

❖ **2015** ❖

DISABILITY MATTERS

ASIA-PAC REGION CONFERENCE & AWARDS

Bangkok Thailand ❖ 17-18 August 2015





Disability Matters

Asia-Pacific 2015 Honorees



Workforce Award



Workplace Award



Workforce & Workplace Award





Welcome to Springboard Consulting's Third Annual Disability Matters Asia-Pacific Conference & Awards

As the Founder and CEO of Springboard Consulting and the producer of Disability Matters, I am so proud of this year's corporate honorees; companies who have proven to be innovative, transformational and most importantly, committed to the mainstreaming of individuals with disabilities in their Asia-Pacific workforces, workplaces and marketplaces.

If that were not enough, our 2015 keynote speaker, David Lim an Everest expedition leader, author and leadership coach, will be sure to inspire one and all.

Unless you've ever hosted an event of this magnitude, you cannot possibly imagine all that Krungthai-AXA has done over the last twelve months to make this event an absolute success. We want to thank David Korunic, Jitlada Sirachadapong and Nattapong Withisupakorn for their endless support and friendship. To Krungthai-AXA and to each of our corporate sponsors, we send our gratitude, and a heartfelt thank you.

Wishing everyone all the health, happiness and success a year can bring.



Nadine O. Vogel
Chief Executive Officer
Springboard Consulting, LLC



Welcome Letter

Sawadee-krub and welcome to amazing Thailand for the 2015 Disability Matters Asia-Pacific Region Conference and Awards!

On behalf of all Krungthai-AXA Life Insurance employees and distributors, I would like to congratulate all of the award winners and thank them for their passion in making their respective companies a better place for people with disabilities and for being influential in their respective countries on the plight of people with disabilities.

Last year Krungthai-AXA Life humbly received the Workforce Award in Japan. At that event it was our honour and privilege to agree to host the Asia-Pacific Region Conference & Awards this year in the land of smiles. Thailand has been making great strides in developing the acceptance of people with disabilities in the workplace and this event will be a great opportunity for all like-minded companies in Thailand to get together to share and be more inspired with companies from around Asia.

At Krungthai-AXA Life we believe in GIVING OPPORTUNITY NOT CHARITY and this mantra is at the heart of everything we do. Our work with people with disability has not evolved from a sense of giving charity but from a sense of allowing people with disabilities the opportunity to apply for jobs alongside the able bodied. We have found simply that people with disabilities can work and do contribute to the company. This does not mean that we resolved all issues and I am sure that through our partnership with Springboard Consulting, LLC and by interacting with all the participants of this conference that we will learn more and hopefully be able to inspire others to push ahead with simply giving opportunity.

I wish you all a memorable sharing and learning experience at this conference and that you all get to see why Thailand is known as a jewel of Asia and get a chance to experience the world famous Thai hospitality.

Warmest regards,



David Korunic
Chief Executive Officer
Krungthai-AXA Life Insurance PLC

2015 DISABILITY MATTERS

ASIA-PAC Conference & Awards



MONDAY, AUGUST 17

LOCATION: Krungthai-AXA Life Insurance PCL.
Italthai Tower, Floor 28
New Phetchburi Road, Bangkokpi,
Huay Kwang, Bangkok

TIME

3:00 - 5:00 pm

TOPIC

Welcome Reception
Opening Remarks

Nadine Vogel, Springboard Consulting LLC
David Korunic, Krungthai-AXA Life Insurance PCL.
Amornratana Xuto, Krungthai-AXA Life Insurance PCL.

LOCATION : Italthai Tower, Floor 28

TUESDAY, AUGUST 18

LOCATION: Siam Kempinski Hotel, Rama 1 Road 991/9 10330, Bangkok

TIME

8:00 am - 8:30 am

TOPIC

Registration & Continental Breakfast

LOCATION : Foyer

8:30 am - 8:45 am

Welcome & Opening Remarks

Nadine Vogel, Springboard Consulting LLC
David Korunic, Krungthai-AXA Life Insurance PCL.

LOCATION : Chandra Room

8:45 am - 9:30 am

**Insights to Asia-Pacific Best Practices:
Legal Implications are Important,
Practical Applications are Critical**

Nadine Vogel, Springboard Consulting
Avik Biswas, RDA Legal

LOCATION : Chandra Room

9:30 am - 10:30 am

WORKFORCE PANEL

Moderator:

Nandita Mehta, Dell, Inc.

Honorees:

Dhanya Rajeswaran, Accenture

Busaba Chirathivat, Central Group

Deepa Narasimhan, EMC Corporation

Prida Tiasuwan, Pranda Group

Panelist :

Tavee Cheausuwantavee, Ratchasuda College, Mahidol University

LOCATION : Chandra Room

10:30 am – 11:00 am

WORKFORCE PANEL LEARNING EXERCISE

LOCATION : Chandra Room

11:00 am – 11:15 am

NETWORKING BREAK

11:15 am – 11:45 am

WORKPLACE PANEL

Moderator:

Jocelyn Macedo, EMC Corporation

Honorees:

Toshiyuki Ueki, Fast Retailing

Samir Gadgil, Wipro

LOCATION : Chandra Room

11:45 am – 12:15 pm

WORKPLACE PANEL LEARNING EXERCISE

12:15 pm- 12:45 pm

KEYNOTE INTRODUCTION

Nadine Vogel, Springboard Consulting LLC

KEYNOTE PRESENTATION

David Lim, Leader- Everest Motivation Team, Inc.

LOCATION : Chandra Room

12:45 pm – 1:40 pm

LUNCHEON

1:40 pm – 1:45 pm

2016 DISABILITY MATTERS NA

Akshai Mallappa

1:45 pm – 2:45 pm

WORKFORCE/WORKPLACE COMBINATION PANEL

Moderator :

Nadine Vogel, Springboard Consulting LLC

Honorees:

Sean Murphy, Cisco Systems
 Savita Thakur, Cisco Systems
 Jane Ayaduray, Standard Chartered Bank
 Melissa Soh, Standard Chartered Bank

Panelist:

Kachakorn Thaveesri, Global Campus Foundation

LOCATION : Chandra Room

2:45 pm – 3:15 pm

WORKFORCE/WORKPLACE PANEL LEARNING EXERCISE

LOCATION : Chandra Room

3:15 pm – 3:30 pm

NETWORKING BREAK

3:30 pm - 4:00 pm

Awards Presentation

Nadine Vogel, Springboard Consulting LLC

LOCATION : Chandra Room

Accepting the Awards:

WORKFORCE AWARD:

Accenture	Dhanya Rajeswaran
Central Group	Busaba Chirathivat
EMC Corporation	Deepa Narasimhan
Pranda Group	Prida Tiasuwan

WORKPLACE AWARD:

Fast Retailing	Toshiyuki Ueki
Wipro	Samir Gadgil

WORKFORCE/WORKPLACE COMINATION AWARD:

Cisco Systems	Hatim Dawasaz, Akshai Mallappa
Standard Chartered Bank	Jane Ayaduray, Melissa Soh

Closing remarks:

Nadine Vogel, Springboard Consulting LLC
 Mellener Anne Coelho, AXA Business Services Pvt Ltd.

4:00 pm - 5:00 pm

CLOSING COCKTAIL RECEPTION

LOCATION : Foyer

“ I always think that everyone is born with differences. At Krungthai-AXA, I am proud that my differences does not limit my capability.”

Wassana Woharn
Accounting Manager -
ME Analysis
Krungthai-AXA

Financial Growth



Become part of our family at Krungthai-AXA, a part of the AXA Group a global leading company, redefining people care. Because at Krungthai-AXA, you can reach your full potential and be equal with everyone like Ms.Wassana,

Finding the right job at www.krungthai-axa.co.th or submit your application to recruitment@krungthai-axa.co.th
Tel. 0 2770 9572



WE CAN HELP YOU!



WORKFORCE

- Talent Acquisition and Management
- Disability Mentor Programs
- Training – Live/ Webinar/Experiential/ E-Learning/T3
- Employee Disclosure Tool
- Information Toolkits
- Essential Job Function Development
- Quota Analysis & Planning

MARKETPLACE

- Strategic Brand Assessment
- IT/Web Accessibility
- Ideation, Segmentation & Strategy Development
- Program Development and Execution
- Communications & Media Outreach
- Creative Services
- Strategic On-Site Event Development

WORKPLACE

- Organizational Assessment & Gap Analysis
- IT/Web Accessibility Assessment
- Physical Barrier Assessment
- Reasonable Accommodation Programs/Processes
- ADA/Legislative Hotline
- Disability/Vets Employee Resource Groups
- On-site Event Production

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dive in with precision

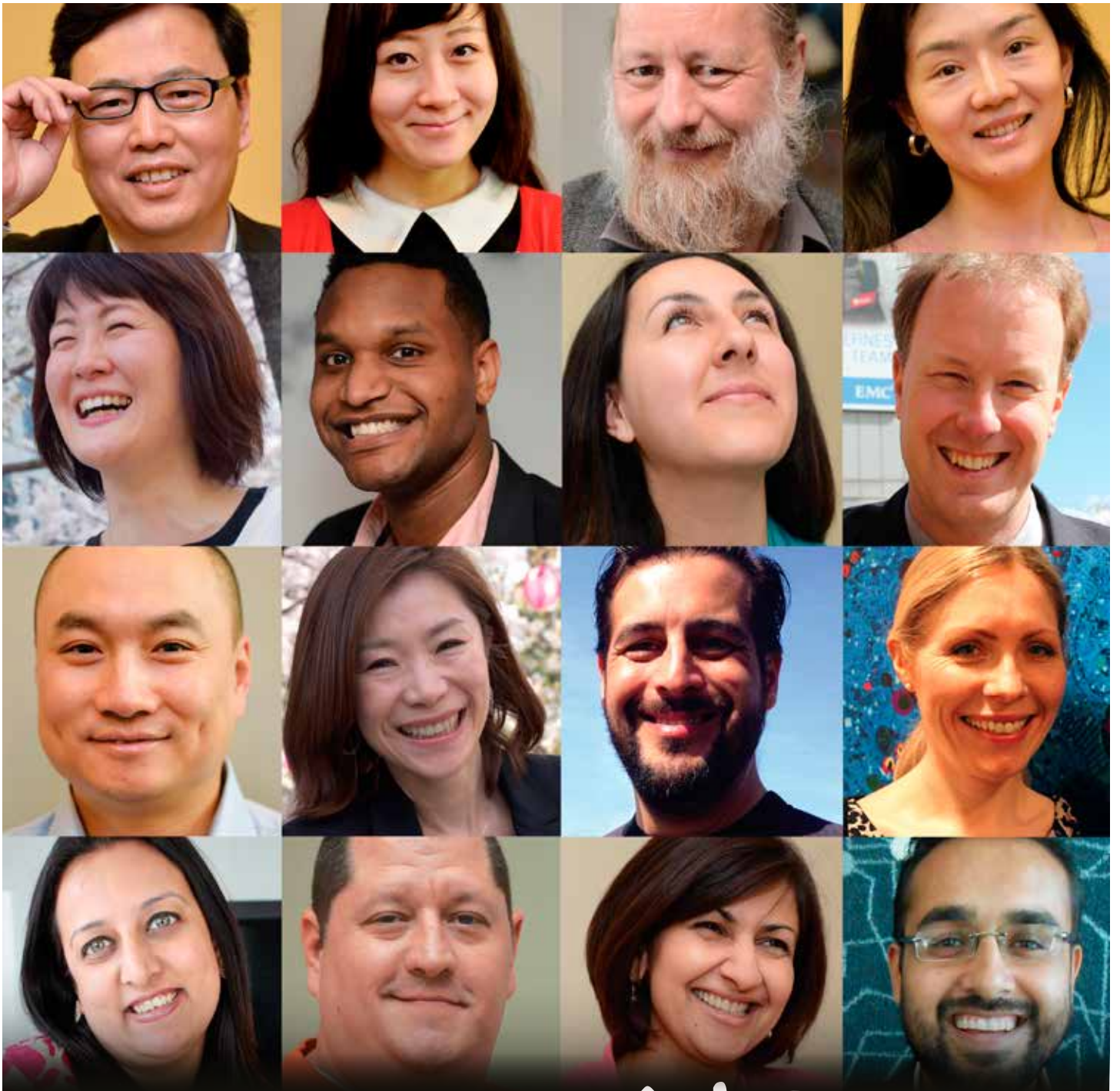
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REDEFINE THE WORKPLACE

Our employees create technology that is redefining the workplace—and the world of business and IT. Discover how diversity and inclusion drive innovation and transformation at emc.com.

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EMC²



At Krungthai-AXA
 We give Opportunity, not Charity.



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<https://www.facebook.com/Hearts.in.action.volunteers>



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everything
you are.



Here, you can have the kind of
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Speakers



Jane Ayaduray
Acting Head, Group
Diversity and Inclusion
Standard Chartered Bank

Jane Ayaduray is Acting Head of Group Diversity and Inclusion at Standard Chartered Bank. She is responsible for driving the global Inclusion agenda across the Bank's footprint, and provides guidance and coaching to the in-country D&I Champions and the central Group Diversity and Inclusion team. Jane has specific portfolio responsibility for the Bank's Global Disability and LGBT Inclusion agendas, and led the creation of the Flexibility Charter as a way to attract and retain diverse talent.

Previously, Jane was Head of Human Resources for Standard Chartered Holdings in the Middle East, and remains committed to coaching and guiding leaders to drive transformational change through the development of a truly meritocratic, collaborative, inclusive workplace culture.

Enthusiastic about learning and sharing best practices, Jane mentors talented women to achieve their personal and professional aspirations, and has addressed student and industry groups on topics such as flexibility, working cross culturally, and the global context of Diversity and Inclusion for multinational corporations.

Jane has an MBA (Hons) from Thunderbird School of Global Management, has been awarded Chartered MCIPD status, and is a passionate photographer and windsurfer.



Avik Biswas
Partner, Head - Employment
Law Practice Group
RDA Legal

Avik joined RDA Legal in January 2013 as the partner in charge of the operations of the Bangalore office, in addition to leading the Employment Law practice of the Firm nationwide. Avik has been ranked by Chambers and Partners, since 2012, as one of the highly recommended employment lawyers of India. At RDA Legal, Avik has developed an exclusively dedicated team of employment lawyers and the Firm is now one of a handful number of firms in India which has such a standalone team for employment law practice.

Avik is particularly well known for his employment law practice across all industry sectors, especially with subjects such as employment law audits, employment contracts, compensation and benefits, reduction-in-force (RIF) exercises, sexual harassment at the workplace, conduct of disciplinary proceedings, investigations, trade union issues/negotiations and all forms of formal and informal employment law disputes. Avik is also very well regarded for his strategic advice to the HR functions of multinational corporations in relation to risk mitigation/management and related best practices to follow in Indian markets.

Prior to RDA Legal, Avik has had the benefit of working both in an in-house team of one of India's largest technology companies as well as in one of the largest full-service law firms of Bangalore wherein he started their employment law practice. While Avik's work primarily revolves around all facets of employment law, he also frequently advises and assists foreign corporations in entering Indian markets and setting up their local operations across India.



Tavee Cheausuwantavee
Associate Professor
Ratchasuda College,
Mahidol University

Dr. Tavee Cheausuwantavee is an associate professor, a dean of Ratchasuda College, Mahidol University, Thailand. Over twenty years, he has taught and conducted research projects in various areas of disability studies and rehabilitation services including rehabilitation counseling, rehabilitation administration, community based rehabilitation, social welfare and policy, as well as employment for persons with disabilities. He also has been a member of any committees regarding disability and human rights in Thailand such as Committee of Drafting on Disability Regulations, Committee of Quality of Life of PWDs in Bangkok, Institution Review Board (IRB) of Mahidol University, UNESCAP Expert (EMG) in Action Research on Disability, Poverty and Livelihoods,

Dr. Tavee Cheausuwantavee had received scholars and grants from national and international institutions, for example, including National Research Council for research on curriculum evaluation and policies as well as laws regarding disabilities, Thai Research Fund (TRF) for Research on Community Based Rehabilitation, The University Development Committee Program (UDC), Commission on Higher Education, Thailand, Fulbright Visiting Scholar working at Center on Disability Studies, University of Hawaii, The Occasional Lecture Fund at Kansas University by The Council for International Exchange of Scholars (CIES), USA.



Mellener Anne Coelho
AXA Group Diversity & Inclusion Program Manager
AXA Business Services Pvt Ltd

Mellener Anne Coelho has 15 years experience with 8 years in the field of Diversity and Inclusion.

Mellener has worked on a number of Diversity and Inclusion projects in different areas of D&I particularly LGBT, gender and people with disability. At AXA, she works in the capacity of a global program manager based in India. She works closely with the global D&I Team and different AXA entities to help share the D&I Strategy.

She holds a Master's Degree in Human Resources (CIPD qualified) from the University of Westminster, United Kingdom. She is passionate about causes that support women and children and firmly believes in education for all. In her free time she enjoys gardening and spending time with her pets.



Busaba Chirathivat
Executive Vice
President - Corporate
Communications
Central Group

Busaba Chirathivat is the Executive Vice President-Corporate Communications at Central Group, a leading business operator in Thailand and Southeast Asia with 9 core business units including retail, real estate, fast moving consumer goods, hardlines, online, food, fashion distributors, and hotels as well as businesses in Vietnam. Central Group is driven to engage with its local and national communities with the commitment to contributing to their prosperity and enhancing the quality of life of the people.

Busaba's professional background grew from merchandising and store operations to corporate communications, where she brought up the awareness of disabled person supports into retail industry in Thailand. She initiated a comprehensive training program for disabled persons to learn various skills in retail and service business. Those who successfully complete the program will be recruited by Central Group. Busaba is also the Co-Founder of ABLE, a silk screen printing training center for people with intelligent disability.

Her other titles include Executive Director of Board of Trade of Thailand. Busaba is the second generation of Chirathivat family, which founded and has run Central Group for more than 67 years. She received an MBA from University of New Haven in Connecticut and a BA in Marketing from King's College in Pennsylvania as well as an Honorary Doctorate of Retail Management from Suan Sunandha Rajabhat University in Bangkok, Thailand.



Hatim Dawasaz
Global Extranet Service
Manager & CDAN India Co-Lead
Cisco Systems India Pvt. Ltd.

Hatim works for Cisco Systems as a Global Extranet Service Manager and has been with Cisco Systems India for about 5 years managing IT Infrastructure Services for Cisco's Offshore Development Centers which is spread across 500 Partner sites globally. With an overall experience of about 14 years, Hatim has held various roles on IT Enterprise Infrastructure built for Cisco offices across India & SAARC; managed various IT Acquisition Integrations and also played Client Experience Lead role for Cisco India.

Hatim is also Cisco India Co-Lead for Connected Disability Awareness Network (CDAN), an Employee Resource Organization (ERO), part of Cisco's Inclusion and Collaboration Organization. Have been a member of CDAN for the past 2 years and 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 build Assistive Technologies with a lot of focus on Accessibility to be integrated into Cisco Products. He is very passionately involved in Giving Back activities & events.

Hatim holds a Bachelors Degree in Electronics Engineering and Post Graduate in VLSI Design.

In his leisure time, Hatim likes to spend time with his family & during weekends he devotes his time with family & friends for NGO visits which brings him satisfaction. Long drive journeys / road trips excites him a lot. His passion towards supporting disability & never give up attitude aligns to his favorite quote "No defeat is final until you stop trying!"



Samir Gadgil
Vice President and
Head HR
Wipro

Samir Gadgil is currently the Vice President and Head HR- Wipro Business Process Services. Samir also heads the Diversity and Inclusivity Charter at Wipro Ltd. In his previous role at Wipro he had lead the Compensation and Benefits team at Wipro Ltd. as the Global Head. Prior to joining Wipro, he worked as Vice President, Human Resources at Citi Technology Services. A seasoned professional with nearly 20 years of experience, Samir has also worked with Cedar Consulting and Price waterhouseCoopers. Samir holds a Master's degree in Personnel Management from the Symbiosis Institute of Business Management, and a Bachelor of Engineering (B.E.) from the Mumbai University.



David Korunic
Chief Executive Officer (CEO)
Krungthai-AXA Life Insurance PCL.

David Korunic began his career in 1986 with the New Zealand Revenue Department handing 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 been worked with Krungthai-AXA Life Insurance PCL. ("Krungthai-AXA Life") as Chief Financial Officer and 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. Overall accountability for the operations of the business in Thailand to ensure that the all corporate objectives are met while ensuring the quality of the business being written and sustainability of the future business. Manage over 800 employees and 22,000 distributors.

Since 2011, he has been the sponsor of the Diversity and Inclusiveness ("D&I") 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 being guest speaker invited from government/private sectors/NGOs and have joined many forums re: PWD e.g. Disabled Peoples' International World Assembly in Durban, South Africa, Asean Forum for PWD in Thailand, ASEAN Forum, Ministry of Labor Seminar etc. and received the award from the Ministry of Human Security and Social Development re: the Social Contribution for PWD.

In 2013, he is the sponsor to host the Gala Dinner which HRH Princess Somsavali proceeded to open the event and there were almost 200 executive delegates to join the event as the Company has not built the internal awareness but also for the Thai society which the executives are the key to drive the inclusive working environment with the motto "Opportunity not Charity" for PWD.



David Lim, CSP
Chief Motivation Officer
Everest Motivation Team, Inc.

David Lim, is best known in Singapore for leading the 1st Singapore Mt Everest Expedition in 1998 which succeeded in placing two members on the summit. The climb captured the imagination of the entire country and helped reset the parameters of what could be achieved by the small, flat, tropical island nation.

A week after his return from Everest, he was totally paralysed by the rare nerve disorder Guillain-Barre Syndrome. Artificially ventilated for 42 days, he spent six months in hospital before returning home.

Though he was permanently disabled in both legs, he made a dramatic comeback to climbing the world's great mountains, and returned once more to Everest in 2001.



Jocelyn Macedo
Vice President, Human Resources
EMC Corporation

Jocelyn Macedo is Vice President, Human Resources for EMC Asia Pacific & Japan. Establishing trusted partnerships with managers, employees and peers and a strong focus on Talent is the foundation of the culture for the APJ Human Resources organization. Jocelyn is passionate about helping to acquire, develop and retain talent to help achieve high levels of innovation and productivity for EMC businesses throughout the region. Her emphasis on leadership and people development is geared towards creating an inclusive workplace where everyone can contribute to EMC's success and realize their full potential.

Since joining EMC in 2000, Jocelyn has held various HR roles involving business partnership, talent management, HR systems and processes, 3rd party relationship management, competency model development and recruitment. Previously she led Human Resources for EMC's Americas Field organizations and has held roles in various functional organizations and business units within EMC.

Jocelyn holds a BS in Business Administration from Bryant University and an MBA degree from the University of Rhode Island.

David's climbing resume includes leadership in over 70 alpine ascents including two expeditions to Mt Everest and many SE Asian first ascents. In 2005, he made the 3rd solo ever of the world's highest volcano, and three virgin peaks ascents in Central Asia. In 2007, he and his partner made a rare crossing, on foot, and unsupported, across the Salar de Uyuni, the world's largest salt desert. After climbing his 7th virgin peak (Qinghai, China, Sep 2012), The Sunday Times described him as "unstoppable".

David leads **Everest Motivation Team, Inc**, a company that helps organisations build teams and grow leaders through consulting, speaking, and programmes. In the corporate world, he spent nearly a decade in the media industry with positions in marketing, journalism management and multimedia. His other positions include being an adjunct lecturer at INSEAD Business School (since 2000)

He was educated in Singapore, and Britain, and graduated with a law degree from Cambridge University. David is author of the best-seller "**Mountain to Climb**" and "**Against Giants**" and is also an accredited coach, and workshop leader. His latest book is "**How Leaders Lead: 71 Lessons in Leading Yourself and Others**", now in its 3rd print.



Akshai Mallappa
Customer Solutions Manager,
Global Co-Lead for Cisco
Connected Disability
Awareness Network (CDAN)
Cisco Systems India Pvt. Ltd.

Akshai has over 25 years of total experience, 19 years in the IT Industry with 9 years in the USA and he holds Bachelor's degree in Engineering from Bangalore University (BMSCE). He works as Customer Solutions Manager Customer Solutions Manager for APJC Commercial Solutions Group which works on large and complex deals, creating and driving new and innovative business models to meet customers changing needs.

Akshai is also the Global Co-Lead for Cisco Connected Disability Awareness Network (CDAN) which is an Employee Resource Organization (ERO), part of Cisco's Inclusion and Collaboration organization. Have been a member of CDAN for the past 7 years and helped the organization grow from some humble beginnings to a vibrant organization within Cisco.

The CDAN Employee Resource Organization plays a key role in helping 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. Cisco believes our Employee Resource Organizations are critical to an inclusive organizational culture and drive business impact.

CDAN supports Cisco employees with its mission to promote an adaptable work environment enabling business benefits to Cisco and its customers, partners, employees, suppliers and communities.

Akshai is also member of the Civic Council of Cisco responsible for CSR programs of Cisco. In past he was also a President of Rotary Bangalore Brigades (Rotary International Dist 3190) where he created and managed several programs impacting needs of education and health in rural areas.

His interests include Social work Golf, fishing, cricket and farming.



Nandita Mehta
Talent Management and Diversity
Dell, Inc.

Dr. Nandita Mehta leads Talent Management and Diversity for India at Dell Inc. She specializes in Organization Development and has in depth experience of working towards creating diverse environments and cultures. She has worked with organizations in various sectors like the education, automotive industry, and in innovation consulting.

Her current role spans Leadership Development and Diversity and inclusion across India and APJ. She is responsible for designing initiatives and programs that lead to inspirational leadership and promote a diverse environment. As a member of the Employee Resource Group management committee, she works closely with the leadership team to identify key issues related to enabling diverse team members grow and thrive at Dell. She is interested in creative writing and has contributed to a number of newspapers and magazines. She works voluntarily with special education schools in her neighborhood. She lives in Chandigarh India with her husband Prem.



Sean Murphy
Customer Support Engineer &
CDAN APJC Co-Lead
Cisco Systems, Inc., Australia

Sean is an employee of Cisco Systems, Inc., Australia who has a vision impairment. He joined Cisco in July 2008 to work in the Technical Assistance Centre (TAC) as a Customer Support Engineer. He has a genetic eye condition called Retinitis Pigmentosa. Around sixteen, he lost majority of his sight. He is married with two beautiful daughters and lives in the bushy Northern suburbs of Sydney Australia.

Sean's prime role is to resolve customers' networking problems on the architecture level of Cisco's routers and switches. He is a role model through his 'can-do' attitude which inspires others in their daily life. If a barrier is found, he always seeks and finds a solution. Sean is the local TAC accessibility champion and APJC regional lead of the Cisco Connected Disabilities Awareness Network, a global Employee Resource Organisation in Cisco.

In 2010 Sean won the USA Career Magazine disable employee of the year. He is currently studying for his Cisco Certification as an Internetworking Engineer on routing and switching.

A quote from one of Sean's many presentations that he has done within cisco, sums his attitude up nicely - *"don't look at me differently, rather look at the similarities between us"*.

A member of the development team for the PACMate PDA for the blind, produced by Freedom scientific of USA. This was the first PDA which directly interacted with the Windows CE operating system via custom hardware.

Working for Code Factory in Spain to develop the first PDA for the Vision Impaired that worked on any generic Windows CE PDA hardware platform.

A member of a newly founded group called "Digital Gap" who are trying to improve the situation of accessibility to digital content in Australia.

Qualifications: Diploma in Business Management obtained from the Hornsby TAFE College; Diploma of Remedial Massage obtained from Nature Care College; Associate Diploma of Business in Micro Computing obtained from Crow's Nest TAFE college; Cisco Certification Network Administration.



Deepa Narasimhan
Diversity and Inclusion Lead
EMC APJ

Deepa is the Diversity and Inclusion Lead for EMC APJ Centers of Excellence

In her current role as the D&I Lead for APJ Centers of Excellence, she works closely with EMC's Global Inclusion Office. Aligning with EMC's D&I vision, she seeks to foster a culture of inclusion across APJ regions. Her focus areas include scaling diverse talent across functions, developing strategic diversity programs to engage and motivate talent, facilitate diverse talent acquisition strategies. She also works closely with the Learning & Development teams and Academia to integrate inclusive training modules into the current learning curriculum. Among other initiatives, she also leads key internal / external diversity and inclusion programs and events.

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

She has been engaged in advocating disability rights and gender equity in various capacities. Born with Spinal Muscular Atrophy, she has overcome all challenges to successfully build her career.

Deepa believes in 'living life to the fullest' and 'living up to your dreams' and has been an inspiration to a number of people.



Dhanya Rajeswaran
Vice President – Talent
Strategy, Human Capital
Diversity
Accenture

Dhanya Rajeswaran is Vice President – Talent Strategy / Human Capital & Diversity at Accenture. In a career spanning 16+ years, she has spent the last 7 years leading the Global Inclusion & Diversity Strategy across Accenture's 60+ countries and is currently focused on Accenture's largest geography (India, Bangladesh & Sri Lanka).

Dhanya is deeply passionate about inclusion and diversity. In close partnership with Global leadership teams and Geography Leadership teams, she has led several strategic initiatives in the space of inclusion & diversity. She has played a significant role in establishing the global accountability framework, defining the strategic global roadmap for Inclusion and diversity and pushing the boundaries in building an inclusive culture. Dhanya has championed the cause of disability inclusion and has been instrumental in establishing the strong Global Disability inclusion program efforts at Accenture.

More recently, she has been at the center of enabling the launch of the industry leading Accenture Maternity Leave policy of 22 weeks of paid leave in addition to other benefits for Women at Accenture. She is the Convener for Vaahini, Accenture Women's network in India with 80000+ members both internal and external; Convener for Accenture PwD Champions Network and LGBT Ally's network at India.

Dhanya teaches at internal leadership forums on the topic of Inclusion and Diversity and speaks at external forums.

Dhanya is based out of Bangalore and is an alumnus of LIBA.



Melissa Soh
Project Manager, Diversity &
Inclusion Special Projects
Standard Chartered Bank

Melissa joined Standard Chartered Bank in December 2013, responsible for managing Project EmployAbility, an initiative to increase career opportunities for talent with disabilities. This programme was rolled out in partnership with 14 teams from Retail Clients and Risk across eight geographies.

Prior to joining the Bank, Melissa implemented tailored and sustainable diversity and inclusion solutions as a Project Manager at Diversity@Work, the strategic leader in the management and development of diverse work practices. Her focus was leveraging upon the diversity of thought within workplaces to establish the best competitive edge to build her clients' businesses. During this time her client base included market leaders in engineering, mining, education, government and financial services. She has also managed the annual Diversity@Work Employment & Inclusion Awards, the premier event promoting and showcasing the very best of diversity and inclusion in Australian workforces.

Melissa has a MBA from Melbourne Business School and amongst her passions are the dignity of work as an enabler of both individuals and economies, the role of disruptive technology, social enterprises and travel.



Savita Thakur
Program Manager,
Product Quality Control
Cisco Systems

Savita has overall 15 years of experience in the IT Industry and holds a Bachelor's degree in Engineering from NIIT Raipur. She works as a Program Manager for Product Quality Control at Cisco Systems.

Savita is also a core member & Assistive Technology Track Lead for Connected Disability Awareness Network (CDAN) which is an Employee Resource Organization (ERO) as part of Cisco's Inclusion and Diversity initiatives. The Employee Resource Organization plays a key role in helping to support Cisco's overall business initiatives. CDAN supports Cisco employees with its mission to promote an adaptable work environment enabling business benefits to Cisco and its customers, partners, employees, suppliers, and communities.

Savita has been a member of CDAN for the past 2 years, spearheading the technology track to support the development of assistive tools and applications for persons with disabilities. The assistive technology team is currently working on building an open source spelling tool for an NGO 'Enable India' for all persons with Visual as well as Hearing impairment to improve their English.

She is also a volunteer for local NGO specializing in providing education to migrant out-of-school children. Actively involved in the community's clean India initiative and her interest include reading novels, exploring new places and learning about the culture of those places.



Kachakorn Thaveesri
GCF, Regional Director for
Southeast Asia
Global Campuses Foundation

Kachakorn is a founding core group member of Global Campus Chiang Mai who became its Director when it began in July 2002. She readily evolved as a strong natural leader well known for her successful counseling and facilitating skills. She loves to encourage the sharing of stories, dreams and learning experiences amongst everyone she meets. In 2009, Ka advanced her leadership with Global Campuses Foundation as its first Regional Director for Southeast Asia where she oversees campus development in Thailand and surrounding countries. Growing in confidence over the years, Ka has confirmed her belief in the power of higher education to enhance the lives of all people making the world a better place; a world of friendship, love, caring and peace. Ka loves her family, animals-especially dogs- and expressing herself through many forms of art. She completed her Bachelor's Degree in 2014 through Sukhothai Thammathiraj University.



Prida Tiasuwan
Chairman
Pranda Group

Prida Tiasuwan is a Chairman of Pranda Jewelry Public Co., Ltd., Thailand and is a Board Chairman of Pranda Group. He is a founder of Pranda Group Thailand who leads the overall strategic direction of the Company and its subsidiaries located in key regions worldwide. Prida is deliberately an initiator and a strong contributor of various projects concerning the Corporate Social Responsibilities (CSR) in ASEAN.

Prida has been highly concerned to the well-being of the Company's employees as well as the contribution to the society. He has initiated the employee committee called the Core Values and CSR Committee in order to encourage the acknowledgement of the Company's Core Values consisting of Teamwork, Continuous Improvement and Stakeholder Focus together with CSR policy throughout the organization.

In terms of the disability matters, Prida has been a strong contributor to establish the disability projects and been considered as the key person who has been highly involved in the contribution of career support to the disabled. His role, as a supporter and contributor of the disability projects, is highly concerned to provide the opportunity for the disabled to pursue the future career in jewelry industry as well as support the disability employment of the Company.

By his strong commitment and contribution in supporting the career opportunity to the disabled, the Company was awarded the honor trophy from the Office of Welfare Promotion of Thailand in 2011 resulted from the support of the Company towards the disability employment of more than 31 persons, accounted for 60:1 which was higher than the regulated law of 100:1.

Prida holds a Higher National Diploma in Business Studies from Thames Valley University, England and a Distinguished Senior Executive Program in Government and Business at Harvard University, U.S.A. He has also earned his high prestige in the 5th class the Most Noble Order of the Crown of Thailand. In addition, he was a founder of Social Venture Network (Asia), a business for society and environment. In 2010, he was invited among 50 business people to sign "Sustainability Clause" of UN GLOBAL COMPACT in Davos, Switzerland.



Toshiyuki Ueki
Director, General
Administration and
Employee Satisfaction
Fast Retailing

Toshiyuki Ueki is Fast Retailing Director of General Administration and Employee Satisfaction, with responsibility for providing a positive and supportive working environment for Fast Retailing's 90,000 employees worldwide, and for the employment and inclusion of persons with disabilities. Mr. Ueki is also President of the Fast Retailing Code of Conduct Committee, ensuring that employees embody the group's corporate philosophy, the FRWAY.

As a result of Mr. Ueki's efforts, UNIQLO has occupied the top spot in Japan for the employment and inclusion of those with disabilities for 11 years running, and Fast Retailing Tokyo Global Headquarters was recognized as the best office in Japan in 2010, with the Nikkei New Office Award.

Mr. Ueki first began working for Fast Retailing while a university student, at a UNIQLO store. After graduation, he worked for a steel manufacturer for more than a decade, and returned to Fast Retailing in 2001, with responsibilities covering Sales, General Administration, Human Resources, and Customer Satisfaction.

He established Fast Retailing Wellness Center in 2014. He acquired the qualification for Industrial Counselor and has been professionally engaging in mental and physical health support to employees.



Nadine O. Vogel, MBA, CSP, CSPGlobal 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 Conference and Awards.

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:

As 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.

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 multi-year member of the SHRM Workplace Diversity Special Expertise Panel, WBENC, Women's Business Enterprise National Council, WPO, Women's Presidents Organization and a member of NSA, National Speakers Association. 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.



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