

Women's Directorship Programme



Meraki Executive Search & Consulting and
The University of Hong Kong

Session 1

21-23 May 2026
(Thur-Sat) 3 days

Session 2

17-19 Sep 2026
(Thur-Sat) 3 days

Gender-balanced boards are proven to result in greater business success, and yet women are still hugely underrepresented in boardrooms across the world. The Women's Directorship Programme, now in its twelfth year, addresses this imbalance by enabling more board-ready female leaders to rise to the challenge.

Registration close: 30th April 2026

Tuition: USD \$14,250

Early bird offer: 10% discount for registration and full payment received on or before 8 December 2025
(Tuition includes some meals and materials; excludes accommodation)

More information: www.wdp-international.com

Overview

Through a comprehensive combination of lectures, interactive sessions, leadership exercises and input from international faculty members and senior business leaders, the Women's Directorship Programme offers a blend of both academic and practical learning. The programme serves to address contemporary issues in the workplace, across industries and geographies.

The Women's Directorship Programme is designed to help participants develop their own set of leadership strategies for board impact tailored to their career ambitions, recognising that these will evolve over time as new challenges arise and elements in their lives change.

The six-day programme, split into two sessions of three days each, will be held at The University of Hong Kong's Cyberport Campus.

Participants will have the opportunity to meet and network with counterparts from different countries and influential guest speakers, such as:

Judy Lee - INED of DBS Group Holdings, SMRT Corporation

Nick Allen - INED of HKEX, CLP

May Tan - INED of CLP & Manulife

Rachel Duan - INED of HSBC plc

Who Should Attend

The programme is designed to equip participants with the skills and knowledge to assume boardroom responsibilities as a Director or Non-Executive Director.

Past guest speakers



Rick Haythornthwaite
Chairman of Ocado Group

"Tackling the current massive gender imbalance in the boardroom is a top priority for businesses around the globe.

Boardrooms need to adequately represent their consumer base in order to be most effective.

We wholeheartedly support this initiative to develop female leaders."



Nick Allen
INED of CLP, HKEX

"The corporate world needs a more diverse group of people around the board table to discuss, probe and guide management on tough calls in this complex, risky and challenging world. Coupling this with the new HK Listing rules outlawing single gender generating the demand for some 1000 plus female directors over the next three years the importance of programmes such as the WDP have never been greater."



Ruth Markland
iINED of Quilter Plc and Arcadia NV

"This programme is absolutely crucial in making a difference at boardroom level as it serves to empower board-ready women to step up and maximize their potential.

I look forward to working with participants to fulfil their professional aspirations and devise career strategies that will work for them."



Harriet Green
Executive Chair of Mission Beyond

"The opportunity to share real board experiences, take questions and together empower women leaders is such an honour. I look forward to supporting the latest cohort on this incredible programme and providing whatever advice I can to you all."

Programme Modules

Session 1

Module 1.

The Roles And Responsibilities Of Board Members

The first module of the programme provides participants with perspective on the roles of the board and supporting committees, plus practical insights regarding the roles and responsibilities of independent non-executive directors (iNEDs) in terms of the finance, audit, risk oversight and remuneration committees. This module will discuss the typical responsibilities of the nomination committee and explore the most effective processes for making board appointments.

Module 2.

Strategic Leadership

To achieve organisational goals, board directors as leaders, must collaborate with people across and outside of their organisational boundaries – serving to acquire new ideas and resources. This module will explore strategic thinking, focused on the benefits of various business models and their evolution, as well as understanding the key issues facing listed companies, and what and how to advise the board and managing executives.

Module 3.

Boardroom Impact

This dynamic, interactive communications module will engage participants in intense skills development, to enhance understanding and awareness of self and how to communicate and influence others. The concepts of trust, power navigation, executive presence and crisis communication styles will all be explored. This module enables participants to contribute maximum value to their board by communicating effectively under pressure, whilst remaining composed, data-driven and credible.

Examination

The Women's Directorship Programme is accredited as an MA equivalent. To receive this qualification all participants are required to undertake an examination at the close of the programme.

Information

For more information please contact:

Kirti Lad, Executive Director
Meraki Executive Search & Consulting
T: +852 6379 0006
E: kirti.lad@merakiexecutive.com

Session 2

Module 4.

Securities Market Regulation

This module equips participants with a working knowledge of securities regulation and directors' obligations and responsibilities with respect to the public companies they oversee. After working through case studies and examples from major public markets, participants will gain a better understanding of the often-problematic issues that regularly present themselves to directors of public companies.

Module 5.

Ethics And Compliance

This module focuses on moral philosophy, organisational psychology, and cognitive biology, with an emphasis on communication and ethical reasoning skills that impact on professional performance. Two primary areas of business ethics will be highlighted – firstly how directors can utilise "moral architecture" to build mechanisms that help employees and executive teams avoid unethical behaviour. Secondly individual ethics will be discussed, reviewing universal cognitive biases, exploring how to best motivate people and how we can improve ethical decision-making.

Module 6.

Board Simulation Exercise

This simulation exercise enables participants to put lessons learned throughout the programme into practice. This module will explore how to operate legally, ethically and efficiently in the current economic and legal environment. Participants will discuss how making decisions causes a ripple effect across the entire business.

Views of past participants



Anna Yip

CEO, International Digital Services, Singtel

"I joined the Women's Directorship Programme a couple of years ago and found it a practical and refreshing learning experience. It opens the doors to the boardroom, demystifying the discussions and challenges facing board members globally. The programme enables more female talent to gain exposure to the high-level decision makers for future opportunities."



Andrea Fletcher

MD, COO - Head of International Business Execution, Citi

"This enlightening programme provides a greater understanding of the role, responsibilities and pressures on iNEDs and members of the board. The Women's Directorship Programme explores the challenges and opportunities for the board now and in the future, and serves to open up the board network to fresh talent and perspectives."



Polly Wang

CEO, Eastspring Investment Taiwan

"An amazing program filled with intellectual sharing from the experienced professors and prestigious guest speakers, and the valuable interactions among the professional female leaders from diverse industries and geographies. The content and cases were very well designed to inspire the participants how should we position ourselves in the board and the role and responsibilities that a good iNED should play. Wonderful experience!"



Patsy Chan

CEO Northeast Asia, Richemont APAC Ltd

"This is a great program that brings professional women together from different walks of life, different professions to share and learn from each other, the power of woman is being amplified by our guest speakers Rachel Duan and May Tan. WDP provides practical insights and real business cases covering board fiduciary responsibilities, ethical decision making and best practices of effective board governance. I like the final Boardroom dynamics simulation to complete the course."



Rekha Gomes

COO - Group Risk, Prudential

"The course was well planned, featuring brilliant faculty, and providing a comprehensive program for preparing female leaders for directorship. The networking opportunities and discussions with talented female leaders from diverse backgrounds were invaluable. The board simulation exercise at the end was particularly beneficial for practicing strategic thinking and decision-making skills necessary for effective board membership."



Joanne Hon

MD HK, Equinix Asia-Pacific

"A very rare but precious opportunity for professional women, who are fighting an uphill battle in the business world, to share, challenge, learn and network with each other."