

Manila Women's Forum

A Network of Women Professionals

September 2003

MWF Entrepreneurs Shine

As a cross-cultural networking organization, MWF provides a venue for women to build friendships, share resource information, and network and opportunities that can lead to personal and professional development. Susan Nishihira, who plans many of MWF's programs, had these goals in mind when she suggested that the August meeting showcase the businesses and services of several of our entrepreneurial members.

A lively group of about 30 gathered at the home of Kathy Vignali to meet, greet, eat, and buy at the first MWF member mini-bazaar. There were many newcomers both to MWF and to the Philippines so it was also a good networking opportunity.

The representation of products and services were as varied as the nationalities of the participants:

Ruthie Dy is a Filipina/Chinese/American who left the corporate world of banking software to start her own jewelry business. She displayed jewelry made with Swarovski crystals and natural stones.

Angela Henry, RDH is an American registered dental hygienist with clinics

at the Asian Hospital in Alabang and Makati Medical Center. She distributed leaflets detailed the services she offers.

Yasmin Jadwani is Indian but has lived in the Philippines for many years and is married to an Indian-Filipino. She runs Masbate Trading, which specializes in handmade fabric that provides livelihood opportunities for the poor. She displayed table linens, fabric for home furnishings, and fine Indian textiles.

Cecilia Leung is from Macau and spent about half of her growing up years in Canada. She invited us to Noble House Chinese Antiques where she lives and works. At the bazaar she sold knitwear from Hong Kong.

Marty Plumly is a Filipina who sells real estate in and around Manila. She is promoting a new development near Brent International School in Mamplasan, Laguna.

Luz Martinez is Mexican and is married to a Filipino. She owns Taquera Chilanga, a Mexican restaurant in the food court of Greenbelt 3. She treated us to samples of her mouth-watering burritos.

Maria Moore is Filipino-American and is the marketing consultant for

Dalisay Sweets, producers of fruit juices and concentrates and preserves. She handed out samples of calamansi juice.

Susan Nishihira is an American married to a Japanese-American and sells one-of-a-kind embroidered shawls from the Asian region. She also displayed Susanne Wise's silks from Cambodia.

Reni Roxas Singer is a Filipina who publishes children's books under the Tahanan name. She brought a wide array of titles to choose from.

Jenny Wallum is British and is the president of Entrepreneur Volunteer Assistance, which aids the Aeta tribal people from the Mt. Pinatubo area in creating sustainable livelihoods. She sold handmade cards and ceramic pottery covered with a glaze containing ash from Mt. Pinatubo.

This new format proved to be fun for both the sellers and buyers. We'll try to repeat it some time in the near future. ■

People often say that this or that person has not yet found himself. But the self is not something that one finds. It is something that one creates. --Thomas Szanz

Each morning when I awake, I experience again a supreme pleasure -- that of being Salvador Dali. --Salvador Dali

Part of the secret of success in life is to eat what you like and let the food fight it out inside. --Mark Twain (attributed)

Next MWF Meeting

When: 6:30 p.m. Monday, September 15, 2003

What: Renee Speltz will speak about the Philippine Canine Search & Rescue Association, a new group dedicated to improving disaster response efforts in the country.

Where: Claudia Blume's house, 8 Bauhinia, South Forbes Park, Makati

Bring: A contribution to the potluck dinner.

October meeting: Monday October 20, 2003



Voice of the Chair

By Lisa Kircher Lumbao

Gender Differences

The professional women's group at the Asian Development Bank recently sent around the following compilation of research results on gender differences, which I found quite interesting. The sources were: APRs and Diversity Considerations, Leena Lathi, IMF, January 2001; Executive Coaching for Women and Minorities: Special Challenges, Karen Spear; LORE White Paper; Morality, Perspectives, and Gender Based Team Building, Leslie Jenness, Scottsdale National Gender Institute; Leadership and Gender: The Latest Research Sheds New Light on a Longstanding Debate, Robert I. Kabacoff, Ph.D., and Helen Peters, M.A. Management Research Group, Scottsdale National Gender Institute.

Leadership Styles

“Previous research suggesting that men are more autocratic and women are more democratic was not supported. In a similar fashion, the notion that men are more task oriented did not hold up.” Women scored higher on leadership scales measuring an orientation toward setting high standards of performance and the attainment of results. Men scored higher on scales assessing an orientation towards strategic planning and organizational vision. Women were seen as operating with more energy, intensity, and emotional expression, and as having a greater capacity to keep others enthusiastic and involved. Men were seen as more likely to maintain a low-key, understated and quiet interpersonal demeanor through the control of emotional expression. Women were rated higher on people-oriented leadership skills, while men were rated higher on business-oriented leadership skills. Bosses saw men and

women as equally effective overall. Peers and direct reports rated women as slightly more effective than the men.

Performance Assessment

“Professional comments are crucial to career decisions.” Drive for results is mentioned more often in men’s performance reports. Women are more to be likely complemented on adaptability. Men’s assessments more often refer to their professional, analytical, and technical performance. Women tend to receive more comments about their personal qualifications and behavior.

Performance Description

Greater degree of enthusiasm for performance of men. More modifiers used when describing the performance of woman. Men’s characteristics (are made to) look more valuable. Women have to work harder/ are held to higher performance standards than men and derail more often. Because of this difference in standards, women tend to be more perfectionist than men with the following consequences:

- Higher risk adversity
- Greater isolation from formal and informal networks
- Not aware of the bigger picture
- High level of stress and burnout

Variance in Self-Assessment

Men

- more self-promoting;
- comment on personal growth;
- take pride in themselves and makethemselves look like sole contributors; and
- find blame elsewhere.

Women

- more modest;
- comment on contributions to unit;
- give credit to teams, colleagues and supervisors; and
- assume responsibility for failure.

“Assessors must be fully aware of these common tendencies to promote a more fair and equal assessment and encourage productive team performance.”

Visibility

Male economists tend to focus on desk, mission, or research assignments, while women focus on writing and reviewing documents,

which are less visible. “Career ambition is, on average, demonstrated and communicated in different ways.” Women tend to assess themselves and their developmental needs critically with a drive to simply work harder. Men prefer requesting direct career advice and create alliances. Women tend to believe that merit is its own reward, that the harder you work the more recognition you’ll get. Women have “overbought the ideology of merit... They tended to see individual achievement, rather than group political effort and structured change, as the key to equality.” Women tend to believe that if they work hard enough, they will be recognized. Women’s requests for development opportunities are less specific than those of men. Less specific requests for career/ development opportunities often get less specific responses.

Job Satisfaction

Top sources of job satisfaction for women:

- Respect and support of colleagues;
- Sense of accomplishment;
- Doing work that is worthwhile in the bigger scheme of things; and
- Achieving life-work balance.

Lowest ranked source of professional satisfaction: achieving visibility outside the firm. Different

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The Manila Women’s Forum

The Manila Women’s Forum (MWF) is a cross-cultural network for women. It provides opportunities to build friendships, to talk to women of various cultures, and to share information about resources. Our meetings are intended to provide intellectual stimulation and lead to personal and professional development. All women are welcome to join. The current officers are **Lisa Lumbao**, Chair, Programs, Treasurer, and Newsletter. **Penny Poole**, Programs, Newsletter. **Beaulah P. Taguiwalo**, Newsletter.

Cost of membership is P300 per year. Members receive a copy of the current mailing list in addition to the newsletter, which is also sent to non-members. A contribution is collected at each monthly meeting: P20 for members, and P40 for non-members. Please contact Lisa Lumbao at Tel. 818-2887 or 813-0168, or at lumbao@mozcom.com for more information about MWF.

Women's Voices Women's Faces

By Beulah
Pedregosa
Taguiwalo

*"If there's a book
you really want to read,
but it hasn't been written yet,
then you must write it."*

—Toni Morrison



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*"There are books so alive
that you're always afraid
that while you weren't
reading, the book has gone
and changed, has shifted
like a river; while you went
on living, it went on living
too, and like a river moved
on and moved away. No one
has stepped twice into the
same river. But did anyone
ever step twice into the
same book?"*

—Marina Tsvetaeva



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*"Books are the carriers of civilization.
Without books, history is silent,
literature dumb, science crippled,
thought and speculation at a
standstill."*

—Barbara Tuchman



*"I never attended a
creative writing class
in my life. I have a
horror of them; most
writers groups
moonlight as support
groups for the kind of
people who think that
writing is therapeutic.
Writing is the exact
opposite of therapy.
The best, the only real
training you can get is
from reading other
people's books."*

—Zadie Smith

*"Self-help books
are making life downright unsafe.
Women desperate to catch a man
practice all the ploys recommended by
these authors. Bump into him, trip over
him, knock him down, spill something
on him, scald him, but meet him."*

—Florence King



Gender... (Continued from page 2)
values around questions of identity with women questioning the integrity of what they do with who they are or want to be.

Communication Style

Women value collaborative, connected, holistic, relational, nonhierarchical modes of leadership. For men, communication is often an act of demonstration, or making a point. For women it's more often an act of initiating a conversation, of putting an idea on the table for others to examine and explore. As a result, women are often perceived as

more tentative, apologetic, unsure of themselves, and therefore not worth listening to, whereas the true difference results for different assumptions about the purpose of meeting.

Social Constraints and Stereotypes

Men are seen to make appointments outside working hours, whereas women are perceived to make dates, limiting women's opportunity to socialize with colleagues and clients. Women have to balance work and home chores. Women in executive positions have only a small network of female peers,

if any, because of few numbers in higher positions. Envy and competitiveness limits the effectiveness of women's networks. Work culture reflects male interests.

Moral Orientation

Men are more concerned with what is just and right. Women are in the care/connect approach and concerned with maintaining connections. Men are more threatened by intimacy/vulnerability and fear oppression. Women are more threatened by autonomy/isolation and fear abandonment. ■

Women's Multiple Roles

"Individual decisions about work and family take place in a social and cultural context," said Gunn Johansson, PhD, professor of work psychology at the University of Stockholm. "Society sends encouraging or discouraging signals about an individual's choices and about the feasibility of combining work and family."

According to Johansson, these signals come not only in the form of equal employment opportunity laws, but also in the support society makes available

to families. A researcher in her department, for instance, compared the plight of women managers in Sweden and the former West Germany. Although the two societies are quite similar, they differ in one important respect: Sweden offers high-quality child care to almost every family that requests it.

Preliminary results from the study are striking. In Sweden, most of the women managers had at least two children and sometimes more; in Germany, most were single women with no children.

"These women were reading the signals from their society,"

Johansson said. While the German women recognized that they had to forsake family for work, the Swedish women took it as their right to combine the two roles.

"In my optimistic moments," Johansson added, "I hope that this research might provide information that would prompt politicians to provide opportunities for both women and men. Women need to feel that they have a real choice when it comes to balancing work and family life."

MWF Newsletter
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