



LEADERSHIP 5.0

30 LEADERS CREATING CHANGE & IMPACT

ENTREPRENEURS, YOUNG LEADERS, ACADEMICS, CEO'S AND GOVERNMENT OFFICIALS FROM 18 ASIAN COUNTRIES.

INTRODUCTION

It is evident how the pandemic, as well as climate change have caused a global disruption and reshaped the way we think. Digital adoption has also taken a quantum leap within organizations, accelerating success in the 4th Industrial Revolution. We are now, more than ever, digitally and physically connected to fight against this common crisis. In order to be a successful and effective leader it's important to constantly improve on our practices so we are prepared to meet any new challenges, head on.

Digital transformation is not just about technology, but about a digital mindset which is mainly enabled by leadership. According to a well-known technology expert, Peter Diamandis, the next decade will experience more progress than the past 100 years. Leadership 5.0 is a fresh model for high impact leadership, to tackle the 5th Industrial Revolution that will arrive faster than we know.

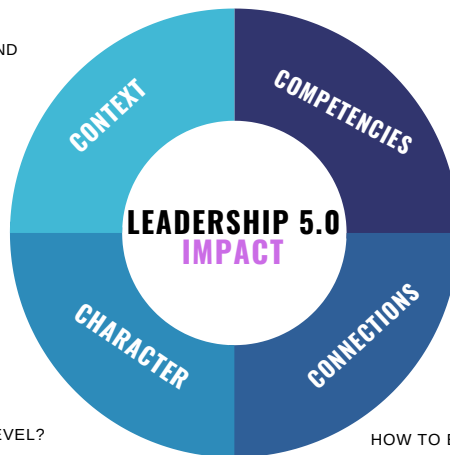
Leadership 5.0 integrates 4 principles - context, competency, character and connections. The ability to acquire new skills and knowledge to evolve as a leader is even more important in today's fast paced environment.

As a leader, I have asked myself these questions several times - what is actually needed to adapt to this change? What can we do better so we are not overwhelmed by the progress of science and technology? But most importantly, how can we lead with automation and robots in the future?

We interviewed 30 leaders that have a similar purpose and vision for the future - to create a positive impact either within their organization, community or country. This digital publication is a result of the collective efforts by academics, young entrepreneurs, leaders and government officials from various parts of Asia. With their expertise in 'tech for good', social impact, entrepreneurship and 'leadership for good' they have shared their insights, mainly on the following:

- The reason behind what they are doing now
- Their vision of Leadership 5.0
- Their vision for the future in 2050

CLEAR DIRECTION AND PURPOSE
HOW TO ACKNOWLEDGE ENVIRONMENTAL FACTORS AND INTERNAL ORGANIZATIONAL DRIVERS ?



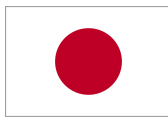
SERVING AND COACHING
HOW TO BE A RESPONSIBLE LEADER ?

INTUITION AND INNOVATION
HOW TO DIG IN OUR CHARACTER AT A HIGHER LEVEL?

PARTNERSHIP AND SYNERGY
HOW TO ENGAGE WITH PEOPLE CREATING A DEEP CONNECTION ?

"IT IS NOT THE STRONGEST OF THE SPECIES THAT SURVIVES, NOR THE MOST INTELLIGENT THAT SURVIVES. IT IS THE ONE THAT IS MOST ADAPTABLE TO CHANGE."
CHARLES DARWIN





BIO

Mr. Yukihiisa Fujita was a Member of Parliament for nearly 20 years and a State Minister of Finance to allocate budget for the reconstruction of Japan after the tsunami crisis in 2011. His life work was conflict resolution and rescue work to help refugees in Asia & other continents and those victims by earthquakes and tsunami in Sumatra, Pakistan, Haiti, etc. Also organized reconciliation meetings amongst those in conflict in Asia, the Middle East and corporations amongst Europe, America and Japan.

MISSION

I joined “Song of Asia”, a good will mission created by Rajmohan Gandhi, a grandson of the Mahatma and supported by a poet, Son Soubert, a son of Cambodian Premier Son Sann. It composed of about 50 young people from 15 countries in Asia and the Pacific and I traveled with it to 15 countries in the West from 1975 to 1977. I was faced with what Japan had done to many countries during the Second World War which I had not properly learnt before and realized that Japan was not regarded as a fellow Asian nation. So I decided to create better relationships with Asia as my life work. **I now would like to contribute more to social and life changing work worldwide at a time when more conflicts and moral decline prevail globally.**

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CONTEXT

The world and society as a whole are more divided than ever. On the other hand, while the trade and defense were separated during the Cold War, now they are very much linked with each other. Therefore, to grasp the whole context behind is essential to solve conflicts.

CHARACTER

If you try to get credit out of reconciliation work, you will fail. You need to be unselfish to solve the conflict by helping both sides to feel that they have won, or feel that at least your enemy has not gained more. For this, we need to construct a kind of character which is trusted by both sides of the conflict and those from different religions, nations, races, etc.

COMPETENCIES

The world and society as a whole have become more complex and diversified. We need competence not only to deal with external factors, but also internal ones. To deal with psychological, religious and moral factors are more important than ever.

CONNECTIONS

Making friend individually is most important. To admit my own shortcomings and faults is the key. This personal connection matters the most at the time of the conflict. I like to say, “The surest defense of a nation is to gain trust and gratitude of your neighboring nations.”



BIO

His Excellency Franz Jessen got his doctorate in Economics from Virginia Tech. After a few years of teaching Economics at the University of Southern Denmark, he started his career at the EU institutions in Brussels where he worked on EU - East Asia affairs for more than 30 years. He was posted as a diplomat in Japan, China, Vietnam and the Philippines. The two last postings as Ambassador for the European Union.

MISSION

Having lived in 8 different countries on three different continents **I have come to see people as individuals rather than as part of a specific race or a specific country**. I have also seen how peoples' education, health, beliefs and incomes are directly affected by where they were born. Therefore, a mission of mine has been to foster greater mutual understanding and greater cooperation across countries. Both at the official and at the personal level. As time goes by this mission has, in my view, become increasingly important. The challenged we face are increasingly global, and require global responses. We have see that latest during the COVID pandemic, where national responses have been woefully inadequate, and **have resulted in an even more divided world**.

LEADERSHIP 5.0

CONTEXT

Leadership requires increasingly mastering a broader context, we are increasingly integrated and the challenges we face are more and more interrelated, thus understanding the context is key for any organization to be successful.

CHARACTER

Organizations are increasingly constructing the character of the organization. The Ellen Goodman type of 'Company Man' belongs today to a far-gone era - a past century.

COMPETENCIES

Aligning competencies to the broader context required also a high degree of acceptance and tolerance of others. As the world is becoming increasing complex, individuals expect an increasing tolerance of their individual characteristics. The challenge is to match these individual expectations with the needs of the organization.

CONNECTIONS

Networks -within organizations - and between individuals in different organizations will increasing determine the success of companies as well as the career path of individuals.

VISION 2050

- The technological capacities of mankind will continue to develop at an accelerated pace.
- Enabling new technologies such as AI will expand the frontiers of what is possible.

One question that still needs to be answered is whether such progress can be managed for the benefit of all people or will it lead to even greater greed and envy and increased nationalism making it more difficult or even impossible to solve the global challenges we are facing together and thereby create an even more divided world?

Environment



**"WE NEED LEADERS WHO ARE NOT AFRAID TO BE BOLD AND STEP UP TO PROPOSE NEW INNOVATIVE SOLUTIONS"
DR. RENARD SIEW**





BIO

Dr Renard Siew is advisor to CENT-GPS where he is responsible for advancing the organisation's work in the field of climate change and sustainability. He is the Founder of Accelerating Climate Action and has served as Co-Chair of the Climate Change & Disaster Risk Management Working Committee and UNEP-FI's Collective Commitment on Climate Action. In 2020, he was appointed an SDG Champion-Climate Action by the World Economic Forum (WEF).

MISSION

I grew up witnessing some of the worst floods impacting the livelihoods of people in my community. This is something that I do not wish to see happening to others. **The climate crisis is truly the defining issue of our generation and is caused by mankind.** The science is very clear that we have less than a dozen of years left to cap temperatures from increasing by 1.5 deg Celsius but what isn't clear is our actions to combat and address this crisis. We have an opportunity to change this narrative for humanity but would need strong buy-in which requires a whole of government, whole of society approach.

LEADERSHIP 5.0

CONTEXT

In my work it's very important to be grounded in what the climate science tells us. There is no one size fits all answer or solution, everything depends on specific context.

COMPETENCIES

It's extremely important that different stakeholders are aligned in terms of their knowledge and understanding of the impacts of the climate crisis or potential solutions.

CHARACTER

Character and behaviour is key to tackling this challenge. We need leaders who are not afraid to be bold and step up to propose new innovative solutions, challenging the current status quo of how things are done.

CONNECTIONS

Partnerships is very important to ensure that we take on a systemic approach to tackling the climate crisis and hence it's important to work together with different stakeholders and ensure no one is left behind.

VISION 2050

- Climate financing for a net zero future will continue to take stride.
- The concept of planetary health will gain traction involving multiple actors working towards securing a better future for our planet.
- More lawsuits against governments and corporations for negligence and polluting the environment.
- Increasing number of climate refugees globally seeking help/assistance.
- Rise in the number of climate-preneurs working towards addressing the challenges of the climate crisis primarily on enabling us to adapt better.



BIO

Kushal Gurung is a low carbon professional, with more than 15 years of experience. He is the founder and CEO of WindPower Nepal, which provides engineering and consulting services for renewable energy projects. He is also a co-founder and Director of Gandaki Urja, a company that converts organic waste to produce bioCNG and organic fertilizer. Kushal is an Expert Member of the Government of Nepal's Environment Protection Council. He is an Asia 21 Young Leaders of 2017 and has MSc in Carbon Management from the University of Edinburgh.

MISSION

Climate Change is the biggest threat to humanity, and it is all because of human's fault. However, not all human could be put in same basket. Historically, ever since the steam engine was invented in nineteenth century, majority of greenhouse gas emissions have come from the developed countries. Ironically, the developing countries, like Nepal, have been worst affected by the impact of climate change. For a country like Nepal, we have to adapt to changing climate, as well as urge the developed nations to reduce their carbon emissions before it is too late. Hence, **I am in a mission to help transform the world to low carbon economy by providing sustainable solutions, so that the future of humanity is secured.**

LEADERSHIP 5.0

CONTEXT

Empathy is the mantra to find a win-win solution that could be replicated in any context, be it within the organization or external environment that is beyond one's control.

COMPETENCIES

Empowerment and Trust are essential to build the right team that is competent and proactive.

CHARACTER

Leading by doing is a best way to create a desired culture that becomes DNA of the organization.

CONNECTIONS

Respecting contribution of every stakeholder in the ecosystem can create a connection that is resilient and last longer.

VISION 2050

- Fossil fuel based vehicles would be all dead.
- Most landfill sites would become waste to energy power plants.
- Many cities would produce their own food from vertical farms within the urban areas.
- Meetings would be done virtually in meta verse.
- Some mega cities would be connected through hyperloop.
- Human would be multiplanetary species.



BIO

Karthik Balakrishnan builds and leads teams that solve emerging problems which span disciplines and cross borders. He is President and Co-Founder of Actual, a Silicon Valley based company whose decision-support software enables forward-thinking leaders to create comprehensive, concrete plans to turn ESG goals into reality. Actual works with organizations like Giga, a UNICEF and Softbank collaboration, to connect every school to the internet. Previously, he founded Airbus' A³ Altiscope (now called Airbus UTM) to modernize the air traffic control system, working with regulators from the USA, EU, UK, China, Singapore, New Zealand, and other nations. He was also the CTO and co-founder of Coin (acquired by Fitbit), a consumer electronics and fintech company. He holds a Ph.D. in Aeronautics and Astronautics from Stanford University.

MISSION

Climate change is the defining challenge of our time: a once-in-a-generation test that is rapidly reshaping the world around us. At ACTUAL we are building software to help organizations of all kinds to break through analysis paralysis and turn their sustainability goals into meaningful, measurable action. Scientists and engineers around the world are hard at work developing new technologies to solve the climate challenge and provide a high standard of living for all. We are focused on building on their work and leadership so that organizations have the confidence to invest in and deploy the new, more sustainable equipment and practices.

LEADERSHIP 5.0

CONTEXT

Learn how to learn. The world is changing more quickly, and new questions which have never been answered before present themselves daily.

COMPETENCIES

Don't assume a person's interests. I have been surprised just by digging a bit deeper and finding new ways to work together.

CHARACTER

This requires being deliberate and introspective about shortcomings and goals. Character is not built by accident.

CONNECTIONS

Be present in the conversation and always see how to give more than you receive.

VISION 2050

- A leveled playing field with opportunity for all regardless of nationality.
- ROI math always includes environmental and social factors.
- A worldwide approach to immigration that addresses climate reality.
- The Outer Space Treaty is reaffirmed.
- Rejection of the "one-size-fits-all" dogma.
- Fully interoperable and usable cross-border financial systems in wide use.

Society



“WHEN YOU’RE THINKING ABOUT MAKING CHANGE, YOU NEED TO ADDRESS THE PROBLEM OF CONNECTING; OF BEING GROUNDED TO YOUR SOIL. PEOPLE WHO DO THIS ARE MORE HUMANE IN THE PROCESS”
CHERRIE ATILANO





BIO

Cherrie de Erit Atilano is the Founder and CEO of AGREA Agricultural Systems International, Inc., a for-purpose and inclusive business, that is creating the first replicable one-island economy that is zero hunger, zero waste, and zero insufficiency.

She is a High-Level Ambassador of UN Scaling up Nutrition, Food Systems Champion of the United Nations, Young Global Leader of the World Economic Forum, Board Member of the Global Alliance for Improved Nutrition, and the Philippine Ambassador of Food Security.

In 2020, with her leadership in COVID-19 response for connecting farmers to consumers - she is named the Best Top Manager in post-pandemic economy of the APEC Best Award, and UN Women WEPs Award for COVID19 response.

MISSION

I started working with farmers when I was 12 years old, since then, it has been a life mission to create significant changes in building a sustainable food system where farmers are dignified and respected. Too often, the farmers who are producing our food are the poorest and the hungriest as well as the most vulnerable in every climate shock, stress and crisis. I feel that this is a crime against humanity and must change sustainably. I am also advocating for women empowerment and inclusivity in the agriculture sector, when we invest in women, we invest in the entire community. More importantly, **I find purpose in seeing that the farmers are the center of solution in food security, climate mitigation, income generation and a foundation in building a healthy human capital with great resiliency.**

LEADERSHIP 5.0

CONTEXT

We live in a more complicated and complex world, all the more mastering and understanding how integrated we all are is important. In our work, I always remind everyone that the moment we realize that food is our umbilical cord to Mother Earth, then we must know the entire context of our existence and dependency towards nature. We are only a part of the ecosystem, not owning the ecosystem, hence, we need to have full awareness of our actions.

CHARACTER

The more humans are becoming knowledgeable and reaching their potential due to the digital-age, it requires a leadership character that is working more on the "being", a more mindful, aware and conscientious individual.

COMPETENCIES

Competencies must be deeply rooted in compassion and collaboration. The world is becoming solitary, divided and in silo. This will demand a kind of leadership that will make everyone have a space to contribute, to create, to sympathize and to work together towards building a better world where no one is left behind.

CONNECTIONS

The world is socially connected yet isolated, we need to build a positive relationship where it creates resilience and belongingness. It has the power to deepen the experience in every moment, inspire change and build lasting trust.

VISION 2050

- Zero hunger and malnutrition around the world.
- No more farmers living below the poverty threshold level.
- Zero food waste in the food supply chain.
- A gender-inclusive food system.
- More young people are taking ownership of sustainable food production and climate mitigation.



BIO

Richard Rekhy is presently a Board Member of KPMG Lower Gulf (Dubai). He is the former CEO of KPMG India and was a member of the Global Board and the Council of KPMG International. He is a qualified Chartered Accountant with over 38 years' experience in Consulting and Professional Services with multi layered, multi sectoral, top-of-the-pyramid experience behind him. He is a speaker at International and Domestic Forums. He is a member of various Industry bodies, leading Educational Institution and is actively involved with the Start-up community as an investor and a mentor.

MISSION

My Mission in life is being in the service of others.

After stepping down as the CEO of KPMG has been to propagate the concept of Higher Purpose. For this, we as leaders, both at individual and organizational level need to understand the WHY of our Lives. The underlying bedrock of Higher Purpose is the Values which we live through our actions. In my view, we need to be human first and ensure that the team which we work with are treated as humans. To achieve this, I am coaching and mentoring the youth and the young entrepreneurs. Work with using technology to touch as many lives of under privileged section of our Society.

LEADERSHIP 5.0

CONTEXT

There are two big events that are taking place - Technology has become disruptive and pervasive and on top of that came the Pandemic. These events have pivoted the world to become more efficient, minimalistic and productive. In this changed setting, Leaders will need to be collaborating by design, agile and adaptable to embrace the change. They need to build a legacy of Stewardship.

CHARACTER

Leaders need to be first trusted by people. They need to display integrity and ethics of the highest order. For this they need to be authentic and true to their purpose. It is important that they are selfless, help others to achieve their dreams and have a strong connect with their Team.

COMPETENCIES

Leaders will need look at hiring the best talent, and ensure that they are upskilled and reskilled at regular intervals. Lifelong learning will need to be embedded into the very fabric of the organisation. They need to build a team which is innovative, collaborative, out of box thinkers, creative and have an infinite mindset.

CONNECTION

In today's time, communication is very important. People need to start building their network and relationship which is built on Trust and Authenticity. It is important that you display fairness always.

VISION 2050

- Crypto currency becoming mainstream
- Smart Mobility - Autonomous Vehicles
- Neuro Connect with Internet
- Gig Economy will be the only way of working
- Technology advancement will be something which we cannot imagine
- Green Hydrogen
- Space travel for tourism
- Genetic Engineering



BIO

Lena Ng is a trailblazer in the area of Strategic Investments, Smart Cities development, Urban Transformation and Industrial 4.0. She chairs multiple companies and leads the Investment Committee for the Belt & Road Initiative-GMS projects. Lena was honored as a Young Global Leader by the World Economic Forum (WEF) in March 2014 and nominated as a Global Agenda Council Member of WEF. Lena is an active advocate & international speaker for Women Empowerment, Youth Development & Inclusive Society and has more than 25 years of experience in community work and social impact projects.

MISSION

I love international investment in particular, investment in ASIAN countries which I have lived and travelled widely. As Singapore is a city-state, I was brought up with the mindset of "Think Global" at a very young age. I have adapted the Singapore's nation building and global FDI experiences to the ASIAN countries which have abundance investment opportunities. Investing in city development and FDI attraction ignites **my passion to unlock the potential of the lesser developing countries and most important of all, changing lives of many less privileged community.**

LEADERSHIP 5.0

CONTEXT

The Covid-19 pandemic is a timely reminder for me to inspire greatness in what we do and to think beyond our existing limitations. It is also an excellent opportunity to collaborate with like-minded leaders globally for sustainable investment & women empowerment.

CHARACTER

Embracing positivity & mindfulness allows me to lead with more empathy, clarity & agility. I am grateful for the tough times as I have gained tremendous growth mentally and spiritually.

COMPETENCIES

It is perfectly fine for leaders to be vulnerable. Vulnerability builds trust and elevates performance. Be sincere and open about what we are lacking, leaders need to restore confidence, reimagine the future and rebuild a more robust team with diverse skillsets.

CONNECTIONS

Trust is a funny thing, you either give it or lose it. To create real connections, leaders should trust, be authentic and walk the talk. Inspire and be inspired.

VISION 2050

- Digitalization of Real Estate Fund
- Sustainable Smart Cities with Peer-to-Peer Technology
- Extensive rail & road connectivity network from China to other global markets
- Next Generation Quantum Technology usage in key sectors
- Electric Vehicles, Autonomous transport & Drone technologies massive deployment
- Substantial Renewable Energy breakthrough
- Space Tourism made affordable and Teleportation possible
- New blended workforce with digital native Humans and Bots



BIO

Ravindra Ngo is a C-suite Advisor, Business consultant and International speaker with an expertise in ASEAN 4.0 and Leadership 5.0.

Founder of the Asian Network a digital community of thoughts, business and young Leaders. Recognized from the World Economic Forum in their ASEAN Expert Network in February 2021.

MISSION

The current pandemic has been a wake-up call to start the mission of the Asian Network . Focusing on 3 core pillars which are Community, Intelligence and Leadership, We are building the platform of the Leaders of Tomorrow.

The Asian Network is composed of Government Officials, C-Level positions, High Net worth Individuals, Entrepreneurs, Academics, and Ivy League Alumni & Young leaders. Our members and speakers demonstrate strong achievements and peer-recognition for being Forbes under 30 members, TED'x Speakers, Asia Society 21 young leaders, World Economic Forum Young Leaders, and United Nations leaders.

We discuss topics centered on building tech for a better world while supporting the UN Sustainable Development Goals such as Climate action, Gender equality, and Youth Empowerment.

LEADERSHIP 5.0

CONTEXT

The Covid-19 pandemic has been a trigger to my organization in the sense it has urge me to create added value and a positive impact for Humankind.

CHARACTER

For me resilience, compassion and empathy are well needed for a Leader to recover from challenges but also to build an inclusive society.

COMPETENCIES

It's important as a leader to took time to reset, recalibrate things but also to bring a new perspective and approach. Having the "growth mindset" can help in time of crisis.

CONNECTIONS

Authenticity , effective communication and integrity help me to engage people on their deeper level.

VISION 2050

- The rise of autonomous vehicles and transportation
- Humanoids will co-exist with Human Beings
- The blue economy a game changer
- "Democratization of the Space" and commercial space travel
- "Insects" the future of our food
- Access to Education for all



BIO

Dr. Giulia Ajmone Marsan works in close connection with ASEAN policy makers, key stakeholders as well as regional and global organisations to support the ASEAN process of socio-economic integration.

During her career, Giulia has advised a broad range of government officials, international organisations and other stakeholders across multiple regions: ASEAN and Asia, Latin America, Africa, the Middle East and OECD countries. Giulia is currently the Director for Strategy and Partnership of the Economic Research Institute for ASEAN and East Asia (ERIA). Before joining ERIA, Dr Ajmone Marsan worked as an Innovation Economist at the Organisation for Economic Cooperation and Development (OECD).

MISSION

In times of complex global challenges (from pandemics, to climate change, to global financial crises, to rising inequalities), it is key to conduct research, analytical work and develop policy dialogue that cross different disciplines, raise more questions than provides answers, interpret and use data with critical thinking, and provide food for thought for readers and participants. **It is fundamental to bridge different perspectives by engaging in conversation with individuals from different generations, nationalities, cultural, religious and geographical backgrounds**, from different sectors of societies: entrepreneurs, policy makers, researchers, students and many more.

LEADERSHIP 5.0

CONTEXT

Adaptability and agility are key to remain relevant in a constantly evolving context. In my job, I have to continue to adapt to the context I am facing, from new working methods caused by the COVID-19 pandemic, to evolving economic and geopolitical challenges in Asia and globally.

COMPETENCIES

Today's challenges are complex and inter-disciplinary. It is fundamental for a leader to be able to navigate this complexity with a broad and inter-disciplinary set of skills to be constantly strengthened and expanded. Curiosity and the ability to continuously learn are essential.

CHARACTER

Challenging our own ideas by listening and confronting ourselves with different ideas, cultures and perspectives is a necessary feature of every modern leader.

CONNECTION

We cannot solve complex challenges without partnerships, collaborations and team-working. Every leader needs to be able to work with diverse teams and learn from them.

VISION 2050

- Highly skilled digital nomads are key global shapers and connectors
- The race for talent is shaping the future of global mega cities
- Inter-disciplinary curricula are in very high demand
- Plant-based diets are the norm, for both the environmental and public health reason
- Ethics and privacy are key requirements for tech companies to attract younger consumers
- Fintechs are replacing traditional banks



BIO

Associate Professor **Joo-Seng Tan** is a faculty at Nanyang Business School, Nanyang Technological University Singapore. He has been involved in leadership education, training and development since 1995. He has worked with leaders across the globe in diverse industries and settings.

MISSION

In my LinkedIn profile, it says **“Make Life Better – Sustainable Leadership, Strategy & Entrepreneurship – Perpetual Beta, Relentless Reimagining and Exponential Learning”**. This sums up my mission. In the Age of Disruption, and in the midst of the greatest technological transformation in history, I strongly believe the need to learn, unlearn and relearn is more important than ever before. The spirit of continuous learning will be lifelong, and this is what will sustain us as we navigate the waves of change and disruption, and this is what will make life better as we continue to reimagine our future. As an educator, this is the spark that I will ignite in my students as they are future leaders.

LEADERSHIP 5.0

CONTEXT

Context is key in creating value. Future leaders are however not constrained by contexts. Instead they actively shape the contexts to create value, whatever the context might be. Future leaders do not take contexts as a given.

CHARACTER

Future leaders will have impeccable integrity as they need to build trust with diverse stakeholders. They will also have humility as they are deeply aware that wisdom is not a monopoly.

COMPETENCIES

Future leaders possess the meta-competency of lifelong learning, powered by a growth mindset - an unceasing quest for knowledge that will continually open up new vistas to innovation and enable the human imagination to explore new worlds like never before.

CONNECTIONS

Future leaders will build omni-connections spanning physical and digital spaces.

VISION 2050

- World 3.0
- The metaverse economy
- The circular economy
- The agile workforce
- The phygital lifestyle



BIO

Shomy Hasan Chowdhury is an award-winning Water, Sanitation, and Hygiene (WASH) activist from Bangladesh. Shomy co-founded the global non-profit Awareness 360, through which she empowers young people across 25+ countries in advancing the UN Global Goals. For her outstanding social impact, last year she made it to the Forbes 30 Under 30 List & was spotlighted as a Featured Honoree. She is also a Schwarzman Scholar, Global Citizen Youth Advocate, Asia Pacific's first Samsung Global-UNDP Generation17 Ambassador, a Specialist for the Community Engagement Exchange initiative of the US State Department, Asia Representative of Commonwealth Students' Association, Royal Commonwealth Society Fellow, International Election Observer and sits on leadership & advisory positions of multiple international organizations. Shomy regularly addresses keynotes and inspired millions across 5 continents. Last year, she was invited as a Guest Speaker to a high-level event organized by The White House and UNDP. Her notable recognitions include the President's Volunteer Service Award (Gold) by President Barack Obama, the Putra Icon Award, and The Diana Legacy Award. Most recently, she became the first Bangladeshi to sit on The Diana Legacy Award 2021 Judging Panel alongside Princess Diana's brother Lord Spencer and many esteemed figures.

MISSION

My passion for Water, Sanitation & Hygiene (WASH) stemmed from the tragic loss of my mother in 2014, who died from diarrhea after being sick for only a day. Her death made me realize the critical role WASH can play in saving lives from preventable diseases like diarrhea. Despite coming from an educated background, I was unaware of the global WASH crisis. I did not want anybody else to go through the same, so I was driven to transform my pain into passion. Four days after my mother's death I did my first WASH Talk at an isolated sewerage workers' community. I realized the immense power of storytelling in connecting people & delivering my message across. I saw the potential impact I could bring, and hence I continued my WASH activism ever since. Now, as a passionate WASH activist, my mission is to ensure access to clean water & sanitation for all.

LEADERSHIP 5.0

CONTEXT

It is critical for leaders to understand the ins and outs of the problem they are solving or the cause they are championing for; hence it is very important to be empathetic and include the intended beneficiaries in the design thinking process because those who suffer from the problem know their context best.

CHARACTER

No matter what happens, leaders should remain true to their core values, as that is what will keep them focused on their mission.

COMPETENCIES

We can only do so much alone; so it is a smarter choice to look for the right team to complement each other's skill and knowledge gap as well as seek a better solution with diverse perspectives.

CONNECTIONS

Leaders are skilled at empowering people, connecting dots, and creating a movement.

VISION 2050

The two broad problems in regards to Water, Sanitation, and Hygiene (WASH) are lack of Investment and lack of Awareness at the grassroots. Governments, though have increased their budget on WASH, mostly focus on hardware investment (infrastructure, etc) but not the software (why and how should I use that infrastructure). There is a massive lack of awareness among the under-served, stigmatized, hard-to-reach communities who live in extremely unhygienic conditions. 4.5 billion people lack safely managed sanitation, according to WHO & UNICEF. The few initiatives that do focus on awareness building do not adequately follow up, and hence it does not incur a behavioral change among the communities. Most awareness campaigns focus more on the health aspect of SDG 6, and thus poor communities who usually have to choose between affording a meal vs hygiene, choose the former because they fail to see the long-term value of investing in their personal hygiene. Governments have set lofty goals for universal access to water and sanitation by 2030, but achieving this objective would need extraordinary financial mobilization.



BIO

Govinda Upadhyay is a strong supporter of sustainable living, social impact and believe in imparting the knowledge. He founded two companies in this area. SmartHelio (2019) an IOT and Deep data analytics company, helping solar industry to maximize ROI. LEDsafari (2016) which is active in education and training on sustainability. It has trained 100,000 students in 60+ countries till now. He is a Forbes 30under30 list in energy access domain and on the list of Asia 21 Young leaders 2016.

MISSION

Born in India and lived in an unreliable electricity situation made me experience the issue and challenges of lack of electricity. That's why I am building technologies which can improve clean, reliability and accessibility of electricity.

LEADERSHIP 5.0

CONTEXT

Be conscious about the moment and eager to learn.

CHARACTER

Always eager to learn and move forward.

COMPETENCIES

It is important that people working in an organization have a clear path (personal and professional) and aligned all together to achieve it with their competences.

CONNECTIONS

It is not easy to have all skill but if we have right connections, we can acquire these.

VISION 2050

- A society which embraces sustainability as its core mission. inclusive growth, sustainability (food and fuel), affordable & clean energy.



BIO

Dr. Radhika Batra is a Pediatrician in New Delhi. She is the Founder and President of Every Infant Matters, a non-profit organization dedicated to the improvement of disadvantaged children, worldwide.

Radhika believes in inclusion and health equality and wants to ensure access to healthcare for all. She is a Forbes Asia 30 under 30 honoree, a One Young World ambassador, a Trust Change maker with the Thomson Reuters Foundation and a Global Peace Index Ambassador for the Institute for Economics and Peace.

She has contributed to various internationally platforms including Project Syndicate, Huff Post, and The Times of India.

MISSION

Every infant matters strives to achieve ubiquitous access to healthcare for all. **Our mission is serving disadvantaged women and children by providing last mile health solutions.** Our biggest project is that of preventing blindness by dispensing Vitamin A to malnourished and marginalized children, we also work extensively to provide COVID19 relief. We believe in justice and inclusion, and work towards promoting gender equality.

LEADERSHIP 5.0

CONTEXT

The pandemic has taught us the importance to evolve both as a leader and as a organisation and to stand up to the challenges thrown at us, overcome obstacles and thrive rather than just survive.

CHARACTER

For me, kindness, empathy and resilience are what keep the cosmos in motion.

COMPETENCIES

it's important to work as a team, and have a synergistic approach. There is a quote in Sanskrit - "Vasudeva Kutumbakam" which when translated means that the world is one family. We need to help each other in global crises.

CONNECTIONS

Empathising with those who are suffering, and trying to help the best way possible has helped me create strong humane bonds.

VISION 2050

- we envision a world where no child has to die for lack of resources or lead a life of darkness or disability- specifically when it can be prevented.



BIO

Andre Kwok Ka Ming has been an entrepreneur since 2012 in Southeast Asia, as the Founder of Good City Foundation, a non-profit organisation basing in Hong Kong, providing development programs for city governments in Southeast Asia. Good City Foundation is currently a member of the Private Sector Committee of ASEAN Smart Cities Network and (Non-Profit) Institutional Partner of G20 Global Smart Cities Alliance. Andre is currently Li Ka Shing Foundation Scholar in Public Policy at Lee Kuan Yew School of Public Policy and once served as a Student Fellow in Centre for Liveable Cities (CLC) of the Ministry of National Development of Singapore. He is currently also serving in the working group of IoT and Urban Transformation (Asia Action Group) in the World Economic Forum.

MISSION

For Good City Foundation visions a sustainable rise of cities in emerging Asia and Africa where young leaders in the public and private sector could collaborate entrepreneurially. As a non-profit multilateral organization, we emphasize the principles of “empathy”, “passion” and “professionalism”. Starting a city is like starting a school, and the dreamy urban utopia started off with myself (as one of the founders in the Foundation) volunteering in a small province, Takeo, in Cambodia where I discovered the essence of serving people.

We were to construct an English school for a juncture of a few villages in the rural area. First we conducted a thorough survey of all households (EMPATHY) in the village to collect various expectations and needs of the families towards English teaching and the meaning of having school for their children (PROFESSIONALISM). All narratives provided by the parents constructed a comprehensive vision and pictured a long-term roadmap that the school would be constructed. (PASSION) While many fast-built schools run out of operation, the English school we built back in 2013 still stands today.

While many successes in our economies over-emphasize financial rewards, the call for sustainability and urban humanism go back to my very first calling of social entrepreneurship. **Are we serving with empathy? Are we creating real impact with professionalism?** How passionate are we about our life?

LEADERSHIP 5.0

CONTEXT

Beyond a growing spectrum of principles, disciplines and domains, everyone is a leader in a certain field, but we humans shall master context with strong sense of empathy not just within our comfort and familiarity, but also the unfamiliar scenes e.g. a city administrator in a rural sphere.

CHARACTER

Leaders may construct necessary characters to build common bondings, relevance and trust with a range of stakeholders and communities where normal people don't have to. Yet, the fundamental quality of personalities are the recipes to keep the character consistent, coming from parental education, family bonding and love in nature.

COMPETENCIES

Echoing the first principle above, the biggest competence one leader shall demonstrate across conceptual, technical and interpersonal complexity in a unique environment and transforming a defined / default thinking mindset to adapt.

CONNECTIONS

Connections naturally build as the above three principles are consistently and continually attained.

VISION 2050

- Continuous Pandemic
- Pseudo-Sustainability
- Carbon Neutrality Gone Wrong
- Global Poverty Gap
- Future Cyber Military Conflicts
- World Hunger



BIO

Alina Alam is the founder of 'Mitti Café' which is a chain of cafes that provides experiential training and employment to adults with physical, intellectual and psychiatric disability. The organisation's outreach initiative also helps create awareness about inclusion and disability rights. Mitti Cafés across India are managed by hundreds of adults with disability who have in the last few years served over 6 million meals and beverages—thereby creating awareness about inclusion with every meal served. Their warriors with disability in this pandemic have cooked and served over 2 million meals to the poor and vulnerable communities and homeless groups, thereby proving the magic of abilities as a result of economic independence and dignity.

MISSION

There are an estimated 1.2 billion persons with disabilities worldwide. 1 in 5 of the poorest people in the world have disabilities. Skill Development and Employment is the only opportunity for PwD to exhibit their talent, MITTI Cafe's Create platforms for adults with physical, intellectual and psychiatric disabilities to **showcase their abundant potential for productive activity and create awareness for the cause of economic independence and dignity for all.**

LEADERSHIP 5.0

CONTEXT

Developing and maintaining alliances is what makes an organization run smoothly.

CHARACTER

Character is the heart of leadership. True leadership character is seen in positive traits such as courage, integrity, resilience and generosity.

COMPETENCIES

As leaders, we must strike an appropriate balance between strength and vulnerability, confidence and selflessness, passion and measure, single-mindedness and inclusivity, determination and curiosity, and leadership and followership.

CONNECTIONS

If you are in a leadership role, even on a small scale, you have only to observe the communications, people, ideas, and problems with which you come in contact every day to notice numerous opportunities to create connections.

VISION 2050

- Low cost high impact cafe model, the structure and ethos of which can be replicated anywhere across the globe
- Global awareness about inclusion
- Zero Hunger
- Reduced Inequalities
- Accessibility to utilities and infrastructure



BIO



Mark Thomas Mark Thomas is a highly regarded strategist and smart cities expert and he leads Serviceworks specialising in smart mobility, city digitisation and citizen technology opportunities. He is a regular international speaker and commentator on these issues. Mark has worked extensively throughout the Asia-Pacific and was also an elected member of Australasia's largest local authority and one of the world's 3rd most liveable cities Auckland New Zealand.

He received the Leadership Award for Outstanding Contribution towards building Smart Cities, the Asia Smart Cities Excellence Award and is part of the Top 50 Most Impactful Smart Cities Leaders. Mark Chairs the ASEAN New Zealand Business Council and on the boards of the Smart Cities' Asia Advisory Board, digital technology organisation NZRise, the Committee for Auckland and NZTech's sustainability sub-board. He chairs the Auckland Night Shelter Trust and is a member of the Australia New Zealand Smart Cities Council Future of Place Taskforce. In addition to other writings, he co-authored the Urban Mobility Taskforce's Mobility Now. Connecting Communities: Smarter, Sooner, Safer, and wrote Making New Zealand's cities smarter in the Industry Technology Professionals of New Zealand's 60 years of Tech in New Zealand.

MISSION

Cities are where most of us connect to live, work and recreate. Our world has been becoming more quickly, more urban and this has exacerbated housing, mobility, income and other livability challenges. Despite the pandemics' impact on some of this mix, my mission is use my practical city government and professional international urban experience combined with my technology and urban development insights **to build more sustainable, equitable, resilient and comprehensively livable cities for the people** based in them.

LEADERSHIP 5.0

CONTEXT

Comprehensively analyse and integrate both the proximate, immediate issues citizens face and the more distant, longer-term urban factors facing cities to establish a more robust strategic organisational context.

COMPETENCIES

Regularly analyse organisational mission against the conceptual, technical and relationship workforce capabilities needed and then train, recruit and actively synthesise these together to boost value.

CHARACTER

Support the personal purpose development of your workforce to strengthen your organisations' character as a product of both its strategic mission and the essential personal priorities of the team.

CONNECTIONS

Energy is created from the clash of atoms. Enduring firm value comes from the analogous stimulation and connection of new contacts and ideas, and being in a permanent seeking/building state to continue achieving this.

VISION 2050

- Economically reconfigured, technology-led, macro-sustainable urban centers driving achievement of emissions reduction mandates.
- Infrastructure deficits substantially addressed with a new decentralized financing investment system.
- Dense, multi-mixed use typologies both replace inefficient urban buildings and expand productivity of suburban settings.
- Human technology interphase substantially reconfigures city user service experiences transforming urban mobility and other city operations.
- Citizen preferences are integrated into urban plans and projects through real-time collection/response/feedback networks.
- Inter-connected services, products and operations platforms solve city silo challenges and aggregate much greater value for citizens.



BIO

Winner of the Advocate of the Year at Women in IT Awards Asia 2021. **Von Leong** is a co-founder at Purpose Venture Capital, building sustainable tech ventures that will deliver on profit with purpose. An active volunteer, Von currently serves as the Co-Chair of the Small & Medium Enterprises Committee at American Chamber of Commerce Singapore, member of the Coalition of the Digital Environmental Sustainability at UNEP and Executive Committee at the Majestic Smart Seniors Applied Learning Center. She was a co-founder of Masks For All SG, an advocacy movement one month before mask wearing became mandatory to help to reduce the spread of COVID-19 infections in Singapore in 2020.

MISSION

I was born in a working class family in Singapore in the 1970s, early years of our independence. We were facing massive unemployment with a declining entrepot trade then. I grew up seeing how a small country without natural resources could rise up with determination and purpose. I also witnessed how the pandemic has compounded existing inequalities in wealth, gender, age and technological expertise. Seeing how our survival, resilience and wellbeing is tested, I felt compelled to build ventures and projects that can support women, small businesses, non-digital savvy and vulnerable communities. **If we continue the current momentum in sustainable investments and collaboration to ensure innovative and inclusive technological developments, I am hopeful that we can build a better world for our prosperity, our people and our planet.**

LEADERSHIP 5.0

CONTEXT

There is no one size fits all solution in addressing complex problems such as inequalities and climate change. To create a sustainable positive change, we need to understand clearly the greater context and adopt systems thinking.

COMPETENCIES

Being purposeful and demonstrating empathy sincerely towards the needs, hopes and dreams of your people and partners will enable them to get behind your vision and mission with you.

CHARACTER

Fail fast and learn faster. The stronger the sense of purpose, the greater the agility one develops. And the best leaders are those who are nimble, hyperaware and humble.

CONNECTIONS

It takes a village to do almost anything - fundraising or keeping our people safe from a pandemic. Build your social capital by being authentic and invest in your relationships. One will always be inspired and receive support from the diverse networks that one has built over time.

VISION 2050

- By 2050, the global population aged 60 years or over will reach 2.1 billion. GDP will be ditched and Quality of Life Index will be used as the international standard for government budgets and economic metric.
- Medtech could predict the year and cause of death and we could extend our life to 120 years of age if we wish.
- Mental health related businesses will become common across the phygital world (similar to how convenience stores are today)
- Humans will use brain computer interfaces to do almost anything - call someone, pay their bills, play a game, create a company or have sex.
- 49.9% of the world's entrepreneurs, government and business leadership are female.



BIO

Young and enthusiastic **Sumitra Magrati** is a Mentor, Social Activist, and Social Mobilizer, international speaker with expertise in women empowerment, Gender Equality, and Social Inclusion, & Gender and leadership. She is co-founder of Udeshya: Girls in STEM that works on Gender and Inclusion in learning, co-initiator of Dalit Dignity First where she is advocating on Dalit issues, Gender-based Violence issues, led different campaigns like "Ajhai Kati Sahanay" and caste-based discriminations. She has been selected as a member of the U.S. Embassy Youth Council (USYC) 2022 batch, a group of 55 exceptional Nepali youth from across the country. She has been awarded the Swayamsewak award in 2021 by United Nations Volunteer Nepal, also nominated on the 100 Most Influential Young People Award list for 2020. As an education Field Officer, she alone has been leading 80 government schools of the very remote parts of Okhaldhunga in Promoting Stability in Education project. Before a year she led 10 government schools in the Quick Impact project in the area of girl empowerment by providing life skills and by maintaining Gender Equality and Social Inclusion in schools and societies.

MISSION

We are working on respective areas such as Gender Equality and Social Inclusion, Gender, Women Leadership, Child Protections, Dalit Community, Disadvantaged groups/marginalized communities, Learning and Life Skills and Environment or Climate action collaborating with like-minded organizations and Institutions with our experts. **We want to be the change that we want to see in our community, nation, and the world** connect and collaborate in the Future to identify and solve the global challenges together.

LEADERSHIP 5.0

CONTEXT

Nepal, a landlocked country aspiring to graduate from a Least Developed Country status, stands highly vulnerable to the unfolding COVID-19 pandemic.

CHARACTER

In this pandemic situation, I need positive thoughts and motivation. I prepare for, respond to and recover from the COVID-19 pandemic, focusing particularly on the most vulnerable, disadvantaged communities. Resilience, research, and discovery is needed to recover the issues and challenges to make a gender-responsive, inclusive, and just society.

COMPETENCIES

It is very crucial as a leader to overcome and mitigate issues and challenges to identify the issues and pieces of evidence, assess criticality, assess current strengths & identify and address gaps to bring a new innovative and creative solution, perspective, and approach.

CONNECTIONS

am always aware to draw on innovative and creative prior knowledge and experiences to connect with the new like-minded, and quality personalities, organization and institutions connections to gain, learn, and share a deeper understanding, skills, knowledge when they want to make authentic connections that support me to engage new and quality people on their deeper level.

VISION 2050

- Green Infrastructure Development
- Reducing Inequality And Carbon Footprints Within Countries
- Smart Transportation
- Green and Futuristic Investment based Economy
- Free and Smart Education and Health for All



BIO

Dr. Seanglidet Yean was 1 of the 2 Cambodian students who were awarded a 4-years Singapore Scholarship in 2011 to study for the Bachelor of Engineering in Computer Science at Nanyang Technological University (NTU, Singapore). Upon completing her undergraduate specializing in intelligence systems and high performing computing in 2015, she was awarded the 4-year scholarship for the PhD research program and later completed her PhD degree in Computer Science at the same school (NTU, Singapore). From 2020, she has been a Research Fellow (Cognitive and AI) at Singtel Cognitive and Artificial Intelligence Lab for Enterprises @ NTU (SCALE@NTU). Her research interest includes signal processing, navigation system fusing with the intelligence system, and multidisciplinary projects under the umbrella of well-being (future healthcare).

MISSION

“When I grow up, I should be a doctor”, a statement that I repeatedly told my young self and the stereotype that many Cambodian are told to be aspired to. I ended up choosing Computer Science, an unpopular choice among women and was warned to be jobless after graduation. Today, I am with a PhD in Computer Science and continuing to follow my curiosity. **My mission is to inspire and enable the next generation to be informed of the opportunities, beyond the box of gender and stereotypes**, especially in STEM and computing. I want to reach out to the next person to lean into their interest and curiosity and put effort into pursuing it without any barriers.

LEADERSHIP 5.0

CONTEXT

Staying updated with the frontier of knowledge, creating team synergy, and having trust in each members' autonomies have been the striving factors during this trying time regardless of the in-person or remote work arrangement.

CHARACTER

In my opinion, the leaders and leaders of tomorrow shall be authentic to who they are as well as be open-minded and respectful to any ideas presented to them.

COMPETENCIES

Leaders are to lead by example in both work and work-life balance to promote transparency, avoid unrealistic assumptions and encourage the team to prioritise wellness in both physical and mental healths.

CONNECTIONS

Amidst the era of misinformation and distrust, it is crucial to building a deep connection between leader-to-people and people-to-people by listening, being approachable and authentic.

VISION 2050

- Globally accessible education
- Computing literate becomes the norm
- Globally accessible healthcare.
- The recruitment and promotion process are made transparent and based on merits and competencies.
- Wearable sensors and AIoT becomes the assistant and way of life to humankind.
- Flexible working hours where human are more focus on doing great work and being well-rested without being trapped in routine works

Technology

5 GENDER
EQUALITY



"ACCESS TO QUALITY AND AFFORDABLE
HEALTHCARE AND PREVENTIVE SOLUTIONS
IS EVERYONE'S RIGHT AND EVERY CHILD
DESERVES A HEALTHY ENVIRONMENT TO
GROW."

PRIYA PRAKASH





BIO

Priya Prakash is a healthcare entrepreneur and the Founder and CEO of HealthSetGo. HealthSetGo is India's largest healthcare organisation for school with the vision to establish India's largest network of health promoting schools. HealthSetGo currently operates in over 77 cities across India with 250,000+ students and parents with its flagship.

MISSION

Today 61% of all deaths are caused by Non Communicable Diseases and India is leading the way. We are the Diabetes capital, most depressed country and have the second highest number of obese children in the world. I was one of those 14.4 million obese children, struggling with my physical health and body image throughout my childhood. I got extensively bullied at school which impacted my self esteem, confidence and academic performance. It was an extremely difficult place to be for a teenager and one of the lowest points of my life. There came a point where I knew I had to take back control of my life and my health. As a fit and healthy woman today, I'm proud to say I've overcome those obstacles after years of struggle to change my lifestyle. I've won various national athletic titles and went on to win at the State level Weightlifting Championship in India.

It is my life's mission to change the status quo for children so they don't go through what I did. **Access to quality and affordable healthcare and preventive solutions is everyone's right and every child deserves a healthy environment to grow.** I founded HealthSetGo with the vision to change the way India looks at health and inculcate healthy habits in children from a young age so every child grows up healthy. Today our award winning school health program for children has impacted more than 250,000+ students across 77+ cities.

LEADERSHIP 5.0

CONTEXT

As an organisation that has been promoting digitisation in healthcare, it was a welcome move which has enabled us to reach thousands more parents through our online health platform. Every change brings with it new opportunities and it's important to seize them!

CHARACTER

Resilience and perseverance are the key qualities that are needed when trying to lead an organisation through such volatile times. Apart from this, it's important to be very flexible in order to ride the waves of change. The more rigid the mindset is, the more restricted things will be.

COMPETENCIES

In today's hyper-connected world, every organisation is a tech organisation and a content organisation. It's important to align internal competencies to meet the constant demands of the online consumer whether it's tech or content consumption. Looking at things through this lens and preparing in advance will be critical.

CONNECTIONS

We are connected today like never before and the situation is improving with technology. It is possible today to interact with people at scale, in different ways and diverse geographies but still keep it personal, authentic and intimate. It's important to leverage this to create authentic connections internally and externally.

VISION 2050

- 'health' care rather than 'sick' care
- preventive rather than curative
- Chronic Non-Communicable Diseases
- monitor our symptoms and biomarkers with algorithms
- healthcare is precision medicine and personalisation



BIO

Siriwat Chhem is Advisor to the Council for the Development of Cambodia (CDC), with the rank of Director General. In addition, he is Director of the Centre for Inclusive Digital Economy (CIDE), at the Asian Vision Institute (AVI) and Advisor to the Cambodia University of Technology and Science (CamTech).

MISSION

Cambodia is a rapidly developing country, with a young tech-savvy population and bright future. During the COVID-19 pandemic, Cambodia has proven to be dynamic and adaptable, positive signs for future growth. All sectors were forced to undergo certain extents of digital transformation, in order to maintain their competitive advantage, support the national economy, and contribute to social impact. Digital vaccination cards, mobile transfers, e-commerce, and online classes and meetings, have all become the new normal – as a result of Cambodia’s high digital adoption rate.

Since moving to Cambodia two years ago, it has been my great honor and pleasure to be part the nation’s golden era of development, trying my best to contribute towards Cambodia’s emerging digital economy. Certainly, there is no absolute threshold that will indicate whether Cambodia has achieved a digital economy or not, but rather a gradual paradigm shift in how we will continue to work and live moving forward. I have had opportunities to contribute from various roles relevant to the digital economy in Cambodia (think tank, bank, university, etc.), in terms of policy research, capacity building, and consultation. The sky is the limit for Cambodia – **I hope to learn as much as possible from the previous generation, and in turn, enable the next generation to make even more positive change and social impact.**

LEADERSHIP 5.0

CONTEXT

At my institute, even before the COVID-19 pandemic, we worked 100% remotely. As such, our team was able to leverage on remote work and online meetings, to increase our productivity and efficiency throughout this extended period of social distancing.

CHARACTER

Mindfulness, authenticity, and endurance were some of the main keys to creating a conducive and complementary work environment and culture, which starts with the individual character of leaders and team members alike.

COMPETENCIES

Running the Centre for Inclusive Digital Economy required conceptual, technical, and interpersonal/relational competencies to strategize team development and efficient online workflow .

CONNECTIONS

Given the nature of remote work, added emphasis on creating connections with team members was essential to encourage overall productivity, via regular communication and team building activities.

VISION 2050

Despite the economic downturn and social repercussions caused by the COVID-19 pandemic, I strongly believe that Cambodia, ASEAN, and Asia, given their recent growth trends and dynamic populations, will bounce back tremendously and grow prosperously into the future. In the context of Cambodia, the use of digital technologies across all sectors will inevitably follow its course, as observed by its significant acceleration over the last two years. The ultimate lesson learned is that major transformations often occur during times of necessity and survival. Cambodia’s young population will drive the nation to new heights, based on creativity and innovation, fueled by their hunger for knowledge and growth. Consequently, one of the main concerns over the next few decades will be related to cybersecurity and cybercrime. Social, educational, and legal action must be taken early, in order to protect citizens, companies, and organizations, from the associated risks of using digital applications and platforms. Nonetheless, the future is bright if we continue to guide, support, and believe in the youth, and maximizing the potential of digital technology for good.



BIO

Kyzhibek Batyrkanova is a program director at the Kyrgyz Space Program (KSP), which aims to assemble the first satellite of its country that will be launched into space. Founder of TechCamp 2019 project, implemented by the KSP in partnership with UN Women in Kyrgyzstan. TechWomen 2019 alumna, hosted by Mozilla HQ in San Francisco Bay Area.

MISSION

I am a woman. As a woman who lives in Kyrgyzstan, I am confronted with stereotypical role models. Too often women in my country are victims of bride kidnapping, and our societal value consists mostly of our ability to bear children. Most of us, women, cannot afford high-quality education, and we are underrepresented in STEM. In my job **it is important for me to establish successful role models for girls and women in technologies** and to serve as an example of an empowered woman to encourage other women to study in the STEM field and build a career in the technical area, that is mainly considered to be male-dominated.

LEADERSHIP 5.0

CONTEXT

Our program and the idea endured the pandemic because of the trust in the mission and the team. It is important to put the mission and the people first in order to make difference.

CHARACTER

Patience and passion helped me and my team a lot during the difficulties we experienced. Our mission of sending the first satellite of my country to space has never been easy, but we embrace our experience and progress no matter what happens.

COMPETENCIES

True leaders help their team grow. Therefore, do not be afraid to experiment, give your team more freedom and look forward to the discoveries together.

CONNECTIONS

Building trustworthy relations is the best thing the leader can do for the team. Be open and authentic. It is the key to successful missions all around the world.

VISION 2050

- All girls around the world have access to education.
- The number of men and women working in STEM is equal.
- Education in developing countries will shift from theoretic to interactive.
- Each country will have launched at least one satellite into space.



BIO

Jérôme Le Carrou is the founder and executive director of NEXSTEP, an edtech focusing on student upskilling to bridge education to employment.

NEXSTEP has designed and coordinated remote work experience programs and other experiential learning courses for hundreds of universities and thousands of students since 2008. Jérôme is passionate about the intersection of education, technology and personal development.

He is the Asia coordinator for Apm, the world's largest leadership development organisation for French-speaking CEOs.

He is also a board member of the French Tech Thailand and a volunteer for conscious planet. He has a B.A in Languages, Literature and Foreign Civilizations from Utah State University and Executive Education in Public Policy at Harvard Kennedy School.

MISSION

I believe the true purpose of education is to uplift people and expand their horizons. As a French student, I studied abroad in the United States. I was blessed to be living in a global student center with international students from across the world. This experience was culturally so profound that it changed the course of my life. Upon graduation I decided to continue my educational journey by interning in China. What should have lasted 4 months, lasted 8 years. I was completely transformed by the possibilities I now had in my hand. I decided to create Next Step Connections (NEXSTEP) in 2008 in Asia to create a platform for students to unlock their potential and expand their horizons through international learning experiences. As an educational organization, we are on a mission to equip students with the necessary skills and aptitudes to strive in their future career and life. More importantly, helping them open their perceptions. We aim to impact over 100,000 students to transform into future leaders in the next 5-7 years.

LEADERSHIP 5.0

CONTEXT

Sharp awareness to be rooted in reality.

CHARACTER

Raising consciousness to inspire, provide insights, lead with integrity.

COMPETENCIES

Becoming competent in whatever is needed to solve pressing social, economic and environmental issues.

CONNECTIONS

Seeing yourself in everyone to develop harmonious relationships based on equality and reciprocity.

VISION 2050

- Holistic education (Meditation, Arts, Humanities, Health...etc.)
- Develop an education system that drives empowerment, curiosity, empathy, imagination, enquiry-based approaches
- Nature-based school environment blended with high technology
- Redefine educational success beyond grades
- Drive the sharpening of perceptions over memory-based knowledge education
- Education that enables human beings to reach full potential



BIO

Aimi Ramlee is the Co-Founder and Director of Digital Innovation and Growth at Tyne Solutions - an award-winning tech consultancy specializing in bridging gaps in organizations. Aimi also co-founded www.southeastasiawomen.org and is a consultant with Fund Boards Council UK. Aimi is an active advocate of gender equality as well as cultural and natural heritage conservation. Aimi is a Co-chair of the US-ASEAN Women's Leadership Academy Alumni Network. Aimi also regularly speaks on Women's issues in Brunei and mentors female entrepreneurs through local and international mentoring programs.

MISSION

I have always been driven by the urge to take action when I see a problem that needs to be solved - whether it is a piece of furniture that needs to be assembled or reducing open burning in my community. Despite my academic background in Arts and International Relations, I knew that technology was the most powerful tool to problem-solve at scale and, if done right, can help re-balance social and environmental injustices in our communities. **I also know that putting the right tools in the right hands can scale impact even further.** This is why we do what we do at Tyne Solutions - design and build software that helps others create positive impact globally. This is also why we launched www.SoutheastAsiaWomen.org to help women leaders with a platform and connections that could help them scale their impact.

LEADERSHIP 5.0

CONTEXT

Understanding the system you are in and your role in it is critical to optimising the positive impact you can have.

CHARACTER

Empathy lies at the core of a successful leader and team player and should be something all organizations place at the heart of their culture.

COMPETENCIES

It is important to identify and take ownership over your strengths and weaknesses so you can add the most value.

CONNECTIONS

Sincerity, authenticity and generosity should drive all connections you make since this leads to more sustainable relationships and partnerships.

VISION 2050

- Manufacturing will be localized with distributed industrial hubs
- Circular economies will be normalized
- Flexible and remote work structures will be the default set up
- Blockchain will be key in monitoring and tracking human rights abuses and environmental degradation in supply chains
- Mass migration due to climate change will spur more isolationist policies
- The metaverse will be the main form of social interaction



BIO

Jolene Lum is the Founder and CEO of Urban Tiller and is dedicated to its mission of reimagining what next-generation food supply chains can look like in cities. Urban Tiller is Asia's first integrated farm-to-table AgTech start-up that delivers fresh produce within 8 hours of harvest. The business is committed to supporting sustainable agricultural methods and smallholder farmers, and giving consumers a truly safe and sustainable way to eat directly from the source.

MISSION

Southeast Asia sits on a food crisis with the regional population expected to grow to 721 million by 2030 from 608 million now, and more than 265 million are undernourished or food-insecure since the pandemic, a number that doubled over the pandemic. The effects of climate change are also intensifying and affecting farmers and food production in Southeast Asia disproportionately. Given that we have at least 71 million smallholder farmers involved in a challenging and fragmented food supply chain in Asia, the time is ripe for disruption and rethinking food production alongside getting enough food to the people who need it to ensure nutritional security- taking into consideration farmer prosperity, consumer awareness and nutrition, price parity and access to good quality food, and thinking about new ways of producing nutrition in a sustainable way. There is plenty of interest and capital that is focused on the Agritech and Foodtech market, and I believe that it is up to entrepreneurs and investors alike to create and enable end-to-end solutions to ensure that food supply chains can be resilient, sustainable, and financially-sensible for the prosperity of those who produce our food. There is a need to more seriously evaluate innovation and technologies that are contending to improve these supply chains, and drive sustainable adoption of scale-appropriate technologies for producers and distributors of our food at scale, and to focus on new sources of nutrition in a similar spirit. All this will ensure that the region is able to progress and that future generations would be able to pursue further innovation and growth with a secure food future.

LEADERSHIP 5.0

CONTEXT

I cannot overstate the importance of spending time on the ground with smallholder farmers and understanding their day-to-day operational challenges. Mapping out an ecosystem of ground-up players is critical to understanding the scale of problems that tech can try to solve, and at the same time consider the ways that adoption can be driven.

CHARACTER

Being ready to stomach failure and to start from scratch with the same intentions are crucial. There are so many factors that might change when we try to build something up, from the market forces to who might be on the team. Having a clear vision of impact and change is critical to look towards long-term change and impact, and failure must be part and parcel of that process.

COMPETENCIES

There needs to be a clear identification of how competencies in tech and innovation line-up sequentially in the supply chain, and how they can mutually enable development. A strong IoT system for crop-growing might help the farmer greatly, but at the same time could be adopted in providing more information to the consumer about their food, and used for an effective traceability mechanism if to adopt the technology.

CONNECTIONS

Spending time to understand how someone's story holistically helps us understand and align motivations and what makes us tick as people. Business objectives need not always be at the center of every conversation.

VISION 2050

- Consumers will demand much greater accountability and transparency on their food supply chains
- Food producers will have a choice in bypassing middlemen as distribution channels are democratized
- There will be a commodification of alternative ingredients and foods
- Brand-building will be the center of driving market awareness and widespread consumption of new foods
- Food tech and agri-companies will need to demonstrate clear sustainability metrics to retain credibility
- Great consumer food products must focus on taste and cultural fit when entering new markets



BIO

Chimka Munkhbayar has professional experience in the fields of social enterprise, human rights, and education, with six years of training, program, and research experience in freelance, small and large business, and non-profit settings. She was a Fulbright master's student (2018-2020) at Pace University in New York focusing on MBA in Entrepreneurship. Along with her school peers, she participated in the IBM Tech Challenge, Call for Code 2020 with the idea of developing a mobile app to help rural smallholder farmers fight against climate change. The team won the grand prize from the competition and then received a full technical support from the IBM. Chimka has recently co-founded a global company Agrolly and also founded the company, Nomads Agritech Innovations based in Mongolia to work to launch Agrolly Mongolia App tailored to Mongolia to solve socio-economic issues in rural Mongolia with the combination of Agriculture and Entrepreneurship.

MISSION

My family had a small farm and we struggled due to frequent blizzards and draughts, often failed to sell enough to adequately support ourselves, and eventually forced to migrate to the city. As I grew up, I wondered how the neighbors I left behind would manage to survive given increasingly harsh conditions posed by climate change. Sadly, I found that today's rural farmers deal with the same issues of crop losses, food insecurity, and poverty that my family faced more than two decades ago, with little support. Thus, **I am singularly motivated by unmet and persistent needs among the underserved that I am uniquely positioned to address**, and I have attracted partners with a similar passion for service. Now, I serve as a founding partner and COO of Agrolly, a mobile application providing real-time actionable weather and crop data that advises farmers on what and when to plant. I am also a founder of Nomads Agritech Innovations, a startup based in Ulaanbaatar, Mongolia that focuses on rural development through digitalization of the farming sector.

LEADERSHIP 5.0

CONTEXT

To provide effective leadership and vision for the team, it is important that the leader is aware of the context.

CHARACTER

The leader should learn to build a trust among team members so that this type of leadership character is inevitable.

COMPETENCIES

The leader should be cool to help the team members to engage, learn, and grow in their career and professionalism.

CONNECTIONS

The leader can more relate to the team by expressing appreciation, demonstrating trust, and forming a bond on an emotional level.

VISION 2050

- Rural areas are going to be poorer and more affected by the climate change. Rural development will be key to global economy
- We should understand the importance of globally coordinated and systems thinking in addressing the major issues to which the future of agriculture are inextricably linked, including climate change, poverty, food insecurity, and malnutrition
- A digital farming is novel in many countries but with many young ag-tech startups the sector is going to be expeditiously digitized



BIO

Mabel yen ngoc Nguyen got a doctorate in biomedical engineering, Mabel focuses on providing solutions to support the aging and chronic care sector. EloCare has won several international and local awards and the team is now partnering with the leading healthcare providers in Singapore to pilot their solutions.

She is recently selected to be on the SG 100 Women in Tech List 2021 for her contributions in the Singapore tech industry.

MISSION

We as a team at EloCare are passionate about developing the healthcare solutions, especially for underserved population such as midlife women and the elderly. Menopause has been such a neglected area in women's health with severe lack of innovations, and more women are demanding for a change. They spend years suffering from a variety of over 30 life-troubling symptoms and going through different doctors and even unreliable sources to figure out how to cope. This disrupts many aspects of their life. More importantly, menopause has been linked to the higher health risks in later years. Thus, menopause is a window of time where women should gain better insights to her health and make proactive interventions which can significantly impact her health in years to come, in a way, promote longevity. We know that wearables and big data can revolutionize the way we understand and manage our health. **We are excited to utilize technology to help people live longer and age gracefully.**

LEADERSHIP 5.0

CONTEXT

Cultural diversity plays an important role in how different team members of the organization relate and communicate to each other and in turn dictates the "culture" of the organization.

COMPETENCIES

Leaders need to be mindful of the team dynamics and tasks delegation: can the current scheme optimize individual strengths and minimize their weaknesses?

CHARACTER

Being a good leader requires a strong reflection skill to understand and improve one's self progressively, in order to successfully grow with the organization.

CONNECTIONS

Communicating the passion and mission to other members is very important. At the end of the day, only those who share the mission can stick and grow with the organization throughout different highs and lows.

VISION 2050

- Female-specific healthcare products and solutions
- personalization in medicine
- advancing health and wellness for everyone
- More healthcare products will be integrated into everyday life



BIO

Kieu My Doan known as Kimiko is a transformational leader with a proven track record of generating revenue growth for startups and international companies across multiple industries. Her passion is to drive business growth, creating brand values, and promote innovation across the company.

MISSION

Currently I am the Global CMO for VinFast - an emerging Electric vehicle brand and Founder of YellowBlocks - the first emerging tech consulting firm for Vietnam

Advisor of Ministry of Science and Technology in Vietnam and on the side various other positions in technology-related initiative.

Coming from a technical background, after multiple years of working cross-functions and cross-industries, I realize technology for good can make powerful and scalable impact to make the world a better place. I am motivated to act as a bridge to connect the dots, and unleash the potentials of partnerships and collaborations.

From the early days of my career witness multiple discouraging moments for aspiring and successful women, especially those working in business and technology.

I am also the founder of Women in Tech Vietnam and ABCD Tech community, representing the unique voice of women in leaderships, business and technology. **I want to promote diversity and respect towards female leaders.**

LEADERSHIP 5.0

CONTEXT

It's critical to master the contextual elements of environmental, internal, and individual factors.

CHARACTER

Activating higher levels of character requires mindfulness, authenticity, and endurance.

COMPETENCIES

After context, leaders align conceptual, technical, interpersonal, and rational competencies.

CONNECTION

Leaders must facilitate connections to drive performance and align with their organization's vision and mission.

FUTURE 2050

- Complexity
- Technology for good
- Collaboration
- Strategic leadership



BIO

Ogy Winenriandhika is a serial entrepreneur and currently Co-founder & CEO at KlinikGo, Indonesia's first end-to-end aggregated private clinic chain. Most recently, Ogy Winenriandhika was Co-founder & CEO at Perawatku, Indonesia's pioneer workforce marketplace. Ogy embarked upon his entrepreneurial journey in the year 2017 with visioincubator; Indonesia's Incubator for startup portal. A recipient of many prestigious accolades, Ogy has Awarded "ASEAN Startup Korea Challenge" by governments of 11 countries

MISSION

Inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education and research.

LEADERSHIP 5.0

CONTEXT

Being Effective Leadership is a predictor of quality outcomes in health care settings.

CHARACTER

Resilience and Empathy are needed to recover from Challenges but also to understand others.

COMPETENCIES

Authentic leaders offer good role models consistent with values and vision for health care.

CONNECTIONS

They offer individualized consideration of staff, provide motivation and stimulate of creativity and innovation.

FUTURE 2050

- We allows for healthcare workers to quickly analyze data and plan a course of treatment that will work best for their patients, saving time and producing better outcomes.

DEMOGRAPHICS



14 Male participants
16 Female participants

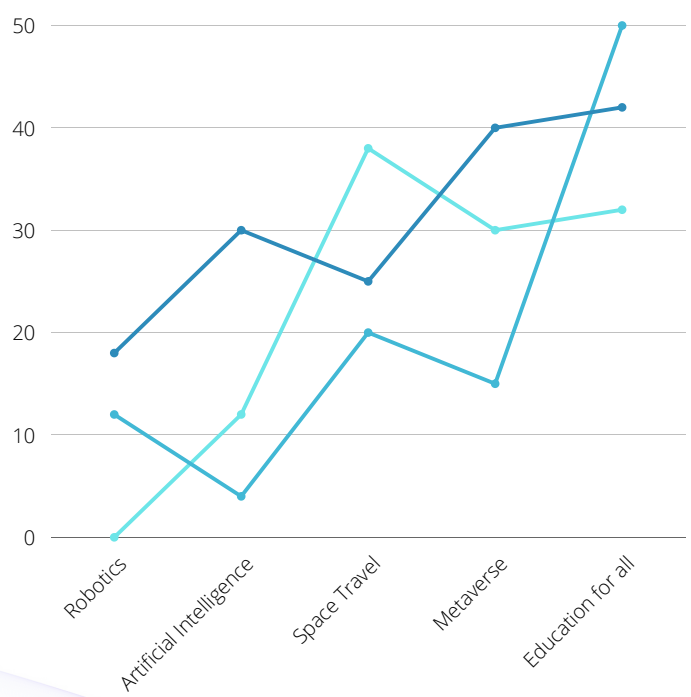
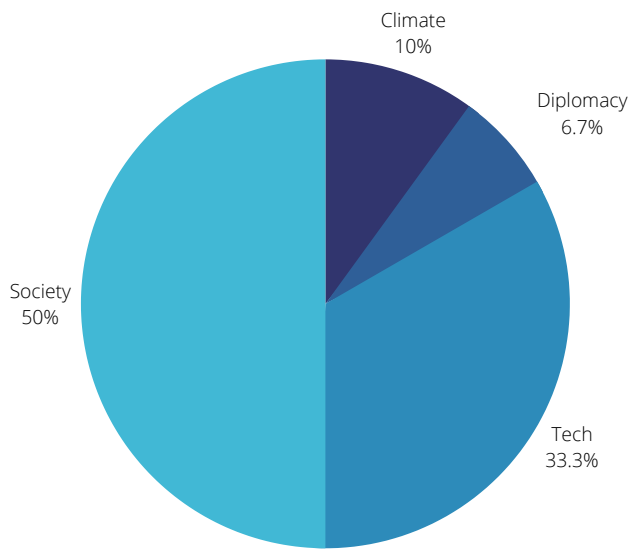


18 COUNTRIES REPRESENTED



LEADERSHIP 5.0


- EMPATHY
- COURAGE
- AUTHENTICITY
- COLLABORATION
- COMPASSION
- PURPOSE
- POSITIVE CHANGE
- CHARACTER
- CONNECTION
- CONTEXT
- COMPETENCIES



"PROGRESS OCCURS WHEN COURAGEOUS, SKILLFUL LEADERS SEIZE THE OPPORTUNITY TO CHANGE THINGS FOR THE BETTER."
HARRY S. TRUMAN

PARTICIPANTS LIST

Mr Yukihiisa Fujita- Former Member of Parliament **JAPAN**
His Excellency Franz Jessen - Former EU Ambassador to the Philippines **DENMARK**
Ms Cherrie Atilano - Founder and CEO of Agrea **PHILIPPINES**
Dr. Renard Siew - Founder Accelerating Climate Action **MALAYSIA**
Mr Kushal Gurung - CEO Windpower **NEPAL**
Mr Karthik Balakrishnan - Co-Founder Actual **UNITED STATES**
Mr Govinda Upadhyay - CEO Ledsafari & SmartHelio **SWITZERLAND**
Mr Ravindra Ngo - CEO & Founder the Asian Network **CAMBODIA**
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Ms Alina Alam - Founder Mitti Cafe **INDIA**
Ms Von Leong - Co Founder Purpose Venture Capital **SINGAPORE**
Mr Mark Thomas - Founder Serviceworks Group **NEW ZEALAND**
Mr Richard Rekhy - Former CEO Kpmg **INDIA**
Ms Sumitra Magrati - Co Founder hureo **NEPAL**
Dr. Joo-Seng Tan - Associate Professor of Strategy at Nanyang Business School **SINGAPORE**
Mr Andre Kwok Ka Ming - Founder Good Cities Foundation **HONG KONG**
Mrs Aimi Ramlee - Founder Tyne Solutions **BRUNEI**
Ms Priya Prakash - CEO of HealthSet Go **INDIA**
Ms Kieu My Doan - Founder Yellow blocks **VIETNAM**
Ms Jolene Lum - CEO Urban Tiller **SINGAPORE**
Dr. Seanglidet Yean - Research Fellow NTU **SINGAPORE**
Ms Chimka Munkhbayar - Co-Founder of Agrolly **MONGOLIA**
Mr Jerome Le Carrou - Founder of Next Step connections **THAILAND**
Mr Siriwat Chhem - Director of Center for Digital Economy **CAMBODIA**
Mr Ogy Winenriandhika - Co-Founder Perawatku **INDONESIA**
Ms kyzhibek Batyrkanova - Program Director Kyrgyzstan Space **KYRGYZSTAN**
Ms Mabel yen goc Nguyen - Co Founder of EloCare **SINGAPORE**
Ms Shomy Hasan Chowdhury - Co Founder Awareness 360 **BANGLADESH**
Dr. Radhika Batra - Founder & President Every Infant Matters **INDIA**





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