



CONFERENCE ON  
**DEVELOPING WOMEN LEADERSHIP**  
INVEST IN WOMEN: ACCELERATE PROGRESS



### **Background**

National Banking Institute (NBI) in association with International Finance Corporation (IFC) is pleased to present a one day conference on **Developing Women leadership: Invest in Women: Accelerate Progress**". Women's Leadership is an extremely necessary initiative intended to inspire, motivate and empower women from all areas. The primary aim of this conference is to foster a platform where industry professionals can converge, exchange insights, and advocate for women's leadership, thereby benefiting the entire sector.

The conference will delve into discussions surrounding the challenges and opportunities for women's leadership across all sectors, drawing insights from various industries. The conference is geared towards participants from all financial sectors in Nepal, encompassing both male and female professionals, as well as interested individuals from other sectors.

Moreover, the event will be focused on discussing the challenges and opportunities for women's leadership in the financial sector. The conference is majorly targeted at participants across all financial sectors in Nepal including males and females.

### Program Details

Date & Time: 31st May, 2024 (9:45am- 6:10pm) Followed by Networking Evening  
Venue: Aloft Kathmandu, Thamel

Methodology: PowerPoint Presentations, Plenary sessions, Fireside Talk, Experience Sharing, Panel Discussion, Q & A Sessions  
Target Audience: Across all departments and level (Both Male and female; HR Professionals are encouraged to participate)

# Program Details

## Program Takeaways

- International Best Practices and trends on Developing women leadership
- Understanding of conversations and contexts around gender equality
- Initiatives on women leadership in Banking sectors
- How to take leadership to tackle and solve problems to make a safer and more nurturing work environment
- Be inspired through experience sharing and success stories from the leaders of today
- Motivation on the need across all genders to lead for economic progress
- Discussion on the Current Issues and Challenges and its way forward
- Provide networking breaks to encourage informal discussions and connections.
- Explore strategies for developing and implementing gender diversity policies.
- Address challenges and propose solutions to promote equality within organizations.
- Understanding of GESI in relation to women's leadership, emphasizing its importance and benefits.
- Motivating attendees to take proactive steps in advancing women's leadership within their respective organizations.
- Facilitating discussions/ Q & A on current issues, challenges, and potential solutions moving forward.
- Report the conference to evaluate its effectiveness in terms of the benefits derived by the audience with recommendations and suggestions provided in the conference.

This conference will present leadership topics from the perspective of the female financial sector professional. It is designed to provide attendees with tools for career enrichment, along with the opportunity to network with peers across the industry.

The program is designed to address the internal and external factors which impact organizational strength through peer connections and by offering sessions led by industry experts and thought leaders from outside the industry as well to bring varieties of perspective.

# Program Itinerary

Time	Particular
9:45 am – 10:15 am	Registration & Tea/Coffee/Cookies/ Networking
10:15am - 10:25pm	Opening Notes by Master of Ceremony Welcome Speech
10:25 am - 10:40 am	Key Note Speech by Guest of Honor
10:40am – 11:55 am	<b>Topic: <u>Creating Gender Inclusive Leadership Cultures</u></b> Speaker: Ms. Rita Khatiwada, GESI Expert (Time 1.hr presentation & Q & A -15 Mins)
11:55am – 1:10pm	<b>Fire Side Talk</b> <b>Topic: <u>Best Practices of Women Leadership in Financial Sector of Sri Lanka</u></b> <ul style="list-style-type: none"><li>• Ms. Shiromal Cooray, EY Entrepreneurial Winning Women™ Asia-Pacific Class of 2021, Chairman and Managing Director, Jetwing Travels (Pvt.) Ltd. and Chairman, Jetwing Hotels (Pvt) Ltd., Sri Lanka</li><li>• Ms. Lopa Rahman, Environmental, Social and Governance (ESG) Officer, International Finance Corporation</li></ul> (Time 1 hr presentation & Q & A -15 Min)
1:10 pm– 2:10pm	<b>Lunch Break &amp; Networking Break</b>
2:10pm to 2:50pm	<b>Topic: <u>Sharing current and future Gender Friendly Policies to Promote Women’s Leadership to accelerate progress</u></b> <ul style="list-style-type: none"><li>• Mr. Govind Ghimire, Deputy Chief Executive Office, NMB Bank Ltd.</li><li>• Ms. Saraswati Adhikari, Deputy Chief Executive Officer, Rastriya Banijya Bank Ltd.</li></ul> Q & A- 10mins
2:50pm – 3:10pm	<b>Tea/Coffee/Cookies &amp; Networking Break</b>
3:10pm to 4:25pm	<b>Topic: <u>Gender Diversity Policies: Developing and implementing policies to promote equality</u></b> Speaker: Dr. Bimala Rai Paudyal, Former Hon’ble Minister for Foreign Affairs, Former Member of Parliament (Time 1hr presentation & Q & A- 15mins)
4:25pm – 4:45pm	<b>Tea/Coffee/Cookies &amp; Networking Break</b>
4:45pm to 6:00pm	<b>Panel Discussion: Strategies for Sustainable Change for Empowering Women for Success</b> <b>Panelists</b> <ul style="list-style-type: none"><li>• Mr. Mukunda Kumar Chhetri, Executive Director, Human Resource Management Department, Nepal Rastra Bank, Rep. from CSD and Individual Promotor Shareholder</li><li>• Mr. Anirvan Ghosh Dastidar, Chief Executive Officer, Standard Chartered Bank Nepal Ltd.</li><li>• Dr. Sumitra Manandhar Gurung, Chairperson, Swabalamban Laghubitta Bittiya Sanstha Ltd.</li></ul> <b>Moderator</b> Ms. Aarti Rajyalaxmi Rana, Chief Business Officer, Laxmi Sunrise Bank Ltd. (Time 1hr presentation & Q & A -15 Mins)
6:00pm to 6:10pm	<b>Closing Remarks</b>
6:10pm onwards	<b>Networking Sessions with Snacks and Cocktail</b>

# Speaker's Profile



**Dr. Bimala Rai Paudel**  
**Former Minister of Foreign Affairs**  
**Government of Nepal**

Dr. Bimala Rai Paudyal is the former Minister of Foreign Affairs of Nepal and a member of the National Assembly. She holds a Ph.D. in Development Studies and has extensive experience in gender equality, climate-smart agriculture, disaster risk reduction, and post-earthquake reconstruction. She led coordination efforts for post-disaster assessments and contributed to policy formulation for recovery and resilience building. Dr. Paudyal also holds various positions in public institutions and is actively involved in research and training. <https://www.linkedin.com/in/bimala-rai-paudyal-630b08a5/>



**Ms. Rita Khatiwada**  
**GESI Expert**

Rita holds dual Master's degrees, one in English Literature and another in Peace and Conflict Studies from Japan. With over 15 years of experience, she is a seasoned Gender and Social Inclusion Expert, advocating for gender equality and social inclusion across various organizations, including UN agencies and international NGOs. Her journey began in 2007 at a Human Rights NGO, where she championed the rights of women and marginalized groups. She later led Gender and Social Inclusion initiatives at Safer world and played a pivotal role as a Gender and Social Inclusion (GESI) Focal Person at UNDP's Conflict Prevention Programme, embedding GESI principles into program design in Nepal. Rita's expertise extends from mainstreaming GESI across diverse projects, including climate-smart interventions, women's empowerment projects, and humanitarian and disaster projects to training and coordination. She has conducted numerous studies and evaluations (more than 40 in the last 7 years) focusing on gender and social inclusion mostly as a Gender and Social Inclusion Expert and Team Leader. Currently engaged in significant assignments with the Asian Development Bank and UN Women Nepal, Rita continues her commitment to advancing gender equality and social inclusion on a global scale."

<https://www.linkedin.com/in/rtkhatiwada/>

# Speaker's Profile



## **Ms. Shiromal Cooray**

**EY Entrepreneurial Winning Women™ Asia-Pacific Class of 2021  
Chairman and Managing Director, Jetwing Travels (Pvt.) Ltd. and Chairman, Jetwing Hotels (Pvt) Ltd., Sri Lanka**

Shiromal Cooray serves as the Chairman and Managing Director of Jetwing Travels and Jetwing Hotels in Sri Lanka, leading one of the country's top inbound/outbound travel management companies and premier hospitality brands. Following her father's footsteps, Shiromal embarked on her journey in the family business, initially gaining experience in finance at J. Walter Thompson before assuming leadership roles within the Jetwing group. With a commitment to sustainable practices and community enrichment, she has spearheaded Jetwing Hotels to numerous accolades, including recognition for environmental stewardship and operational excellence. Holding an MBA and esteemed memberships in professional institutions, Shiromal is actively engaged in shaping Sri Lanka's corporate landscape, serving as the Chairperson of the Sri Lanka Institute of Directors and holding directorial positions in notable organizations like Capital Alliance and Commercial Bank.

[https://www.ey.com/en\\_se/people/shiromal-cooray](https://www.ey.com/en_se/people/shiromal-cooray)



## **Lopa Rahman**

### **ESG Officer**

Lopa Rahman, is the ESG officer at IFC and oversees integrated Environmental, Social and Corporate Governance Advisory Projects covering Bangladesh, Bhutan, India, Nepal, and Sri Lanka. She works closely with regulators including Securities and Exchange Commissions (SEC) & Central Banks, in reviewing/updating corporate governance and ESG codes; with stock exchanges in developing ESG scorecards; with institutes of directors in delivering director training programs for boards of banks, listed entities, and family-owned businesses; on gender inclusion particularly women on boards; and working with individual IFC clients in delivering ESG advisory services.

Lopa has over 20 years of work experience, including with IFC's corporate governance and ESG teams and externally managing corporate governance projects in Bangladesh and as Brand Manager in a multinational organization.