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2014  
DISABILITY MATTERS  
ASIA-PAC Region Conference & Awards



2014  
DISABILITY MATTERS  
ASIA-PAC Region Conference & Awards

30<sup>th</sup> JUNE & 1<sup>st</sup> JULY  
TOKYO, JAPAN



HOSTED BY AXA LIFE INSURANCE



## 2014 DISABILITY MATTERS ASIA-PAC Region Award Recipients

### WORKFORCE CATEGORY



### WORKPLACE CATEGORY



### MARKETPLACE CATEGORY



### CONNECT WITH SPRINGBOARD

Thank you for participating in the 2014 Asia-Pacific Region Disability Matters Conference & Awards.

Although the conference is over, we want your learning to continue...

Please join and follow Springboard in its mission to mainstream disability in the workforce, workplace and marketplace.



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## Notes



### WELCOME

Welcome to Springboard Consulting's Second Annual Asia-Pacific Region Disability Matters Conference & Awards Ceremony. We are so pleased to offer this most important event that focuses on the inspiration, education, celebration and networking of/for those companies that strive to become employers and suppliers of choice of individuals with disabilities and their families.

I know you will be inspired by all of this year's honorees, not only for their courage and commitment to candidates, employees and customers with disabilities, but ultimately for their success. As a parent of two daughters who have special needs, I am humbled by their work.

An event of this magnitude cannot happen without an amazing Host. To this year's host, AXA Life Insurance Co., Ltd., we send a huge, heartfelt "Thank You". We also want to thank our esteemed presenters and our global sponsors, EMC and ThermoFisher who have served as our partners and more importantly, our friends. We thank each and every one of you for your incredible support.

Personally, I want to thank everyone on the Springboard team who in some way has contributed to the event's success and especially Sigrid Senamaud who has overseen every aspect of this conference and has done so, effortlessly and flawlessly.

I wish you all a healthy, happy and successful year.

Nadine O. Vogel  
Chief Executive Officer  
Springboard Consulting, LLC



## Notes



### **Welcome to Tokyo and 2014 Disability Matters Asia-Pac Region Conference and Awards!**

On behalf of all the AXA Life Insurance employees, I would like to congratulate all of the award winners and thank them for their efforts in making their respective companies a better place for people with disabilities.

It goes without saying that it is a privilege and honor for AXA to host the Asia-Pacific Region Conference & Awards. And I trust that this event, held for the first time in Japan, will be a great opportunity for all like-minded companies in Japan to band together and to be more inspired.

At AXA, we strongly believe that, if we want to be successful in a sustainable way, we need to live in harmony with the communities we serve and live in and that we need to leverage everyone's capabilities regardless of his or her potential disabilities. We, however, also acknowledge the fact that we still need to improve a lot to accomplish that. With this in mind, by partnering with Springboard Consulting, LLC and by interacting with all the participants of this conference, we are convinced that we will be able to leverage everyone's advices and know-how to improve even further. At the same time, we hope that our own experience will be helpful to everyone participating.

I wish all of you a great and memorable event and I hope that by having all of us sharing our experience and expertise, we all will learn new ideas that will help us achieve a better and more sustainable inclusion of people with disabilities in our respective companies.

Warm regards,

Jean-Louis Laurent Josi  
President and CEO  
AXA Life Insurance Co., Ltd.





## About our Host and Sponsors

### AXA Life

AXA Life is the Japanese arm of the AXA Group established in 1994. AXA Life serves 2 million customers & 2,200 corporate clients, offering a wide range of products, including death protection, medical/cancer protection, annuities, and asset accumulation, through multi channels by utilizing the global expertise and experience of the AXA Group. In fiscal 2012, the company supported customers by paying 246.6 billion yen in claims and in annuity and maturity payouts.

### EMC

EMC Corporation is a global leader in enabling businesses and service providers to transform their operations and deliver IT as a service. Fundamental to this transformation is cloud computing. Through innovative products and services, EMC accelerates the journey to cloud computing, helping IT departments to store, manage, protect and analyze their most valuable asset — information — in a more agile, trusted and cost-efficient way. Additional information about EMC can be found at [www.EMC.com](http://www.EMC.com).

### SPRINGBOARD®

Founded in 2005, Springboard is recognized as the expert in mainstreaming disability in the global workforce, workplace and marketplace. Serving corporations and organizations throughout the U.S., Canada, Europe and Asia, Springboard has become a trusted partner in relation to disability issues and initiatives across virtually every business category. Springboard annually honors exemplary organizational initiatives that promote the outreach, support & engagement of people with disabilities as employees and as consumers through the Disability Matters Awards.

### THERMO FISHER SCIENTIFIC

Thermo Fisher Scientific Inc. (NYSE: TMO) is the world leader in serving science, with revenues of \$17 billion and 50,000 employees in 50 countries. Thermo Fisher Scientific mission is to enable our customers to make the world healthier, cleaner and safer. They their customers accelerate life sciences research, solve complex analytical challenges, improve patient diagnostics and increase laboratory productivity. Through their four premier brands – Thermo Scientific, Life Technologies, Fisher Scientific and Unity Lab Services – they offer an unmatched combination of innovative technologies, purchasing convenience and comprehensive support.

From providing a single product to a complete enterprise laboratory supply program, Thermo Fisher Scientific offers an unmatched combination of innovative technologies, purchasing convenience and comprehensive support.



# 2014 DISABILITY MATTERS ASIA-PAC Region Conference & Awards

## MONDAY, JUNE 30

5:00 pm - 7:00 pm **Welcome Reception**

## TUESDAY, JULY 1

8:30 am - 9:00 am **Registration & Continental Breakfast**

9:00 am - 9:30 am **Welcome & Opening Remarks**

9:30 am - 9:45 am **Special Presentation**

9:45 am - 11:00 am **WORKFORCE PANEL**

\*The panel discussion will be followed by a Learning Exercise

11:00 am - 11:15 am **Networking Break**

11:15 am - 11:45 am **KEYNOTE**

11:45 am - 1:00 pm **MARKETPLACE PANEL**

\*The panel discussion will be followed by a Learning Exercise

1:00 pm - 2:00 pm **Luncheon**

2:00 pm - 3:45 pm **WORKPLACE PANEL**

\*The panel discussion will be followed by a Learning Exercise

3:45 pm - 4:00 pm **Networking Break**

4:00 pm - 5:00 pm **AWARDS PRESENTATION**

Workforce Award

Workplace Award

Marketplace Award



## TUESDAY, JULY 1

- 8:30 am - 9:00 am Registration & Continental Breakfast
- 9:00 am - 9:15 am **Welcome & Opening Remarks**  
Ms. Nadine Vogel/ CEO/ Springboard Consulting LLC
- 9:15 am - 9:30 am Mr. Jean-Louis Laurent Josi / President and CEO / AXA Life Insurance Co., Ltd.
- 9:30 am - 9:45 am **SPECIAL PRESENTATION**  
Mr. Tetsuhiro Kawamura / Chief Specialist for the Employment of Persons with Disabilities, Employment Measures for Persons with Disabilities Division, Employment Development Department / Ministry of Health, Labour & Welfare
- 9:45 am - 11:00 am **WORKFORCE PANEL**  
MODERATOR  
Mr. Ian Smith / Vice President & General Manager / Thermo Fisher Scientific Japan  
HONOREES  
Mr. David Korunić / CEO / Krungthai-AXA Life Insurance PCL  
Mr. Gary Chandler / Head of Tokyo Human Capital Management (HCM) / Goldman Sachs  
Ms. Takako Hagiwara / President / Sony Hikari Corporation  
PANELIST  
Professor Mariko Fujita-Sano / Hiroshima University Japan  
\*The panel discussion will be followed by a Learning Exercise
- 11:00 am - 11:15 am Networking Break
- 11:15 am - 11:45 am **KEYNOTE**  
Ms. Misako Kamamoto / President & Founder / Japan Blind Football Association  
Mr. Eigo Matsuzaki / Director of Administration / Japan Blind Football Association
- 11:45 am - 1:00 pm **MARKETPLACE PANEL**  
MODERATOR  
Ms. Hisako Kaneko / General Manager & Chief Diversity Officer / Culture Transformation & Diversity Promotion Office / AXA Life Insurance Co., Ltd.  
HONOREES  
Ms. Megumi Umeda / Diversity & Workforce Communications Manager / IBM Japan  
Ms. Summi Sharma / Director – Corporate Learning & Development / IndiGO  
\*The panel discussion will be followed by a Learning Exercise

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ゲストルーム、アートが香るインテリアと確かな料理でもてなすレストラン、時間を忘れてくつろげるラウンジ&バー…。  
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## Speakers & Award Recipients



### Nadine O. Vogel

CEO  
Springboard Consulting LLC

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with national and multinational corporations, governments and agencies around the world to successfully mainstream disability in the global workforce, workplace and marketplace. Springboard also produces the world-renowned Disability Matters Awards Banquet and Conference.

Prior to founding Springboard, Nadine held a variety of executive positions in both Corporate America and the non-profit sectors.

Vogel is the author of *DIVE IN*, Springboard into the Profitability, Productivity and Potential of the Special Needs Workforce, a highly acclaimed must-read business book. She is a regular contributor to Profiles in Diversity Journal, Diversity MBA Magazine and Diversity Executive Magazine, and has authored articles for many other professional, industry and consumer publications. Nadine is also recognized as a powerful informational, motivational and inspirational speaker. Recognized for her civic and professional activities, Vogel has received many awards and accolades including:

Selected: As a 2013 First Star Recipient of Diversity Woman Magazine's "Stars Who Mean Business Peer Award"; by MEA Magazine as one of the 2013 "25 Influential Women in Business"; by The Garden State Woman Education Foundation as the recipient of the Garden State Woman of the Year 2012 Diversity award; by Diversity Journal as a 2012 Diversity Leader Award recipient; as one of Diversity MBA's 2011 Top 100 under 50 Executive Leaders; as a 2011 recipient of the American Association for Affirmative Action Edward M. Kennedy Community Service Award; for the Inaugural M2Moms 2010 MomFirst Award, "One Mom's Idea That Made a Difference"; by the YAI, Business Advisory Council, for the 2010 Advocacy Award; by NJ BIZ Magazine's for the 2008 Best 50 Women in Business Award; for the Count Me In, 2008 Make Mine a Million \$ Business Program Award; by for the 2007 Howard L. Green Humanitarian Award from the NJ Broadcasters Association; for The College of Charleston's 2003 Distinguished Alumni Award; for the Voices Award 2003 - individuals who have made a difference in the community; for the Golden Gate University's 2002 Alumni Community Service Award; for the Fast Company Magazine's 2002 debut list of "Fast 50" innovators -- individuals whose achievements helped change their companies or society; for the Working Mother Magazine's Mothers We Love Top 25 List in 2000 and the magazine's 2000 Mothering That Works Award, and numerous elections to a variety of editions to Who's Who.

Vogel has been featured on NBC News, CNNfn, Lifetime Live on the Lifetime Channel, Good Day NY and Oxygen Television's Pure Oxygen program. She is the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston Department of Communications Professional Advisory Council, a member of the New Jersey State Employment & Training Commission Disability Issues Committee, a Founding Board Member of the Society for Diversity, a member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council and a member of NSA, National Speakers Association.

Vogel received an MBA from Golden Gate University in San Francisco, CA and a BS in Industrial Psychology from the College of Charleston in Charleston, SC. She resides in New Jersey with her husband and two daughters, both of whom have special needs.

[www.consultspringboard.com](http://www.consultspringboard.com) [www.linkedin.com/in/nadinevogel](https://www.linkedin.com/in/nadinevogel) [www.twitter.com/nadinevogel](https://www.twitter.com/nadinevogel) or @nadinevogel



1:00 pm - 2:00 pm

Luncheon

2:00 pm - 3:45 pm

### WORKPLACE PANEL

MODERATOR

Ms. Suzanne Price / President / Price Global

HONOREES

Ms. Bianca Stringuini / Senior Manager for Diversity

& Inclusion / AIG Asia Pacific

Mr. Muthukrishnan R / Manager WPR, Global Business

Services / Cisco

Ms. Deepa Subbanarasimhan / Communications, Program Manager & President DERG India network / EMC India COE.

PANELIST

Mr. Yushin Sato / Assistant Manager, Disabled People

Employment Promotion Section / Sony-Taiyo Corporation

\*The panel discussion will be followed by a Learning Exercise

3:45 pm - 4:00 pm

Networking Break

4:00 pm - 5:00 pm

### AWARDS PRESENTATION

Nadine Vogel / CEO / Springboard Consulting LLC

### WORKFORCE AWARD

Mr. David Korunić / CEO / Krungthai-AXA Life Insurance PCL

Mr. Gary Chandler / Head of Tokyo Human Capital

Management (HCM) / Goldman Sachs

Mr. Masahide Nishimichi / Diversity Advisor / Sony Hikari Corporation

### WORKPLACE AWARD

Mr. Peter Davison / Regional Head of Human

Resources, Asia Pacific/AIG

Mr. Akshai Mallappa / Customer Solutions Manager &

Global Co-Lead Disability Awareness Network (CDAN) / Cisco

Ms. Deepa Subbanarasimhan / Communications, Program

Manager & President DERG India Network / EMC India COE

Mr. Kenichi Gendo / President / Sony-Taiyo Corporation

### MARKETPLACE AWARD

Ms. Megumi Umeda / Diversity & Workforce Communications

Manager/IBM Japan

Mr. Alphonso Dass / Vice President, Airport Operations &

Customer Services / IndiGo

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## #3 Innovate

With the highest R&D budget in the industry, Thermo Fisher offers opportunities to exercise your imagination and creativity.



### Takashi Tanemura

Executive Officer, Head of Human Resources  
AXA Life Insurance Co., Ltd.

After studying Mathematics at Nagoya University, Takashi Tanemura moved on to obtain Master of Science at Kanazawa University. He also obtained Master of Actuarial Science from Georgia State University in 1990. He is Fellow of Society of Actuaries and Member of American Academy of Actuaries and has 27 years of experience in life, accident & health insurance and reinsurance business in Japan and in the US.

He began his unique career as a pricing actuary at a traditional Japanese life insurer. He then moved on to reinsurance in 1999 and worked for global reinsurance companies mostly as a marketing actuary in life and health reinsurance. In 2009, he joined AXA where he started a new phase of his career as Head of Audit which was further expanded as Head of Human Resources in January 2014.

Having worked and studied in both Japan and the United States, and backed by his wide-ranging experience, Tanemura truly values differences in cultures and individuals. As an important part of his current responsibilities, he is committed to accelerating diversity and inclusion in the company and creating a corporate culture in which the unique characteristics of each individual are respected.



### Megumi Umeda

Manager, Diversity and Workforce Communications  
IBM Japan

Megumi Umeda was appointed to Diversity Manager in July, 2008. In this role, Ms. Umeda has developed Diversity programs with organizing initiatives of Women, People with Disabilities, LGBT, Multi-nationals and Cross Generation. In addition, she has responsibility to improve employees' working flexibility and work/life management.

Ms. Umeda joined IBM Japan in 1987. Prior to Diversity Manager, she was Internal Communications manager. During her long career in Communications, she worked in a variety of roles, including Media Relations, Company Magazine Editing and organizing internal events/meetings. In 2007, she appointed Workforce Communications Manager, special internal communications role, focusing HR strategy and programs.

Ms. Umeda has acted key roles in external Diversity initiatives in her career, such as Japan Women's Innovative Network, a non profit organization, Accessibility Consortium of Enterprises (ACE), Japanese General Incorporated Association, for developing inclusive society and promoting PwD employment and etc.



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SCIENTIFIC

Thermo Fisher is proud to be an equal opportunity employer committed to hiring a diverse and inclusive workforce.

## Speakers & Award Recipients



### Ian Smith

Vice President and General Manager  
Thermo Fisher Scientific Japan

Ian has been working in Thermo Fisher Scientific for 25 years in a variety of Commercial and General Management roles in the Life Sciences, Clinical and Environmental sectors across a number of geographies, most recently as Vice President General Manager Japan.

He has 18 years of experience in the Asia Pacific region including 10 years residence in China before taking responsibility for Japan in 2011 has provided extensive experience in people development, business transformation and strategic development.

With significant time spent managing in a cross cultural environment, Ian is a passionate believer in the importance of organizational evolution to support Diversity and Inclusion.



### Bianca Stringuini

Senior Manager for Diversity & Inclusion  
AIG Asia Pacific

In her current role Bianca oversees the strategy and implementation for diversity & inclusion programs, goals and metrics for the entire region.

In her previous role she was a consultant for Mercer Asia Pacific, focusing on diversity and inclusion practices and supporting communication, change management and talent management projects.

Previous to this role she was Manager for Diversity and Inclusion for American Express Asia Pacific, her job was to build awareness and skills, define what Diversity & Inclusion means in Asian markets and establish key priorities for actions, specifically displaying Diversity as a key business strategy.

She has spoken as a diversity leader in international Conferences and Forums including the UN CSW Global Conference on Empowering Women Financially, D&I Asia Conference

in Hong Kong, and World Bank organized symposium on Women Banking Alliance plus several others in Asia and the USA.

Bianca has a Master degree in International Business by the Nanyang Technological University and a BA degree in International Affairs from the Pontificia Universidade Catolica of Sao Paulo.



### Deepa Subbanarasimhan

Communications, Program Manager & President DERG India network  
EMC India COE.

Deepa leads the Internal communications for EMC India Center of Excellence, responsible for the Marketing & Communication initiatives to create and run programs internally.

Deepa, President DERG (Disability Empowerment Resource Group) India network and member of Women's leadership forum EMC India COE. She is also member of the Disability Forum, Confederation of Indian Industry (CII) and proactive accessibility evangelist.

Born with Spinal Muscular Atrophy saw her muscle strength degenerate over the year, now all the strength is on her finger and put them maximum use. Through DERG and her leadership lead ensuring that her company takes up disability initiatives. She has a larger role to play in employment opportunities for disabled due to her personal example and as

a leader in the disability network (DERG). She wishes to contribute towards building a disabled-friendly society in India – and she wishes to help in building a similar policies as in developed countries like the US.

## Speakers & Award Recipients



### Gary Chandler

Head of Tokyo Human Capital Management (HCM),  
Asia Pacific Federation  
Goldman Sachs

Gary has oversight for Korea HCM. Previously, he managed the Federation generalist function in Asia. He joined Goldman Sachs in 2004, as the generalist for Operations, Finance and Services in Japan and was named managing director in 2011.



### Alphonso Dass

Vice President,  
Airport Operations & Customer Services  
IndiGo

Alphonso Dass heads the Airport Operations and Customer Services at IndiGo. Managing a smooth Airport Operations & Customers Services at IndiGo Airports round the clock, his other roles and responsibilities which also comprise of taking care of Compliance in Aviation Security and Customer Service for both the Passengers at the Terminal. Aircraft at the Airside, state of the art equipment's both in the terminal like Q-busters(Handheld Check-in Devices), fantastic Ground support equipment also come under his purview. The crew for Aircraft Grooming, Catering and merchandise on board the Aircraft report into Alphonso for their day to day functioning.

He has been with IndiGo since its pre-launch stage and was instrumental in setting up Bengaluru station for the Airline. Alphonso was also promoted as General Manager for

the all the airports in Southern region before, going on to head all of Airport Operations. Alphonso started his career with the cargo division of British Airways. He has also worked with organisations like Scandinavian Airlines, United Airlines, Alitalia and a subsidiary of Lufthansa. His varied experience includes cargo sales, customer services, ramp operations and terminal shifts.



### Peter J. Davison

Regional Head of Human Resources, Asia Pacific  
AIG

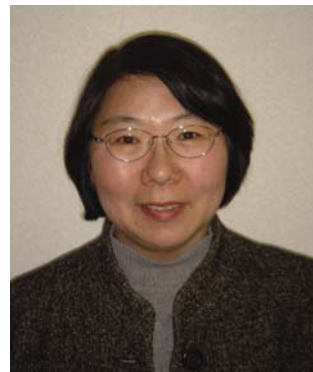
Responsible for Asia Pacific Human Resources, specifically directing transformational HR practice across Asia Pacific and driving key initiatives in mature and emerging markets. He is also responsible for setting the regional HR agenda within a global context.

Peter is an HR professional with in-depth international experience in Asia, Latin America and Europe. In his 27 year career, including 19 years with HSBC, he has gained significant experience in a full range of HR practices including a series of HR director roles in Indonesia, Singapore, Mexico and for Latin America. He has demonstrated particular expertise in HR transformation, acquisition and integration, and HR shared services and technology.

Peter graduated from University of Keele, B.Sc (Joint Hons) Biology and Psychology holds a Post Graduate Diploma in Personnel Management. He is a Chartered Psychologist and

a member of the Chartered Institute of Personnel Development.

## Speakers & Award Recipients



### Mariko Fujita-Sano

Professor  
Hiroshima University Japan

Mariko Fujita-Sano currently serves as professor at Hiroshima University, Japan, in the Faculty of Integrated Arts and Sciences, and serves as the director of the Accessibility Center there. Her area of specialty is Cultural Anthropology, having received a Ph.D. in that subject from Stanford University in 1984. She has devoted her research and practice to the search of well-being and coexistence, dealing with such topics as the ways elderly people live and the development of accessibility in university education.

As the director of the Accessibility Center, she has been involved in establishing a university-wide supporting system for students with disabilities and running educational programs for fostering Accessibility Leaders. She serves on various committees of the Japan Student Services Organization in the area of the support for students with disabilities.

Her publications include : A Search for People's Life Worth Living of Old Age in America (1999); Life in Riverfront: A Mid-western Town Seen Through Japanese Eyes (2001), and Accessibility and University Education (2009).



### Muthukrishnan R

Manager WPR, Global Business Services  
Strategy & Planning  
Cisco Systems

Muthu has been with Cisco for seven years and was part of the delivery team in the development of 2.2 million square feet for Cisco's Bangalore Campus.

He has completed his Master of Corporate Real Estate and is a Certified Project Management Professional. He also holds a Bachelors Degree in Architecture and Masters in Planning.

He truly believes "The longest journey starts with a single step". He joined the Cisco Disability Awareness Network India (CDAN India) a year back and currently supports as Co-lead for CDAN India. He takes pride in being part of the CDAN India community as he is able to connect and fulfill the needs of the differently abled to the built physical environment.



### Kenichi Gendo

President  
Sony/Taiyo Corporation

After graduating from the Faculty of Science and Engineering, Waseda University in 1980, Kenichi Gendo joined Sony Corporation as an engineer, where he participated in development and product design for various video equipment from the "Betamax", a home video tape recorder, to the Blu-ray Disc recorder.

In 2001, was appointed chief of DVD business and accelerated not only its business and he also overseas ODM / OEM vendors.

In 2009, was involved in quality assurance of audio and video business utilizing his past experience, and was appointed chief for quality assurance of the business in the following year.

From 2012, he moved to Sony/Taiyo Corporation, a special subsidiary of Sony Corporation as well as the main facility of microphone responsible for making Sony's sound, and is active as the president.



### Yushin Sato

Assistant Manager, Disabled People Employment Promotion  
Sony/Taiyo Corporation

After graduating from a university in 1997, Yushin joined Sony/Taiyo Corporation and took charge of production planning business for the microphone.

In 2003, he moved to Sony EMCS Corporation, a group company of Sony Corporation, and participated in production planning business for the camcorder at Kohda Site.

Following he moved to Sony Corporation in 2008, and took part in disabled people employment promotion business for all Sony group in Diversity Development Department, Human Resources Division.

Since 2013, Yushino has returned to Sony/Taiyo and been in charge of the above business for the company to share their accumulated know-how for disabled people employment among Sony group, with the aim of making them the company where everyone can work vividly irrespective of one's disability.



### Takako Hagiwara

President  
Sony Hikari Corporation

Joined Personnel Department of Sony Corporation April 1984. After several years of various fields in Personnel Department, such as recruiting, and international human resources, she moved to Sony-Tektronix, Inc. as a Marketing Manager, supplies for color printers. She returned to Sony Corporation in 1996, and after several experiences as corporate staff in charge of organization development, and human resource development, she was promoted to General Manager of HR for a business company in 2002, as the first female General Manager of HR field in Sony. She was also in a position of General Manager of Human Resources Development Dept. from 2006 to 2008 and restructured HR development platform within Sony Group. From February 2008 to March 2014, she was the first General Manager of Diversity Development Dept. of Sony Corporation, and introduced Diversity Statement for all Sony Group, and

promoted women development & promotion and cleared short term target of women promotion within Sony Corp. in 2013. She had been a director of Sony Hikari Corporation since 2010, and current position since April 2014. She is also in a position of the president of Sony Kibo Corporation, which is another special subsidiary company for employees with disability.



### Summi Sharma

Director - Corporate Learning & Development, ifly  
IndiGO

Summi Sharma heads the Learning Department at IndiGo, taking care of training on Safety, Inflight Services, Functional Skills. Her team also, trains the front line of the Airline on "Breaking Barriers Together"- A program for differently abled.

She has been with IndiGo since its pre-launch stage and has been training extensively on Inflight functional skills and Behavioural & Leadership development courses for all levels in the organization

Summi started her career with Air Sahara as a Cabin Attendant. Grew to be the Chief Cabin Attendant in a period of 05 years. Service Industry, that too Airlines, are her passion and where her professional satisfaction has been. Starting her career as a Cabin Attendant, she then moved on to the learning department as a safety trainer on Cabin emergencies and standard operating procedures. She was the Deputy Head of training function for Air Sahara when she joined IndiGo in April 2006.

## Speakers & Award Recipients



### Eigo Matsuzaki

Director of Administration  
Japan Blind Football Association

Born in 1970. Graduated Japan International Christian University. Discovered the blind football/soccer and was immediately fascinated by it when he was a college student, and got deeply involved in it. While working at private companies such as Diamond Company, Ltd. he continued to assist players and organizers to promote blind soccer as a volunteer. He resigned the private company to pursue his ambition to change the attitude of the society toward sports for people with disabilities through blind soccer and assumed the position of secretary general of Japan Blind Football Association. He also makes efforts to improve employment issues of athletes with disabilities. His ambition is to operate a sustainable sports organization for the disabled which can be independently established as a nonprofit enterprise.



### Masahide Nishimichi

Diversity Advisor  
Sony Corporation

Joined Personnel Dept. of Sony Corporation in 1980. From 1984, he worked as a direct subordinate of Mr. Masaru Ibuka (The Founder of Sony) as an assistant manager of Ibuka's Office from, and involved in development of early childhood education. While he was a HR General Manager of Recording Media Group in 1990's, for the purpose of strengthening ties between the House of Kibo (Social welfare corporation to help people with intellectual disabilities), he started sending trainees of Sony's new employees to the House of Kibo in order to deepen the understanding and interest in disabled employment. He also built a system that Sony can cooperate with vocational aid of the House of Kibo. After the experience as a senior General Manager of HR at manufacturing sites in China and Thailand, he became president of Sony Hikari Corporation and Sony Kibo Corporation in 2011. He achieved the expansion of the

possibility of occupation and development beyond the stereotype for employees with intellectual disabilities. Current position from April, 2014.



### Suzanne Price

President, Price Global

Suzanne Price was honored with the British Business Award 'Entrepreneur of the Year, 2012' as the leader of Price Global, a change agent specializing in Diversity and Inclusion based in Tokyo. Price Global's approach incorporates applied psychology to work with the whole system in providing consulting, training programmes and coaching. Clients include numerous Fortune 500 companies across industry and throughout Asia Pacific. Individual coaching clients include CEOs and Country Heads of Multi-National Companies. Price Global are particularly known for expertise in designing and delivering Leadership Development Programmes for Women in Asia and complimenting these initiatives with awareness-raising, behavioral and attitudinal development programmes for Leaders and Managers to build inclusive work environments and mitigate biases. As an external advisor, Suzanne has designed and implemented award winning D&I

initiatives for Price Global's clients. She currently serves as an external advisor to the D&I committees of a number of companies and previously served a 5-year tenure as Head of D&I at UBS Securities and 8-months as an internal Consultant to Goldman Sachs.

Suzanne previously served as Vice President of the British Chamber of Commerce in Japan. Suzanne transitioned from a clinical background and former career as a Psychotherapist.



### Misako Kamamoto

President  
Japan Blind Football Association

Born in Kyoto in 1940.

Graduated from Osaka University of Foreign Studies.

As a professional tour guide/interpreter, Kamamoto guided foreign visitors during the Osaka Expo in 1970.

She joined the overseas travel division of Japan Travel Bureau and attended 250 tours visiting 140 countries.

She Established Kamamoto Enterprize in 1985 and engaged in planning/attending overseas travels, writing, giving lectures, and operating English classes.

She was diagnosed with retinitis pigmentosa in 1993 and now has tunnel vision. She Established National Network of Mobility Support for the Visually Impaired in 1995 and became the president and started volunteer activities for the blind.

She served as the president of the Association for Retinitis Pigmentosa from 2000 to 2006 and hosted a world conference while she was in the position.

She Traveled to South Korea with peers for preparing to adopt blind football in Japan.

Established Japan Blind Football Association in 2002 and acceded the post of the president.



### Hisako Kaneko

General Manager  
Chief Diversity Officer  
Culture Transformation & Diversity Promotion Office  
AXA Life Insurance Co., Ltd.

Hisako Kaneko started her career in a Tokyo branch of an American bank after graduating from Keio University. In her mid-20's, she once gave up her job to focus on caring for her baby with disabilities, and later became a member of a non-profit organization that advocates putting people with disabilities on an equal footing with those without disabilities. After establishing herself as a freelance interpreter, she entered AXA as an in-house interpreter in 2004, and was appointed as a manager of the newly established Diversity Promotion Office in 2009. Since then the number of employees with disabilities doubled with better retention and employee satisfaction, and the woman manager ratio improved from 6% to 13% to date. AXA's strong governance in managing diversity and inclusion

was acknowledged by the Toyo Keizai Diversity Management Award in 2011. Kaneko is currently in charge of D&I, transformation of corporate culture, and employee engagement.



### Tetsuhiro Kawamura

Chief Specialist for the Employment of Persons with Disabilities,  
Employment Measures for Persons with Disabilities Division,  
Employment Development Department  
Ministry of Health, Labour and Welfare

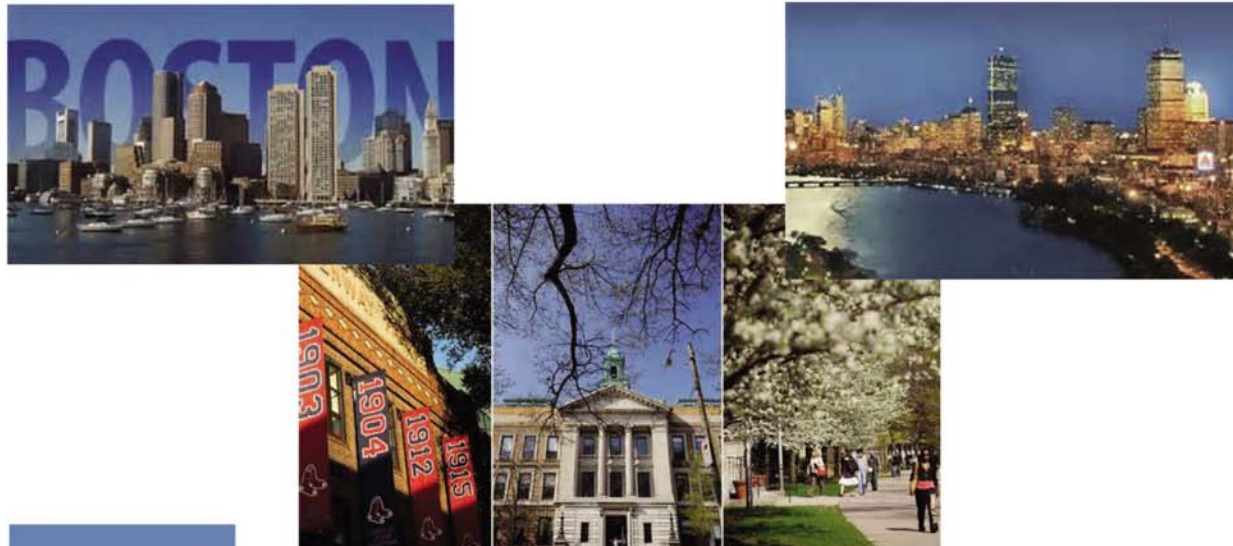
As Chief Specialist for the Employment of Persons with Disabilities, Kawamura gives private companies guidance and advice that are necessary to achieve the legal employment rate of persons with disabilities from 2014. He started his career as an official in the Ministry of Labour (reorganized to the Ministry of Health, Labour and Welfare today) in 1986, and later that he has exerted himself to promote the employment of elderly people as Planning Director, and also of needy people as Director. Prior his current appointment, Kawamura supervised Vocational Rehabilitation Centers as the Director-general for vocational rehabilitation of Japan Organization for Employment of the Elderly, Persons with Disabilities and Job Seekers from 2012.

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## Speakers & Award Recipients



### David Korunić

Chief Executive Officer,  
 Krungthai-AXA Life Insurance PCL

David Korunić began his career in 1986 with the New Zealand Revenue Department handling tax fraud investigations and prosecutions. In 1989, David moved to Asia where he held positions ranging from Country Financial Controller, Regional Financial Controller, Regional Finance Director and Chief Financial Officer for some of world's leading insurance companies.

In 2004, David Korunić joined AXA Asia and worked in Hong Kong as GM FMO Implementation and joined AXA Indonesia as Chief Financial Officer in 2005.

Since July 2007, David Korunić has worked with Krungthai-AXA Life Insurance PCL. ("Krungthai-AXA Life") as Chief Financial Officer and was responsible for financial management, actuarial, risk management, internal audit, investments, legal and facilities.

Since 2013, David Korunić was appointed as Chief Executive Officer of Krungthai-AXA Life. He manages over 800 employees and 22,000 distributors.

Since 2011, he has been the sponsor of the Diversity and Inclusiveness ("D&I") initiative of Krungthai-AXA Life and has been the advisor to the D&I Working Team. He has supported the team to share the company's practice and legal overviews on employment of People with Disabilities ("PWD") by way of them being guest speakers invited from government/private sectors/NGOs. In 2013, he hosted a Gala Dinner to which HRH Princess Somsavali opened the event. The invitees included leading 200 businessmen from Thailand and the aim was to open their hearts and their minds to the plight of PWD in Thailand.



### Jean-Louis Laurent Josi

Member of AXA Executive Committee  
 Director, Representative Executive Officer, President and CEO  
 AXA Japan Holding Co., Ltd. and AXA Life Insurance Co., Ltd.

Graduated with a master's degree in Administration and Management and postgraduate degree in Actuarial Sciences from the Universite Catholique de Louvain, Belgium and holding a MBA from the College of Insurance, New York, Jean-Louis spent his entire career in the banking and insurance sector.

He has been consecutively Managing Director in a Belgian bank, Head of Retail and SME Insurance and member of the Executive Committee with Winterthur-Europe Assurances. With the acquisition of Winterthur by AXA in 2006, Jean-Louis became Head of Multidistribution for AXA Belgium and a member of the Executive Committee. From 2008 to February 2011, he has been in the Middle East as CEO of AXA Gulf and Middle East. In February 2011, he became Director, Representative Executive Officer, President and CEO

of AXA Japan Holding Co., Ltd. and AXA Life Insurance Co., Ltd. He joined the AXA Group Executive Committee as well. He took the role of a chairperson of Company's Diversity & Inclusion Advisory Council when he became the CEO and has been in the position to the present.

He was born on May 23rd, 1969 and is Belgian.



### Akshai Mallappa

Customer Solutions Manager, Service Product Management  
 Cisco Systems

Akshai serves as the Global Co-Lead for Cisco Disability Awareness Network (CDAN) and is also a member of the Civic Council of Cisco. He has been a member of CDAN for the past five years and helped the organization grow from some humble beginnings to a vibrant organization within Cisco. The Employee Resource Organization plays a key role in helping to support Cisco's overall business initiatives. Each organization is focused on building stronger business partnerships, recruitment and development of Cisco's talent pool, and professional development to enhance our employees' experiences. Other accomplishments include:

- Past President - Rotary Bangalore Brigades where he created and managed several programs impacting education and health care needs in rural areas.