



# Sarawak WOMEN

OF TOMORROW 2026

Season 5

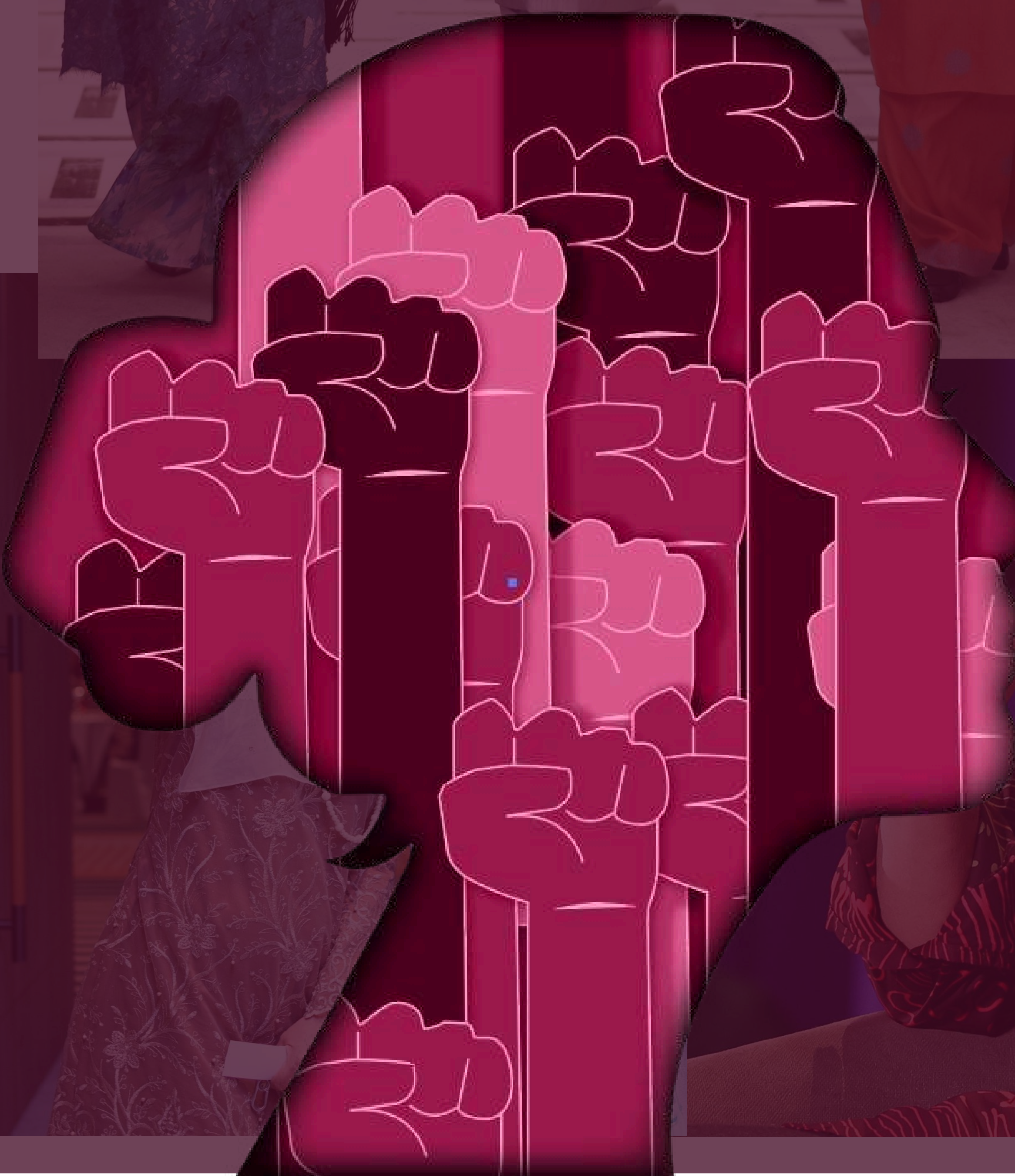
From Transformation to Stewardship:  
Leading Sarawak's Next Growth Chapter



**4-7 OCT 2026**  
8:00AM - 5:00PM



**Damai Beach Resort**  
Santubong, Sarawak



# Women Leadership Foundation

*Yayasan Kepimpinan Wanita · Empowering Women Leaders Across Malaysia*

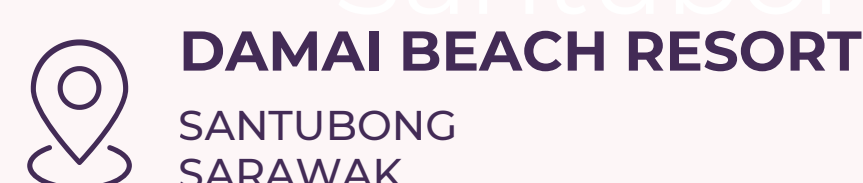
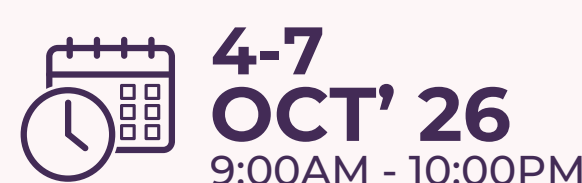
Women Leadership Foundation (WLF) is a dedicated non-profit organisation committed to empowering women from all backgrounds to achieve leadership positions across all sectors of the economy. Founded with the conviction that inclusive leadership is essential to national progress, WLF accelerates the development of women leaders through advocacy, research, professional development programmes, and high-impact collaborative events.

At WLF, we believe that women leaders are not only capable of driving positive change — they are essential to it. We exist to be a catalyst for that transformation, supporting emerging women leaders as they develop the professional skills, ethical grounding, and cultural awareness needed to navigate complex organisations and break through institutional barriers. Through our programmes, we equip women to thrive in corporate bodies, government agencies, universities, NGOs, and other influential organisations, regardless of faith or background.

WLF actively fosters partnerships with like-minded organisations, government entities, academic institutions, and industry leaders to build a supportive and sustainable ecosystem for women leaders in Malaysia and across the region. We organise collaborative events, immersive bootcamps, workshops, and conferences that create powerful platforms for networking, knowledge-sharing, and mentorship.

Our portfolio of programmes spans multiple tiers and formats, designed to meet women leaders at every stage of their leadership journey — from the Elevate Your Leadership (EYL) Foundation Programme and the flagship Sarawak Women of Tomorrow (SWOT) Bootcamp, to the Leadership Mentoring Programme (LMP) and bespoke executive programmes tailored for corporate and government-linked organisations across Malaysia.

We envision a future where women's leadership is not merely recognised but celebrated — where the full participation of women in decision-making positions contributes to a more inclusive, equitable, and prosperous society for all. At WLF, we are building that future, one leader at a time.



Santubong, Sarawak

**From Transformation to Stewardship:  
Leading Sarawak's Next Growth Chapter**

# A Message from the Chairperson

## Sarawak Women of Tomorrow Committee



**Datuk Zunaidah Idris**  
Founder & Vice Chairman  
Women Leadership Foundation

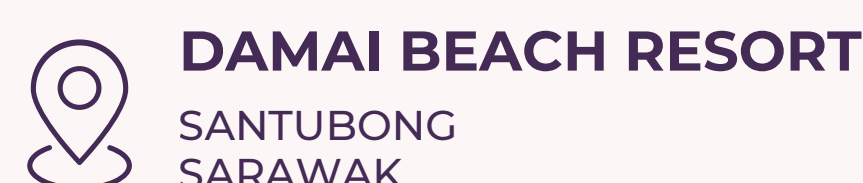
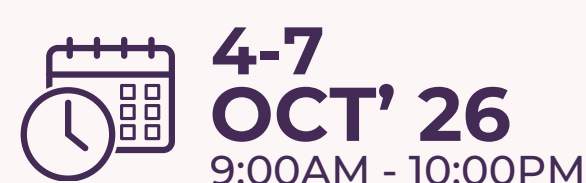
It is both an honour and a privilege to welcome you to the 5th Anniversary Celebration of the Sarawak Women of Tomorrow (SWOT).

Five years ago, SWOT was born from a powerful belief—that when women are given the opportunity to lead, to grow, and to lift one another, they do far more than transform their own lives; they transform families, organisations, communities, and ultimately the future of our nation.

Today, as we celebrate this remarkable milestone, we celebrate not simply the passing of five years, but the extraordinary journey of nearly 250 women who have embraced this vision with courage, purpose, and determination. Coming from government, business, academia, entrepreneurship, and civil society, each woman has brought her own story, her own strengths, and her own dreams. Together, they have created something far greater than a leadership programme—they have built a community grounded in trust, excellence, and service.

What inspires me most is not only what our participants have achieved, but how they have chosen to achieve it. Many have stepped into influential leadership positions, pioneered innovation, strengthened their organisations, and become advocates for positive change. Yet perhaps their greatest achievement is the way they continue to open doors for others. They remind us that true leadership is never about standing above others—it is about reaching back, extending a hand, and ensuring that no woman walks alone.

That spirit of sisterhood has become the heartbeat of SWOT. It is the invisible thread that connects every participant across every cohort. It is a community where women celebrate one another's successes, encourage one another through challenges, and believe that another woman's success never diminishes their own—it strengthens us all.



From Transformation to Stewardship:  
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None of this would have been possible without the unwavering dedication of our strategic partners, sponsors, mentors, facilitators, speakers, volunteers, and the entire SWOT Organising Committee. Your generosity, commitment, and shared belief in developing women leaders have transformed an ambitious vision into a respected platform that continues to inspire and empower. For your partnership and trust, I extend my deepest gratitude.

To every participant and alumna, thank you for saying "yes" to growth, to learning, and to leadership. You are the living legacy of SWOT. Your resilience, integrity, compassion, and excellence embody the values that define this programme. You are not only leading today—you are shaping tomorrow.

As we embark on SWOT 2026, we renew our commitment with even greater purpose. This year, we proudly champion Statesmanship—leadership anchored in integrity, wisdom, courage, and service. We believe the leaders of tomorrow must do more than inspire; they must unite, build trust, and create lasting impact. Through stronger partnerships, broader opportunities, and inclusive leadership development, we will continue to nurture women who are ready not only to lead organisations, but to shape a more resilient, innovative, and sustainable Sarawak.

Every milestone is an invitation to look back with gratitude and forward with hope. As we celebrate five extraordinary years, let us also embrace the possibilities that lie ahead. The work is far from over, and the future has never been brighter.

On behalf of the SWOT Organising Committee, thank you for believing in this journey and for being part of a movement that continues to empower women, strengthen communities, and inspire generations to come.

***Together, let us continue to lead with courage, serve with purpose, and empower with heart.***

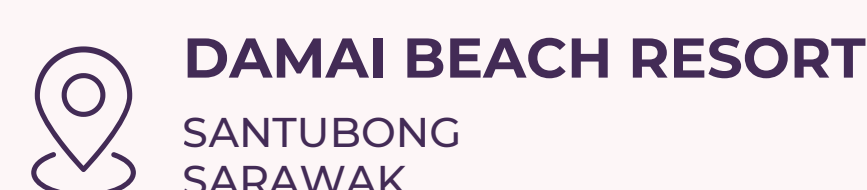
*Happy 5th Anniversary, Sarawak Women of Tomorrow.*

*“When women rise, communities flourish. When women lead, the future becomes stronger for everyone.”*

## **Datuk Zunaidah Idris**

*Chairperson, Sarawak Women of Tomorrow (SWOT) Committee*

*Founder & Vice Chairman, Women Leadership Foundation*



**From Transformation to Stewardship:  
Leading Sarawak's Next Growth Chapter**

# From Transformation to Statesmanship

*Leading Sarawak's Next Growth Chapter*

**4 – 7 October 2026**

Damai Beach Resort

50 Participants

*Head of Division, Manager & Above*

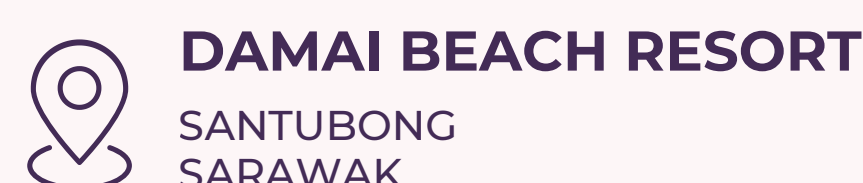
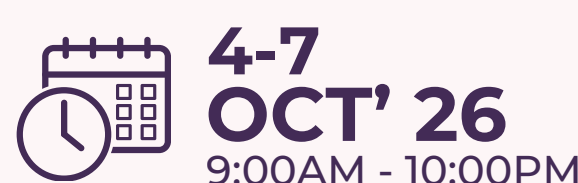
The upcoming Sarawak Women of Tomorrow Bootcamp 2026 (SWOT 2026) is a highly anticipated programme organised by the Women Leadership Foundation (WLF). Now entering its fifth season, SWOT 2026 builds upon the strong foundation and legacy of previous editions, continuing to develop and empower the next generation of women leaders in Sarawak. This year, the programme takes a significant step forward — shifting its focus from leadership awareness to the development of leadership judgment, equipping participants with the depth and discernment required to lead in complex, high-stakes environments.

SWOT 2026 will offer an immersive and transformative bootcamp experience that moves beyond conventional training. Under the theme *From Transformation to Statesmanship: Leading Sarawak's Next Growth Chapter*, the programme centres on four critical dimensions: Systems Thinking and Complexity, Statesmanship and Responsibility, Digital Transformation, and Leadership in Living Systems. By immersing participants in real-world scenarios, guided dialogues, and experiential learning, SWOT 2026 will develop leaders who are not only capable, but deeply equipped to exercise sound judgment and lead with integrity at the highest levels.

This year, SWOT 2026 is proud to bring together a distinguished cohort of up to 50 women leaders drawn from Sarawak's most prominent government agencies, government-linked companies, and private sector organisations — including Sarawak Metro, Sarawak Energy, PETROS, PETRONAS, Affin Bank, Bank Muamalat, UNIMAS, Swinburne University of Technology Sarawak, SEDC, Sarawak Tourism Board, and many more, reflecting the breadth and diversity of Sarawak's leadership landscape.

SWOT 2026 is structured as a three-stage leadership journey: the Elevate Your Leadership (EYL) Foundation Day on 14 September 2026, the four-day Leadership Bootcamp from 4 to 7 October 2026 at Damai Beach, Santubong Sarawak, and an optional six-month Leadership Mentoring Programme (LMP) that provides structured mentoring, industry visits, and accountability to translate bootcamp learning into long-term leadership practice.

SWOT 2026 envisions a future where women leaders in Sarawak are not only present at the decision-making table, but fully equipped to shape the decisions made there. By developing leadership judgment — not merely leadership skills — WLF aims to build a stronger, more resilient cross-sector leadership pipeline that will drive Sarawak's progress, champion sustainable growth, and contribute meaningfully to the nation's next chapter.



**From Transformation to Stewardship:  
Leading Sarawak's Next Growth Chapter**

## Meet the Founders



**Dato' Hazimah Zainuddin**  
Founder & Vice Chairman,  
Women Leadership Foundation



**Datuk (Dr.) Hafsa Hashim**  
Founder & Vice Chairman,  
Women Leadership Foundation



**Datuk Zunaidah Idris**  
Founder & Vice Chairman,  
Women Leadership Foundation

## Board of Trustees



**Ilham Sunhaji**



**Datu Dr. Rashidah Bolhassan**



**Khairiyah Adnan**



**Dr. Madam Retta Reddy**



**Lee Pang**





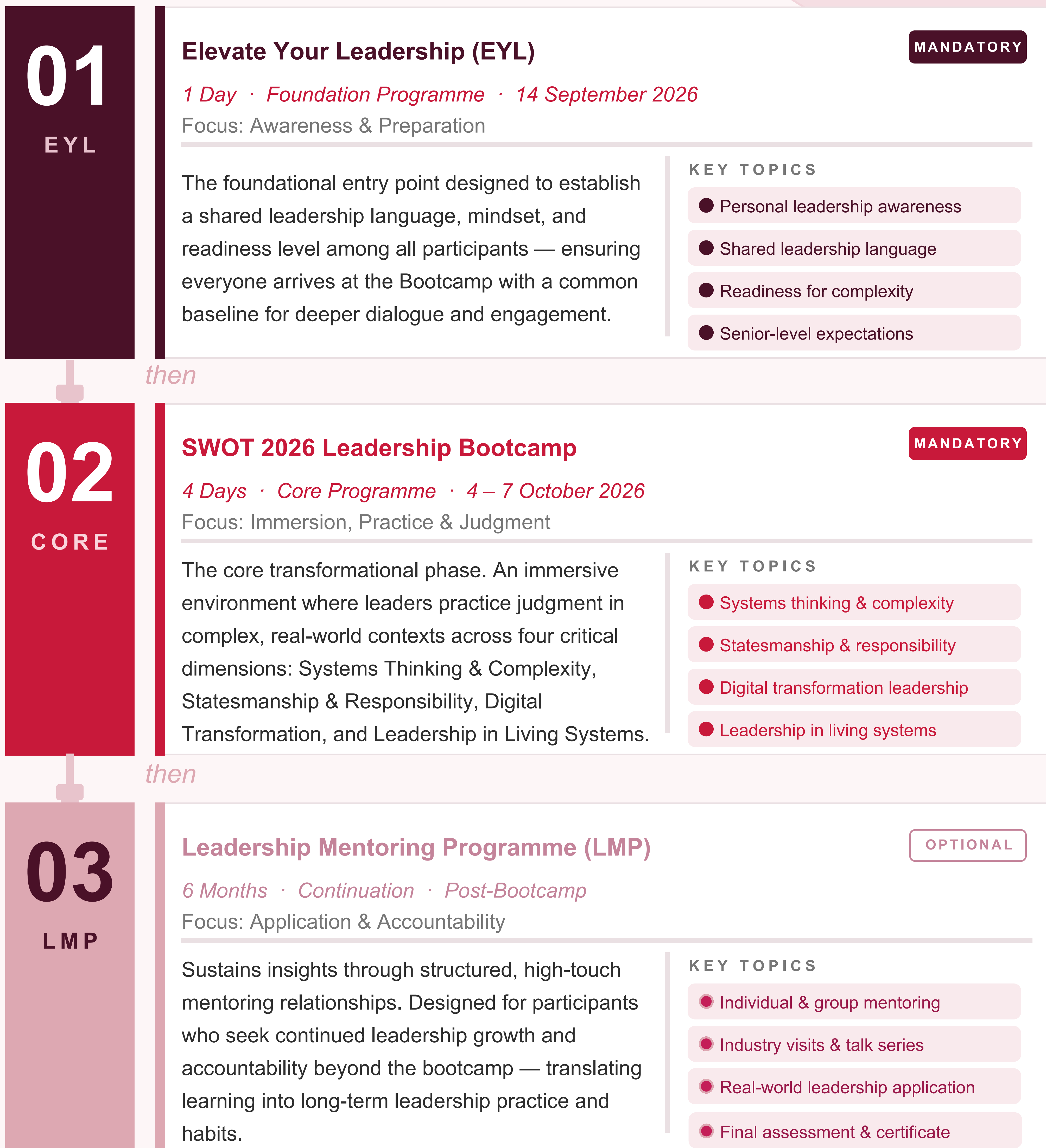
4-7  
**OCT' 26**  
9:00AM - 10:00PM

**DAMAI BEACH RESORT**  
SANTUBONG  
SARAWAK

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# The 3-Stage Learning Journey

*A structured progression from foundation to practice to long-term accountability.*



# Participating Companies



KEMENTERIAN PEMBANGUNAN WANITA,  
KANAK-KANAK DAN KESEJAHTERAAN KOMUNITI



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# Success Stories of SWOT Participants



**Professor Dr. Ida Fatimawati**

*Swinburne University of Technology*

“WLF has sharpened my strategic insight, expanded access to influential thought leaders, and strengthened my leadership capabilities. It also reinforces my commitment to cultivating the next generation of leaders—creating pathways, mentoring talent, and enabling others to lead with purpose and impact.”



**Dr Intan Rahmah Hj Mohd Tazuddin**

*Leadership Institute of Sarawak Civil Service*

“Through the Sarawak Women of Tomorrow and Leadership Mentoring Programmes, I have not only grown as a leader, but also embraced the values of empathy, resilience, and purposeful leadership that continue to shape my journey.”



**Sharnaz Saberi**

*Prodigy Music Centre*

“The Sarawak bootcamp empowered me as a woman leader by prioritizing self-reflection, clarity, confidence, and leadership impact in all aspects of my life. Now, I can speak up for positive change and enhance my impact in my community, workplace, and at home.”



**Norazibah Md Rabu**

*PETRONAS Sarawak*

“The SWOT bootcamp reinforces my passion as a coach and mentor. I truly believe in nurturing the potential in others. As we continue to invest in developing others - with intention, patience, and belief - we create a legacy that goes far beyond ourselves.”



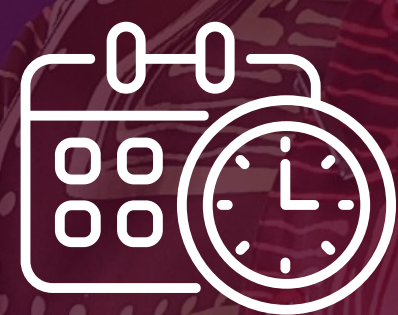


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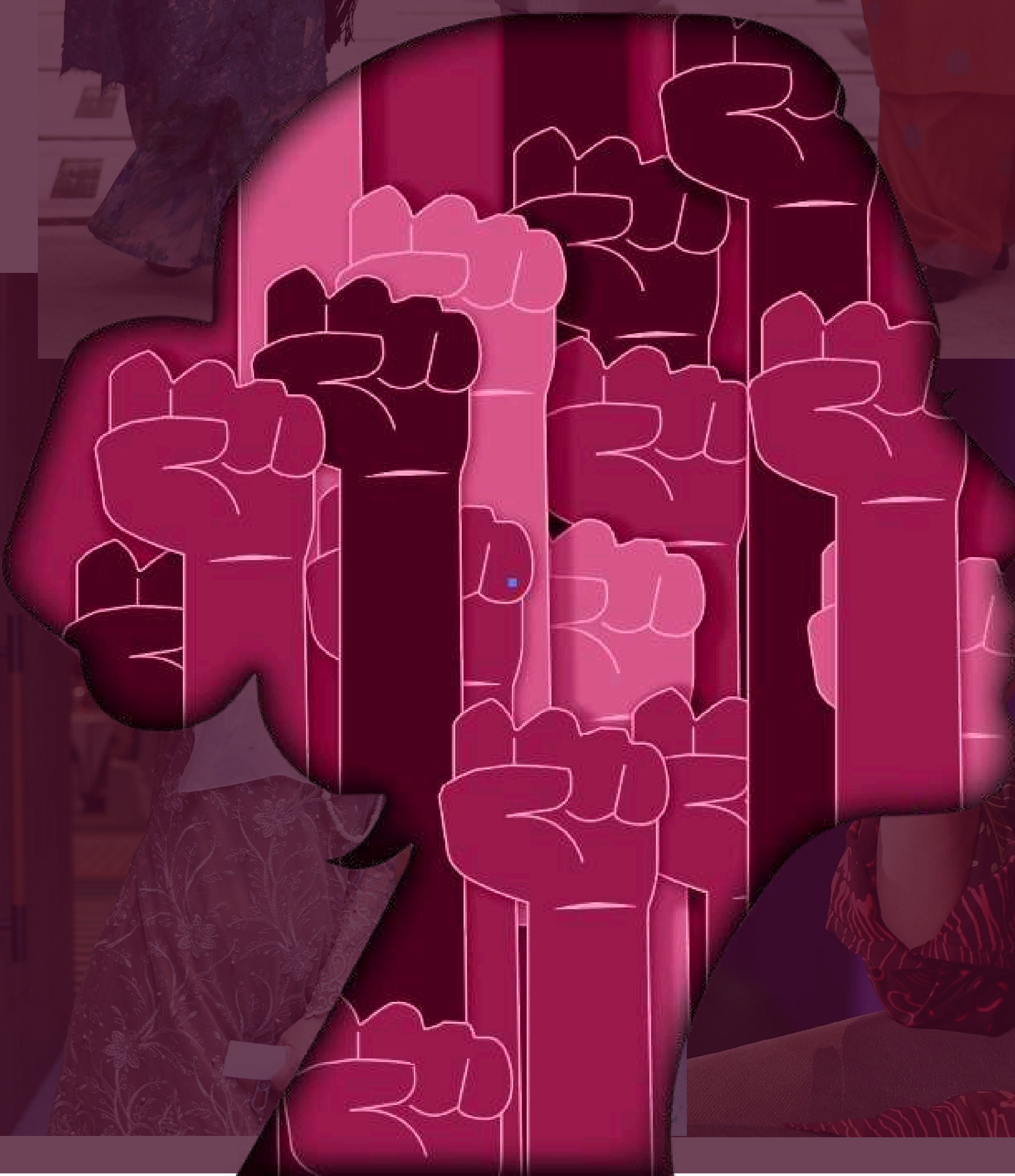
Elevate Your Leadership (EYL)



**14 SEPT 2026**  
8:00AM - 5:00PM



**Damai Beach Resort**  
Santubong, Sarawak



# Elevate Your Leadership

The foundation of *leadership judgment* begins here.

14 September 2026

Damai Beach Resort

All Participants

*Awareness & Preparation*

## ABOUT THIS PROGRAMME KEY FOCUS AREAS

EYL serves as the foundational entry point to the SWOT 2026 journey — establishing a shared leadership language, mindset, and readiness level before participants enter the core four-day Bootcamp. It is not an orientation; it is the first act of leadership development.

*“Leadership transformation begins before the room. EYL is the first act of development.”*

Women Leadership Foundation

- **Personal Awareness**  
Clarity on leadership style, strengths, and how you show up as a leader today and what is required tomorrow.
- **Leadership Expectations**  
Understanding what is required at higher organisational levels and moving into strategic responsibility.
- **Readiness**  
Mental and professional preparation for deeper engagement and the immersive four-day Bootcamp ahead.

## KEY TOPICS


- Personal leadership awareness
- Shared leadership language & mindset
- Readiness for complexity
- Senior-level leadership expectations




**Datuk Zunaidah Idris**

“Leadership is knowing your values. Values keep you grounded, purpose gives you direction, and emotional intelligence (EQ) helps you navigate challenges and achieve success together with your team.”



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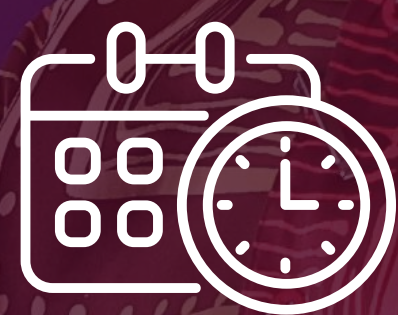


# Sarawak WOMEN

OF TOMORROW 2026

Season 5

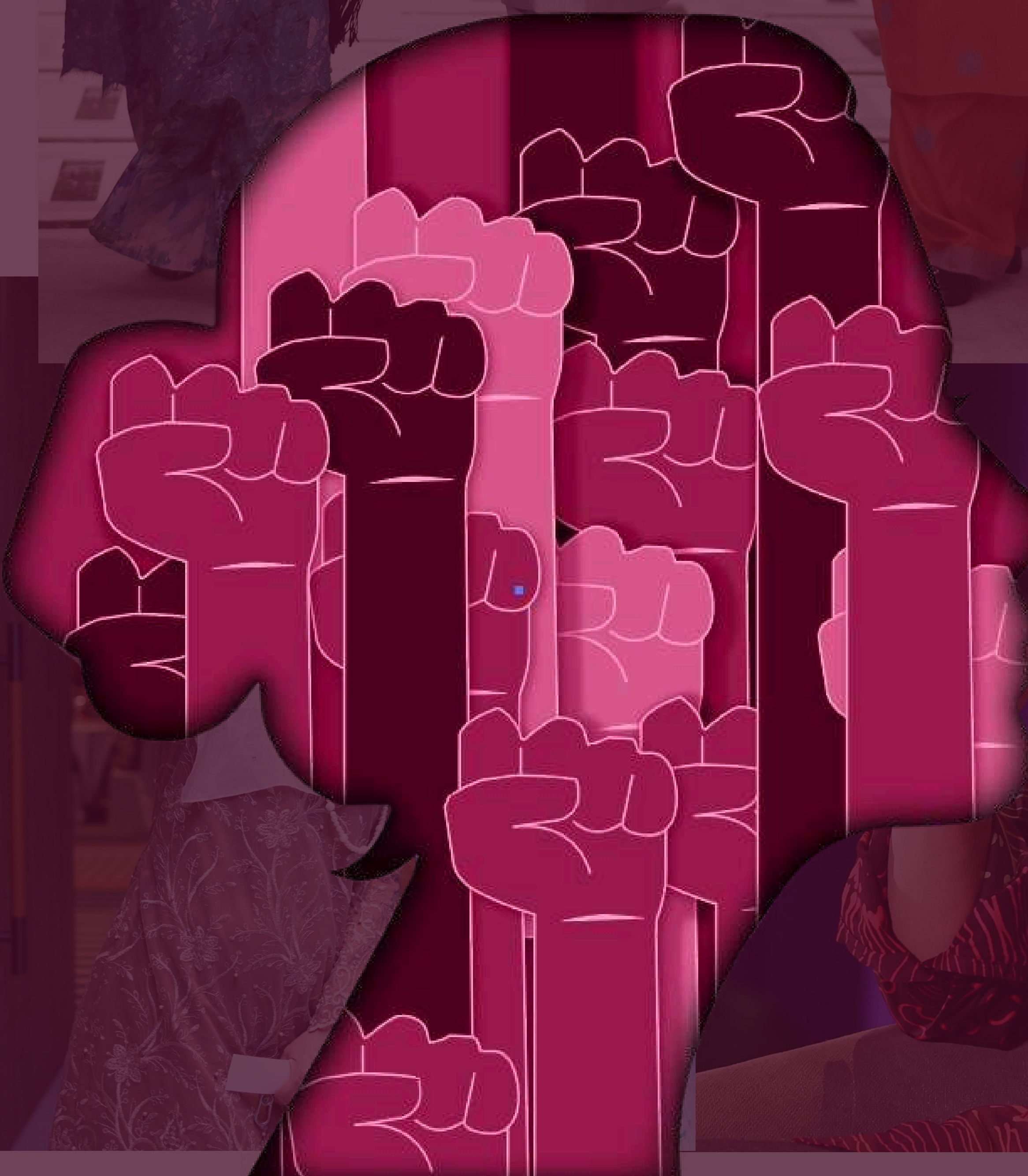
4-Day Leadership Bootcamp



**14 SEPT 2026**  
8:00AM - 5:00PM



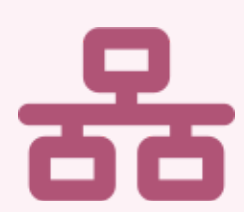
**Damai Beach Resort**  
Santubong, Sarawak



# Stage 2: Overview

## 4-Day Leadership Bootcamp

The core transformational phase designed to move participants beyond awareness into the practice of **leadership judgment** in complex, real-world contexts.



### Leading Systems, Not Silos

01

Developing the ability to see the system clearly. Understanding how decisions operate across interconnected institutional, social, and organisational networks.



### Statesmanship Leadership & Executive Masterclass

02

Reframing leadership as the ability to carry responsibility, trust, and ethical judgment—especially when outcomes are imperfect and stakes are high.



### Sarawak's Digital Frontier

03

Learning through direct exposure to digital environments, focusing on talent readiness, capability building, and decision-making in the digital age.



### Living Systems & Sustainability

04

Experiencing leadership limits and long-term impact through immersion in a living system, reinforcing humility and long-range thinking.



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**STAGE 2 PROGRAMME TENTATIVE**

# Day 1 — Leading Systems, Not Silos

## 4 October 2026 (Sunday)

Understanding complexity, seeing the whole system, and framing leadership challenges clearly.

TIME	SESSION
8:00 AM – 8:30 AM	Registration & Breakfast Networking
8:30 AM – 8:50 AM	SWOT 2022–2025 Video Recap + Opening Plenary: Leadership Judgment in an Age of Complexity
8:50 AM – 9:00 AM	Idea Capsule #1
9:00 AM – 10:00 AM	<b>Keynote Conversation: Leadership Beyond Power — The True Meaning of Statesmanship</b> <b>KEY SESSION</b>
10:00 AM – 10:15 AM	Morning Break
10:15 AM – 11:30 AM	Core Session: Seeing the Whole System — Moving Beyond Silos
11:30 AM – 1:00 PM	<b>Pitch It Right: Framing Leadership Challenges Clearly (Workshop)</b> <b>KEY SESSION</b>
1:00 PM – 2:00 PM	Lunch
2:00 PM – 2:10 PM	Energizer
2:10 PM – 2:20 PM	Idea Capsule #2
2:20 PM – 3:45 PM	<b>Guided Dialogue: Sarawak Women Leading Transformation</b> <b>KEY SESSION</b>
3:45 PM – 4:00 PM	Afternoon Break
4:00 PM – 4:20 PM	Intro to LAMP & LMP
4:20 PM – 5:30 PM	<b>Speed Mentoring: Navigating Power, Complexity &amp; Real-World Constraints</b> <b>KEY SESSION</b>
5:00 PM – 6:00 PM	Pitch It Right: Group Discussion & Preparation
6:00 PM – 7:45 PM	Check-in & Dinner
7:45 PM – 8:00 PM	Idea Capsule #3
8:00 PM – 9:30 PM	<b>Pitch It Right: Group Rehearsals &amp; Peer Feedback (Evening Session)</b> <b>KEY SESSION</b>

**STAGE 2 PROGRAMME TENTATIVE**

## Day 2 — Statesmanship Leadership & Executive Masterclass

**5 October 2026 (Monday)**

Executive authority, leadership credibility, presence, and the discipline to act responsibly under pressure.

TIME	SESSION
8:30 AM – 8:45 AM	Day 2 Opening: From Systems to Responsibility
8:45 AM – 9:00 AM	Idea Capsule #4
9:00 AM – 10:30 AM	<b>Partner/Sponsor Session + Core Session: Practicing Statesmanship in Times of Complexity and Pressure</b> <b>KEY SESSION</b>
10:30 AM – 10:45 AM	Morning Break
10:45 AM – 11:00 AM	Idea Capsule #5
11:00 AM – 12:15 PM	<b>Executive Masterclass: Authority &amp; Leadership Credibility</b> <b>KEY SESSION</b>
12:15 PM – 1:15 PM	Lunch
1:15 PM – 1:30 PM	Idea Capsule #6
1:30 PM – 3:00 PM	<b>Partner/Sponsor Session + Guided Dialogue: Why Well-Intended Initiatives Fail in Complex Systems</b> <b>KEY SESSION</b>
3:00 PM – 3:15 PM	Afternoon Break
3:15 PM – 5:30 PM	<b>Executive Presence: Leadership Image with Impact and Gravitas</b> <b>KEY SESSION</b>
5:30 PM – 7:30 PM	Dinner & Rest
7:45 PM – 8:00 PM	Idea Capsule #7
8:00 PM – 9:30 PM	<b>Leadership Pitch Presentations: Making the Case with Judgment &amp; Presence</b> <b>KEY SESSION</b>



**STAGE 2 PROGRAMME TENTATIVE**

## Day 3 Evening Programme — SWOT 2026 Leadership Soirée

### 6 October 2026 (Tuesday)

A formal evening programme centred on dialogue, recognition, and celebration within the SWOT 2026 leadership journey.

TIME	SESSION
7:00 PM	<b>Participants Arrival</b> <b>LEADERSHIP SOIRÉE</b>
7:45 PM	Arrival of Guest of Honour
8:00 PM	SWOT 2026 (Season 5) Recap
8:15 PM	Opening Remarks
8:30 PM	Dinner & Orchestra Performance
9:00 PM	<b>Intimate Dinner Dialogue</b> <b>FEATURED DIALOGUE</b>
9:45 PM	<b>Certificate Presentation</b> <b>RECOGNITION</b>
10:00 PM	End of Day 3



**STAGE 2 PROGRAMME TENTATIVE**


## Day 4 — Living Systems & Sustainability


**7 October 2026 (Wednesday)**

Industry immersion, digital transformation, and leadership judgment in engineered systems.

TIME	SESSION
8:00 AM – 9:00 AM	Travel to Forest / Immersion Site
9:00 AM – 9:30 AM	<b>Site Briefing: Understanding Living Systems, Suitability &amp; Limits</b> <b>KEY SESSION</b>
9:30 AM – 11:30 AM	<b>Guided Forest Immersion: Interdependence, Limits &amp; Adaptation</b> <b>KEY SESSION</b>
11:30 AM – 12:30 PM	Lunch in Nature
12:30 PM – 1:30 PM	<b>Reflection Circle: What Living Systems Teach Leaders</b> <b>KEY SESSION</b>
1:30 PM – 2:15 PM	Leadership Commitment Ceremony
2:15 PM – 2:30 PM	<b>Closing Remarks: Leadership Commitments &amp; Programme Conclusion</b> <b>KEY SESSION</b>
2:30 PM – 3:00 PM	Programme Ends — Return to Hotel



 **4-7  
OCT' 26**  
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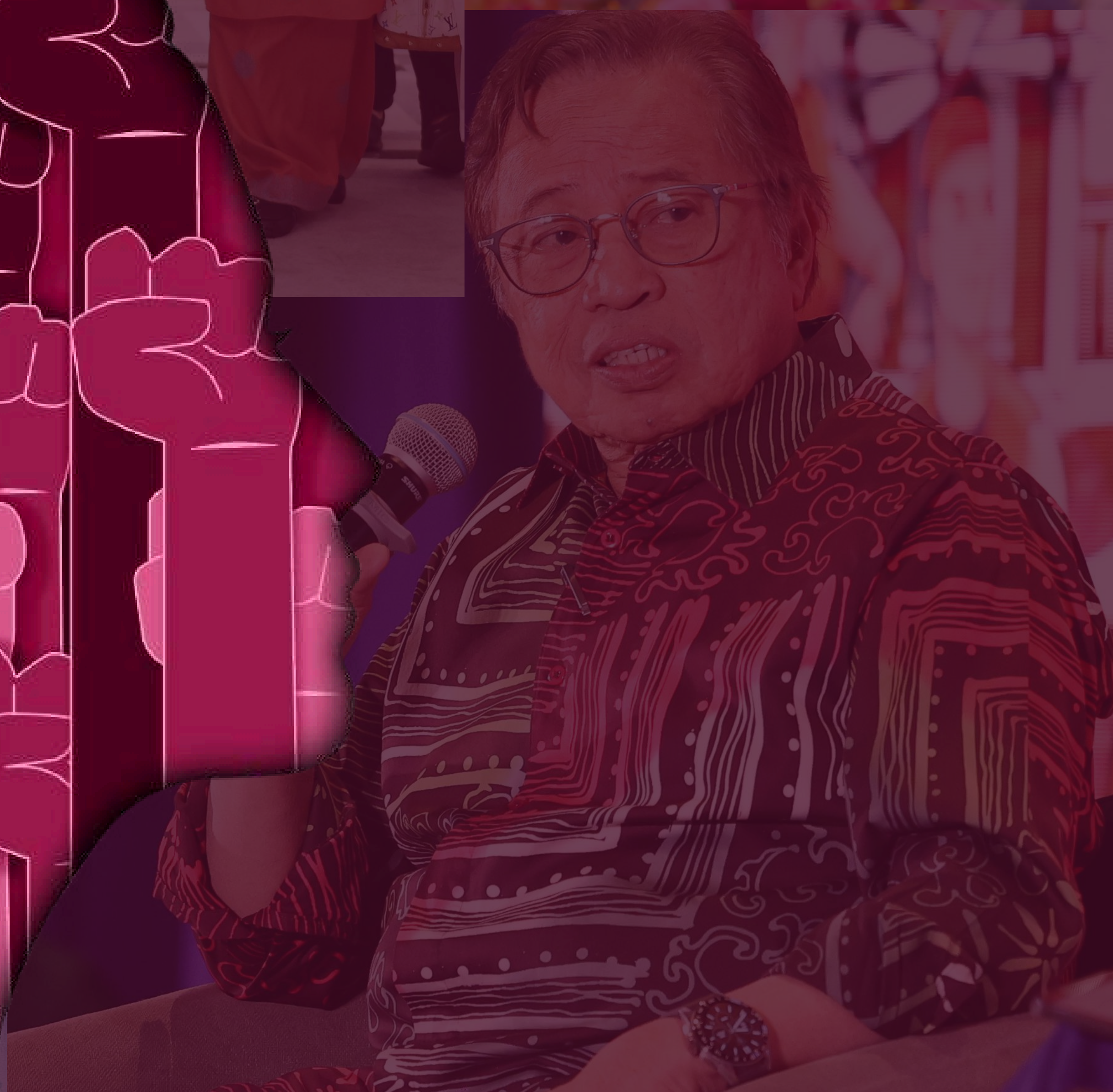
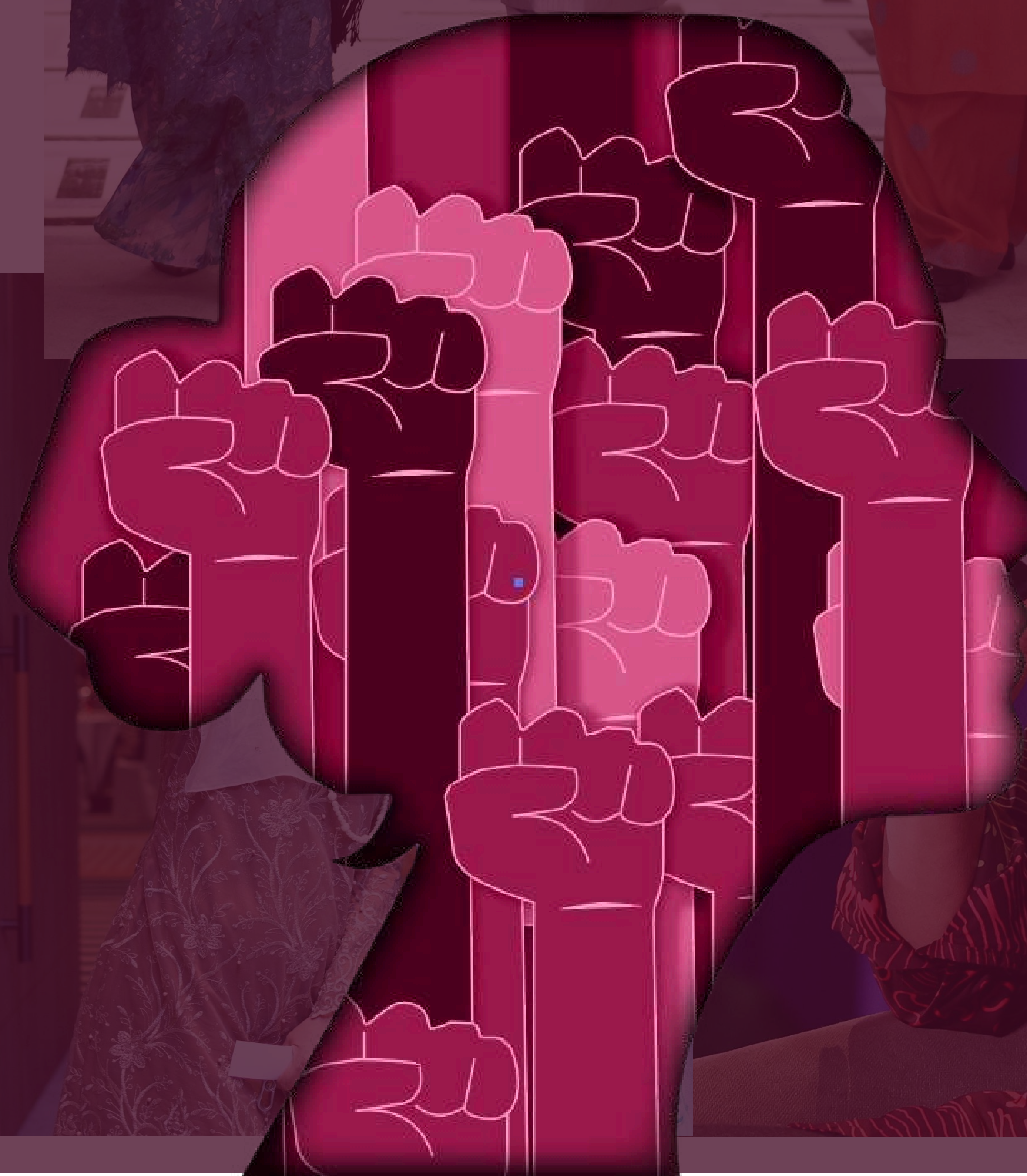


# Sarawak WOMEN

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Season 5

Leadership Mentoring Programme  
(LMP)



# Stage 3: Optional Continuation

## Leadership Mentoring Programme (LMP)

Sustain and apply insights gained from the bootcamp through structured, high-touch mentoring relationships.



**Apply leadership judgment** in real organisational contexts under guidance



**Ongoing reflection** and guidance from experienced industry mentors



**Translate learning** into long-term leadership practice and habits

### Who It's For

Designed for participants who seek continued leadership growth and accountability beyond the bootcamp experience.

### → Role in Journey

Extends the impact of SWOT 2026, supporting participants as they navigate real challenges over time.



4-7  
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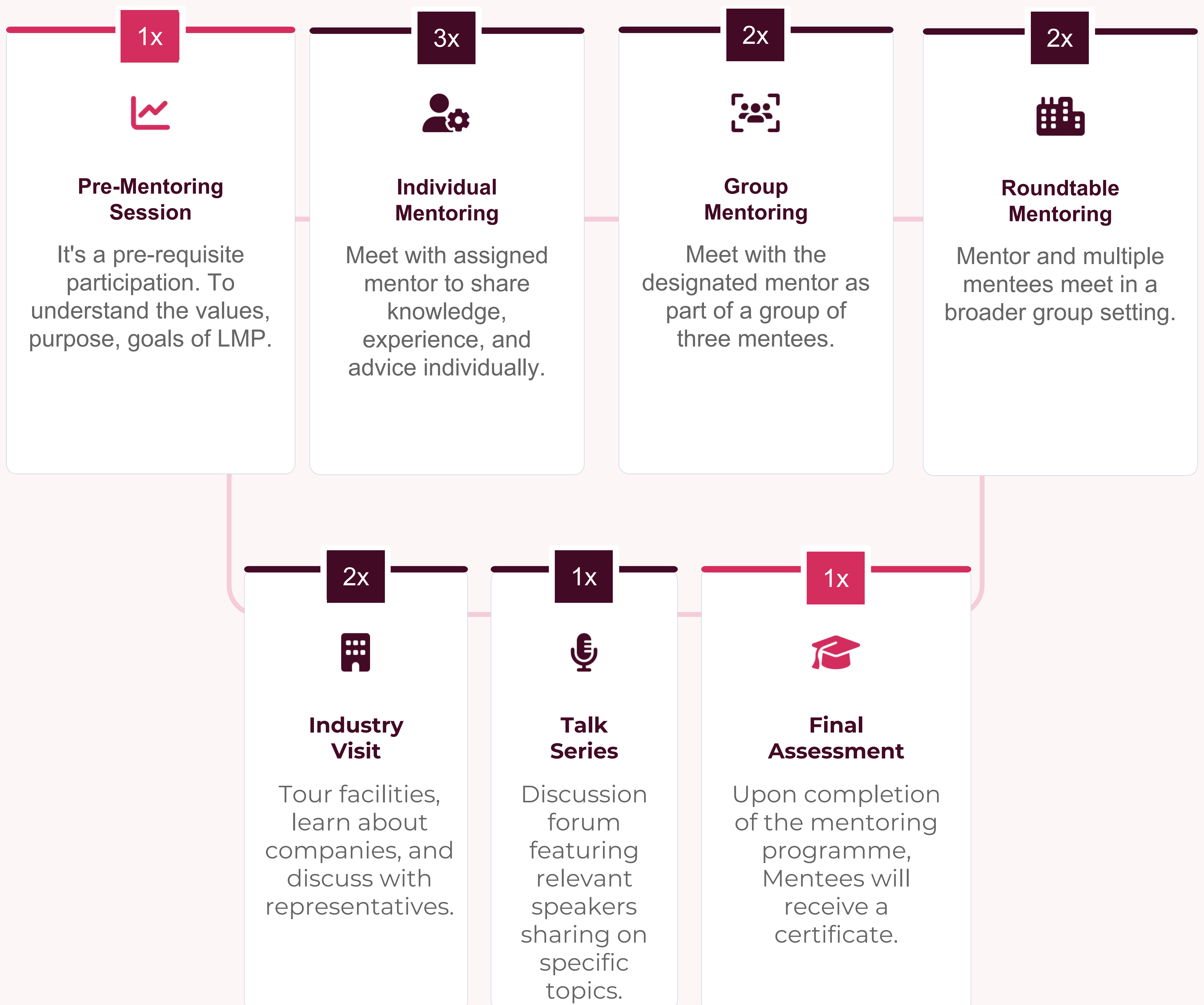
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# Stage 3: Optional Continuation Leadership Mentoring Programme (LMP)

Extend the impact of the bootcamp with a structured journey designed to translate insights into long-term leadership practice through ongoing guidance.

Programme Duration  
**6 MONTHS**

## The LMP LTE Journey Map



# Impact & Results

## Expected Outcomes

Extend the impact of the bootcamp with a structured journey designed to translate insights into long-term leadership practice through ongoing guidance.



### Participant Outcomes

#### INDIVIDUAL GROWTH



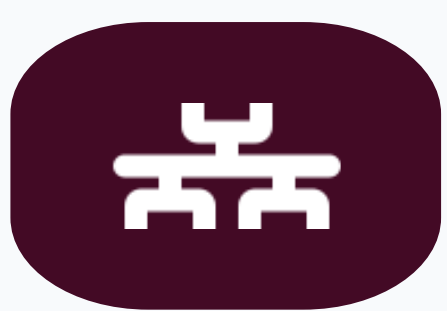
**Stronger leadership judgment** under complexity, moving beyond simple problem-solving to wise decision-making.



**Executive presence** grounded in responsibility, enabling leaders to carry authority with credibility.



**Greater readiness** for senior leadership roles and high-stakes environments.



### Ecosystem Outcomes

#### SYSTEMIC IMPACT



A **stronger cross-sector leadership pipeline** for Sarawak, connecting talent across industries.



Leaders equipped to balance **digital development, trust, and sustainability** in a rapidly changing region.



**Deeper collaboration** across institutions, fostering a network of leaders who understand interdependence.

**PROGRAMME INVESTMENT**

# Investment Packages

Compare packages and choose the option that best suits your organisation.

**MOST POPULAR**

PACKAGE FEATURE INCLUDED	Core Programme <i>Without LMP</i>	Integrated Programme <i>With LMP</i>	Bundle Package <i>3 Pax · With LMP</i>
<b>EARLY BIRD</b> <i>Valid until 15 July 2026</i>	<b>RM 7,199</b> <i>per participant</i>	<b>RM 10,199</b> <i>per participant</i>	<b>RM 30,199</b> <i>per bundle</i>
<b>STANDARD</b> <i>After 15 July 2026</i>	RM 8,599	RM 11,599	RM 31,599
1-Day EYL Programme	✓	✓	✓
4-Day Leadership Bootcamp	✓	✓	✓
Accommodation Included	✓	✓	✓
Full Learning Materials	—	✓	✓
6-Month Mentoring (LMP)	—	✓	✓
Industry Visit & Talk Series	—	✓	✓
Company Logo in Event Booklet	—	—	✓
3 Pax Integrated Access	—	—	✓

✓ All prices include facilitation, materials & accommodation. Travel excluded.

leadershippillar@womenleadershipfoundation.com  
+6017-2604970 · womenleadershipfoundation.com



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**INVESTMENT PACKAGES**

# Programme Sponsorship Packages


Partner with SWOT 2026 and be part of Sarawak's leading women leadership movement.


	<b>GOLD SPONSOR</b>	<b>SILVER SPONSOR</b>	<b>BRONZE SPONSOR</b>	<b>RUBY SPONSOR</b>
	<b>RM 50,000</b>	<b>RM 35,000</b>	<b>RM 30,000</b>	<b>RM 20,000</b>
	Per Sponsorship	Per Sponsorship	Per Sponsorship	Per Sponsorship
<b>BENEFITS</b>	<b>GOLD</b>	<b>SILVER</b>	<b>BRONZE</b>	<b>RUBY</b>
<b>EXCLUSIVE OPPORTUNITIES</b>				
Workshop Session	✓	—	—	—
Special Address at Graduation Luncheon	✓	—	—	—
Moderate a Top Leader of Sarawak	✓	—	—	—
<b>SPEAKING OPPORTUNITIES</b>				
Panel Discussion	—	✓	—	✓
Ted Talk Session	—	✓	✓	—
<b>LUNCHEON PRIVILEGES</b>				
Seat at VVIP Table during Graduation	✓	—	—	—
Premium Table (10 pax) at Graduation Luncheon	✓	✓	✓	✓

**All packages include:**

- ✓ Prominent branding across event materials & stage backdrop
- ✓ Recognition in Opening & Closing remarks
- ✓ Acknowledgment on official WLF digital & social media



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**From Transformation to Stewardship:  
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SWOT 2026 develops women leaders who can *see systems clearly*, carry responsibility with presence, lead transformation wisely, and respect the limits of both institutions and living systems.

**Join the Journey**

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