



2017 **DISABILITY MATTERS** ASIA-PACIFIC CONFERENCE & AWARDS

27 - 28 July, 2017

Accenture India Learning Center
Bangalore, India

CELEBRATING ABILITIES



By Willyam Bradberry

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HONOREES CON'T.

Disability Champion

J.P.Morgan

RENU MURALIDHARAN

Vice President, Global Technology J.P. Morgan, India



PRATIK RAJIV JINDAL

Deputy Manager - HR, M&A - Global Workforce Transitions
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WELCOME FROM SPRINGBOARD CONSULTING, LLC



WELCOME TO SPRINGBOARD CONSULTING'S 2017 DISABILITY MATTERS ASIA-PACIFIC CONFERENCE & AWARDS GALA

We are so pleased to once again produce this most important event which focuses on the inspiration, education, celebration and networking of/for those companies that strive to become employers and suppliers of choice for individuals who have disabilities and/or who are caring for children and other dependents with special needs.

Not only will you be inspired by this year's honorees for their courage and commitment to this most important work, you will be inspired by their success. As the mom of two adult daughters who have special needs, I'm not only inspired, I am humbled.

An event of this magnitude cannot take place without an equally committed Host. To this year's host, Accenture, we send a huge heartfelt, "thank you". The Accenture team has served as our partners and in the process, have become our friends. We also want to thank our esteemed presenters and global sponsors for their on-going commitment and support.

Personally, I want to thank the Springboard team who have greatly contributed to this event's success and especially to Ivette Lopez who has overseen every aspect of this conference and has done so, effortlessly and flawlessly.

Wishing everyone a healthy, happy and successful year.

A handwritten signature in black ink, appearing to read "Nadine".

Nadine O. Vogel
Chief Executive Officer
Springboard Consulting, LLC

WELCOME FROM ACCENTURE

Welcome to the Disability Matters Asia-Pacific Conference and Awards, 2017.

Inclusion and Diversity are fundamental to our culture and core values at Accenture. We use the widest possible lens of Inclusion and Diversity, regardless of age, disability, ethnicity, gender, gender identity and expression, religion or sexual orientation.

Disability inclusion in the workplace is a key priority for us at Accenture and we are committed to creating and providing an inclusive and accessible work environment for all individuals.

I am happy that you are joining us at this conference where we can all collaborate and learn from each other.

I would also like to congratulate all the Disability Matters honorees. You are truly enabling the change required.

I wish you all the very best in your personal journey on the Inclusion agenda, for true Inclusion starts with each and every one of us. Thank you once again, for all that you do.

#InclusionStartsWithI

Thanks,



Joydeep Mukherjee

Managing Director, Financial Services, Delivery Centers for Technology in India

Human Capital and Diversity Lead - Accenture in India

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AGENDA

THURSDAY, 27 JULY, 2017

Time	Topic	Location
6:00 pm - 6:30 pm	Registration	Marriott Ballroom
6:30 pm - 8:00 pm	Welcome Reception & Opening Remarks:	Marriott Ballroom

FRIDAY, 28 JULY, 2017

Time	Topic	Location
8:30 am - 9:00 am	Registration and Continental Breakfast	Marriott Ballroom
9:00 am - 9:15 am	Welcome & Opening Remarks	Marriott Ballroom
9:15 am - 10:15 am	Workforce Panel	Marriott Ballroom
10:15 am - 10:35 am	Learning Exercise	Marriott Ballroom
10:35 am - 10:50 am	BREAK	
10:50 am - 11:50 am	Workplace Panel	Marriott Ballroom
11:50 am - 12:10 pm	Learning Exercise	Marriott Ballroom
12:10 pm - 12:50 pm	Keynote Presentation	Marriott Ballroom
12:50 pm - 1:50 pm	NETWORKING LUNCHEON	Marriott Ballroom

AGENDA CON'T.

Time	Topic	Location
1:50 pm - 3:20 pm	Marketplace Panel	Marriott Ballroom
3:20 pm - 3:35 pm	BREAK	
3:35 pm - 4:00 pm	Disability Champion Panel	Marriott Ballroom
4:00 pm - 5:15 pm	Specialty Session: Legislation Around the Region / Experiential Learning	Marriott Ballroom
5:15 pm - 5:30 pm	Closing Remarks	Marriott Ballroom
5:30 pm - 6:30 pm	Awards Gala over High Tea	Marriott Ballroom
6:30 pm - 8:00 pm	Networking Dinner	Marriott Ballroom



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SPEAKER LISTING

THURSDAY, 27 JULY, 2017

Welcome Reception & Opening Remarks

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

Rohit Thakur

*Managing Director - India Geographic Unit HR Lead,
Accenture Solutions Private Limited*

FRIDAY, 28 JULY, 2017

Welcome and Opening Remarks

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

Rekha M. Menon

*Chairman and Senior Managing Director,
Accenture Solutions Private Limited*

Workforce Panel

Moderator:

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

Honorees:

Sanjay Baurai

*Managing Director - Workplace Solutions for India GU,
Accenture Solutions Private Limited*

Christian Barrios

India & SAARC Head of Human Resources, Cisco Systems (India) Pvt. Ltd.

Gaurav Ahluwalia

*Managing Director and Head of Human Resources, India GSC,
J.P. Morgan, India*

Nattapong Withisupakorn

Associate - Diversity and Inclusion, Krungthai-AXA Life Insurance PCL.

Panelist(s):

Dr. Rajdeep Manwani

Coordinator, Department of Commerce, Jain University

Workplace Panel

Moderator:

Deepa Narasimhan

Head, Diversity & Inclusion, Dell EMC

Honorees:

Lynn Lau

*Vice President - Regional Finance Business Partner, SE Asia,
American International Group*

Sajith Maliakel

*Head of Asset Servicing Technology and Securities Settlements
Technology, Goldman Sachs (Asia) L.L.C.*

SPEAKER LISTING CON'T.

Honorees Con't.:

Eden Carmine Natividad

Vice President – Operations Leader, J.P. Morgan, Philippines

Panelist(s):

Professor Gaurav Raheja, PhD.

*Associate Professor of Architecture,
Joint Faculty, Centre for Excellence in Transportation Systems,
Indian Institute of Technology (IIT), Roorkee*

Keynote Presentation

Introduction:

Dhanya Rajeswaran

*Director – Talent Strategy, Human Capital & Diversity
India, Bangladesh & Sri Lanka, Accenture Solutions Private Limited*

Keynote:

Deepa Malik

*Padma Shri Awardee; Athlete (Paraplegic); Rio Paralympics Games, Silver Medalist;
Arjuna Award Winner*

Marketplace Panel

Moderator:

Poonam Bajaj

Executive Director – Human Resources, J.P. Morgan, India

Honorees:

Aurelie Saada

Head of Enterprise Risk Management, American International Group

John Alex

Group Head-Social Initiatives, Equitas Small Finance Bank Limited

Pratik Arjun Sen

*Sr. Manager Training – ifly, Learning and development,
InterGlobe Aviation Limited*

Panelist(s):

Shwetank Dixit

Head of Accessibility Innovation and Research, BarrierBreak Solutions Pvt. Ltd.

Amit Bagwe

Training & Support Executive, BarrierBreak Solutions Pvt. Ltd.

SPEAKER LISTING CON'T.

Disability Champion Panel

Moderator:

Ivette Lopez

Chief Operating Officer and Chief of Staff, Springboard Consulting, LLC

Panelist(s):

Renu Muralidharan

Vice President, Global Technology, J.P. Morgan, India

Pratik Rajiv Jindal

Deputy Manager – HR, M&A – Global Workforce Transitions, Wipro Limited

Specialty Session:

Legislation Around the Region / Experiential Learning

Moderator:

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

Facilitator/Presenter:

Avik Biswas

Partner, Bangalore, IndusLaw

Closing Remarks

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

Joydeep Mukherjee

Managing Director, Financial Services, Delivery Centers for Technology in India & India Human Capital and Diversity Lead, Accenture Solutions Private Limited

Awards Presentation

Nadine Vogel

Chief Executive Officer, Springboard Consulting, LLC

AWARDS CATEGORIES

Employer of Choice

This award category represents companies that have taken their Disability Matters award-winning initiatives to a level where there is complete synergy between mission and achievement. Award consideration requires a company to have received two Disability Matters awards in any previous years and, at a minimum, illustrate the long-term sustainability of the initiatives.

Workforce

This award category represents Human Resources and related initiatives for the outreach, recruitment, career development, talent management and retention of people with disabilities. This category includes individuals who are born with or have acquired disabilities, maturing workers with age-related disabilities and veterans with service-related disabilities.

Workplace

This award category represents Diversity, Work-Life and related initiatives that support employees who have a disability (as described above) as well as those individuals caring for a child or other dependent with special needs.

Marketplace

This award category represents marketing, advertising, public/community relations and related initiatives that both target and support consumers who either have a disability or are caring for a child or other dependent with special needs.

Steps-to-Success

The award category identifies and celebrates companies who are beginning on the journey of innovation, action and transformation relative to individuals with disabilities whether as employees, customers or both. This award also encourages these honorees whose initiative(s) have been in place no less than six months and no more than two years and who demonstrate significant promise of long terms success, to have the commitment and perseverance to continue taking the steps necessary to eventually become a Disability Matters Employer or Supplier of Choice, the most prestigious of all Disability Matters Awards.

Disability Champion

This award category recognizes an individual whose advocacy, commitment, and action in support of mainstreaming disability in their workforce, workplace and/or marketplace has greatly contributed to their organizations success in these endeavors. The award recipient is someone whose job description does not specifically include this work, yet he/she diligently works to influence others.

ACCEPTING THE AWARDS

Marketplace

American International Group

Aurelie Saada, Head of Enterprise Risk Management

Equitas Small Finance Bank Limited

John Alex, Group Head-Social Initiatives

InterGlobe Aviation Limited

Suketu Desai, Associate Director – Airport operations & Customer Service

Steps-to-Success

Cisco Systems (India) Pvt. Ltd.

Christian Barrios, India & SAARC, Head of Human Resources

Workforce

Accenture Solutions Private Limited

Sanjay Baurai, Managing Director - Workplace Solutions for India GU

J.P. Morgan, India

Gaurav Ahluwalia, Managing Director and Head of Human Resources, India GSC

Krungthai-AXA Life Insurance PCL.

Nattapong Withisupakorn, Associate - Diversity and Inclusion

ACCEPTING THE AWARDS CON'T.

Workplace

American International Group

Lynn Lau, Vice President - Regional Finance Business Partner, SE Asia

Goldman Sachs (Asia) L.L.C.

Sajith Maliakel, Head of Asset Servicing Technology and Securities Settlements Technology

J.P. Morgan, Philippines

Eden Carmine Natividad, Vice President – Operations Leader

Disability Champion

J.P. Morgan, India

Renu Muralidharan, Vice President, Global Technology

Wipro Limited

Pratik Rajiv Jindal, Deputy Manager – HR, M&A – Global Workforce Transitions

SPEAKER BIOGRAPHIES



GAURAV AHLUWALIA

Managing Director and Head of Human Resources, India GSC, J.P. Morgan, India

Gaurav currently is responsible for leading the HR function for JPMorgan Services India. Leading HR services and people strategy for the business, Gaurav's current challenges revolve around providing strategic and operational HR direction across varied line of businesses. Gaurav also provide site leadership for Hyderabad and is member of the GSC Board.

Gaurav joined JPMorgan Chase from HSBC, where he was Head of HR and also a member on the Board of the GSC company. In a career spanning 20 years in HR, Gaurav has been associated with leading organizations and has worked both in India and abroad in industries that include Banking, Telecom and IT. Gaurav established and strengthened the HR function in various legal entities of HSBC and in other organizations. This experience gave him an entrepreneurial spirit based on collaboration and teamwork, as well as a strong understanding of business operations, organizational dynamics, and expertise in blending HR solutions with business requirements. In addition, Gaurav brings an interesting mix of Human Resource Management and Organizational Development expertise. Gaurav holds a masters degree in HR Management and Organizational Development from the prestigious Delhi School of Economics. Gaurav has also served on the National HRD Executive Committee at Hyderabad, India in various senior capacities.

Gaurav is a keen traveler, listener and photographer. Gaurav, Neha and their 10 year old son Adit are music enthusiasts too.



JOHN ALEX

Group Head-Social Initiatives, Equitas Small Finance Bank & Program Director, Equitas Development Initiatives Trust-Chennai

After graduating in Agriculture & Rural development, he started his career as a Group II Gazetted Officer in Tamil Nadu State Government and served as Extension Officer (Agri) & Block Development Officer in the State Government from 1979 to 1983.

Joined Indian Overseas Bank, a Public Sector Bank as a Probationary Officer and served as Agricultural Field Officer, Branch Manager, Regional Assistant Chief Officer, Senior Manager & Chief Manager in various Branches in Tamil Nadu & Andhra Pradesh from 1983 to 2008.

Joined the Management Team of Equitas in 2008 and conceptualized and set up the team for Social Initiatives with a clear focus to address a larger spectrum of requirements of clients in the field of Health, Education, Skill Development, Food Security, and Placement for unemployed Youth, Inclusive model for persons with disability.

SPEAKER BIOGRAPHIES CON'T.

JOHN ALEX CON'T.

Awards & Recognition for Equitas Model:

- Presented Case Study in XLRI, Jamshedpur -Innovation for Impact 2013.
- Presented Case Study at the 16th International Micro credit submit at Manila in Sept 2013.
- Presented Case study at SPTF Annual meet at Senegal in June 2014.
- Presented Case study integrating Microfinance & Health at the Annual National Microcredit Summits 2010, 2011 and 2013 in New Delhi.
- Presented Case study on Disability Inclusion in Microfinance in the National Microcredit summit 2014 in New Delhi.
- Presented case study at FINCA International, Washington DC in Oct 2014.
- Visited on an invite MFI's in Mexico and show cased Equitas Ecosystem in Oct 2014.
- Received the FICCI India award for 2015 for outstanding CSR work among mainstream Industries.
- Presented case study in 2016 at the Annual Micro credit summit at Abu Dhabi.
- Presented a case study in 2016 at the Annual conference hosted by Social Performance Task force (SPTF) at Morocco.
- Presented paper on entrepreneur Development program for disabled women in the Workability Asia Conference held in Aug 2016 in Bangalore, India.
- Presented paper on helping farmers through aggregating on both demand & supply chain in the National Microfinance summit at Delhi, India in Sept 2016.
- Presented the Equitas Model of inclusive finance to over 18000 women with Disabilities at the Zero Project conference held at UNO, Vienna in Feb 2017.



AMIT BAGWE

Training & Support Executive, BarrierBreak Solutions Pvt. Ltd.

Amit Bagwe is an integral part of the training and support team at BarrierBreak for the last give years. He handles all the after sales activities for BarrierBreak, such as providing in-depth training for Assistive Technology devices, resolving client queries etc. and has immense knowledge about various Assistive Technology solutions available for persons with disabilities He also helps the sales team by conducting assessments for individuals and organizations to suggest the right assistive technology solutions.

SPEAKER BIOGRAPHIES CON'T.



POONAM BAJAJ

Executive Director and Head Recruitment, India GSC, J.P. Morgan, India

Poonam is an Executive Director and leads Recruitment for J.P. Morgan's Global Service Centres in India. She is also the HR sponsor for the India Chapter of an employee Business Resource Group-“Access Ability”. This group works to provide a voice to employees with disabilities and complement JP Morgan's global diversity efforts by maximizing the contributions of employees affected by long-term illness, disabilities and care giving.

Poonam joined the firm in September 2015 and brings with her two decades of experience in Talent Acquisition and Staff Augmentation. Before joining J.P. Morgan, Poonam was with Randstad India as the Regional Director for North & East Businesses. Prior to that, she also functioned as the CEO of Talisman Advisors and as the National Head of Outsourcing and Offshoring at ABC Consultants. She has a Bachelor's degree in English Literature from Delhi University and is a volunteer at Art of Living, the world largest volunteering-based NGO. On a personal front, Poonam likes to meditate, listen to music and travel.



CHRISTIAN BARRIOS

India & SAARC Head of Human Resources - Cisco Systems (India) Private Limited

Christian Barrios moved from Chile to Asia to pursue his college education in Japan.

After a year mastering Japanese language at Tokyo University for Foreign Studies, he was admitted into Kobe University, where he graduated as with a BA in Economics, after a period as a researcher, Christian completed his MBA from Kobe University Business School and started his career in a boutique HR Consulting firm in Tokyo. Moved by his passion in fast-passed technology and his keen interest in people and organizations Christian joined Dell Japan, where he held a variety of Japan country and regional leadership roles, including North Asia Talent Acquisition Director, Japan Country HR Director and APJ Large Enterprise/Public Sales HR Director supporting a business of US\$4.6 billion.

Christian moved to Cisco 4 years ago as Japan Country HR Director and-most recently-he has taken on an international assignment as India & SAARC HR Head based in Bangalore, India. Christian is fluent in 4 languages, is married to a Russian national and enjoys spending time with his two boys.

SPEAKER BIOGRAPHIES CON'T.



SANJAY BAURAI

Managing Director - Workplace Solutions for India GU, Accenture Solutions Private Limited

Sanjay is Managing Director, Workplace Solutions for India GU. In this role he manages India GU portfolio of over 14 million square foot spread over 7 locations, over 45 offices and 160,000 employees. Sanjay and his team are responsible for Real Estate portfolio management, Real Estate Strategy and growth, Workplace design and delivery, Workplace budget, Operations and services including employee transportation for over 45000 users and corporate travel program, Workplace technology, Workplace risk management and business continuity.

Sanjay has over 20 years Industry experience and has played many roles including in areas of operations and consulting. Sanjay has been with Accenture for 10 years.



AVIK BISWAS

Partner, Bangalore, IndusLaw

Avik is well known for his employment law practice across all industry sectors and is considered a subject matter expert in employment contracts, nationwide employment audits, company policies and handbooks, internal disciplinary inquiries, sexual harassment proceedings, whistle-blower investigations, structuring of compensation and benefits, conducting Reduction in Force (RIF) exercises, negotiation of senior management severances, labour management practices and training of Human Resource and Legal personnel.

Avik is also very well regarded for his strategic advice to legal and HR functions of multinational corporations in relation to employment risk mitigation and management, and related best practices in Indian markets. He has been ranked by Chambers and Partners, Legal 500 and Who's Who Legal, as one of India's highly recommended employment lawyers.

Avik is regularly involved in speaking engagements on employment law topics across India in various seminars and events. Avik is frequently invited to speak on key issues surrounding Indian employment law at international events, including the International Bar Association (IBA) conferences.

Avik is also a member of the Technology Law practice group, having been involved with the IT industry right from the very beginning of his career.

Prior to joining IndusLaw, Avik was a Partner at RDA Legal, and he has also been a senior member of Poovayya & Co and the in-house legal team of Infosys Technologies.

PRACTICE: Corporate & Commercial Advisory, Employment Laws, Technology Transactions

EDUCATION: B.A. LL.B. (Hons.) National University of Juridical Sciences, Kolkata

SPEAKER BIOGRAPHIES CON'T.



SUKETU DESAI

Associate Director – Airport operations & Customer Service, InterGlobe Aviation Limited

13+ years of experience. Responsible for Customer Services and Quality Assurance functions within Airport Operations at IndiGo.



SHWETANK DIXIT

Head of Accessibility Innovation and Research, BarrierBreak Solutions Pvt. Ltd.

Shwetank Dixit is Head of Accessibility Innovation and Research at BarrierBreak, where he is looking at new ways to improve accessibility. He has a deep knowledge of accessibility related guidelines and web standards. He has spoken at numerous events across more than 10 countries and has shared his thoughts on a number of international publications. Previously, he worked at Opera for 9 years where he was part of the developer relations team and PM of it's browser extensions platform.



PRATIK RAJIV JINDAL

Deputy Manager – HR, M&A – Global Workforce Transitions, Wipro Limited

Pratik Rajiv Jindal is a visually impaired corporate professional with 6+years of experience. He is an MBA from Symbiosis Institute of Business Management and is an Electronics and Communication's Engineer from Visvesvaraya Technological University.

Pratik's body of work dispels all notions of job-identification and strongly advocates equal opportunity for persons with disability. He has shined and thrived in a competitive mainstream role. Pratik's first role at Wipro of Business Consultant entailed business research, complex problem solving, designing client solutions, building sales proposals and engaging in global cross-functional assignments. In 2011, Pratik was the 1st person with disability to travel for a long term onsite client assignment to Dubai and London.

SPEAKER BIOGRAPHIES CON'T.

PRATIK RAJIV JINDAL CON'T.

Pratik then joined Global strategic Hiring team where his responsibilities included formulating strategies and project management of corporate branding, building relationships with global B-Schools and driving employee engagement. In 2014 Pratik was inducted in a focus-team that designed, Implemented & managed CEO's visionary initiative - Global 100. Pratik is currently part of M&A – Global workforce transition team where he is involved in people transition during business partnership situations such as Merger / Acquisition / client outsourcing deals. In addition to active deals, he is also involved in new deal pursuit lifecycle from HR standpoint where he is involved in responding to RFI/RFPs, designing people solution, supporting bid management etc.

Among Wipro's thought leader, Pratik has authored several research-papers and functional frameworks. He believes in constantly upgrading skills and is a certified professional in Prince 2, Six Sigma, Balance Score Card, and PCMM. He has worked with Wipro's diversity team to promote & sustain inclusive work-place. Pratik has several accolade's to his credit to name a few he was awarded 2016-17 Mindtree Helen- Keller Award by NCPEDP for being a national level role model, awarded 2013- 14 Karnataka Excellency Award by NFB for being a state role model, awarded 2016-17 Wipro's On & Beyond Award for outstanding contribution as an individual, awarded 2015- 16 Wipro -GSH Evangelist Award for creating a unique training module for business analyst & pre-sales and 2013- 14 WCS ACE Consultant award for being the best consultant.



LYNN LAU
Vice President - Regional Finance Business Partner, SE Asia, American International Group

Lynn Lau is Vice President – Finance Business Partner for the South East Asia zone. She is responsible for supporting the South East Asia CEO and the country CEOs in management reporting and driving profitability. Lynn joined AIG as Chief Financial Officer of AIG's joint venture with the PICC Life, based in Beijing.

Outside her work responsibilities, Lynn is a co-founder of the Singapore DisAbilities & Allies ERG, which was formally launched in 2016. She is President of the Singapore DisAbilities & Allies ERG, which now has about 30 staff members, in a short span of 2 years, and regular staff volunteers in community events.

The Singapore DisAbilities & Allies ERG's mission is to build a culture of inclusion in AIG for talent with disability by leveraging each employee's unique abilities, raising awareness, removing barriers and encouraging a workplace founded on dignity, trust and respect, thereby improving productivity and integration of those with disability and those with family members with disability.

SPEAKER BIOGRAPHIES CON'T.

LYNN LAU CON'T.

In 2017, there are 6 key initiatives being led by the Singapore DisAbilities & Allies ERG:

1. Worksite evaluation and Reasonable Accommodation policy – to better accommodate staff members with physical disability
2. Supplier diversity – to champion use of suppliers who employ workers with physical disability
3. Student Innovation Programme – to provide university students with disabilities to work directly with AIG's business managers
4. Mentorship programme of students with disability
5. Conversation series/ Interacting with People with Disabilities
6. Workplace Wellness Programme – focusing on physical and mental health amongst staff members

AIG Singapore is also a founding member of the Singapore Business Network on Disability (SBND), which is a group of multinational corporations that have come together to help promote the inclusion of People with Disability in the workplace and create stronger awareness among business leaders of their employment.



IVETTE LOPEZ
Chief Operating Officer and Chief of Staff, Springboard Consulting, LLC

Ivette is the Global Chief Operating Officer and Chief of Staff of Springboard Consulting, LLC. She spent over thirty years in Corporate America, where she has worked for Barney's New York, Gap and Barnes & Noble. Her experience allows her to effortlessly streamline processes ensuring the needs of the clients are met.

She is also results-driven and always keeps an eye on the bottom-line. Add to that, an "autonomous, no-frills/"roll-up your sleeves" personality that makes her perfectly suited to oversee all aspects of Springboard Consulting's operations. Ivette attended Pace University with a concentration in accounting. She is a "New Yorker," who currently resides in Florida, United States, with her husband. In her spare time, she enjoys the outdoors, and loves to cook, knit and dance.

SPEAKER BIOGRAPHIES CON'T.



SAJITH MALIAKEL

Head of Asset Servicing Technology and Securities Settlements Technology, Goldman Sachs (Asia) L.L.C.

Sajith is global head of Asset Servicing Technology and Securities Settlements Technology. He also oversees Liquidity & Collateral, Prime Clearing, Regulatory, and Synthetics Operations Engineering teams in Bengaluru. Previously, Sajith managed the Client Services Technology, and Clearance and Settlements teams in Tokyo before relocating to Singapore. In Singapore, he managed the Asia Pacific

Operations Engineering team before moving to Bengaluru in 2017.

Sajith was the former sponsor and leader of the Goldman Sachs Singapore Disability Interest Forum. He was also a member of the Asia Pacific Disability Interest Forum Council.



DEEPA MALIK

Padma Shri Awardee; Athlete (Paraplegic); Rio Paralympics Games, Silver Medalist

Arjuna Award Winner

When we talk about battling all odds and emerging a winner, Deepa Malik stands as a living testament. She proved that no matter how strong the opposition, sheer courage and will power can make one a true winner. And with that attitude, she recently scripted history by winning the silver medal in the women's shotput F53 event at the Rio Paralympics, with a personal best throw of 4.61m! This win at the Rio makes her India's first woman and oldest athlete to ever win a medal at the

Paralympics. Deepa is also the President's role model and NITI Aayog award for women transforming India.

Having been diagnosed with a spinal tumour, she was left paralysed from the chest down during a procedure to remove the same. Instead of letting it come in her way for making a mark for herself, the unfortunate event only contributed to spurring her on to do something that beats the prejudices the society holds for women or the specially-abled. She took to sports at the age of 36, a point where most accomplished athletes seek retirement from their respective disciplines and went on to set the benchmark across various sports in the paraplegic arena. She was awarded the Arjuna award, the highest honour for a sportsperson in the country in 2012 for her achievements. From braving three surgeries over the past 15 years to being the first paraplegic Indian woman biker, swimmer, rally driver, entrepreneur and a motivational speaker, this all-rounder has proved her to be a winner in every right!

SPEAKER BIOGRAPHIES CON'T.



DR. RAJDEEP MANWANI
Coordinator, Department of Commerce, Jain University

Dr. Rajdeep Manwani is an academician, trainer, motivational speaker, life coach, counselor and quizmaster par excellence both by training and by choice.

He is working as the coordinator in the department of commerce at Jain University and is a triple post graduate and a Ph.D having completed his M.com, M.B.A and M.phil and also a doctorate in commerce on the topic Strategic evaluation of training in commercial banks.

He secured the gold medal for topping both the M.com and M.phil examinations in Mysore university.

An eloquent speaker he has won several debates and was adjudged the best speaker in the International tape speech competition held by toast masters International in 2008.

He holds the record of being adjudged the best impromptu speaker for five years in India and Sri Lanka for the years 2008, 2009, 2010, 2012 and 2015.

He has been awarded the Distinguished Toastmaster the highest award in Toastmasters International.

He is the recipient of the National award as role model for empowerment of persons with disability from the honourable President of India in December 2013.

He is also the recipient of the special award given by the chief minister of Karnataka in 2011 and the State award for excellence given by the Government of Karnataka in 2015.

He also received the Rotary award for vocational service in education, the Extraordinary Pathfinder award by Rotary International and the Positive Health Hero award given by Dr. Batra's Clinic and Bajaj auto in October 2012.

He has been a featured TED X speaker and has hosted several training programmes, given motivational speeches and held management talk shows on radio.

HE is a regular speaker to the senior management and leadership of several companies like Borsch, Wipro, HP and Ciber and is a part of the elite panel of speakers for several leadership and management forums.

He has also done workshops on humour and wit in several colleges and companies.

He is an avid quizzer and was the quizmaster in several inter school and inter collegiate competitions.

SPEAKER BIOGRAPHIES CON'T.

DR. RAJDEEP MANWANI CON'T.

He is passionate about research and quality in education and is a part of the internal quality assurance cell and also a key member of the research cell at Jain University and has completed two minor research projects on Entrepreneurship and student behaviour.

He has published several research articles and made several paper presentations on education and management in national and international seminars.

He has trained, motivated and mentored over 19,500 students and executives over a span of twenty years and received excellent ratings from his corporate and educational clients which include Britannia, SBI, Pantaloon retail, WIPRO and Kotak life.

He firmly believes in the motto of his life “ Touching lives, making a difference”



REKHA M MENON
Chairman and Senior Managing Director, Accenture in India

Rekha M. Menon is the Chairman and Senior Managing Director at Accenture in India. In this role, she is responsible for building Accenture's business, strengthening Accenture's position in our communities, and enhancing the profile of Accenture in India. She oversees the integration of Accenture's overall growth strategy with our long-term vision for the country.

A thought leader, an active voice for social causes and an industry influencer, Rekha is responsible for forging and maintaining Accenture's relationships with key external stakeholders. Some of her external positions include – Nasscom's National Executive Council, American Chamber of Commerce in India's (Amcham) National Executive Board. She is also on the Board of Governors at XLRI School of Business.

Rekha joined Accenture in 2004, and since then held several strategic and leadership roles - her last two roles were - as the lead for Geographic Operations for India, ASEAN and APAC Delivery centres, and Human Resources lead for Accenture's Growth Markets. A gold medalist from the XLRI School of Business, she has more than 25 years of experience - as an entrepreneur at Talisma Corporation and Aditi Services; and on assignments with and on executive management teams of Levis, Cargill and Akzo Nobel.

Rekha is actively engaged in Accenture's Inclusion and Diversity and Corporate Citizenship initiatives - an active advocate of giving back to society and improving the way the world lives, she champions her support for society through her association with not-for-profit organizations—Pratham Books and Akshara Foundation.

SPEAKER BIOGRAPHIES CON'T.

REKHA M MENON CON'T.

Widely acclaimed and recognized across industries for her work, Rekha features in Fortune India's list of Top 25 Women in Business in India in 2016, LinkedIn's Power Profiles in India for 2016. Additionally, she was also named among India's Most Powerful Women of 2016 by Business Today. An active hiking and cycling enthusiast, Rekha is also a voracious reader. She lives in Bangalore, India.



JOYDEEP MUKHERJEE

Managing Director, Financial Services, Delivery Centers for Technology in India & India Human Capital and Diversity Lead, Accenture Solutions Private Limited

Joydeep is Managing Director, Delivery Center for Technology in India & Human Capital & Diversity Lead.

He is responsible for technology delivery for global Financial Services clients out of the Delivery Center for Technology in India. He also leads the Industry Capability for Technology across the Global Delivery Network. He also leads the Human Capital and Diversity agenda for the India GU.

In his prior job, he set up Financial and Business Analytics for Fortune 500 clients. Most recently, he advised clients on outsourcing and mentored some of the smaller ITeS firms on sales strategy as a Scholar with Gerson Lehrman Group.



RENU MURALIDHARAN

Vice President, Global Technology, J.P. Morgan, India

Renu is a Vice President at J.P. Morgan, India. She also actively volunteers in the firm's employee Business Resource Group "Access Ability", which aims to complement J.P. Morgan's global diversity efforts by maximizing the contributions of employees affected by disabilities, long-term illness or care giving responsibilities.

Renu currently holds the position of co-chair for the J.P. Morgan India Access Ability group as well as the APAC region co-lead for Access Ability APAC Chapters (including India, Australia, Hong Kong, Japan & Philippines). She is very passionate about the cause of disability as a parent and caregiver of an adult with intellectual disability, and has been a key driving force in shaping the group's agenda in the region since its inception in 2013.

Renu joined J.P. Morgan, India in 2011 in Consumer & Community Banking Technology.

SPEAKER BIOGRAPHIES CON'T.



DEEPA NARASIMHAN
Head, Diversity & Inclusion, Dell EMC

Deepa Narasimhan is head of Diversity & Inclusion Dell EMC Asia Pacific Japan regions. She has been a phenomenal change agent in the society and organization in advocating disability rights and gender equity in various capacities.

Deepa's stellar efforts in mainstreaming persons with disability within Dell EMC has helped to secure industry recognition for the organization as a frontrunner in the D&I space. Some of her initiatives have set industry benchmarks in the inclusion space.

Deepa has represented in numerous industry forums, the most recent one being the India Inclusion Summit and TEDx Bangalore.

She is member of various D&I Forum, and partner of KickStart and Wheels of Change, an accessible cab service in Bangalore and proactive accessibility evangelist. 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.

She was felicitated with “Karnataka State Award” in 2015 as a Corporate/Role Model in leading Diversity & Inclusion at legacy EMC, and the Helen Keller national award in 2016.

Deepa loves to travel and does not let her disability stop her from seeing the world. She has visited 5 countries already and plans to add many more to her list of must visit places.

She brings lots of hopes to people to “Live life to fullest” and “Live up to your Dreams”



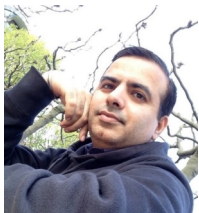
EDEN CARMINE NATIVIDAD
Vice President – Operations Leader
Document Execution and Special Processing – Chase Home Lending
Global Liaison – Access Ability Philippines
Regional Lead – Access Ability APAC Region
J.P. Morgan, Philippines

Eden has been with J.P. Morgan for five years within the firm's Home Lending line of business, managing various functions within core servicing such as loan transfer, credit operations and escrow administration and currently leading loan administration. She is also the Chase Home Lending Advocate for Leap 500 – a leadership development program for high potential analysts and supervisors.

SPEAKER BIOGRAPHIES CON'T.

EDEN CARMINE NATIVIDAD CON'T.

Eden joined Access Ability Philippines in 2013 as Employee Services lead, providing assistance to employees with disabilities as well as employees that support family members with disabilities. After setting this up, she moved on to concurrently serve as Global Liaison - coordinating with other chapters between APAC, North America, LATAM and EMEA – and co-lead of Access Ability APAC Region with Renu Muralidharan. Eden is also the pillar lead for balance and mental well-being for the PGSC Wellness Council.



PROFESSOR GAURAV RAHEJA, PHD.

**Associate Professor, Department of Architecture & Planning
Joint Faculty, Centre for Excellence in Transportation Systems
Indian Institute of Technology (IIT) Roorkee, Uttarakhand State, India**

Dr. Gaurav Raheja is an Associate Professor of Architecture at the Indian Institute of Technology (IIT), Roorkee with over ten years of teaching and research experience. He is also a Joint Faculty at the Centre for Excellence in Transportation Systems (CTRANS) at IIT Roorkee. Driven by a passion for design thinking, architecture and human-space interactions, his professional interests span from inclusive designs for persons with disabilities, children and aging populations to developing ethnographic studies of human-space relationships.

He has been a DAAD (German Academic Exchange Service) Fellow and a visiting professor to various German Universities like Technische Universität Berlin, University of Duisburg-Essen and Technische Universität Darmstadt during 2016 under the DAAD IIT Faculty Exchange Fellowship. He is a recipient of the Mphasis Universal Design Award in 2010, conferred upon him by the National Centre for Promotion and Employment of Disabled Persons (NCPEDP), India for his professional design and research contributions in the domain of accessibility for persons with disabilities.

Dr. Raheja has been one of the thirty International Scholars selected for 'City of the Future', the DAAD Science Tour held during February, 2016. Further he was selected as an expert for the 'Smart Cities: Challenges and Opportunities' organized by Indo German Science Technology Centre in Berlin. He has also been a recipient of the funding by the Excellence Initiative of the German Federal Government to participate in an International Summer School on Smart Cities titled 'SynCity 2014: The City of the Future' at Technical University of Dresden, Germany.

He serves as an Expert Member in various national committees on accessibility standards and National Awards on Barrier Free Environment in Ministry of Urban Development and Ministry of Social Justice and Empowerment, Govt. of India respectively. Dr. Raheja is one of the co-authors of the Universal Design India Principles, copyrighted and released in 2011, principally led by the Head, Jamsetji Tata Chair for Universal Design at NID, Ahmedabad.

SPEAKER BIOGRAPHIES CON'T.

PROFESSOR GAURAV RAHEJA, PHD. CON'T.

He is a key consultant to the Ministry of Social Justice and Empowerment, Govt. of India under the Accessible India Campaign for some of the prestigious projects of access audit including Prime Minister's Office, Indira Gandhi International Airport (T-3, T-1), New Delhi, New Delhi Railway Station, North Block and South Block, Central Secretariat, New Delhi. His doctoral research cited in World Disability Report 2011, published by WHO & World Bank, offers an insight into Inclusive Design Approach for Rural contexts using Universal Design approach., Dr. Raheja recently authored a book titled Enabling Environments for the Mobility Impaired in the Rural Areas, published by Lambert, Germany and foreworded by Prof. Edward Steinfeld, Director, Inclusive Design Environmental Access (IDeA) Center at State University of New York (SUNY), Buffalo, USA.

He was actively involved in transforming the Indian Institute of Technology (IIT), Roorkee campus into a universally accessible and barrier free campus as a Campus Institute Architect during 2007. He has served as an accessibility consultant to Jawaharlal Nehru University (JNU) campus in New Delhi and Tata Institute of Social Sciences (TISS) campus in Mumbai in 2012 and 2014 respectively.

He is guiding doctoral dissertations at IIT on varied domains of inclusivity like Developing accessibility assessment frameworks, Inclusive Tourism for Elderly and Children perspectives in urban development besides other aspects of mobility in urban contexts. He has developed core and elective courses on Barrier Free Transportation and Universal Design & Accessibility Planning at Post graduate level in Infrastructure Systems and Architecture & Planning at IIT Roorkee. He is a well known national expert and an invited speaker/panelist in the domain of accessibility planning, universal design, urban inclusion and design education at various forums like Institute for Transport Research, DLR (German Aerospace Agency), Berlin, Confederation of Indian Industries, New Delhi, IIM Ahmedabad, World Health Organisation South East Asia Regional Office, New Delhi, TISS, Mumbai, JNU, New Delhi and several others.

Dr. Raheja has been actively engaged in the management and mentoring of 'Anushruti', a social initiative of IIT Roorkee for formal and vocational education of children with hearing impairments largely from low income communities. Advocacy and sensitisation for accessibility & inclusive cultures, social sustainability and human centered approaches to designing living environments remain his core interests along with storytelling, photo narratives and learning experiments as part of his pedagogic expression.

SPEAKER BIOGRAPHIES CON'T.

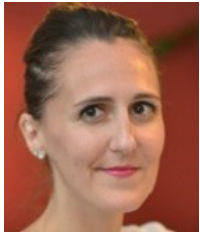


DHANYA RAJESWARAN

**Director – Talent Strategy, Human Capital & Diversity India, Bangladesh & Sri Lanka
Accenture Solutions Private Limited**

Dhanya Rajeswaran is Vice President – Talent Strategy / Human Capital & Diversity at Accenture. In a career spanning 17+ years, she has held HR leadership roles across businesses, including leading the Global Inclusion & Diversity Strategy for Accenture’s 60+ countries. In her current role, she is focused on enabling Talent Strategies for Accenture’s largest geography (India, Bangladesh & Sri Lanka). Dhanya is deeply passionate about building inclusive workplaces and has been instrumental in establishing the Global Disability inclusion program efforts at Accenture. She is the Convener for Accenture PwD Champions Network.

Dhanya is recognized as the “50 most Influential HR Leaders in Tech 2016” by World HRD congress. Dhanya is based in Bangalore with her family and volunteers time to NGOs.



AURELIE SAADA

Head of Enterprise Risk Management at American International Group

Aurelie Saada has about 12 years of international experience in risk management and consulting, both in banking and insurance business. She has experience in risk matters covering various areas, as well as knowledge in product development, conduct risk, compliance and regulatory matters. Born in France, she discovered Singapore through an exchange program in 2004 and fell in love with this country, its culture and the food since then. She definitively moved to Singapore in 2010 with her family: she’s currently heading the risk department at AIG Singapore and is part of the executive committee. She holds a Master in Management in Audit and Consulting from a French international business school as well as a few local certifications from the Singapore College of Insurance.

Aurelie truly believes in developing diversity at work and increasing ethics in our day to day. She is a core member of the Singapore DisAbilities & Allies Employee Resource Group that raises awareness on disabled persons in the working environment. She is also involved in the local community by being a member of Riding with Disabled Association since 2010, where she helps disabled persons to overcome their various conditions through horse-riding lessons. This was the perfect combination to merge her passion for horse riding with her will to help others reaching different goals.

Aurelie serves on an Executive Board of PrimeTime, the Business and Professional Women’s Association, where she holds accountability for the events section and promotes the gender agenda to women of diverse backgrounds in Singapore.

SPEAKER BIOGRAPHIES CON'T.



PRATIK ARJUN SEN

Sr. Manager Training – ifly, Learning and development, InterGlobe Aviation Limited

10 + years of experience, taking care of functional related programmes for our airport operations team. Also a part of the disability initiatives taken by IndiGo.



ROHIT THAKUR

Managing Director - India Geographic Unit HR Lead, Accenture Solutions Private Limited

With over 20 years of industry experience under his belt, Rohit is the HR Managing Director, India Geographic Unit, Accenture since February 2017.

In this role, he is responsible for Accenture's talent strategy and HR service delivery strategy across all businesses in India. He partners closely with India geography leadership team to bring Accenture talent ambition 2020 to life, define and execute the next phase of our talent strategy in India and continue to position Accenture as an employer of choice in the market.

Rohit has previously worked with Microsoft, where he served as head of Human Resources for Microsoft India. Prior to this, Rohit spent 11 years at GE in various HR leadership roles across multiple businesses like Energy, Capital, Engineering, Corporate and Aviation, where he was proud to be one of the employees recognized globally as a growth leader in inclusiveness. He has also worked with Eicher Tractors, Cadence Design Systems and Bausch & Lomb.

SPEAKER BIOGRAPHIES CON'T.



NADINE O. VOGEL, MBA, CSP, CSPGLOBAL, CDE
Chief Executive Officer, Springboard Consulting, LLC

Nadine O. Vogel is the CEO of Springboard Consulting LLC, a global company working with national and multinational corporations around the world to successfully mainstream disability in the global workforce, workplace and marketplace and producing the world-renowned Disability Matters Conference and Awards Gala. She also serves as Founder and CEO of The Springboard Foundation, providing scholarships to college students with disabilities. In addition, Nadine is the CEO of Disability Mama & Co., celebrating, empowering and educating women around the world who have children with special needs.

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 numerous awards and accolades including:

A 2015 Winner of the DANDI Award in Entrepreneurship for demonstrating an outstanding commitment towards creating a more diverse and inclusive world, a 2015 Brava Award Winner, one of Smart CEO's powerhouse female business leaders, a 2015 Humanitarian Award Honoree from the American Conference on Diversity, 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.

SPEAKER BIOGRAPHIES CON'T.

NADINE O. VOGEL, CON'T

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 a Board member of the Low Country Autism Consortium, the founder and past president of the board of SNAP, Special Needs Advocate for Parents, a member of the College of Charleston's Department of Communications Professional Advisory Council, a founding Board member of the Society for Diversity, a multi-year member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council, WPO, Women's Presidents Organization, a member of the National Speakers Association and the Global Speakers Federation. In 2014, Nadine earned "The Certified Speaking Professional" (CSP) designation which recognizes competency in platform excellence, established business practices and success and is held by less than ten percent of professional speakers worldwide. And in 2015, Nadine earned The "CSPGlobal" designation for her demonstrated sustainability as a global presenter, her mastery of the global speaking competencies, and favorable reviews by global clients and peers.

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.



NATTAPONG WITHISUPAKORN

Associate - Diversity and Inclusion, Krungthai-AXA Life Insurance PCL.

Nattapong Withisupakorn (Sunny) is the team member of Diversity and Inclusion (D&I) at Krungthai-AXA Life Insurance PCL.(KTAXA). He is responsible for D&I strategy implementation within the Organization. Previously, Sunny was Assistant Manager in Operational Risk Management who have voluntarily dedicated to the D&I since 2011 as the part-time member. As the organization's D&I Strategy strengthened, he took the opportunity to be full-time D&I associate in 2015. His experience in organization's operations is a plus for the implementation of the D&I strategy into all aspects of Business.

As the D&I team at KTAXA, the team and the D&I leads, Ms. Jitlada Sirachadapong, successfully implement the strategy into action e.g. anti-discrimination rule, inclusive recruitment, training for new comer, activity to raise awareness, and also the inclusive product for all D&I Pillars which are People with Disability, Lesbian, Gay, Bi-sexual and Transgender (LGBT), Gender and generations mix. KTAXA does not only raise the awareness within the Organization, but also aims to raise the awareness of inclusive society in Thailand, for example, Disability Matter Asia pacific conference in 2015, Run2gether (Mini-marathon for disable body running in pair with able body) in 2017 and 2018.

At KTAXA, the key D&I themes is "Opportunity but not Charity". It is important that everyone is on the same page that KTAXA does not give the opportunity just because of the appearance as Disabilities or LGBT or Gender. Our giving opportunity is to be "open minded" and as accept everyone the way they are.

WORKFORCE PANEL: LEARNING EXERCISE

1. What are your key learnings based on the content presented during the Workforce Panel?

2. What are possible solutions/ideas you are considering to implement as a result of this session?

3. What concerns/challenges [if any] are you currently experiencing and/or foresee relative to advancing these ideas and initiatives?

WORKPLACE PANEL: LEARNING EXERCISE

1. What are your key learnings based on the content presented during the Workplace Panel?

2. What are possible solutions/ideas you are considering to implement as a result of this session?

3. What concerns/challenges [if any] are you currently experiencing and/or foresee relative to advancing these ideas and initiatives?

NOTES

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