

2009 Inspiring Winners



Betty Higgins - Betty's Lodge and Mt. Wilhelm Trout Farm - Manager and Owner



The Daltron Entrepreneur Award 2009



Overall Westpac Women in Business Award Winner 2009

"I have been operating in isolation for so long it is an honor to be recognised. It is a lifetime achievement. I will treasure this award for the rest of my life"

Mary Handen - Datec PNG Ltd - Company Financial Controller



The PricewaterhouseCoopers Private & Corporate Sector Award 2009

"The Westpac Women in Business Awards provide an avenue for women in PNG to tell everyone what they have achieved, how they have done it and in the process to encourage other women to also tell their stories or be inspired to succeed in what they do."

Dr. Rona Nadile - Department of Labour & Industrial Relations - Acting Executive Manager



The Cardno Acil Public Sector Award 2009

"I encourage all women to enter the Westpac Women in Business Awards! Your story will be heard and the nation will appreciate your contribution to building Papua New Guinea"

Tessie Soi - Friends Foundation Inc. – Director and Founder



The Trukai Community Responsibility Award 2009

"I was proud to receive an award for doing work that I love - which is helping others. In 1989 I fell in love with AIDS, and in 2009 I won the Trukai Community Responsibility Award"

Monica Pomat - PNG Microfinance Ltd (PML) – Training Co-ordinator



The PNG IBBM Young Achievers' Award 2009

"Winning the PNG IBBM Award was the highlight of my life. I am lost for words to describe how I feel. It is a privilege and honor to be the winner of this award,"



TRUKAI INDUSTRIES Limited



Introducing Westpac PNG's new Managing Director



This year Westpac celebrates a centenary of service in Papua New Guinea. In 1910, the Bank of NSW commenced operations in Port Moresby with two staff and a little over 10,000 pounds sterling. Westpac PNG enters its second century with 450 loyal and dedicated staff, 16 branches, a network of ATMs as well as internet banking.

Today Papua New Guinea stands at the cusp of potentially the most exciting economic period the country has ever seen. At Westpac PNG, we are well placed to support our customers. We will continue to invest in our business to ensure we're able to partner in your plans in the years to come.

Recognising and rewarding women in business is an area that Westpac takes very seriously, not just in rhetoric, but in actually creating an environment that acknowledges the important role women play in business.

As such, I am delighted to launch the 2010 Westpac Women in Business Awards. The Awards are not about winners and losers - every entrant is already a winner. The Awards recognise outstanding achievement, success which is often won in the face of seemingly insurmountable obstacles and perhaps little, if any, support.

Held for the fourth consecutive year, the Westpac Women in Business Awards seek to highlight as role models women who have succeeded in their chosen field in order to encourage the hundreds of thousands of capable women in Papua New Guinea to participate equally and fully in the development of this country – a resource not utilised is an opportunity wasted.

I would also like to recognise the generous support of our sponsors without whom the awards would not be possible.

I wish all nominees the very best of luck.

Best Regards,

Ashleigh Matheson
Managing Director
Westpac Bank-PNG-Ltd

PLATINUM SPONSORS



GOLD SPONSORS



SILVER SPONSOR



Nomination Requirements

Each Nomination Form must include completing the details under the key headings. You may also include any relevant materials to support your nomination. This may include:

- a brief outline of any role you have held and list responsibilities with any organisations, whether this be in a paid or voluntary capacity
- copies of certificates or relevant documents
- brief details of achievements in business, profession and/or the community.

Nominations must be received no later than the close of business on **Friday 10 September 2010**.

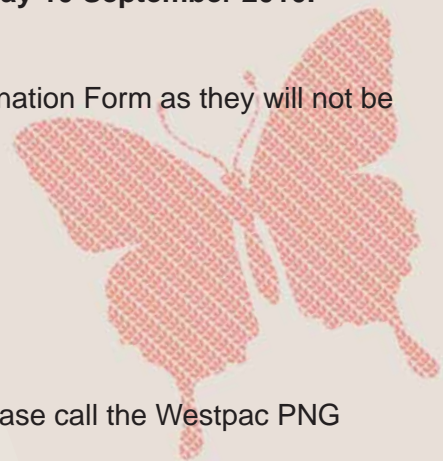
Completed Nomination Forms can be left at any Westpac branch.

Please ensure that you do not include original documents with your Nomination Form as they will not be returned.

Or send to:

**Manager Marketing & Community Services
Westpac Bank-PNG-Ltd.
P.O. Box 706,
Port Moresby, N.C.D**

For more information about the Westpac Women in Business Awards, please call the Westpac PNG Marketing team on (+675) 322 0884 or 322 0886.



WOMEN OF WESTPAC

Idau Tarasomo – 36years



Idau outside Westpac
Lae Branch, 1975.

What was your first occupation when you joined the bank? *I commenced working as Customer Service at the Counter, attending to Customers - Looking after the phones (switchboard) and doing all the Dishonour Cheques Inward and Outward.*

What was the highlight of your career? *In 1995 the Westpac Handycard was introduced to PNG, I was put in charge of doing the input and distribution of cards. It was very exciting and being involved with that team was the highlight of my career.*

How has Westpac contributed to your career development? *For me personally Westpac Bank is more Customer focus oriented. We are encouraged to be honest and to have integrity. This type of experience has helped me come a long way to be more professional in my approach to work. This is an organisation that is more disciplined and they encourage professionalism. I worked with expatriates, during my early years, and their approach and attitude towards work, has helped me come this far, Westpac has really develop me in my banking career to be a better person, giving me the training and more satisfying on the job training.*

Why have you been so loyal to the bank?

I am very thankful to my late parents (Mr & Mrs Meda) who told me clearly when I commenced with Westpac, "Never take something that does not belong to you", and I think that is why I am still with Westpac today. I have had the support and encouragement from my family, and Westpac has been my second family. Many expatriate Managers have come and gone, and their support and encouragement cannot be denied. Being loyal to your family and your Job with Honesty is satisfying.

What words of encouragement would you give to other women in business? *Be who you are, enjoy what you do and be Loyal to God, yourself, and your family, if you are to run your own business, You must be content with what you have, especially in an organisation like Westpac, and in all you do acknowledge God.*

Any fond or funny memories of your time at Westpac? *When joining the bank there are certain banking terms to use when officers are speaking with each other. In my initial role at Westpac Lae, I was told by my supervisor to put the work "in the rubbish". This means to put the excess paperwork in the voucher box. Unaware of this, I put the paperwork into the rubbish bin. Lucky for me that bin hadn't been thrown out!*

Award Categories and Criteria

CRITERIA

The judging panel will assess each nominee in an award category and the overall Westpac Women in Business Award winner against the following criteria:

Leadership: Nominees must demonstrate the ability to lead others to achieve challenging objectives, display qualities to influence others and to set aspirational standards for other women.

Good Governance: Nominees must demonstrate a track record of managing responsibility and upholding the highest levels of integrity and good governance. Demonstrate good decision-making skills whilst maintaining integrity and honesty.

Success: Nominees must demonstrate outstanding achievement in academic, sporting, professional and/or business activities.

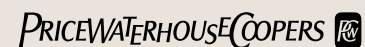
Values: Nominees must exemplify good health and uphold worthwhile personal and/or business principles that lead the way in community and corporate life.

Community: Nominees must demonstrate how they helped others and lead the way for women to overcome challenges in the community.

AWARD CATEGORIES

The 2010 Westpac Women In Business Awards comprise five separate categories and one overall winner. The categories are:

The PricewaterhouseCoopers Private & Corporate Sector Award



In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a female manager in the private and corporate sector who has contributed significantly to the performance of a company or business unit.

The Cardno Acil Public Sector Award



In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a female manager in the public sector who has contributed significantly to the performance of any government service.

The Daltron Entrepreneur Award



In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a woman with at least a 50% shareholding in an organisation in the field of innovation for new products or services.



Pursue your dream - make IT reality

Daltron is proud to once again recognize and encourage the businesswomen of PNG to showcase their extra ordinary talent and strength of spirit via the Daltron Entrepreneur Award. As the market leader in a rapidly changing industry, Daltron understands that to succeed and be the best you need to work with the best.

With strong global supplier alliances to draw upon and a huge depth of local experience and expertise, Daltron will individually tailor an IT solution that evolves with your business.

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Award Categories and Criteria

AWARD CATEGORIES



The *Trukai* Community Responsibility Award

In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a female manager working in the not-for-profit or non-government organisation sector.



The *IBBM* Young Achiever's Award

In addition to fulfilling the Awards criteria, this Award recognises outstanding achievement by a young woman in any category under the age of 30.

The winner of the IBBM Young Achiever's Award will receive a scholarship sponsored by The PNG Institute of Banking & Business Management. The prize is valued up to K20,900.

Winners of the above categories will automatically qualify as nominees for the overall 2010 Westpac Women in Business Award. The overall winner will win a trip to attend one of Westpac's Women's Markets Learn, Lead & Succeed events in Australia in 2011.⁽⁴⁾



WOMEN OF WESTPAC

Elsie Dobunaba – 32years



Elsie - Credit Manager

What was your first occupation when you joined the bank? *I started off as an enquiry clerk. Everything was done manually, this is before computers were introduced. We used to have a huge machine used to input customer data, it was very noisy and because of that we used to call it the mushroom factory.*

What was the highlight of your career? *I would say the highlight for me was when I graduated at the Divine Word Institute with a Diploma of Management and Supervision. The Bank sponsored my course. I never thought I would have the opportunity to go to a university, the bank has made this possible. Also being the first National female manager was a highlight for me when I was appointed the Waigani Branch Manager in 1989.*

How has Westpac contributed to your career development? *The bank has done a lot to help me in my achievements, especially in personal development. Training is the main focus for Westpac Bank. They want results so they invest in their staff by sponsoring their education through tertiary institutions and they even have short courses run by the Westpac Learning Centre.*

Why have you been so loyal to the bank? *I enjoy what I do. I have been given opportunities to progress further while working with Westpac, plus all the benefits that the Bank provides for us. When you see the end of the road is successful for you, you have to keep going.*

What words of encouragement would you give to other women in business? *Set your goal and work towards it. Nothing is impossible.*

www.whatwouldyouliketochangepng.com



Nomination Form

Nominee name: _____ Date of birth: _____

Organisation name: _____

Industry: _____ Position/title: _____

Company Address: _____

Fax number: _____

Residential Address: _____

E-mail: _____

Business Phone: _____ Mobile: _____

Home Phone: _____

Choose one Award category you wish the nominee to be considered noting the selection criteria on page 4.

- PWC** Private & Corporate Sector Award
- Cardno Acil** Public Sector Award
- Daltron** Entrepreneur Award
- Trukai** Community Responsibility Award
- IBBM** Young Achiever's Award

Describe the nominee's current role and responsibilities:

Please provide the details of the nominator, if this person is different to the nominee:

Name: _____ Organisation name: _____

Industry: _____ Position/title: _____

Company address: _____ Fax number: _____

Residential address: _____ Email: _____

Business Phone: _____ Mobile: _____



Nomination Form

List the names and contact details for at least two (2) business referees. These business referees may be contacted to verify information supplied in this Nomination Form.

Name: _____ Position: _____

Company: _____ Contact details: _____

Name: _____ Position: _____

Company: _____ Contact details: _____

EDUCATIONAL HISTORY

Name(s) of school/college/university	Numbers of years attended	Qualification achieved

EMPLOYMENT HISTORY

Name(s) of employer	Number of years employed	Positions held



Terms and Conditions

1. Terms & Conditions of the Westpac Women In Business Awards. This applies for a term of 12 months from the announcement as a finalist and by submitting a nomination form you accept these terms and conditions. All information submitted on the nomination form must be true and correct at the time of nominating.
2. As nominee, I give permission to Westpac Bank-PNG-Ltd & affiliated sponsors to use my details to promote their products and services.
3. The nominee will attend all presentations and activities they have qualified for as a finalist and be available to assist promoting the events if asked.
4. If the nominee is an award winner, she agrees to make time available for promotional appearances during the term of the Awards, abiding by the terms set out below:
 - If requested, the nominee will endorse Westpac Bank-PNG-Ltd, the Awards or associated award sponsors.
 - Westpac Bank-PNG-Ltd or the sponsor requesting the award winner's services must give the winner at least 7 days notice of the time, date and location of the promotion. The sponsor must make sure the promotion does not interfere with business commitments of the winner. For each requested appearance, the requesting sponsor will meet the travel and accommodation expenses of the winner.
 - During the term of the Awards, the nominee will not participate in any activities that may harm the reputation of Westpac Bank-PNG-Ltd or the Awards or sponsors.
 - Westpac Bank-PNG-Ltd may use the nominees' image and identity to promote the awards.
5. By entering the Awards, nominees and winners agree that the event organisers can use their images for promotional and marketing purposes across all media.
6. The judges' decision is final and no discussion or correspondence will be entered into.
7. Westpac Bank-PNG-Ltd will not be held liable for any loss, injury or damage, which results directly or indirectly from the nominees' participation in the Westpac Women In Business Awards.
8. Do not submit original documents to the Westpac Women In Business Awards as we will not be able to return them.
9. The awards are open only to women residing in PNG 18 years old or older.
10. Employees of Westpac PNG -Ltd are not eligible to enter.
11. Winners must use the full title of their awards in any publication or promotion they undertake.
12. If at any time during the judging phase a finalist or their business goes into bankruptcy, voluntary administration, receivership or liquidation the finalist is required to advise the event organizers and accepts that they will no longer be a finalist. In this eventuality the event organisers will put forward the next finalist receiving the highest number of votes in the respective category as the replacement finalist.
13. The judges may request further information from the nominees at their discretion at any time.
14. Ownership and title to these awards shall be the exclusive property of Westpac PNG-Ltd.

I have read and agreed to the Terms & Conditions of the Westpac Women In Business Awards.

Nominee Name: _____

Signed: _____ Dated: _____



Prizes and Benefits

ALL FINALISTS IN EACH CATEGORY WILL RECEIVE:

- A certificate to commemorate their achievement as a finalist in the Awards this year
- An Invitation to attend the Sponsor's Cocktail, prior to the presentation dinner
- One ticket for each finalist and partner, friend or family member to attend the Westpac Women in Business Awards dinner presentation in Port Moresby on Wednesday 20 October 2010
- Airfares, accommodation and meals for one person to attend the final judging, networking activities and the Westpac Women in Business Awards dinner presentation from Saturday 16 October to Thursday 20 October 2010 ⁽¹⁾
- K1,000 **Brian Bell** gift voucher
- **Digicel PNG** gift pack including Digi Modem + K100 credit on the modem

CATEGORY AWARD WINNERS

The PricewaterhouseCoopers PRIVATE & CORPORATE SECTOR AWARD Winner,
The Cardno Acil PUBLIC SECTOR AWARD Winner and
The Daltron ENTREPRENEUR AWARD Winner

- A pewter plaque to commemorate their achievement
- A Merchandise gift pack from the category sponsor
- Airfares, accommodation, meals and registration fees to attend the 2011 Australia PNG Business Forum to be held in Papua New Guinea proposed for May 2011⁽²⁾
- Blackberry handset + K100 credit, courtesy of **Digicel PNG**

The Trukai COMMUNITY RESPONSIBILITY AWARD Winner

- A pewter plaque to commemorate their achievement
- A Merchandise gift pack from the category sponsor
- K10, 000 donation from Trukai Industries to the winner's preferred Charity organization.
- Blackberry handset + K100 credit, courtesy of **Digicel PNG**

The IBBM YOUNG ACHIEVER'S AWARD Winner

- A pewter plaque to commemorate their achievement
- A Merchandise gift pack from the category sponsor
- Scholarship sponsored by The PNG Institute of Banking & Business Management. The prize is valued up to K20, 900.
- Blackberry handset + K100 credit, courtesy of **Digicel PNG**

Winners of the above categories will automatically qualify as nominees for the Overall 2010 Westpac Women in Business Award.

The Overall Westpac Women in Business Award Winner

- A trip to attend one of Westpac's Learn, Lead & Succeed events in Australia in 2011.

- (1) Each finalist residing outside of Port Moresby will receive economy class return airfares, single room accommodation at the Ela Beach hotel including breakfast. A daily stipend/per diem of K50 for lunch and dinner will be provided for each finalist. The exact arrival and departure times and dates will be arranged individually with each finalist according to their personal circumstances.
- (2) Each finalist will receive economy class return airfares, single room accommodation at a 3-4 star hotel, three meals or an equal amount in allowances and registration fees to attend the 2011 Australia PNG Business Forum to be held in PNG in 2011. The exact arrival and departure times and dates will be arranged individually with each finalist according to their personal circumstances.
- (3) If the winner resides outside of Port Moresby, accommodation and three meals per day will be provided at the ToRobert Centre. This prize is valued at K20, 900. This prize does not include transport to and from Port Moresby.
- (4) The winner will receive economy return airfares, 3-4 star single accommodation and three meals (or daily stipend), airport to hotel/ return transfers to attend one of Westpac's Learn, Lead & Succeed events in Australia in 2011. Other networking opportunities may also be offered. The exact date and location will be mutually agreed between Westpac and the overall winner.

Judging Process

JUDGING PANEL

The judging panel is made up of two senior representatives from Westpac, senior representatives from each of the platinum sponsors and a senior representative of the community. Judges will be given guidelines to help assess your Nomination Form.

Judges are looking for:

- Relevant, specific and informative responses to the questions
- Concrete examples that truly demonstrate a good understanding and outstanding achievements in each component such as Leadership, Community Involvement and Governance
- Adherence to the word limit for each response
- Relevant supporting materials, if necessary.

All questions are designed to help give the judges an idea of who you are, what you achieved, the behaviours you exhibited to achieve these and the outcome of your work. It is critically important that you provide strong examples that demonstrate your achievements or philosophies. It is advised that responses don't just write about the subject matter – they must include information about their role and how they contributed or what they personally achieved.

Responses should mention if other people contributed or participated in the activities and/or achievements. Judges are looking for a well-rounded nominee that has addressed each criteria in a succinct and impactful manner. Winners may be chosen based on a combination of elements, not just one specific component of their nomination form or their interview skills.

NOMINEES SHOULD BE ABLE TO DEMONSTRATE THEIR:

- Drive and commitment to their area of interest/work
- Leadership at work, social or community spheres
- Role modelling abilities and consultative approach, if applicable
- Strong sense of vision and goals
- Good work/life balance
- Interest in community involvement activities
- Their contribution to the outcome or activity.

WHAT IS THE JUDGING PROCESS?

Preliminary Judging: the panel of judges completes the preliminary judging. The purpose of the preliminary judging is to screen all applicants and select and select three finalists from each category.

Final Judging: the purpose of the final judging is to select the winner for each category and the overall winner. The winners will be announced during the presentation dinner on Wednesday, 20th October 2010.

JUDGING TIMELINE AND ACTIVITIES

Nomination period	28 June to 10 September 2010
Preliminary judging	28 September 2010
Ten Finalists notified	30 September 2010
Sponsor's Cocktail	Monday 18 October
Final judging and interviews, networking activities	16 to 19 October 2010
Westpac Women in Business Awards dinner presentation	Wednesday 20 October
Networking activities	Thursday 21 October

Shaping the future.



WOMEN OF WESTPAC Dorothy Pasingan – 31years



Dorothy - Senior Assistant to Regional Manager Sales & Service

What was your first occupation when you joined the bank? *I first started in Westpac as a Proof Operator in the back office section, processing work from the tellers.*

What was the highlight of your career? *Working with different people is the most rewarding aspect of working with Westpac. I travelled to many places around PNG through working with Westpac and I really enjoyed that experience.*

How has Westpac contributed to your career development? *Westpac has done a lot for me personally. Professional development – working with Westpac has helped me build my confidence, there wasn't a problem I couldn't handle on my own. The bank taught me how to look at my failures and turn them into opportunities. The bank has shown me how to appreciate my family more, especially when I spent more time at work. Westpac has helped me in many ways to achieve my goals.*

Why have you been so loyal to the bank? *The main thing that comes to my mind is commitment. The bank looks after its people. When you show commitment to the company, the company will invest in you and most often, you get what you ask for.*

What words of encouragement would you give to other women in business? *Being a woman leader is not an easy task, having men work under you can be very challenging. As you humble yourself, people tend to respect you more. You have to learn to find the balance. The way I conduct myself is important to maintain that respect, to have integrity and honesty. Also be yourself and always think positive.*

Any fond or funny memories of your time at Westpac? *Working in remote areas is always very challenging. In 1996 I was working in Kainantu. Our communication link was down for five months and we couldn't contact Port Moresby. We had to batch work and post them at Goroka. When Kainantu branch was audited, we scored the highest ratings despite having communication problems and the various social issues in the highlands. We tried our best to get our job done. Sadly after we left, Kainantu branch was closed down.*

RAPUA NEW GUINEA
Institute of
BANKING
&
BUSINESS
management



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