



ADB

PACIFIC WOMEN LEADERS PROGRAM

Papua New Guinea

3–6 June 2025, Port Moresby

This country-focused *Pacific Women Leaders Program (PWLP)* is a Pacific event under ADB's flagship *Asia Women Leaders Program (AWLP)*

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3–6 June 2025, Port Moresby, Papua New Guinea

WOMEN'S LEADERSHIP: A CATALYST FOR GENDER EQUALITY AND INCLUSIVE GROWTH

DAY 1

TUESDAY, 3 JUNE 2025

8:30–9:00 a.m. Participant Registration

INAUGURAL SESSION: Connecting the Dots Between Women's Leadership, Gender Gaps, and Inclusive Growth

OBJECTIVES:

- Build awareness about Papua New Guinea's (PNG) relative standing vis-a-vis global gender gaps across a range of gender equality indicators.
- Learn about PNG's progress towards gender equality and women's empowerment in line with sustainable development goals (SDGs).
- Enhance understanding on how women's leadership catalyzes gender-responsive, sustainable and inclusive growth.

9:00–9:30 a.m.

Welcome and Introductions

- SAID ZAIDANSYAH, Country Director, ADB Resident Mission in PNG (PNRM)

Opening Remarks

- DAVID KAVANAMUR, Managing Director, Kumul Consolidated Holdings (KCH), PNG
- EMMA VEVE, Director General, Pacific Department, ADB

9:30–10:00 a.m.

Keynote Speech: *Why Gender Equality and Women's Leadership Matter in Development of Papua New Guinea*

- SUSIL NELSON-KONGOI, Chief Executive Officer, PNG Institute of Banking and Business Management

10:00–10:10 a.m.

Plenary Q&A

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

10:10–10:45 a.m.

Group Photo

BREAK

10:45–11:30 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.

Moderator: MALIKA SHAGAZATOVA, Senior Social Development Specialist (Gender and Development), Pacific Focal, Gender Equality Division, ADB

11:30–11:40 a.m.

Program Overview

- TÜLIN AKIN PULLEY, Senior Gender and Development Capacity Building Specialist, 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**

1:30–2:55 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.

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 TIM WARD, Co-owners, Intermedia Communications Training

MIL NIEPOLD, Founder and President, The Mara Partners

TÜLIN AKIN PULLEY, Senior Gender and Development Capacity Building Specialist, 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.

4:45–5:00 p.m. **Open Discussion:** Questions and comments on the day’s learning on communications skills.

5:00 p.m. **Wrap-Up of Day 1**





DAY 2

WEDNESDAY, 4 JUNE 2025

SESSION 3: 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.
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9:00–10:25 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.

Group practice. Participants will work in groups with each participant answering a practice question using the 3-step Rocket Model and receiving peer feedback.

10:25–10:45 a.m.

BREAK

10:45 a.m.–12:00 p.m.

Handling Difficult Questions

Participants explore 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.

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.

SESSION 4: Inspirational Woman Leader

OBJECTIVES:

- Hear about the personal journey of a woman leader in breaking barriers in the public sector.
 - Understand that leadership development is about building one’s own personal capacities and confidence as well as building one’s ability to motivate and enable others to participate and improve their lives and communities.
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12:00–12:30 p.m.

“Breaking Barriers for Women’s Leadership in State-Owned Enterprises in Papua New Guinea”

- JUDY NETE KUK, Chief Financial Officer, Air Niugini, PNG

Plenary Q&A

Moderator: MEGAN TAUREKA-ANDREW, Chief Executive Officer, PNG Institute of Directors (PNGID)

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.

2:30–3:15 p.m.

Working with the Media

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.

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.

SESSION 6: Networking Reception with an Inspirational Woman Leader

OBJECTIVE:

- Hear about the personal journey of a woman leader and learn how she developed her capacity, confidence, and networks to gain legitimacy as a woman leader on national and international decision-making positions at the highest level.

3:15–5:00 p.m.

Networking Reception

“Lessons Learned on Gaining Legitimacy as a Woman Leader and Advancing Gender Equality”

- WINNIE KIAP, Chair of Commonwealth Foundation Board; former PNG High Commissioner to UK

Moderator: SAID Z Aidansyah, Country Director, PNRM

5:00 p.m.

Wrap up for Day 2





DAY 3

THURSDAY, 5 JUNE 2025

SESSION 7: Inspirational Woman Leader

OBJECTIVE:

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

9:00–9:45 a.m.

“Opening Women’s Pathways to Economic Empowerment and Leadership in Papua New Guinea”

- **EVONNE KENNEDY**, Executive Director, Business Coalition for Women, PNG

Plenary Q&A

Moderator: **EDFAS MKANDAWIRE**, UN Coordination Specialist, UN Women

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

Facilitators: **TÜLIN AKIN PULLEY**, Senior Gender and Development Capacity Building Specialist, 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.

9:45–10:45 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.

10:45–11:15 a.m.

BREAK

11:15 a.m.–12:30 p.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.

Open Discussion

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

12:30–1:30 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, 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.

1:30–2:30 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.
2:30–3:45 p.m.	Role Play: <i>Nightmare Negotiators</i> 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. 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.
3:45 –4:15 p.m.	BREAK

SESSION 10: Building the Pacific Women Leaders Program – Papua New Guinea Network

OBJECTIVES:

- Share experiences in local, national, regional, or international women’s networks.
- Brainstorm potential structure and action items for a Pacific Women Leaders Program – Papua New Guinea (PWLP PNG) Network to support each other and work together to advance women’s leadership and bring attention to gender issues.

4:15–5:00 p.m.	Group Work and Reporting: Building the Pacific Women Leaders Program – Papua New Guinea Network Participants will share their experiences as members of women’s networks and coalitions and discuss how they can form a PWLP PNG Network to support each other personally and work collaboratively to address gender equality in their own work, and in their workplaces, and country. Moderator: MALIKA SHAGAZATOVA, Senior Social Development Specialist (Gender and Development), Pacific Focal, Gender Equality Division, ADB with BOLKIN SIL, Gender Officer, PNRM
5:00 p.m.	Wrap Up of Day 3



DAY 4

FRIDAY, 6 JUNE 2025

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, ADB

OBJECTIVES:

- 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.
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9:00–10:00 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.

10:00–10:30 a.m.

BREAK

10:30–11:45 a.m.

Group Work and Role Play: *Orchidea Extreme Weather Infrastructure Case*

This is an exercise where participants use a case study to practice preparing for a multiparty 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.

Troubleshooting Issues on Multi-party 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.

CLOSING SESSION

11:45 a.m.–12:30 p.m. **Closing Remarks**

- SAID ZAIDANSYAH, Country Director, PNRM

Certificates Distribution

Participant Evaluations

12:30–1:30 p.m.

LUNCH

