



connecting professional women

ANNUAL REPORT (2015-2016)



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FROM EPWS TO IPWS



March 15, 2016, marked an exciting new chapter in our history book. As the organization has evolved with the times – a larger community than ever before of global women with an international outlook – we too chose to reflect this transition. And so, exactly 23 years from our original founding date, EPWS re-branded as: IPWS – International Professional Women's Society.

Our community of professional women is strong, diverse and respected. Our roots are firmly set in Shanghai; however we have members, supporters and partners from the world over, including an active chapter in India. With a global vision that now extends beyond China, we believe our community has transcended from “expatriate” to “international.” While our core mission and values remain the same, our new name and logo changed to reflect our evolution to the present day.

OUR MISSION

IPWS provides a platform for dynamic women with diverse professional backgrounds to connect. Through our community we build networks, foster personal growth and develop professionally.

OUR VISION

To be globally influential as a multi-cultural community connecting professional women.

OUR KEY VALUES

Inspire, Grow, Lead, Connect and Embrace Diversity

FROM THE PRESIDENT

In recent years, “Awareness” along with “Dialogue” around the topics of Women Empowerment and Gender Equality has certainly increased. Isn't it interesting that with all the talking the needle has not moved?

Economic Participation & Opportunity (2015 World Bank)

48% Female population
64% Female working population
23.6% Female seats in Government
17.5% Wage gap between men and women

According to Research Done by Manpower

- Global Leaders say gender equality - the time it will take for there to be an equal amount of women in leadership roles - is at least a generation away - an average of 17 years for all those interviewed.
- Females around the world are more glass half-empty than males, with millennial females being most pessimistic. They anticipate 22 years, to close the gender gap, and their male millennial counterparts are close behind. So if Millennials are our hope to make change happen, is this an alarm bell? Will they really resolve the issue and can we afford to wait for them?

My lesson learned: when it comes to Gender Equality and Women Empowerment, “Awareness” and “Dialogue” are not enough, and we must act. Now.

Beyond “Awareness” and “Dialogue,” what are the other instruments we could add to the toolbox to promote change? Change takes Courage. Courage to Act. I personally believe that, we, as individuals, have the responsibilities and power to change by “Doing.”

Now, imagine IPWS as a landscape architect...

IPWS, as a purposeful community, creates an environment for **Ideas and Places to Converge**, and for **People to Connect**, regardless of languages, nationalities, ages, and professional backgrounds.

Once **connections** are established, we are more solidary, we embrace more diversity, fear is minimized, we are more prone to get out of our comfort zone, we exchange ideas, and we build personal and reputational power.

My hope is that IPWS has been and will continue to be that landscape in support of women's “Doing” and the realization of a more equal world!

Tiziana Figliolia

IPWS President and Board Member

IPWS MEMBERSHIP

During the 2015-2016 season, IPWS membership experienced another impressive increase, with new members joining (and continuing to join) throughout the membership year, many using our new online registration option. IPWS also launched its “Friends of IPWS” affiliate program specifically designed for local supporters of the organization, including like-minded men.

Key Statistics:

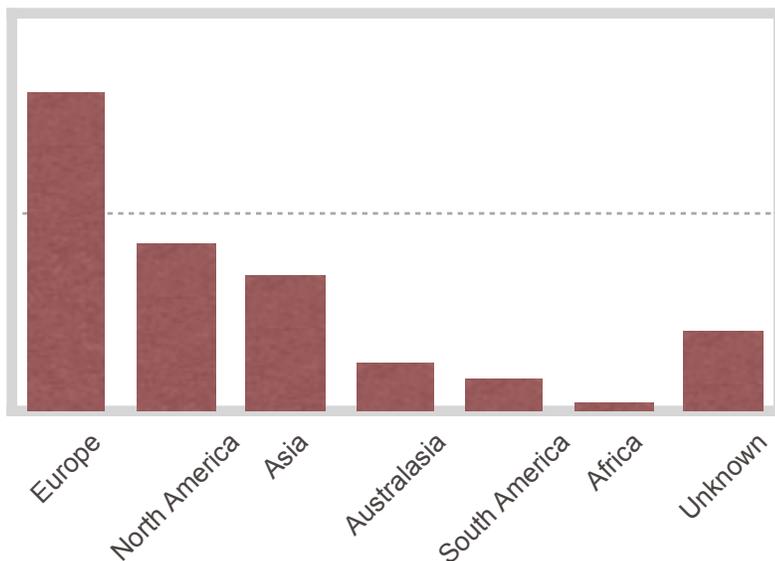
Membership Increase from prior year: 38%

Countries Represented: 41

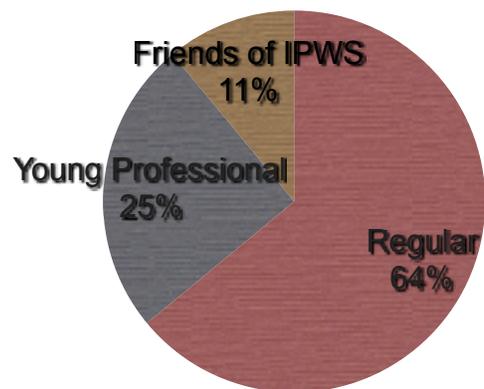
Occupations:

Company Employee 57% - Entrepreneur 18% - Students 1% - In Transition/Other 22%

Regions Represented



Membership Composition



Industries Represented

accounting, chemicals, **Consulting**, **EDUCATION**, entertainment, **fashion**, **FOOD&BEVERAGE**, hospitality, healthcare, insurance, **legal**, lifestyle, logistics, **marketing / advertisement / PR**, media, **medical**, mining, real estate, retail, tourism

COMMUNICATIONS

In addition to its active membership base, IPWS also has a wide community of supporters that attend events and follow IPWS happenings through our mail list, website and social media. This season, IPWS continued to publish its monthly e-newsletter and launched a brand new website - www.ipwsconnect.com.

Mail List Subscribers: 1542 (Increase of 27%)
LinkedIn Followers: 783 (Increase of 20%)
Facebook Likes: 445 (Increase of 134%)
WeChat Subscribers: 591 (Increase of 279%)



Follow Us!

WeChat: IPWS

Facebook: Search IPWS

LinkedIn: IPWS



EVENTS & WLA

IPWS is proud to have hosted 32 events from September 2015 to July 2016 for its members and the Shanghai professional community, including the IPWS Summit & Women Leadership Awards on May 27th. This year, IPWS presented and co-sponsored professional events featuring renowned speakers, interactive workshops, and engaging panelists, as well as events geared towards networking, personal development, entrepreneurship, and senior executive development.

Key Statistics:

Events Hosted/Co-Sponsored: 32 (See Detailed Event List)

Avg. Events Per Month: 2.6

Avg. Event Attendance (excluding Summit and Mentor Walks): 39



Women Leadership Award 2016

The IPWS Women Leadership Award (WLA) is the longest running international award in Shanghai for women leaders, and was the only such award for over a decade. The WLA recognizes professional women who have emerged as leaders in their field. As leaders, these inspiring professionals have made a marked difference in our community and have forged paths for others to follow.

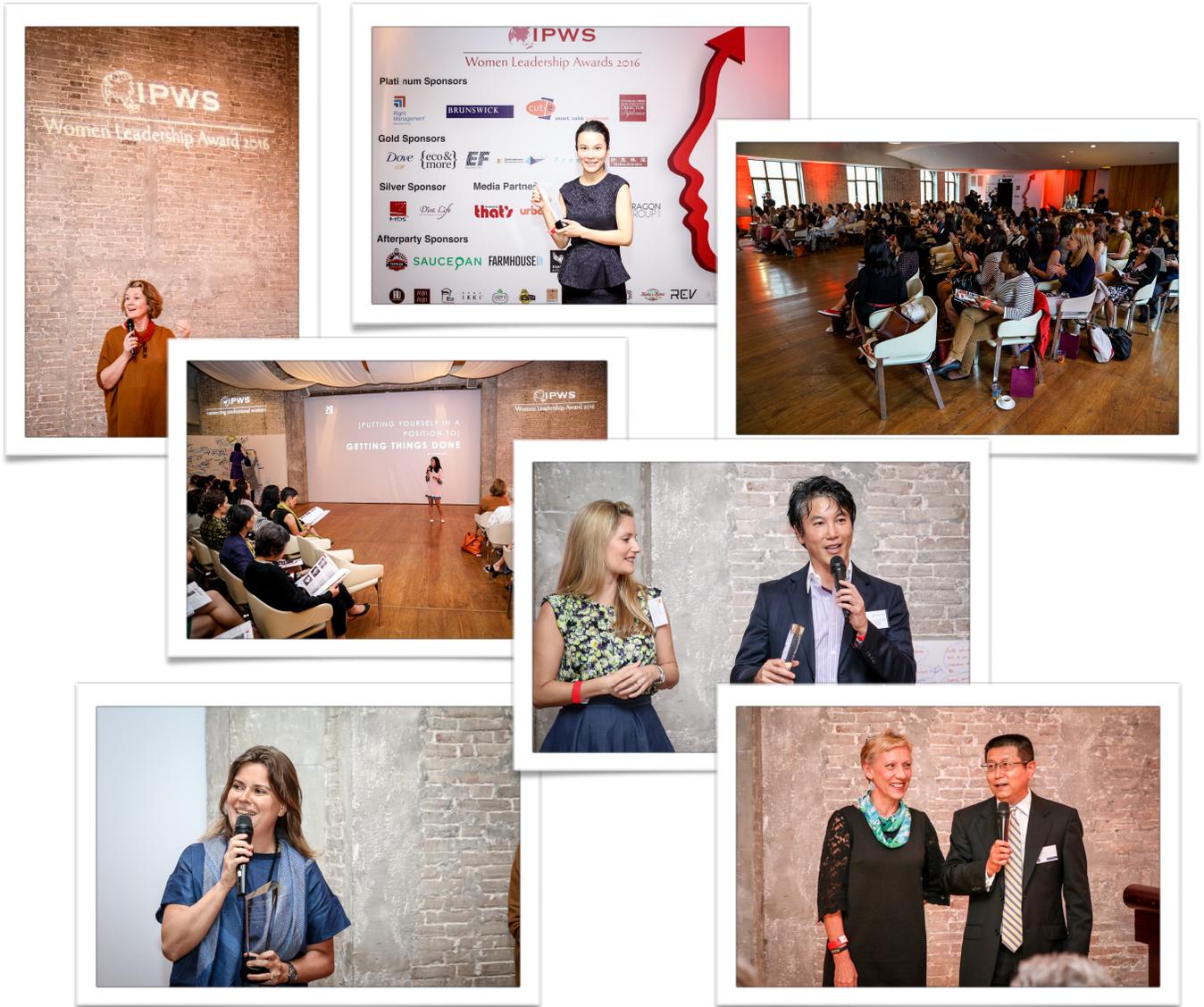
On Friday 27 May, IPWS hosted our inaugural Leadership Summit featuring the 2016 Women Leadership Awards. The Summit centered on the theme *Embracing the Changing Nature of Leadership: A Roadmap to Success*. Hosted at the beautiful Swatch Art Peace Hotel, the Summit featured high caliber speakers and content, and was attended by over 150 professional women and men from Shanghai and beyond.

The afternoon opened up with a keynote from Bridget Beattie, Group Executive Vice President of the Asia Pacific Middle East region for Right Management, with insightful thoughts on leadership models of the future, followed by an interactive Design Thinking workshop facilitated by Rob Han. The workshop encouraged all attendees to be creatively confident and work together to bring ideas to life.

A Pecha Kutcha style presentation brought together some of Shanghai's top minds to talk through their experiences and learnings on how to make the most of female leadership characteristics.

Women Leadership Awards were presented to six winners, selected by a panel of independent jury members after a thoughtful review and interview process. The categories this year were: Business Leader of the Year, Innovator of the Year, Young Business Leader of the Year, Social Contributor of the Year, Entrepreneur of the Year and the new category - HeforShe Man of the Year, which acknowledges a male leader who has 'Embraced the Changing Nature of Leadership' and is a proven 'gender champion.'

Needless to say, it was quite an inspiring afternoon, followed by an exciting after-party!



Special Thanks to our many Platinum, Gold and Silver Sponsors, as well as our Media Partners, listed on Page 22!

2016 WLA WINNERS

Business Leader of the Year

Isabelle Chouvet, CEO/Co-Founder, K2 Asia

Young Business Leader of the Year

Paris Xu, Founder and CEO, MSParis

Entrepreneur of the Year

Ann C. James, Executive Director, Urban Aphrodite International

Innovator of the Year

Ivanka Xu, Founder and CEO, Merak

Social Contributor of the Year

Marie-Lucie Spoke, Managing Director, Community Roots China

HeforShe Man of the Year

Richard Chenghao Lin, Managing Director, Korn Ferry International

2016 WLA JURY

Arati Shroff, Consul, the U.S. Consulate General Shanghai (Jury President)

Diana Chan, Senior Client Partner, Korn/Ferry International

Charles Hayes, Partner and MD, IDEO China

Aina Konold, VP and CFO, Gap Inc. China

Caroline Pan, Tech Consultant, Advisor & Investor

Josie Zhao, COO, Deutsche Bank (China)

Thank you to our independent WLA Jury Panel!



IPWS FINANCIALS

Account Summary for 2015-2016

<u>IPWS summary financials 2015/2016</u>	
Funds as of 1 August 2015 (RMB)	49,000
<i>Cash inflow</i>	
Membership fees	70,000
Event Fees (excl WLA)	130,000
WLA fees	46,000
WLA sponsors	65,000
Annual sponsors	5,000
Other (net)	1,000
Total cash inflow:	317,000
<i>Cash out</i>	
Event costs (excl WLA)	(114,000)
WLA costs	(86,000)
Donated to WAFW	(10,000)
Marketing	(31,000)
Board meetings	(10,000)
Staff and other support	(17,000)
IT	(10,000)
Total cash outflow:	(278,000)
Funds as of 18 August 2016 (RMB)	88,000

Thank you to all who helped raise funds for our beneficiary, World Academy for the Future of Women!

BOARD OF DIRECTORS

2015-2016



President
Tiziana Figliolia
Italy/USA



Vice President
Amanda Argentieri
USA



Partnership
Anne Louise Hyttel
Denmark



Finance & Admin
Malene Kristensen
Denmark



Marketing & Communications
Sine Brandt
Denmark



Events
Elizabeth O'Neill
Australia



Membership
Vanessa Narvios
USA



Membership
Ellen Aichelmann
Germany



Corporate Sponsorship
Galina Rogova
Russia



Commercial Sponsorship
Amelia Chappelow
Australia



Global Relations
Alyssa Wieting
USA

SPECIAL THANKS

The Board of Directors would like to give a special thanks to the following people, who supported IPWS throughout the year:



IPWS Intern - *Susanna Ma*

A graduate of the World Academy for the Future of Women, Susanna has been truly dedicated to her role with IPWS, working tirelessly in the background on event registrations, financial matters, member inquiries, and record-keeping, among other projects.

IPWS Ambassador

- *Stéfanie Vallée*, Leadership Consultant & Executive Coach; Past EPWS President; Member of the WLA Committee

IPWS Advisor

- *Shirley Lei*, Owner, Zenith Associates, Member of the WLA Committee

IPWS Summit & WLA Committee

- Board of Directors
- Stéfanie Vallée
- Simone Groeneveld
- Shirley Lei
- Ann Bark
- Line Gao Bro-Jorgensen

Early Departing Board Members

- *Sabine Renner*, Vice President Sept. 2015 - March 2016; Past Finance & Admin Exec.
- *Lindsay Aarts*, Marketing & Communications, Fall 2015
- *Nina Nolan*, Marketing & Communications, Fall 2015

Volunteers - IPWS Members and World Academy graduates

EXECUTIVE REPORTS

As a Board member, each executive is responsible for various duties and activities within her role. Below are some highlights from this year's Board executives.

PRESIDENT

In the past year, I had the privilege to witness first-hand how our vision to connect professional women and build an influential community is unfolding and having a real impact.

What a successful year for IPWS!

- **32 events** to network and meet professionally minded people from all generations, from Millennials to Gen X and Baby Boomers
- **A diverse and impressive selection of speakers** focused on professional or personal development
- **Leadership Summit** featuring the **10th IPWS Women Leadership Awards**, China's longest-running international awards recognizing women leaders. The Summit centered around the theme *Embracing the Changing Nature of Leadership: A Roadmap to Success*
- **C-Level** sponsored topical roundtables
- **Women Roundtables** with the involvement of the most influential communities supporting women in Shanghai
- Expanding our community with a new **IPWS chapter in India**
- **Online platforms:** WeChat, Facebook and our LinkedIn forums
- **Access to Partners' and special events**, such as TEDx ShanghaiWomen and POWER
- Helping to provide better opportunities for the next generation by **sponsoring the World Academy for the Future of Women**

None of this would have been possible without the amazing pool of volunteer women appointed to the Board, our ambassadors, advisors, committee volunteers, and our engaged community of women that throughout the year joined our events and initiatives. Thank you all!

VICE PRESIDENT

This season, IPWS joined with M on the Bund and the Shanghai chapters of AmCham, AustCham and BritCham in launching the **Mentor Walks** program in Shanghai. Over the past year, the Walks have become widely known as one of the most successful professional female mentoring programs in the city. Mentors and mentees from across the globe come together each month to walk, discuss, learn and develop.

A special thanks to Sabine Renner, former IPWS Board member, who contributed greatly to the launching of this program on behalf of IPWS.

SPONSORSHIP

- This year, sponsorships generated RMB 70,000 of income, which included RMB 5,000 in annual commercial sponsorship fees and RMB 65,000 sponsorship funds raised for the 2016 IPWS Summit & Women Leadership Awards.
- In-kind event sponsors have helped to reduce costs throughout the year and WLA in-kind sponsors have also helped to significantly raise the profile of this event; we will work to continue this fruitful cooperation into the next year.
- A number of our sponsors have also supported fundraising organized by IPWS at the WLA and Leadership Summit to support the **World Academy for the Future of Women (WAFW)**. A total of RMB 10,300 was raised for WAFW and will be presented to WAFW at IPWS' Kick Off event in September 2016.

PARTNERSHIP

- Through our partnership organizations, IPWS expands the awareness of our organization and events to a different and broader audience across the community. Our aim is to build a platform from where to engage inspiring speakers, and secure quality contents, offerings and resources for our activities, to the benefit of our members and community.
- One of the key additions to our partnership base during the 2015-2016 term was the professional women's community **Lean In Shanghai**, with whom IPWS organized its second co-hosted event, a panel debate on international career development and talent leadership, seen through the eyes of Chinese and Westerners.
- This term also saw the addition of **Limitless Laowai**, whose podcast team reported from the IPWS Leadership Summit and broadcast a series of interviews with speakers and organizers.

MARKETING & COMMUNICATIONS

- In March 2016, EPWS rebranded to **IPWS**, involving the redesign of our logo, and the creation of new collateral and material designs.
- IPWS distributed a Monthly Newsletter to over **1500 subscribers** with informative and varied content, including event recaps, community happenings, descriptions of upcoming events, and the "members' corner."
- Launching of the new website and blog - www.ipwsconnect.com, with the help of fellow Board member and webmaster, Amelia Chappelow
- Creation of an official WeChat subscription account

MEMBERSHIP

As mentioned, IPWS undertook some **new initiatives** with respect to IPWS membership:

- In September 2015, IPWS established its Friends of IPWS affiliate program for supporters of IPWS.
- In June 2016, IPWS converted its membership structure from a seasonal basis to a 12-month rolling membership. This means your membership is valid for 12 months from the date of issue.
- IPWS also launched of our new online member registration and payment system.
- This season, IPWS obtained new discounts for members at Shanghai businesses established by female entrepreneurs.

EVENTS

This year, IPWS held events in some of the most unique, creative and classy venues in the city, including *Swatch Art Peace Hotel*, *Waldorf Astoria*, *URBN*, *House of Roosevelt*, *SOHO Waitan 3Q*, and more.

IPWS members also gained special access to the *Condé Nast School of Fashion & Design*, and sampled delicious food and drinks from both new and established hospitality vendors in Shanghai.

GLOBAL RELATIONS

IPWS now has an active and growing chapter in Pune, India! This season, IPWS created the Global Relations Executive position, specifically charged with managing relations between IPWS headquarters in Shanghai and other global chapters, helping new chapters establish and develop, and supporting the global outlook of the organization.



IPWS INDIA CHAPTER

The IPWS India Chapter in Pune, India experienced exciting growth and achievements this season.

Number of members: 135+

Number of events: 14

Highlights:

- IPWS India grew from 25 members in September 2015 to 135+ in June 2016
- IPWS India members represent more than 33 nationalities
- IPWS India organized 14 events in the past 10 months including professional workshops, large scale holiday celebrations for Christmas and Women's Day, charity events, factory tours and social networking events.

Chapter Leadership:

Founding President – Helga Esperanca – Portugal

VP & Events – Parisa Wood – Iran

Administration & Finance - Rebecca Muir - Scotland

Graphic Design & Information Services – Shola Carletti – Italy

Community Friends & Membership – Andrea Alonso – Spain

Marketing & Communication – Jill Sheldekar – USA (Current President)

Partnership & Sponsorship – Rinat Moscovich - Israel/India



MENTOR WALKS ASIA

This past season, IPWS was proud to partner in the inspiring initiative - Mentor Walks - along with M on the Bund, AmCham, BritCham, and AustCham. “Mentor Walks brings together established women leaders to connect, mentor and share experiences with women who are looking for guidance and support. Mentors are made up of CEOs, Diplomats, Entrepreneurs and other successful professionals from many industries. Mentees are either in their early professional years, have been in their career for a number of years, or are an entrepreneur looking to learn from other enterprising women.” (See www.mentorwalks.asia)

Following the success of the program in Beijing, Mentor Walks’ first event kicked off at M on the Bund on September 19th, 2015, and continued on a monthly basis in the picturesque Jing’an Park in downtown Shanghai. IPWS will continue to partner in this hugely successful program for the 2016-2017 season.



Interested in becoming a Mentor? Visit www.mentorwalks.asia to learn how.

OUR PARTNERS & SPONSORS

Partnerships

IPWS engages in long-term strategic partnerships with organizations in the Shanghai community and through these partnerships can offer access to our growing network of more than 2,000 professional women. We co-host events, organize activities such as the Mentor Walks Shanghai program, and seek to cooperate in new and innovative ways to serve our members and followers. Through our partnership organizations, we expand the awareness of our organization and events to a different and broader audience across the community. Our aim is to build a platform from where to engage inspiring speakers, and secure quality contents, offerings and resources for our activities, to the benefit of our members and community. For more details about our partners, see <http://www.ipwsconnect.com/ourpartners/>.

LEAN IN



LIMITLESS LADWAI

SHANGHAI



 **CEIBS**

Sponsorships

IPWS is a non-profit organization, and is supported throughout the year by sponsorship. Without the valuable contributions from our Sponsors we could not host our monthly events and continue to share so many professional and personal development experiences with our members and supporters. Thank you to our annual sponsors, our event sponsors, and to the Platinum, Gold and Silver sponsors who contributed to the success of our IPWS Leadership Summit and Women Leadership Awards! For more information on our IPWS annual sponsors, see <http://www.ipwsconnect.com/our-sponsors/>.

Annual Sponsors:



travel solutions

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IPWS EVENT LIST

2015-2016

Thank you to our members and supporters who have attended our events, and to our speakers, hosts and partners.

IPWS Annual General Assembly

Meet and confirm our nominated Board of Directors + networking, drinks and food with professional women in the Shanghai community.

Mentor Walks Shanghai (9 Walks)

IPWS, M on the Bund and the Shanghai chapters of AmCham, AustCham and BritCham have banded together to introduce a monthly Mentor Walks program to our communities in Shanghai. Mentor Walks brings together established women leaders and emerging women leaders in our community for a morning walk to discuss professional and personal successes, challenges and aspirations. Mentees have the incredible opportunity to seek advice from seasoned professionals who will provide an open ear, honest feedback and meaningful guidance.

Summer Networking Event

Join IPWS for a summer networking event to celebrate another successful season on Tuesday, July 12th on the patio of the hopping Daga Brewpub!

Growing Careers from East to West

Lean In Shanghai and IPWS in cooperation invite you to join in our debate on international career development and talent leadership, seen through the eyes of Chinese and Westerners.

The Importance of Gender Diversity in the Workplace (partnered event with BritCham)

Keynote speaker and panelists will offer guests a unique insight into the current issues in China surrounding diversity and ideas on how to tackle them. Speakers will also address why individuals fail to self-promote in the workplace, as well as advice on how your own organization can ensure a gender diverse workforce in order to be more productive, more innovative and more competitive.

IPWS Leadership Summit & Women Leadership Awards

The IPWS Leadership Summit will feature China's longest-running international awards recognizing women, the Women Leadership Awards, now in its 10th year. Meet and network with China's top female leaders at the 2016 IPWS Leadership Summit in Shanghai, featuring dynamic speakers and innovative workshops exploring this year's theme: Embracing the Changing Nature of Leadership: A Roadmap to Success.

Meet the WLA Finalists

Raise money for WLA charity partner: World Academy for the Future of Women. In the lead-up to the IPWS Leadership Summit, where we will announce the WLA 2016 winners, IPWS is hosting its annual Meet the Finalists event! Join us at the House of Roosevelt rooftop for your chance to meet the finalists from each category whilst fundraising for a worthy cause.

Chinese Overseas Investments: What China is doing outside of China

Join us for an evening with a panel of experts in Chinese cross-border M&A, as we discuss recent trends and the outlook for China's outbound M&A and other overseas investment activities.

The Chinese Consumer: How To Reach A Shifting Market

A panel of industry experts will examine the new Chinese consumer: What impact has the slow-down had on the local consumer? Does it open up to new opportunities for business and brands? How can we market to the Chinese consumer in this new and evolving landscape?

IPWS Speed Networking for Entrepreneurs

Join us for an exciting & fast paced evening of networking to broaden your collaborative avenues here in Shanghai. IPWS is calling for all professional creative types, business start-ups and new project makers to join us for an innovative and fun way to meet future professional friends.

LinkedIn Workshop

IPWS is privileged to host Chris J Reed, Global CEO and Founder, Black Marketing, and an official LinkedIn Power Profile, as he explains how to use LinkedIn to achieve anything you wish in the business context.

Career, Transition and the Job Market

Join us and learn from the professionals what it takes to become successful in your transition. Develop your success strategy and hear what's really going on in Shanghai's job market. Gain insights from a seasoned headhunter, a career coach, an entrepreneur and someone who has successfully navigated the market.

China Economic Outlook

Join us for an evening with Kenneth Jarrett, President of the American Chamber of Commerce (AmCham), and Pilar Dieter, Chief Representative & Managing Partner for Solidiance, as we discuss the economic outlook for what many believe will soon become the world's largest economy.

Female Entrepreneurs in China: How to Successfully Turn Business Ideas into Reality

Join IPWS, as a leading panel of female entrepreneurs share their experiences and provide real insights. How did they get started? What challenges did they encounter? What are their lessons learnt and secrets of success?

Actualize Your New Year's Resolution (*Workshop by Octave in partnership with IPWS*)

Learn how to shift away from old habits that prevent personal goal achievement - especially health and wellness ones - and into a mindset that encourages sustainable goal attainment.

China's High End Fashion Market - How to Succeed in an Evolving Market

Join us as industry experts provide us with insights and perspectives on the Chinese market for high-end apparel and fashion accessories. You will also have the opportunity to experience the newly-opened Condé Nast Center of Fashion & Design during a complimentary tour.

Joint Christmas Networking Event

EPWS, together with The British Chamber Shanghai's Women in Business Focus Group, AustCham, SwissCham and BenCham are delighted to invite you to our joint Christmas networking event on the evening of Wednesday 16 December on the Bund.

The Art of Influence - How to master one of today's most powerful skills

In this inspiring and interactive one-hour workshop Jeff Tan will share why mental filters and perceptions play a major role in our ability to influence by consciously adjusting the way we communicate with others. You will also get a lot of practical, easy to use tips, and the opportunity to practice instant influence techniques that can be applied in business and private life.

China: Unveiled from a historical perspective

More than 70 people participated in our event at the historical Waldorf Astoria where Rick Xu took us on a captivating journey of the history of China. Through storytelling and anecdotes, attendees were guided towards a greater appreciation of how modern day China can be understood by analyzing the past.

Personal Branding and Authenticity

In today's competitive environment, a clear and compelling personal brand strategy could be the key to one's success. Nancy Pon will discuss how to manage your brand from the inside. She will share how she started her personal journey, and in the last part of the evening, we will guide you through an interactive and self-reflective session, to kick-start you on your journey to personal branding!

Breakfast Session with the TEDxShanghai Women Speakers

Five speakers from TEDxShanghaiWomen came together to share more of their personal stories and experiences since the talks in May. The event was co-organized by TEDxShanghaiWomen and EPWS, and included a delicious breakfast buffet served by Liquid Laundry.

Glam it up! Welcome Back Event at Newly Opened M Glam

M Glam exclusively opens its doors to the EPWS community for this year's Welcome Back event. This is your opportunity - enjoy a wonderful evening with stimulating conversations, the finest drinks, signature canapés and the magnificent view of Shanghai's most famous sight: the Bund.

EPWS partners with POWER: Opening Doors for Women

A lively interchange exploring policy, talent, diversity and organizational development topics with high-level presenters from China, Europe and North America.

EPWS at the Expat Show Shanghai

Come meet us at the Expat Show - the largest gathering for the expat community in Shanghai, providing information, products and services for everyday life in Shanghai to expatriates. More than 10,000 visitors and 150 exhibitors are expected to attend the show.



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