



ADB

PACIFIC WOMEN LEADERS PROGRAM

10–13 June 2025 | Manila

The Marshall Islands, the Federated States
of Micronesia, and Palau

*Subregional Pacific Women Leaders Program (PWLP)
is the Pacific event under the Asia Women Leaders Program (AWLP)*





WOMEN'S LEADERSHIP: A CATALYST FOR GENDER EQUALITY AND RESILIENCE

DAY 1

TUESDAY, 10 JUNE

8:00–8:30 a.m. Participant Registration

INAUGURAL SESSION:

Connecting the Dots Between Women's Leadership, Gender Gaps, and Sustainable Growth

OBJECTIVES:

- Build awareness about the North Pacific countries' relative standing vis-a-vis global gender gaps across a range of gender equality indicators.
- Build understanding of the nexus between gender equality and disaster risk management in Pacific countries.
- Build understanding of how women's leadership catalyzes gender-responsive, resilient, and sustainable growth.

8:30–8:45 a.m.

Welcome and Introductions

- **SAMANTHA HUNG**, Director, Gender Equality Division, Climate Change and Sustainable Development Department (CCSD), ADB

8:45–9:00 a.m.

Opening Remarks

- **EMMA VEVE**, Director General, Pacific Department, ADB

9:00–9:15 a.m.

Keynote Welcome

- **J. UDUCH SENGEBAU SENIOR**, former Vice President, The Republic of Palau

9:15–9:45 a.m.

Regional Overview: *Why Gender Equality and Women's Leadership Matter in Sustainable Development and Resilience in the Pacific*

- **MERESEINI RAKUITA**, Principal Strategic Lead on Women and Girls, The Pacific Community (SPC)

9:45–10:00 a.m.

Plenary Q&A

Moderator: **EMMA VEVE**, Director General, Pacific Department, ADB

10:00–10:10 a.m.

Group Photo

10:10–10:40 a.m.

BREAK

10:40–11:30 a.m.

Open Dialogue: *Getting to Know Each Other*

This session will give time for participants to get to know each other as they share their backgrounds, roles, and superpowers.

Facilitator: **MALIKA SHAGAZATOVA**, Senior Social Development Specialist (Gender and Development), Gender Equality Division, CCSD, ADB

11:30–11:40 a.m.

Program Overview

- **TÜLIN AKIN PULLEY**, Senior Gender and Development Capacity Building Specialist, Gender Equality Division, CCSD, ADB



SESSION 1: Strengthening Communications Skills I: Speaking with Authority, Confidence and Clarity

Facilitators: TERESA ERICKSON and TIMOTHY WARD, Co-owners, Intermedia Communications Training

OBJECTIVES:

- Develop self-confidence in communications.
- Learn to speak with authority and clarity.
- Practice assertive communications, the “language of leadership.”

11:40 a.m.–12:30 p.m. **Speaking with Authority**

This session covers what to wear, how to use your voice, energy, body language, and word patterns to convey confidence and authority and how to adapt these to enhance your online presence.

12:30–1:30 p.m. **LUNCH**

1:30–2:05 p.m. **Communicating with Clarity: Organizing a Presentation**

Clarity is a vital quality for leaders, especially in contexts where women need to project authority. This session shares a simple rhetorical structure for a short talk that creates clarity and makes it easy for your listeners to follow you and stay engaged. The importance of holding your audience’s attention gets magnified when presenting virtually.

2:05–2:25 p.m. **Open Discussion and Q&As**

2:25–2:55 p.m. **Participant Small Group Assignments and Preparation**

Participants will be divided into small groups of six people. Each participant will prepare a short talk based on a speech template for the communication practice session.

2:55–3:15 p.m. **BREAK**

SESSION 2: Practicing Communications Skills

Facilitators: TERESA ERICKSON and TIMOTHY WARD, Co-owners, Intermedia Communications Training

MIL NIEPOLD, Founder and President, The Mara Partners

TÜLIN AKIN PULLEY, Senior Gender and Development Capacity Building Specialist, Gender Equality Division, CCSD, ADB

OBJECTIVE:

- Practice new knowledge and tips gained in communications sessions on how to prepare for and make a public presentation on an aspect of your work or a project you are working on.

3:15–4:45 p.m. **On Camera Communications Practice**

This communications training exercise will put each woman leader on camera to deliver a short talk or speech based on a speech template. This is followed by expert coaching and peer feedback. Participants will record their speeches on their tablets or phones for their own reference.

4:45–4:55 p.m. **Open Discussion:** Questions and comments on the day’s learning on communications skills.

4:55–5:00 p.m. **Wrap-Up of Day 1**

6:00–7:00 p.m. **WELCOME RECEPTION AND NETWORKING**

- RACHEL THOMPSON, Executive Director for Australia; Azerbaijan; Cambodia; Georgia; Hong Kong, China; Kiribati; Federated States of Micronesia; Nauru; Palau; Solomon Islands; and Tuvalu, ADB

DAY 2

WEDNESDAY, 11 JUNE



SESSION 3: Inspirational Woman Leader

OBJECTIVE:

- Hear about the personal journey of a woman leader who has devoted her life to protecting the rights of women, youth and children and advancing gender equality and resilience in her country.

8:30–9:00 a.m. ***Advancing Women's Rights and Gender Equality in Building a Resilient Future in the Republic of Marshall Islands***

- **DAISY ALIK-MOMOTARO**, Senator and Presidential Envoy for Women, Children and Youth, The Republic of Marshall Islands

9:00–9:15 a.m. **Plenary Q&A**

Moderator: **SAMANTHA HUNG**, Director, Gender Equality Division, CCSD, ADB

SESSION 4: Strengthening Communication Skills II: Thinking on Your Feet and Answering Tough Questions

Facilitators: **TERESA ERICKSON** and **TIMOTHY WARD**, Co-owners, Intermedia Communications Training

OBJECTIVES:

- Increase leadership communications capabilities.
- Learn strategies for answering questions effectively in interviews.
- Develop communication techniques for interacting with the media.

9:15–10:00 a.m. **Answering Questions Effectively**

Participants will use the “Rocket Model” to answer questions in a clear, concise and structured way in interviews, panel Q&As and one-on-one conversations. They will learn how to provide direct answers with powerful messages; avoid jargon; use facts, numbers, examples, and stories to persuade their audience; connect their information to the listeners’ perspectives; think on their feet; and be quotable by the media.

10:00–10:45 a.m. **Group practice.** Participants will work in groups with each participant answering a practice question using the 3-step Rocket Model and receiving peer feedback.

10:45–11:15 a.m. **BREAK**

11:15–11:45 a.m. **Handling Difficult Questions**

Participants explore the most common types of difficult and hostile questions, learn techniques on how to defuse them and transition back to their message to stay credible and in charge.

11:45 a.m.–12:30 p.m. **Group practice.** Participants will work in groups with each participant answering a difficult or hostile question using the 3-step Rocket Model and receiving peer feedback.

12:30–1:30 p.m. **LUNCH**

SESSION 5: Strengthening Communication Skills III: Messaging and Working with the Media

Facilitators: TERESA ERICKSON and TIMOTHY WARD, Co-owners, Intermedia Communications Training

OBJECTIVE:

- Learn communication techniques for interacting with the media.

1:30–2:30 p.m.

Effective Messaging

The session starts with effective messaging: how to turn your information into a message that the media can use. An interactive messaging exercise will give all participants the chance to practice these techniques.

2:30–3:00 p.m.

Working with the Media and Q&A

Participants will learn what journalists are looking for; how to prepare for media interviews; how to package information differently for TV, radio, web and print journalists; how to address “on/off the record” comments; and how to cultivate good relations with the media.

3:00–3:15 p.m.

Troubleshooting Issues on Communications

Everyone has their own unique issues in communications whether it is in making the transition to virtual communications or being easily intimidated by difficult questions from supervisors, peers, or journalists. This will provide the opportunity to raise your questions and to share with your peers what has worked well for you or get advice on how to handle them.

3:15–3:45 p.m.

BREAK

SESSION 6: Inspirational Woman Leader

OBJECTIVE:

- Hear about the personal journey of a woman leader and learn about her experiences in networking and the power of collective action to raise awareness and motivate women in the Pacific to work on gender equality and building resilience.

3:45–4:15 p.m.

Leading Coalitions to Promote Resilience and Women’s Empowerment in the Federated States of Micronesia

- **YOLANDA JOAB-MORI**, Acting Chief of Staff and Special Assistant to the President; Founder and Executive Director of Island PRIDE (Promoting Resilience through Involvement, Development and Education); former Program Coordinator, Blue Prosperity, The Federated States of Micronesia

4:15–4:30 p.m.

Plenary Q&A and Discussion

Moderator: **BENJAMIN GRAHAM**, Director, Fragility and Engagement Division, CCSD, ADB

4:30–5:00 p.m.

Wrap Up of Day 2 and Free Networking

DAY 3

THURSDAY, 12 JUNE

SESSION 7: Inspirational Woman Leader

OBJECTIVE:

- Learn about the personal journey of a woman leader's rise to the top in the private sector and how she is promoting women's economic empowerment and gender equality in the workplace.

8:30–9:00 a.m.

Breaking Barriers to Women's Leadership in Private Sector and Promoting Gender Equality in the Workplace in Palau

- **IRENE OLKERIIL**, Founder and Chief Executive Officer, EmeraldDreams Services; Founder, Palau Entrepreneurs for Growth; Former Chamber of Commerce President and Vice President, The Republic of Palau

9:00–9:15 a.m.

Plenary Q&A

Moderator: **EDWINA KOTOISUVA**, Gender Specialist (Gender-based Violence), Gender Equality Division, CCSD, ADB

SESSION 8: Sharpening Skills for Negotiation I: Negotiating for Yourself

Facilitators: **TÜLIN AKIN PULLEY**, Senior Gender and Development Capacity Building Specialist, Gender Equality Division, CCSD, ADB
MIL NIEPOLD, Founder and President, The Mara Partners

OBJECTIVES:

- Focus on key barriers to women's leadership.
- Understand gender bias in organizational systems, work practices, and professional communications and negotiations.
- Develop strategies on how to negotiate for yourself, demonstrate your leadership potential and take on leadership positions.

9:15–10:15 a.m.

Negotiating for Yourself

Participants will explore cultural, structural, and self-imposed barriers that are embedded in restrictive organizational systems and unconscious gender bias that keep women from advancing into leadership positions. They will learn tips to better negotiate for themselves to overcome these barriers.

10:15–10:45 a.m.

BREAK

10:45–11:45 a.m.

Group Work and Role Play: *Solving Patria's Problem*

This is a case study to practice negotiations on invisible work and learn to overcome self-imposed barriers and expectations of stereotyped behavior.

11:45 a.m.–12:00 p.m.

Open Discussion: This will provide the opportunity for participants to share their experiences with gender bias at their workplaces; how they have dealt with it or seek advice on how to deal with it.

12:00–1:00 p.m.

LUNCH

SESSION 9: Sharpening Skills for Negotiation II: Negotiating for Your Organization and Impact

Facilitators: MIL NIEPOLD, Founder and President, The Mara Partners

TÜLIN AKIN PULLEY, Senior Gender and Development Capacity Building Specialist, Gender Equality Division, CCSD, ADB

OBJECTIVES:

- Understand why the world needs women negotiators.
- Learn key concepts and steps in the negotiation process.
- Learn about best practices in negotiations and how to implement them.

1:00–2:00 p.m.

Negotiating for Your Organization and for Impact

Participants will learn about the “business case” related to how women’s leadership advances organizational objectives and broader societal progress. They will learn critical tips and skills to better negotiate for their organization to grow professionally and personally.

2:00–3:00 p.m.

Role Play: *Nightmare Negotiators*

This is a role play between a “speaker” and a “listener” negotiating over a hot topic issue. The speaker argues intensively about her case, listener tries to be patient and respond using the tactics, negotiation strategies learned in the core training to come to a mutual agreement.

3:00–3:15 p.m.

Open Discussion: This will provide the opportunity for participants to ask questions regarding negotiation concepts and strategies to use when negotiating on behalf of your organization; share their own experiences; or seek advice.

3:15–3:45 p.m.

BREAK

SESSION 10: Building the Pacific Women Leaders Program—North Pacific Network

OBJECTIVES:

- Share experiences in local, national, regional, or international women’s networks.
- Brainstorm potential structure and action items for the Pacific Women Leaders Program (PLWP) North Pacific Network to support each other and work together to advance gender equality and build resilience.

3:45–4:55 p.m.

Group Discussion and Reporting: *Building the PWLP—North Pacific Network*

Participants will share their experiences as members or leaders of women’s networks or coalitions and discuss how they can form a PWLP Network to support each other personally and work collaboratively on advancing gender equality and building resilience in their own countries and in the Pacific.

Moderators: ELLEN PAUL, Principal Country Officer, The Republic of Marshall Islands, ADB

ALFONSA KOSHIBA, Principal Country Officer, The Republic of Palau, ADB

4:55–5:00 p.m.

Wrap Up of Day 3



DAY 4

FRIDAY, 13 JUNE

SESSION 11: Sharpening Skills for Negotiation III: Multi-Party Negotiations

Facilitators: MIL NIEPOLD, Founder and President, The Mara Partners

TÜLIN AKIN PULLEY, Senior Gender and Development Capacity Building Specialist, Gender Equality Division, CCSD, ADB

OBJECTIVES:

- Learn about women leaders' progress and challenges in multinational negotiations.
- Develop strategies on how to prepare for and successfully negotiate with multiple parties.
- Practice key tools and strategies learned throughout the negotiations core training in a more challenging setting to reach successful agreements where more than two parties are involved.

8:30–8:45 a.m.

Overview: Women's representation, and challenges in complex negotiations.

8:45–9:30 a.m.

Raising Pacific Women's Voice and Leading Negotiations for Small Island States

- TINA STEGE, Climate Envoy, Republic of Marshall Islands (on video)

Open Discussion: Experiences and Challenges

Participants watch a short video with a senior woman in multinational negotiations and are asked to reflect on and share any lessons learned and share how they may have faced similar challenges in their own experiences with negotiations.

9:30–10:00 a.m.

BREAK

10:00–11:00 a.m.

Multi-Party Negotiations

This session will delve into the complexity of multi-party negotiations and how to use basic negotiation tools to understand what each party really needs and apply this information creatively to meet their needs in ways that also meet your own needs to reach a successful negotiated agreement.

11:00 a.m.–12:10 p.m.

Group Work and Role Play: *The Plumeria Relocation Case*

This is an exercise where participants use a case study to practice preparing for a multi-party negotiation which will help them identify and understand all parties' needs, and interests and strategically plan on how to move stakeholders from positions to interests to expand the pie and come to a win-win solution.

12:10–12:30 p.m.

Plenary De-Brief and Troubleshooting Issues on Negotiations

This session will give the participants the opportunity to review how the negotiation strategies and tactics learned throughout the negotiations training were applied in the multi-party negotiation role play; clarify any remaining questions and provide advice on any negotiation struggles participants share.

12:30–1:30 p.m.

LUNCH



SESSION 12: Strengthening Online Presence and Leveraging Social Media

Facilitators: LUCA LAMORTE, Communications Specialist, Department of Communications and Knowledge Management (DOCK), ADB
PAULINE OCCENOLA, Associate Communications Officer, DOCK, ADB
MICAH ANGELA NAZAL, Communications Consultant, CCSD, ADB
ANDREW OROCA, Gender Knowledge Management Officer, CCSD, ADB

OBJECTIVES:

- Reflect on the participants' current use of social media and provide them tips on how to effectively leverage it for networking to promote gender equality and women's empowerment.
- Understand the basics of social media: how and why different platforms are used and what is effective storytelling and wise online behavior.
- Apply practical tips on how to improve profiles, create effective posts and address negativity online.

1:30–1:40 p.m.

Open Discussion: Survey results on participants' mastery and use of social media.

1:40–2:10 p.m.

Digital Presence and Storytelling with Purpose

The first part of the presentation will provide an overview of basic social media platforms and their specializations and provide tips on how to portray yourself and how to post and engage with purpose as women leaders on these platforms.

Leveraging Social Media for Gender Equality

The second part of the presentation will provide tips on storytelling for gender equality: how to challenge stereotypes; how to choose good photos and materials; provide tools; and share good practices and examples.

Online Behavior Dos and Don'ts

The last part of the presentation will focus on how to protect your privacy while building your professional digital presence and how to address negativity online.

2:10–2:30 p.m.

Plenary Q&A

2:30–3:00 p.m.

Practice and Reporting: Participants will draft their own posts on their PWLP experience and receive feedback for improvements from coaches and peers.

3:00–3:30 p.m.

BREAK

CLOSING SESSION

3:30–3:45 p.m.

Closing Remarks

- BRUNO CARRASCO, Director General, CCSD, ADB

3:45–4:15 p.m.

Certificates Distribution

4:15–4:30 p.m.

Participant Evaluations

4:30–5:00 p.m.

Refreshments and Networking





