.wcdregistry.com.
- Companies' sourcing process:
 1. Log on to Women Directors' Registry at www.wcdregistry.com.
 2. Click on the icon: Sourcing or the Sourcing at the top menu bar
 3. Login screen appears. Click Register. Key in all details and submit
 4. As soon as you click on Submit, a message will appear to inform that a verification email has been sent to you.
 5. Check registered email's inbox or spam/ junk box and look for the sender's email: wdotp@niew.gov.my
 6. You will see an email verification link. Click on the link and it will redirect you to the Women Directors' Registry notifying the success of account activation.
 7. Continue Step 1 and 2.
 8. Login screen appears. Login using your registered email and password. Click Submit.
 9. Select the criteria according to your preference (new or experienced board directors; industry, functional, executive, language or global requirements).
 10. Click Submit.
 11. Click Exit & Logout.
 12. Please remember your registered email and password for future login.
 13. Future login must not be made via the verification link sent earlier. Always login to www.wcdregistry.com.
 14. NIEW will revert with a list of women directors matched to your selection criteria.

OBJECTIVES OF WDP

- Overall programme:
 - To achieve the policy's target of at least 30 per cent decision making positions for women in the corporate sector.
 - Function as catalyst, to be implemented by the corporate sector from 2013 onwards.
- Technical skills training:
 - To ensure women directors to be appointed on the boards are equipped with technical skills such as knowledge required in the boardroom.
- Soft skills training:
 - a) Online Board Readiness Assessment:
 - To provide women with a baseline benchmark of their corporate governance readiness for board positions.
 - To make them aware of their personality and board governing styles so that they can be effective in managing the board dynamics.
 - b) Coaching:
 - Personal 1:1 Coaching
 - To highlight, discuss and recommend ways to improve Board Readiness.
 - To highlight their personality style and the culture that would suit their style.
 - To share characteristics of functional and dysfunctional governing styles.
 - To discuss suggestions for improvement of their governing styles.

Group Coaching

- To equip the women with the necessary tools and knowledge to prepare themselves for board director opportunities.

c) Boardroom Essential Soft Skills

Board Dynamics

- To provide an understanding of the factors that shape the boardroom dynamics and how to effectively navigate the landscape.

Leadership Presence

- To create awareness of ways to raise the women's profile and visibility in the network circles that matter.
- To provide them with the knowledge to improve their personal leadership presence qualities.

d) Boardroom Simulation

- To give the women an opportunity to use the knowledge gained through the coaching sessions and training programs to deal with a real business challenge.

CRITERIA

- Minimum academic qualification: University Degree or Professional Degree in any discipline.
- Private sector:
Current position/ last held position: Senior decision making role (e.g. CEOs, CFOs, CMOs, COOs, CIOs, Managing Directors, General Managers, Legal Practitioners, HR Heads, Executive Directors).
- Public sector:
Current position/ last held position: JUSA C and above. (Note: Grade 54 with 20 years of service can also be considered)
- Experienced (with or without board experience) as well as qualified women at top level decision-making positions both from

the public and private sector. (Note: Minimum age of 40 years old. However, those below 40 years old can also be considered based on their work experience).

- Malaysian National.

MODULE

- The training programme under the WDP is divided into two (2) parts; **technical** and **soft skills**. Modules covered under each training are as follows:

TECHNICAL SKILLS	SOFT SKILLS
1. Women Directors' Onboarding Training Programme (3 days):	1. Online Board Readiness Assessment
a) Roles and Responsibilities of Directors Under the Companies' Act	2. Coaching:
b) Corporate Governance	a) Individual (1 hour)
c) Financial Language in the Boardroom	b) Group (1/2 day)
d) Risk Management	3. Boardroom Essential Soft Skills (2 days)
e) Strategy and Risks	4. Boardroom Simulation (1/2 day)

- Technical skills training was conducted by Malaysian Directors Academy (MINDA) in 2012 and 2013.
- Soft skills trainings were conducted by LeadWomen Sdn. Bhd. in 2012 - 2015.

STATISTIC

- Number of women trained:

YEAR	ACHIEVEMENT
2012	220
2013	501
2014	253
2015	77 (AWDTP)
TOTAL	1051

- Number of placement of women on board of directors in Public Listed Companies (PLCs) (covers whole Malaysia, not necessarily a WDP participant):

YEAR	ACHIEVEMENT
2013	13
2014	13
2015	14
2016	14

CHALLENGES

- Changing mindsets and perceptions of the current boards to be open to new board talents.
- Women lack the visibility and network in the board circles.
- Only a small percentage of women are currently in senior decision making positions in organization.

ADVOCACY PROGRAMMES

- NIEW has carried out promotional and advocacy programmes such as forums, dialogues and conference with industry captains as well as Company Secretaries and WDP participants.

WAY FORWARD

- Placement of women directors
- Engagement with PLCs, GLCs and GLICs
- Applications by qualified participants and sourcing by companies for women directors at www.wcdregistry.com

POINT OF CONTACT

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