

Driving Innovation through Diverse Leadership

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Hosted by:

ADVANCING WOMEN IN AVIATION ROUNDTABLE
(AWAR)



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✈ Speakers ✈



Hayden Majajas is the Asia Pacific Head of D&I at Bloomberg.

In this role Hayden supports Bloomberg's businesses across Asia Pacific in implementing Bloomberg's global Diversity & Inclusion vision and strategy, to deliver a measurable improvement in diverse workforce representation and work environment inclusion. Additionally, Hayden has oversight across all Bloomberg Communities (employee networks) and external partnerships in the region that promote an institutional culture of inclusion and an environment that supports diversity in all aspects of the business.

Hayden obtained his Masters degree from the Chuo University Graduate School of Law in Tokyo, Japan - where he lived for 15 years. Upon graduation Hayden worked for top US law firms in their Tokyo offices before moving into the financial services sector. Hayden's professional career has taken him from legal advisory to business strategy before he moved into the 'people' space, leading diversity as head of D&I for Asia Pacific for Lehman Brothers, then Nomura followed by UBS. Prior to Bloomberg Hayden lead D&I in the Oil & Gas Industry for BP.

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Hayden was a Member of the Board of "The Women's Foundation" in Hong Kong between 2012-2015, he founded the Tokyo LGBT Interbank Forum (now "LGBT Finance") in 2005; the Hong Kong LGBT Interbank Forum in 2006; and the Singapore LGBT Interbank Forum in 2010. He was part of the founding group of Inter Energy in Singapore in 2013.



Amelia Anderson is Managing Director, Assistant Treasurer of American Airlines.

She was appointed to her current position in January 2014 following the merger of American Airlines and US Airways. Amelia and her team are responsible for execution of American's corporate debt, completing over \$20 billion of financing transactions since the merger, while also handling all banking and related treasury operations for the company.

Amelia is passionate about promoting the advancement of women in business, focusing on all levels of the leadership pipeline. She is a co-founder of the Advancing Women in Aviation Roundtable (AWAR), a grassroots initiative working with CEOs and other senior aviation executives around the globe to build awareness and develop strategies to promote the development and advancement of women leaders. Amelia serves as co-chair of American Airlines' Women's Leadership Program, and she is actively involved in American Airlines' MBA recruiting process, where she focuses on attracting diverse candidates to the company's internship and full-time leadership pipeline. Amelia is a frequent public speaker on the topics of women's leadership and

American Airlines

gender diversity, as well as the transformation of commercial aviation. In March 2017, Amelia was honored to be named the inaugural recipient of the Aviation Woman of the Year award by Airfinance Journal magazine.

Amelia holds a BS degree in Finance and Economics from the University of Alabama in Huntsville, and an MBA degree in Corporate Finance from Georgia State University in Atlanta.

Amelia served as Treasurer of the Board of Arizona's Children Association from 2010-2014, and served on the board of Trustees of the Arizona Opera from 2013-2017. Amelia and her husband Robert have two daughters ages 13 and 14, and reside in Coppell, Texas.



Danielle is a Partner at Mourant Ozannes in Hong Kong.

She is an experienced banking and finance specialist and advises on a broad spectrum of transactions, including asset finance (in particular aircraft and shipping), structured finance, acquisition and leveraged finance, fund financing, debt restructurings, project finance, real estate finance, securitisation and general corporate lending. Her corporate experience includes advising on corporate re-organisations, directors’ duties, mergers and acquisitions and private equity investments. Danielle regularly advises major international banks and financial institutions, lessors, airlines, listed and private corporations, investment funds and leading onshore law firms. Mourant Ozannes advises on the laws of the Cayman Islands, BVI, Guernsey and Jersey.

Danielle previously worked at Clifford Chance in Hong Kong and Dentons in London.

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Danielle is a member of the Steering Committee and appointed as the Philanthropy Committee Chair for ASIFMA’s Women in Finance Asia forum. In 2017, she was named as a ‘Leading Lawyer’

by Corporate Jet Investor , A ‘Rising Star’ by Expert Guides and recognised by ‘Who’s Who Legal: Aircraft guide’ for her expertise in the Aviation Finance sector. Danielle is a proud mother of three children (ages 3, 5 and 7).

The directories say that “Danielle Roman continues to impress with her dexterity in the asset and acquisition finance space. Clients appreciate her for being ‘very user-friendly, helpful and prompt,’” Chambers Asia-Pacific, 2016.



Dana A. Barta is the Executive Director, Head of Aviation Finance Team, Global Capital Markets at Morgan Stanley

Dana joined Morgan Stanley in January 2010 as an Associate in Morgan Stanley’s Capital Markets (GCM) Division and quickly rose through the ranks. Currently an Executive Director and Head of the Aviation Finance team, Dana is responsible for originating and executing deals in the Transportation space. Dana has been involved in all Morgan Stanley EETC transactions since 2010, raising \$25Bn+ for domestic and international EETCs. In 2016 Airline Economics has recognised Dana as one of the “40 under 40” to watch.

Dana is one of the founders of Advancing Women in Aviation Roundtable (AWAR), a grass roots initiative started in Dublin 2015 and continued every year since then during the Aviation Finance Conferences as well as at various corporate offices, and which gathers select groups of senior men and women executives to examine the challenges and opportunities in retaining and advancing talented women in aviation financing industry.

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Prior to joining Morgan Stanley, Dana worked at JPMorgan as an Analyst in Structured Credit Products and at Wachovia as an Associate in Structured Equity Products. In these roles, Dana was involved in structuring Synthetic Collateral Debt Obligations and Alternative Investments respectively.

Dana graduated Magna Cum Laude from Mount Holyoke College with a B.A. in Economics and Computer Science and from Columbia’s MBA – the Executive Program in 2015 with Dean’s Honors, sponsored by Morgan Stanley.

Dana was born and raised in Romania and moved to the U.S. to attend college. She lives in New York City with her husband and son.



Murrae Ross-Eskell is Managing Director and Founder of Horizon Executive Search Int’l Ltd.

With over fifteen years experience in executive search, Murrae is a specialist executive search consultant for the Aviation Industry. She has successfully placed people in executive and senior roles across the value chain, including aircraft leasing companies, aviation financiers, airlines, airports and service providers (including MRO, catering and ground handling).

Horizon Executive Search, formed in early 2007, was created with two goals in mind; Firstly, that the focus be solely on the clients’ requirements and secondly it would be a search firm that would span not only the various sectors of the aviation industry but also a wider range of personnel levels from board and executive level, to senior and middle management levels across all the functional areas.

The type of roles Murrae has filled extends from middle to senior management in varying functions, across the globe from Asia, Europe and Africa, giving her a wealth of experience.

Murrae is a member of the International Society of Transport Aircraft Traders (ISTAT) and currently sits on the ISTAT Foundation Board as a trustee, along with being the Chair of the Education

Committee which includes both the Internship Committee and ISTAT U. Additionally, she is a member of the International Aviation Women’s Association (IAWA), as well as the Aviation Club of the UK and the Airport Operators Association (AOA).

Prior to her role at Horizon, Murrae worked at Odgers (Ray &) Berndtson initially as manager of the Global Response Department, and then as an Associate, in the Aviation practice, with particular responsibilities for search, business development and marketing activities.

Murrae’s early career was in media production and the education sector.



Table exercise

Innovation in business through diversity – How do you do it?

Questions inspired by *Forbes* article from July 2011:

“Global Diversity and Inclusion: Fostering Innovation through a Diverse Workforce”

Each table should:

- choose one of the questions below and discuss what changes they could make within their organization to effect innovation through diversity
- identify 2-3 specific actions that you can take
- appoint a captain to facilitate discussion, take notes and report out for the group

1. A diverse workforce attracts top talent: **what could you do to recruit a diverse workforce?**

Think about:

- the hiring process
- attracting diverse applicants
- capabilities of hiring managers (e.g. inclusive leadership, ability to identify and manage impact of bias)

2. Diversity brings different skills to the workplace: **how would you help develop diverse skills and talent?**

Think about:

- Professional development programmes (e.g. for targeted populations)
- Diversity focused mentoring groups
- Affiliations to external diversity focused professional organisations

3. Diversity leads to innovation, winning new clients and business: **how could you utilize your diverse workforce to win new clients and business?**

Think about:

- How to shift business strategy away from survival mode in current economy vs the value of building a culture of innovation
- Overcoming failure to perceive connection between diversity and winning business
- How fostering a culture of inclusion through inclusive behaviours such as risk taking drives better performing teams and innovation

4. Diversity and inclusion should form part of business strategy: **how would you build in diversity and inclusion in your business strategy?**

Think about:

- D&I initiatives are often low-cost and have a higher impact on client & employer brand but the perception is reverse. Overcoming budget constraints & perception
- Diversity-linked goals vs. competing priorities
- Differentiating yourself from competitors

5. Responsibility rests with senior management: **what can you do in your organization to promote diversity?**

Think about:

- should you tie diversity to performance reviews and/or remuneration
- how to secure authentic buy-in
- “we don’t have any barriers on workplace diversity”

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✈ Attendees ✈

Full Name	Company	Full Name	Company
Jean-Pierre Stainnack	Airbus	Gemma H. Bae	ING Capital LLC
Paul Nelson	Allen & Overy	Toby Bright	Jackson Square Aviation
Irena Badelska	Amedeo	Hongli CAO	Juneyao Air
Mark Lapidus	Amedeo	Killian Croke	KPMG
Gabriella Lapidus	Amedeo	Kate Kennedy	Kroll
David Allen	American Airlines	Marjan Riggi	Kroll
James Hall	American Airlines	Kate Reid	Macquarie
Tom Weir	American Airlines	Christine O'Donovan	Mason Hayes Connor
Amelia Anderson	American Airlines	Greg Alberts	Mitsubishi Aircraft
Joy Robinson	American Airlines	Hidenori Imanishi	Mitsubishi Aircraft
Jeanne Selzer	American Airlines	Hossein Amir Aslani	Morgan Stanley
Saundra Steinberg	American Airlines	Kartik Hariharan	Morgan Stanley
Fiona Chan	Appleby	Michael Hufton	Morgan Stanley
Victor Cui	Astro Aircraft Leasing Co. Ltd	Tracey Forbes	Mourant Ozannes
Johnny Lau	Astro Aircraft Leasing Co. Ltd	Natasha Groves	Mourant Ozannes
Seán Pattwell	Avolon	Danielle Roman	Mourant Ozannes
Beth Wright	Bank Julius Baer	Paul Jebely	Pillsbury
Ling Li	Bank of Communications Financial Leasing Co., Ltd	Mark Lessard	Pillsbury
Anju Malhi	Bloomberg	Olivia Matsushita	Pillsbury
Maika Awakawa	Bot Lease Co. Ltd	Sharon Nourani	Pillsbury
Mari Yamazaki	Bot Lease Co. Ltd	Crystal Siu	Pillsbury
Cecilia Peteuil	CA-CIB	Zeng Haiyan	Ping An
Joseph Shanahan	Citibank	Nancy Derby	Santos Dumont
Simon Briscoe	Clifford Chance LLP	Yan Ping Cheng	SMBC Aviation Capital
Simone Nicoll	Commonwealth Bank	Nicolas Clouet	SMBC Aviation Capital
Lee Baker	Commonwealth Bank of Australia	Amy Li	SMBC Aviation Capital
Camilla Wong	Commonwealth Bank of Australia	David Swan	SMBC Aviation Capital
Lune Wang	Comsys Leasing Company Ltd.	Andy Beer	Standard Chartered Bank
Helene Becker	Cowen and Company	David John Jones	Standard Chartered Bank
Julianne Doe	Dentons Hong Kong	Meghan Montana	Standard Chartered Bank
Joe O'Brien	ELFC (London)	Peter Moylan	Standard Chartered Bank
Cesar Pereira	Embraer	Saiba Sachdev	Standard Chartered Bank
Nirmal Govinda Das	Emirates	Mitsuru Koguchi	Sumitomo Mitsui Trust Bank
Michael Nissyrios	Emirates	Danjo Takahashi	Sumitomo Mitsui Trust Bank
Colleen Lalonde	EXPORT DEVELOPMENT CANADA	Shih Huang	Tigerair Taiwan Co., Ltd
Chris Timbrell	EXPORT DEVELOPMENT CANADA	Erin Shih	Tigerair Taiwan Co., Ltd
Seiji Masui	FGL Aircraft Ireland	Miranda Yeh	Tigerair Taiwan Co., Ltd
Stephanie Sanford	FPG Amentum	Cindy Chin	Transportation Partners Pte Ltd
Elvira Lestari	Garuda Indonesia	Valerie Tay	Transportation Partners Pte Ltd
Claudia Barston	GECAS	Orion Ng	Walkers
Li Liu	GECAS	Simon Collins	White & Case
Nicola Dondi	Goldman Sachs	Katherine Huang	White & Case
Radha Tilton	Goldman Sachs	Marina Milner	White & Case
Rhian Clayton-Payne	HFV	Jessica Zhou	White & Case

