

SPEAKER: MS LOW SIN LENG

**SENIOR EXECUTIVE DIRECTOR, SEMBCORP INDUSTRIES
LTD
EXECUTIVE CHAIRMAN, SEMBCORP INDUSTRIAL PARKS
LTD**

**ASEAN WOMEN LEADERS FORUM
*'EXPANDING POSSIBILITIES,
SCALING NEW HEIGHTS'***

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FROM THE PUBLIC TO THE PRIVATE SECTOR

- 20 YEARS IN PUBLIC SECTOR (*Admin Service*)
- 14 YEARS IN PRIVATE SECTOR (*GLC*)

PUBLIC SECTOR

PRIVATE SECTOR

OBJECTIVE

National Policy Formulation
& Review

Business Strategy &
Performance Review

TIME HORIZON

Long term (10 years or more)

Short term (Immediate to 5 years)

MEASUREMENT

- Economic Growth
- Social sustainability
- Population profile

- Revenue Growth
- Profit growth
- Business sustainability

IMPACT

Community at Large

Shareholders, Employees &
Customers

EXAMPLES OF PROJECTS I'VE UNDERTAKEN TO ILLUSTRATE THE DIFFERENCES

Public Sector

National Policy Formulation & Review

- 1978 Education Study Team
- Bilingual Policy & SAP schools
- MOE/School Computerisation
- Graduate Mothers Scheme
- Social Development unit
- Speak Mandarin Campaign
- Public Tendering System
- Government Budgeting Reform
- Electricity Market Restructuring

Private Sector

Business Strategy & Performance Review

- Singapore Power (intended) IPO plan
- Starhub - new telecom player
- Business restructuring/re-focus
- Divestment of non-core assets
- Merger & Acquisition negotiation
- IPO/Delisting of business units
- Overseas business expansion
- Change/Enhance business model
- Customer attraction/retention

THE TRANSITION HAS BEEN CHALLENGING BUT REWARDING

- A process of **constant learning & re-learning**
- Good mentors help but **it's yourself** that makes the final difference
- **Observe successful leaders**
- Understand **your own strength & weaknesses**
- **DETERMINATION, COMMITMENT & DRIVE**
- Lots of **hard work**
- **Set priority** & manage your time

KEY SUCCESS FACTORS

- Vision & Dreams
- Passion & Love
- Competency & Diligence
- **People Skills**
- Strong values
 - Integrity
 - Principle
 - **Gratitude**
 - Courage
 - Perseverance
 - **Forgive & Forget**
- **LUCK**

CLIMB THE CORPORATE LADDER ? (NEVER CROSSED MY MIND)

- Just focus on doing your best
- Love your job
- Find it meaningful
- Enjoy the process
- Make friends
- Balance life
- Family is important

THE GLASS CEILING ? (A PERCEPTION, MAYBE AN EXCUSE)

Don't be afraid to:

- Challenge the norm
- Tell others what you really want
- Ask for help
- Fight for your rights

**GENDER IS NOT A REAL ISSUE.
YOUR BIGGEST HANDICAP
IS YOURSELF.**

**FOR WOMEN, WE HAVE OPTIONS.
THIS IS VALUABLE.**

IN SUMMARY

- **LOVE** what you are doing
- Have dreams and **FOLLOW YOUR HEART**
- Live a **MEANINGFUL LIFE**
- **TOUCH THE HEARTS** of many during your journey
- Find your **HAPPINESS & SUCCESS**