

Shally Wang has 27 years of IT experience with IBM.

Her competence had been built-up by leading various business units in emergent market, experienced *“many companies in one company!”*

A continuous journey!

Now→
Future

Capitalise on global experience
Leverage ability to drive culture change
Increase scale of management
Enhance industry knowledge/experience

2010+

Learned
Capability
To Date

Academic	Technology	Solutions & Project Mgmt & Process re-eng.	Business Leadership	Virtual Leadership	Transformation	Clients-value
Logical thinking Western culture English	Technical competence Client relationship International experience Networking to technical community Collaboration	“Start-up” s biz mgmt Business management Process re-engineering Application methodologies Project mgmt disciplines Intensive people mgmt exp Building organization capability Culture change Self-reliance, tenacity	GCG Biz unit exec Business transform. Strategy vs tactical Matrix org & intensive interlock “Fix-it” and turnarounds	Focus on value sol Practice virtual leadership role Win first full-scale SO in Gov in GCG Perform IGS various leadership roles	Led largest/most mature technology unit Culture transformation Solutions transformation Building new talents Build ITS consulting practice Alliances w/ biz partners	Client relationship and services Growth plays Transform to balanced Portfolio Banking ind solutions

Job Roles
&
Dynamics

Pre 1983	1983,7/1989	1992,1995	1996,1997	6/1998,2001	2002	2/2006-
MA in Math MS in Computer Science	Systems Engineer Then SE Manager	Systems Integration Mgr in Taiwan ITS manager to lead the SE transformation from free to fee	SI exec, Taiwan SI exec, GCG	Sector Svcs Exec IGS QA Exec IGS Operations, Marketing & Competency	ITS, GCG	Director, ABC GM, Financial Services Sector, GCG

Life

	Mother of one son	Mother of two sons Certified facilitator for “Entrepreneurial Leadership Workshop”	Mentoring	Mentoring Women Diversity	Shadowing program	Physical “shape-up” Women Diversity Shadowing program
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In addition to build up competence, marketing internally and externally is equally important to build “your brand” and to attract people to invest/buy your stocks

- Run each role/unit as MY company, senior managements are stakeholders to win their trust and respect
- Achieve short-term business objectives are the must, but proper balance to long-term vision and goals are the future of the “company”
- Build externally relationship and reputation – clients, ecosystems, media...
- Build talents and create an environment that people hate to leave
→ talents network and assets pool
- Be earnest in collaboration and teaming with clients & company as top interests
→ people network – “up” and peer, laddering up together
- Allow zero tolerance in integrity via work and behavior
- Be creative to make and/or accept changes → emergent vs mature
- Be strong in mind (work), heart (life) and health (body)

Being the best candidate, then the choice is MINE!

Passion to the business

Love to the people

IBM Women Diversity in China

One example: 2009 Professional Women Survey in China with the focus on **Career Development and Women Leadership**

A joint project of China Federation of Women, IBM, Sun Media group, Sina.com and Hunan TV

Duration: September 2009 – April 2010

Target: Age 20-45 career women

Methodology:

- online survey (5254 respondents)
- phone interview (150 respondents in BJ/SH/GZ)
- roundtable workshop by IBM from 20 companies

Highlights of Findings:



- Career Goal: 53.1 % **work-Life Balance** is the **top goal**, which resembles the survey results in Europe (65% of French female professionals, 63.1% of UK's, 54.9% of Germany's)
- Choice between Work & Family: 61.5% of respondents choose to work for being **economic independence**, even their spouse can support the family expense
- Gender & Salary: 66.1% of respondents feel men have more opportunity to get salary increase and 38.1% have the perception Men get higher pay in the same position
- Women Manager Representation:
 - 37.5% feedback less than 10% of women managers in their companies
 - 40% feedback about 10-30% of women managers in their companies
- Women Leadership: **Confident** (78.7%), **Strong minded** (53.6%), **Optimistic** (42%) are top 3 personal characteristics for a women to gain success
- Ideal Model for a Women Leader: a shift from **“Iron Woman”** to **“Super Women”**.
The ideal model has the work/career she's interested, can do things she's passionate for, with charm, most importantly, can keep a good balance of life & work & society