WOW you're amazing.

Nomination booklet 2018 – 2019

Banking for generations

Helping PNG prosper and grow for generations.

Westpac has been backing PNG since 1910. Today, we're helping more customers prosper and grow by providing innovative products, financial programs, community support and more. It's all part of our commitment for the future.

Banking for generations

WOW

Be amazing and nominate for WOW.

It is my great pleasure, on behalf of Westpac, to invite you to nominate yourself or exceptional women from across Papua New Guinea for the Westpac Outstanding Women (WOW) awards.

Westpac has been operating in PNG since 1910 and we truly believe that our greatest achievement during this time is initiating the WOW awards; and now seeing the impact it has had over more than a decade. The recent APEC event put PNG's women in the spotlight, showing what they are achieving despite the challenges we all know women face, and in doing so playing a lead role in building a better nation. We were so proud to see many of our WOW winners and finalists involved in the APEC program; sharing their voices and their talents with the world.

Looking back at the WOW alumni, which now comprises more than 100 past winners and finalists, you cannot help but be struck by the diversity of achievement. Some WOW women are changing lives in remote areas, improving lives through health and education. Some are taking on business; leading PNG's private and public sector organisations. Others show outstanding leadership within communities or in humanitarian fields. Over the last few years many entrepreneurs have come forward, reflecting the successes women are making through their own businesses.

Our alumni is varied but the common thread is resilience. These women can see opportunity where others may see challenges. They respond to failures with curiosity; seeing how the lessons learnt can help them to reach future goals. They know that as women they can, and should, do anything and they believe in the enormous power of positive female role models.

The WOW awards is for women from all parts of PNG, of all ages and education levels, and from all professional backgrounds. The program is designed to celebrate women across society and there are categories to suit everyone – women involved in the private sector, the public sector, NGOs, in communities or entrepreneurship. There is no limit to the number of nominations you can submit, and we strongly encourage self-nominations.

Every day, we see PNG women shine – in homes, churches, communities, civil society, government, academia and increasingly in business and workplaces. These women are building a positive legacy for other women and girls, and changing PNG. Let's bring their achievements to light through the WOW awards, showing that we truly think they are amazing.

By nominating a woman for WOW you will not only celebrate one individual contribution but encourage other women and girls to reach for their professional capacity, and in doing so help PNG to reach its full social and economic potential. Westpac believes in a strong future for PNG, and we know that women will be at the centre of its success. If you do too, then please nominate.

Adrian Hughes
Managing Director
Westpac PNG

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Westpac Outstanding Woman of the Year Award

Trukai Community Award Winner

Ruth Julie Kissam

Ruth has been an anti-violence and women's advocate for more than 10 years describing herself as a disrupter – disrupting traditional attitudes towards women in Papua New Guinea. She has been focussing on ending gender based and sorcery related violence through the Senisim Pasin Campaign. The campaign is centred around a film in Tok Pisin which has been viewed by more than 10,000 people in 8 provinces, with more than 70% of people signing a pledge in support of ending violence against women. In 2015 Ruth was asked to help set up the Sorcery National Action Plan for the government.

Ruth works to promote a culture of freedom and equality for women and girls and through the Luci Lights Program is helping to expand economic opportunities for women living in remote communities. She has also forged a relationship with the Department of Justice & Attorney-General to help rehabilitate offenders back into the community.

Precinct Public Sector Award

Mollina Mercy Kapal

Mollina is the Principal Project Engineer for the National Information & Communications Technology Authority of Papua New Guinea (NICTA) where she is responsible for bridging the digital divide to bring affordable and accessible telecoms to remote, rural communities. The first woman to join NICTA almost 14 years ago, Mollina also supervises final year electrical engineering students at UNITECH. As a strong advocate for female engagement in ICT, and to encourage more girls to take up ICT courses, she visits secondary schools across the country to promote the NICTA's Girls in ICT program.

As an expert in broadcasting, Mollina was instrumental in setting-up FM Jiwaka, a provincial radio station that keeps the local community up to date with what's happening, and provides information on health, education, the weather and other vital topics. She has also launched an e-Agriculture project to help local farmers market their produce.

PricewaterhouseCoopers Private Sector Award

Karo Lelai

Karo is the Principal of Norton Rose Fulbright PNG, the local office of one of the largest global law firms. In her role, Karo has contributed to the development of PNG through establishing the PNG Norton Rose Fulbright PNG Legal Scholarship, which is designed to support legal students further their education and career. She has also been working with the Australian High Commission on the PNG Women Lawyers in Private Practice initiative, designed to help female lawyers advance their careers.

In addition to her business successes and professional achievements, Karo also holds several board roles with sports organisations, including the PNG Olympic Committee and as Chair of the PNG Athletes Commission. In recognition of her work she was awarded Female Director of the Year 2017 by the PNG Institute of Directors.

WOW

Steamships Not for Profit Award

Priscilla Kevin

Priscilla has been a volunteer with the PNG Digital ICT Cluster for three years and founded the PNG Women in STEM (science, technology, engineering and maths) Association. She also runs her own business IN4NET. She is passionate about finding funding, partnerships, or spaces with organisations, government and universities, for individuals or clusters to realise their dreams in furthering their education or bring into life innovations.

She has been a mentor to young entrepreneurs encouraging them in the STEM fields and she promotes local software solutions for PNG businesses. She says it's her dream to make PNG the Silicon Valley of the Pacific by promoting R&D, excellence and innovation.

SP Brewery Entrepreneur Award

Dorothy Luana

Dorothy Luana founded Devine Management Services, a company that turns cocoa, coffee and honey and other local goods, into products such as moisturizers, body and facial scrubs, and essential oils.

As a self-funded businesswoman, Mrs Luana performs multiple roles as farmer, rural community development work, mentor to other farmers, and social media marketer. She's built a fair trade model business with a dedicated customer base in support of rural communities.

IBBM Young Achiever's Award

Crystal Angela Kewe

Crystal is the co-founder and Chief Technical Officer of Crysan Technology Ltd, an IT company specialising in the development of custom-built enterprise applications and mobile apps. As the lead software engineer for the company she has developed some of the most complex management information systems in Papua New Guinea for a number of clients including the national government. In recognition of her expertise and thought leadership role in this industry, Ms Kewe has been invited to present to the PNG APEC Secretariat on bridging the digital divide.

Ms Kewe co-founded the company at the age of 15, with her father, and is completely self-taught. She can program in several languages and has set internationally recognised standards of transparency and good governance. Her drive and commitment, underpinned by her humility, show her to be an unconventional success story.

The Moore Printing Sports Award

Cybele Druma

Cybele is the President of the National Capital District Rugby Union, responsible for the growth and development of the code in Port Moresby with a formal membership of more than a thousand patrons. In 2006 Cybele introduced women's rugby to Papua New Guinea despite fierce opposition, marshalling the support of over 300 women to form the Women's Rugby Union. She was appointed to the position of Chief Executive Officer of the PNG Rugby Football Union in 2007, one of the first woman in the world to be appointed head of a national rugby federation.

In 2007 she introduced an HIV/AIDS policy to the Women's Rugby Union, the first sporting code in PNG to implement such a policy that was commended by the PNG Olympic Committee.

WOW 2017-18 category winners and finalists

Group of all category finalists, category winners and overall WOW winner

2017-18 overall winner – Ruth Kissam

From the left: 2016 WOW Winner – Bosa Tegs. Middle: 2017-18 WOW Winner – Ruth Kissam. Right: Westpac MD – Adrian Hughes

Nomination requirements

WOW

Nominees for the Westpac Outstanding Women awards must be Papua New Guinean citizens or permanent residents.

Each nomination form must include details requested under the key headings. You may also add any relevant material to support your nomination, which may include:

- a brief outline of any role you have held, and list responsibilities with any organisations, whether this be in a paid or voluntary capacity
- copies of certificates or relevant documents
- brief details of achievements in business, profession and/or the community.

Nominations must be received no later than the close of business on **Monday, 11 February 2019.**

Completed nomination forms can be left at any Westpac branch.

Or send to: **Communications and Marketing Manager**
Westpac PNG
P.O. Box 706
Port Moresby, N.C.D

Please ensure that you do not include original documents with your nomination as they cannot be returned.

For more information about the Westpac Outstanding Women Awards, please call **322 0522** or email **marketingpng@westpac.com.au**

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Award categories & criteria

WOW

Criteria

The judging panel will assess each nominee in an Award category, and the overall Westpac Outstanding Women Award winner, against the following criteria:

Leadership: Nominees must demonstrate the ability to lead others to achieve challenging objectives, display qualities to influence others and to set aspirational standards for other women.

Good Governance: Nominees must demonstrate a track record of managing responsibility and upholding the highest levels of integrity and good governance. Demonstrate good decision-making skills whilst maintaining integrity and honesty.

Success: Nominees must demonstrate outstanding achievement in academic, sporting, professional and/or business activities.

Values: Nominees must exemplify good health and uphold worthwhile personal and/or business principles that lead the way in community and corporate life.

Community: Nominees must demonstrate how they've helped others and lead the way for women to overcome challenges in the community.

Award categories

The Westpac Outstanding Women Awards comprise seven separate categories and one overall winner.

The categories are:

PricewaterhouseCoopers Private Sector Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a female manager in the private sector who has contributed significantly to the performance of a company or business unit.

ExxonMobil PNG LNG Public Sector Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a female manager in the public sector who has contributed significantly to the performance of any government service.

Steamships Not for Profit Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a woman in the not for profit sector, either in a voluntary position or through a role within an organisation.

SP Brewery Entrepreneur Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a woman with at least a 50% shareholding in an organisation.

Trukai Community Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a woman working to improve conditions in the community.

IBBM Young Achiever's Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a young woman in any category under the age of 30.

Moore Printing Sports Award
In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a woman in the development and/or success of a sport or sporting body.

Winners of the above categories will automatically qualify as nominees for the 2018-2019 Westpac Outstanding Woman of the Year Award.

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WE SEE TALENT NOT GENDER

For 100 years Steamships has invested in Papua New Guinea's growth, development and progress. The success of our divisions has been built on a progressive and talented workforce. The contribution of our many talented women has been an integral part of that success.

Promoting gender equality in the workforce has been and continues to be a priority for us.

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Prizes & benefits

WOW

All finalists in each category

- A certificate to commemorate their achievement as a finalist in the Westpac Outstanding Women Awards
- One ticket for each finalist and partner, friend or family member to attend the Westpac Outstanding Women Awards ceremony in Port Moresby in **March 2019.**
- Airfares, accommodation and meals for one person to attend the final judging and networking activities.
- A Brian Bell gift voucher.

Category award winners

PricewaterhouseCoopers Private Sector Award Winner

ExxonMobil PNG LNG Public Sector Award

Steamships Not for Profit Award Winner

SP Brewery Entrepreneur Award Winner

- A trophy to commemorate their achievement
- Airfares, accommodation, meals and registration fees to attend the 2019 Australia PNG Business Forum[2]
- K5,000 education grant.[3]

Trukai Community Award Winner

- A trophy to commemorate their achievement
- Donation from Trukai Industries to the winner's preferred charity[4]
- K5,000 education grant.[3]

Moore Printing Sports Award Winner

- A trophy to commemorate their achievement
- K5,000 to be used towards a sports program or mentoring program
- K5,000 education grant.[3]

The IBBM Young Achiever's Award Winner

- A trophy to commemorate their achievement
- Scholarship sponsored by The PNG Institute of Banking & Business Management. The prize is valued up to K25,000[5]
- K5,000 education grant.[3]

Winners of the above categories will automatically qualify as nominees for the overall prize, Westpac Outstanding Woman of the Year Award.

The Westpac Outstanding Woman of the Year Winner

- A trophy to commemorate their achievement
- A trip to attend one of The Australian Executive Women's Leadership Symposiums in Australia during 2019.[6]

Please see terms and conditions on nomination form for further details on prizes.

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Inspiring and leading change

PwC PNG is proud to be a Platinum sponsor of the WOW Awards

Diversity and equality are important values to us and part of our brand promise. We drive change through a number of initiatives:

- A values and behaviours driven culture, which mandates diversity and inclusion as a core value. A focus on quality and merit when recruiting or promoting, and providing career planning and management tailored to the individual and aligned to our global values.
- Providing a working environment that both encourages development through a variety of training opportunities including leadership and confidence development programs but also supports our staff at all stages of their life through initiatives such as flexible working arrangements, paid maternity leave, parental and nursing leave as well as wellness initiatives to support a healthy mind, body and spirit.
- Supporting and educating the community through a variety of charity and fundraising initiatives, and other gender equality programs out of PwC including the UN HeforShe.

Some of our successes include:

- Three WOW awards for PwC trained women
- Appointment of first female Papua New Guinean Partner in a Big Four accountancy firm in PNG
- Current gender ratio of 63% female

We continue our journey to build a more equal Papua New Guinea.

pwc

Judging process

Judging panel

The judging panel is made up of two senior representatives from Westpac, senior representatives from each of the platinum sponsors and a community representative. Judges will be given guidelines to help assess your nomination form.

Judges are looking for:

- Relevant, specific and informative responses to the questions
- Concrete examples that truly demonstrate a good understanding of and outstanding achievements in each component such as leadership, community involvement and governance
- Adherence to the word limit for each response
- Relevant supporting materials, if necessary.

All questions are designed to help give the judges an idea of who you are, what you've achieved, the behaviours you've exhibited to achieve these and the outcome of your work. It is important that you provide strong examples that demonstrate your achievements or philosophies. It is advised that nominees don't just write about the subject matter – they must include information about their role and how they contributed or what they personally achieved. Responses should mention if other people contributed or participated in the activities and/or achievements. Judges are looking for a well-rounded nominee that has addressed each criteria in a succinct and impactful manner. Winners may be chosen based on a combination of elements, not just one specific component of their nomination form or their interview skills.

Nominees should be able to demonstrate

- Drive and commitment to their area of interest/work
- Leadership at work, social or community spheres
- Role modelling abilities and consultative approach, if applicable
- Strong sense of vision and goals
- Good work/life balance
- Interest in community involvement activities
- Their contribution to the outcome or activity.

What is the judging process

Preliminary judging: The panel of judges completes the preliminary judging. The purpose of the preliminary judging is to screen all applicants and to select finalists from each category.

Final judging: The purpose of the final judging is to select the winner for each category and the overall winner. The winners will be announced during the presentation dinner on **March 2019.**

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Torrens University Australia is part of Laureate International Universities, a leading international network of quality, innovative institutions of higher education comprised of 80 universities across 29 countries. Laureate is the largest education network in the world. Torrens' association with Laureate International Universities gives you the opportunity to leverage the network of over 1,000,000 students around the world.

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COURSE CODE: MBA_BUAD

INTAKE PERIODS: SIX times per year, each lasting 6 week
DURATION: 2 year Part-time
STUDYTYPE: Face-to-face, Distance (online), Hybrid
PNG: On IBBM campus
CRICOS COURSE CODE: MBA 086346G

COURSE STRUCTURE

8 CORE SUBJECTS

- Economic Principles and Decision Making
- Financial Management
- Dynamic Leadership
- Influencing and Making Decisions
- Managing People and Teams
- Management Perspectives
- Marketing
- Strategic Management Capstone*

CHOOSE 4 ELECTIVES (More options via ONLINE)

- Management Information Systems
- Organisational Best Practice
- International Business Strategy
- Principles of Project Management

FOR MORE INFORMATION

PNG INSTITUTE OF BANKING AND BUSINESS MANAGEMENT (IBBM)

ToRobert Centre, Vanama Cresent
Lawes Road, P.O. Box 1721
Port Moresby
National Capital District

Telephone: (675) 321 2088, 321 5018
Facsimilie: (675) 321 2960, 321 5017
Email: mba@ibbm.com.pg

www.ibbm.com.pg/mba

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Advancing women to improve communities

By supporting the professional development of women in PNG, ExxonMobil PNG has empowered them with the skills to manage income and invest in the health, education and future of their families and communities.

Since 2006, we have helped 64 Papua New Guinean women attend the Global Women in Management (GWIM) training program including women's leader and gender rights advocate, Mary Michael Tamia.

Inspired by the newfound skills she acquired through her involvement in GWIM, Mary established a training centre in the village of Hoyabia where she conducts training in financial management, proposal writing, leadership and advocacy for local women.

Encouraging women to empower other women creates a powerful multiplier effect that benefits all of society.

PNG Partnership

Building capacity for the future

Exxonmobil.com/pngpartnership

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Helping sustain business in PNG for generations.

Westpac has been backing business in PNG since 1910. And today, we're doing more around sustainability. We're launching new initiatives and improving our premium banking solutions to help business meet the challenges of an on-demand world. Our goal is for PNG business to achieve and enjoy sustainable growth by successfully adapting to demographic, environmental, social and economic change. It's all part of our commitment to supporting business in PNG for years to come.

Banking for generations

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