



# 9th KSF: Diversity in Productivity: Inclusive Leadership – Managing Diverse Teams To Optimize Productivity

December 5, 2024



# Agenda Today

- Opening Remarks from President of WAPS
- Introduction of Speakers
- Presentations by the Speakers
- Panel Discussion (Q&A)
- Closing Remarks by Remi Dairo, KSF Coordinator

# World Academy of Productivity Science (WAPS)



**Mr. CHEN Shengchang**  
**President**

- World Academy of Productivity Science (WAPS) is the academic division of World Confederation of Productivity Science (WCPS).
- Established in 1969, WCPS is a think tank with its headquarters currently located in Montreal, Canada.
- WAPS' **Vision** is to become the premier global body for the promotion and development of productivity towards achieving worldwide collaboration and sustainable growth.
- Our **Mission** is to create, enhance, and disseminate the body of knowledge (BOK) for global productivity through WAPS' worldwide network.



# Knowledge Sharing Forum



- Knowledge-Sharing Forum (KSF) was introduced by WAPS in 2022 as an online learning program focusing on United Nations' 17 Sustainable Development Goals.
- KSF provides a forum for sharing knowledge and experiences, best practices and future trends by academicians, thought leaders, subject-matter experts, industry leaders, government officials and Fellows of WAPS around the world on productivity-related topics, challenges and issues.





# 9th KSF: Diversity in Productivity: Inclusive Leadership – Managing Diverse Teams To Optimize Productivity



**Mr. Leon BIAN**  
*Moderator*

Fellow  
World Academy of  
Productivity Science  
U.S.A.



**Dr. Angela LEE**

Mechthild Esser Nemmers  
Professor of Marketing  
Kellogg School  
U.S.A.



**Ms. Flora MUTAHI**

Founder and CEO  
Melvin Marsh Int'l Limited  
  
Kenya



**Mr. Rajesh VARMA**

Founder  
Varma Gestion  
  
France

# Mr. Leon Bian



***Moderator***  
Fellow  
World Academy of  
Productivity Science  
U.S.A.

Leon is vice president of product management at Capital One Software, leading development of cloud-based data security solutions to serve enterprise customers. Prior to joining Capital One, Leon was head of product for data security and access management, leading efforts to safeguard the sensitive information of over 100 million customers. Leon has more than two decades of experience in cybersecurity and leadership roles across various technology sectors, such as fintech, AI, big data, blockchain, and wireless tech.

Leon earned a joint master's degree in management and engineering from MIT and serves on the MIT Sloan Alumni Board. He is also a Fellow of the World Academy of Productivity Science (WAPS), where he contributes to initiatives promoting productivity development and global collaboration for sustainable growth.

# Dr. Angela LEE



Mechthild Esser Nemmers  
Professor of Marketing  
Kellogg School  
Northwestern University  
U.S.A.

Professor Angela Lee is Mechthild Esser Nemmers Professor of Marketing, Kellogg School of Management, Northwestern University, and also Faculty Director, Golub Capital Social Impact Lab.

She is a Fellow of the Society of Experimental Social Psychology, a Fellow of the American Psychological Society, and a Marketing Science Institute Academic Fellow.

At the Kellogg School, Professor Lee teaches the Behavioral Marketing Science course in the MBA program, and a doctoral seminar on consumer psychology.

She has served as the faculty advisor of the Global Initiatives in Management class for China, Japan and South Africa.

Her research focuses on consumer motivation and persuasion, and nonconscious influences of memory on decision making. She applies psychological theories to understand health decisions, prosocial behaviors and moral conduct.

Professor Lee is a native of Hong Kong where she worked as a fundraising consultant for non-profit organizations before entering academia.

# Ms. Flora MUTAHI



Founder and CEO  
Melvin Marsh Int'l Limited

Kenya

Ms. Flora Mutahi is Founder and CEO of Melvin Marsh Int'l Limited, Kenya. She has spearheaded the development of the company's leading flavored tea brand, driving significant market expansion and recognition.

Ms. Mutahi is a seasoned entrepreneur and dynamic business leader with over 28 years of experience in manufacturing, real estate, and board governance. She is renowned for her visionary leadership and track record of driving growth, innovation, and transformation. As an expert in building international brands, penetrating new markets, and fostering sustainable practices, Ms. Mutahi has received numerous accolades, including the Best Female CEO – Top 100 Medium Sized Company award from Business Daily in 2017.

As a passionate mentor she empowers entrepreneurs across Sub Saharan Africa. She initiated and expanded the “Women in Manufacturing” program through Melvin and Kenya Association of Manufacturers, and mentors more than 130 women directly, impacting 300+ .

Ms. Mutahi serves in various board positions, including as an Independent Non-Executive Director of Old Mutual Holding PLC and as a Board Member of the UN Global Compact in New York.



# Mr. Rajesh VARMA



Founder  
Varma Gestion

France

Mr. Rajesh Varma is the Founder of Varma Gestion, a Paris-based firm. He also co-founded Cognitek Holdings, a company based in Chicago. His professional experience spans Hong Kong, the United Kingdom, Europe, and the United States.

With 35 years of experience, he is a seasoned expert in analysis, research, and long-term global strategy across numerous industries. Highly skilled, he excels at managing market exposure, understanding new technologies and economic trends, crafting business strategies to capitalize on emerging opportunities, and developing sustainable business models. Additionally, he has significant experience in due diligence and capital raising.

As one of his many accomplishments, Mr. Varma established and oversaw an unconventional global equity fund valued at €800 million, investing the capital in both publicly-traded and private companies.

He serves as an active board member for several companies: JMATEK in Hong Kong, Food Pharmacy, and Skinome in Sweden, Smitch in Singapore, and Adtones in the United Kingdom.

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Q & A

# Closing Remarks



**Remi DAIRO**

**Fellow of WAPS**

**KSF Coordinator**

Remi Dairo is a highly esteemed professional in the field of productivity, recognized globally for his extensive contributions. He serves as the Senior Coach and Principal Consultant at Productivity Plus USA and is the President of the Institute of Productivity and Business Innovation Management (IPBIM), a global institution focused on productivity and innovation learning. Dairo's career is marked by significant achievements, including the establishment of the School of Productivity in 2007, which later evolved into IPBIM in 2016. He has also founded Productivate Plus LLC in Houston, Texas, a productivity organization known for its innovative approaches. Dairo is a globally recognized fellow of the World Academy of Productivity Science (WAPS) and was honored at the House of Lords for his global voice on productivity.

With over 5,500 unique projects completed for world-class organizations like Chevron, Total, Microsoft, and Walmart, Dairo has demonstrated his expertise in coaching and workplace productivity strategies. He has also made substantial contributions to education by developing the Productivity and Innovation Studies (PIS) curriculum for senior secondary schools. Dairo's work is further amplified through his media presence, including hosting shows like "Productivity Clinic" and "Productivity Vibes," and his involvement in various international conferences and advisory roles for governments and organizations





# KSF Leadership



**Dr. Sunil ABROL**  
*WAPS VP*



**Anita TANG**  
*WAPS VP*



**Remi DAIRO**  
*Forum Coordinator*



**Leon BIAN**  
*Forum Coordinator*



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