

Q&A

Women Directors Programme Initiative 2014

	<u>Women Directors Programme & Women Directors Registry</u>
Q1	What's Women Directors Initiative?
A1	This initiative is aimed at increasing the number of women in boardrooms and senior positions in public-listed companies and private corporations.
Q2	How will this initiative benefit women in Malaysia?
A3	Through the Women Directors Programme, we are providing the assurance and confidence to all professional women that equal opportunities will be given to serve on senior or board level roles if they are qualified. Through this initiative, they will be equipped with the necessary knowledge and skills needed to lead Malaysian corporations and serve on the boards of major corporations and companies.
Q3	Who is the target audience for the Women Directors programme?
A3	The target of this initiative is women in senior positions in public listed companies and corporations, public sector, academia and professional services organizations.
Q4	When does it kick-off?
A4	The first batch of the training was held from 22 – 24 February 2012.
Q5	What is the structure of the program?
A5	The program is designed to equip women with critical skills to perform their roles effectively through a structured curriculum. The curriculum includes a comprehensive online board readiness assessment, coaching and training for both technical and soft skills. Upon completion of training, potential women directors will go through a board simulation exercise that will familiarise them with the real-life challenges of serving on boards.
Q6	How does this relate to the current Government's transformation programme under the ETP / GTP?
A6	Despite the fact that this initiative does not fall directly under any of the specific categories of the ETP / GTP, increasing women participation will influence and be a major factor in our economic and government transformation changes and plans. As women form a very powerful group within the Malaysian workforce, it is essential for us to build upon the resources of our women professionals to harness their potential and increase their contribution to the nation and the corporations they serve, as well as society at large. This is a large talent pool source which is critical in supporting the transformation initiatives.
Q7	How many women will be involved in this initiative?
A7	For 2014, we will train approximately 250 women participants.
Q8	What is the main objective of the initiative?
A8	The main purpose of this initiative is simple. We are focusing on increasing the number of women participating in board activities and also increase the number of women in senior level positions in Malaysian companies.
Q9	Why has the Ministry decided to take up this initiative?
A9	The Ministry has decided to promote this initiative in response to the recent government mandate, stipulating that women must comprise at least 30 percent of board positions and senior roles of public-listed companies by 2015. The

	<p>ministry will jumpstart the process with the expectation that it will spur the rest of business sector to make this very critical mindset shift and drive the business value that comes with gender diversity.</p>
Q10	How can women qualify for the programme?
A10	To be considered for the Directors programme, aspirant and qualified women must first register with the Registry.
Q11	What is the purpose of the Women Directors Registry?
A11	The Registry will serve several purposes. Besides capturing pertinent information of the skills and experience of professional women, it will also track the placement of board-ready candidates. Companies and corporations can also source for suitably qualified candidates for their boards through the Registry. At the same time the database will serve as good source for the women to network and support each other in their career aspirations through this powerful platform.
Q12	What is Board Readiness Assessment?
A12	<ul style="list-style-type: none"> • The Board Readiness Assessment provides a Corporate Governance Readiness (CGR) Index that indicates the degree to which a board director candidate qualifies for board service. It is a statistical measure composed of a quantifiable set of indicators and fundamental characteristics to describe an individual's eligibility to serve. It also assesses a candidate's personality and board governing styles. • The CGR Index considers a candidate's relative preparedness in areas critical for corporate governance, e.g., current and past executive experience, current and past board experience, industry experience, availability of time for board and committee work, financial independence, language proficiency, type of personal board style and clearance of background check and conflicts of interest. The CGR Index portrays an overall score for a candidate for a board role.