

The Recap

Mid-year Edition

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TECH RECAP
Helen Liang

STUDENT ARTICLES
Evelyn Balleine
Sally Song
Susan Tang

*EXCLUSIVE INTERVIEWS
WITH SPONSORS*

WIRED FOR
CHANGE



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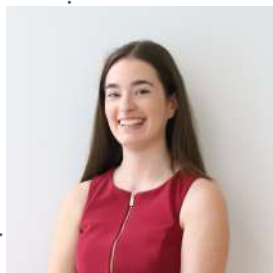
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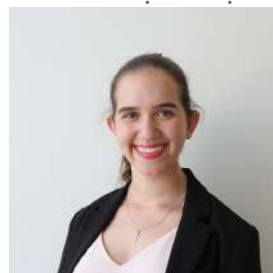
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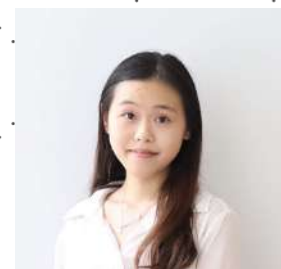
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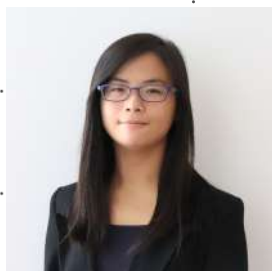
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PRESIDENTS' WELCOME

CAROLINE WANG & LISA TIU (CO-PRESIDENTS 2020)

Dear Ladies,

We would like to congratulate you all on finishing the first, and perhaps the most challenging trimester of 2020! In times of uncertainty, it can be difficult to reflect on the year, and perhaps even more challenging to plan for the future.

For Capital W, the first trimester of 2020 has seen many great challenges, changes and achievements. Our flagship International Women's Day Breakfast was a great success. It featured an inspiring panel discussion and encouraged students to connect with peers from other educational backgrounds and a variety of industry sponsors. We have continued strengthening our partnership with other universities by launching the inaugural *Intervarsity Tech Literary Series*, an initiative designed to equip female students with technical skills and wire them for a changing workforce. 2020 has also shown that we must all be wired for change by preparing ourselves for large transformations not only in our professional lives, but also in our personal spheres.

Looking ahead, the Capital W team has been wired for change. We are innovating our existing foundation to be more agile and responsive. Reaching out to our members for inspiration and collaboration, together we designed the new logo and suite of branding. As we change, adapt and evolve over the years, the new branding marks the beginning of a new chapter. Capital W has been working hard to adapt our events such as the *Beyond Mentoring Program* and *Internship Applications Workshop* with a smooth



transition to virtual delivery. Despite temporary changes in our norm, the Capital W team continues to support our members, building the bridge between students and sponsors to develop meaningful connections.

To our new members, we welcome you to the Capital W family and hope you are enjoying your university life so far. To our returning members, we hope you are adjusting to this new normal and we wish you the best of luck with any upcoming applications and opportunities. We encourage you all to be ready for change, and to challenge yourselves beyond your limits in this next term.

"It's only after you've stepped outside your comfort zone that you begin to change, grow, and transform."

— Roy T. Bennett

We wish you a safe and enjoyable Term 2!

Love,
Caroline and Lisa
2020 Co-Presidents

2020 TECH RECAP

HELEN LIANG

Tech Trends in Business

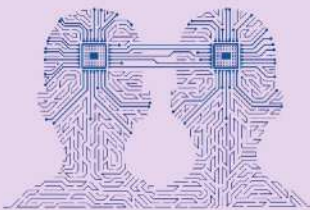
In a dynamic technological landscape, businesses must constantly evolve in the way they operate and interact with consumers in order to remain competitive. Below we discuss three tech trends in business we will see in 2020.

The 'Trust' Factor

At first glance, it may appear that consumers aren't interested in new technologies. But rather, consumers are increasingly aware of the privacy, security and ethical issues that surround technological innovation. Technological experiences that were once advantageous in the past have now become the baseline expectation of businesses, and businesses must pivot their focus to building relationships based on trust with their consumers.



Digital Twins



Digital twins are virtual replica of real-life phenomena and allow businesses to analyse the way they operate to produce insights and value-adding instructions. Businesses can benefit from digital twins through optimising their processes. For instance, by creating virtual replica of factories and machinery, businesses are able to analyse real-time data and optimise their supply chains.

Human-AI Collaboration

Many businesses have successfully used artificial intelligence (AI) technology to help automate basic tasks. Rather than replacing the work of their employees with automated processes, businesses can benefit by facilitating the collaboration between AI systems and humans. Similarly, consumers would benefit from a more human-centric experience with AI, an example being smart chatbots that can interpret the nuances of a consumer's request.



A Post COVID-19 World

The coronavirus pandemic has completely transformed the way businesses operate and the way we live our lives. Even after the pandemic subsides, our society will be significantly different to what it was in the past. In this section we discuss three tech trends we can expect in a post COVID-19 world.

Contactless Payments

Retail businesses have increasingly encouraged contactless payments such as card or e-wallets in an effort to reduce the spread of the coronavirus. It is expected that this trend will continue after the pandemic as society places a stronger emphasis on hygiene. Several nations such as Sweden and South Korea were already predominantly cashless prior to the pandemic, and we are likely to see other countries like Australia embrace a cashless economy.



Telehealth



The rise of telehealth allows medical services and health consultations to be delivered to patients without the risk of catching or spreading the virus. This trend is likely to continue after the pandemic as it reduces traffic at hospitals and other medical facilities, allowing the most vulnerable patients to receive proper care.

Virtual Experience Economy

As consumers remain in isolation, we see an increase in virtual experiences offered online, such as e-sports and live-streamed concerts. There are advantages to virtual experiences where physical events have drawbacks. For instance, an online event would not experience issues with location and capacity, as any number of consumers from around the world may attend.



A Day in the Life of an Equity Research Associate

Lucy Huang, Associate

Bank of America



Lucy Huang joined Bank of America in 2016. She is an Associate in the Equity Research team, covering the Telecom, Media and Technology sectors in Australia.

How would you describe your daily routine and what tasks would you expect?

My typical daily routine starts off with a team morning meeting, where we will receive updates on important movements in international equity markets, as well as provide and listen to updates on Australian companies we cover. The rest of my day is then typically balanced between monitoring industry/company news flow, working on research reports, financial modelling, talking to clients on key stock ideas, and getting feedback from industry contacts. Every day is different and exciting – you never really know what could throw a spanner into the works – for example, unexpected company announcements which may throw into turmoil your original investment thesis on a company and the industry.

When did you decide on this career path and how did you set about pursuing this goal?

I decided to pursue the path of an Equity Research analyst after a year of working in a different finance field. I realized that I wanted to work in a more dynamic role in financial markets, where I could think through and formulate opinions about macro, industry and company trends.

I also wanted a role where I could wear many

different hats and utilize different skillsets – particularly in Equity Research, where one day you are an accountant analysing financial statements, to a journalist the next and asking companies and industry contacts on various issues, to a lawyer the next where we're trying to work out the potential impact of regulatory change on our companies.

How important a role did an internship play in getting you where you are today?

I didn't have an internship back in university but looking back, I think having one would have helped me understand earlier what types of jobs and roles are out there in Finance. Prior to my graduate role, I was unaware of the difference between Investment Banking and Transaction Banking, for example. An internship opens up the ability for young students to gain a better feel for the range of jobs available as well as to work out where their passions and skills lie. It's also a great training ground to start developing your professional skill sets and networks.

What advice would you give to any students considering a career in Finance or Bank of America?

My advice to any students interested in pursuing a career in Finance or with Bank of America is to constantly be curious, interested and willing to learn. Now, more than ever, there are so many platforms out there to reach out and learn about different roles available. Don't be afraid to reach out to people who are working in the area that you're interested in and schedule a coffee catch up – you'd be surprised that everyone is happy to take the time out to chat and provide guidance! It is never too late to start!

Bloomberg

Exclusive Interview with Isabella Pham

Sydney Analytics Representative, Bloomberg



Isabella Pham
Sydney Analytics
Representative

What is your background?

I have a keen interest in tech and startups, so I studied a Bachelor of Commerce Co-op at UNSW with majors in Marketing and Finance. I love travelling, so I have also studied abroad in the U.S. and Thailand. Prior to Bloomberg, I worked in a range of industries including Photography, Biotech and Financial Services.

The theme of this publication is 'Wired for Change'. Can you explain what this means to you and how technology may have influenced you in becoming who you are today?

One of the most well-known technological advancements of our age is Facebook, and fittingly it was when I was scrolling through Facebook that I learned about the Bloomberg Academy program. While I knew nothing about the company, I signed up out of curiosity and here I am today – learning, getting challenged, staying curious.

Having these elements at the forefront of my value system is what I believe 'Wired for Change' means. It's about wanting to accelerate instead of settling, and technology is a perfect medium to fuel that acceleration. It's how we can connect, build communities and leverage opportunities to learn.

How do you use technology in your current role?

Technology fuels my work. Bloomberg is a company driven by data, so every day we're using technology to communicate with clients and help them analyze financial data meaningfully for investment decisions. I'm currently helping clients code applications to further digitize and optimize their workflow.


Have you ever encountered any difficulties when adapting to new technology?

I've never considered myself good at learning languages – I spent 2 years studying Japanese, only to remember 2 phrases today. So, when I was given the opportunity at Bloomberg to enroll in a Python course, I was initially hesitant but eventually jumped at the challenge. By surrounding myself with good mentors at work and being in an environment that encourages creativity and learning, I was able to grow from being a self-proclaimed "non-techy" marketing major to one of the programming/quantitative leads for Australia Analytics. Finding a direct application helped too; it allowed me to use what I learned coding-wise to build financial models for our clients.

There is always a preconceived notion that "robots will take over our jobs". Do you see this as a threat to the industry? Do you want to stay in the same comfortable job for your whole working career?

I'm excited by the challenge of potentially having my role be redundant in the future, because it means that I will have to stay agile and creative. The reality is that what we learn today may become obsolete tomorrow. I believe in investing in my soft skills and networks, and reminding myself to take risks!





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be something
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but build?

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The better the question. The better the answer.
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Building a better
working world



GRESHAM



Gresham Partners

Gresham is a leading independent Australian investment and advisory house with offices in Sydney, Melbourne and Perth. The Group focuses on four key business areas including Corporate Advisory, Funds Management, Property and Capital Solutions.

Since establishment in 1985, the Group has built a solid reputation for independence and innovation and has a distinguished track record of advising on many of the largest and most complex transactions completed in the Australian marketplace.

Corporate Advisory

Gresham Advisory Partners is Australia's oldest and most successful boutique corporate advisory firm which predominantly focuses on providing M&A advice to large domestic and international companies.

We distinguish ourselves from the larger integrated investment banks by focusing on our core business of transaction-based advice without the potential conflict that capital markets, trading and research operations may represent.

Gresham's demonstrated advisory capacity includes:

- Mergers, acquisitions and divestments
- Initial public offerings and capital raisings
- Strategic reviews
- Debt structuring and advisory
- Corporate restructuring
- Equity Capital Solutions
- Valuations
- General corporate advice

Our team includes some of the most experienced leaders in the industry who have enjoyed extensive involvement within the financial services markets in Australia and overseas. Gresham also has established and active relationships with a number of international advisory partners across the US, Asia and Europe.

Selected Recent M&A Transactions



Advisor to Ruralco on its takeover by Nutrien



Advisor to Rip Curl on the \$350m sale to Kathmandu



Advisor to QIC on its acquisition of Pacific Energy



Advisor to Transit Systems Group on the \$700m merger with SeaLink



Advised Wesfarmers on the demerger of Coles



Advised First State Super on its acquisition of the land titles and registry functions of Land Use Victoria



Advisor to KKR on its takeover of Pepper Group



Independent Advisor to the Telstra Board in relation to Telstra's major strategic reset – 'The Telstra2022 Strategy'



Advised Duet Group on the \$13bn sale to the CKI consortium



Advisor to Lend Lease on the sale of 25% of its senior living business to APG

LAZARD

A Day in the Life at Lazard

Kate Mann, Analyst and Tahnee Kljaic, Associate

Lazard



Kate Mann (Analyst) and Tahnee Kljaic (Associate) work in Lazard's Sydney office. Kate joined Lazard in February 2020 after graduating from the University of Queensland. Tahnee (also a Queenslander!) joined Lazard in October 2019, after three years of experience in Equity Research at Morgan Stanley and one year at a boutique corporate advisory firm. While they both never know where the day will take them, below is a snapshot of what it can look like.

9.00AM

KM and TK: After arriving at the office and saying hello to the team, we both check our emails and work out an action plan for the day.

9.30AM

KM and TK: We feel energised after our daily team trip downstairs to grab a coffee.

10.00AM

KM: I send a daily news update on a sector our team covers. This task is great because it helps me to keep up to date with current events. I then review and send work I did the previous evening to the Associate I am working with. I like to check my work with fresh eyes in the morning as it helps to spot any errors. After this, I have the opportunity to sit in on a client meeting where I take notes and make sure to capture the key action points.

TK: A Director in our Melbourne office asks me to help out with analysis on a company in the industrials space that I previously covered at Morgan Stanley. He'd like me to do a sum-of-the-parts analysis of the company, which involves identifying global comparable companies. He would also like me to

think about who may be interested in buying a particular division, and whether there would be competition concerns.

12.30PM

KM and TK: We head downstairs to get some lunch and try not to be tempted by the Messina in our building (although we have all fallen victim at some point).

2.00PM

KM: I help my more senior Analysts and Associates execute the tasks that have come out of the calls from earlier in the day. This can involve creating slides in PowerPoint, modelling returns in excel or managing aspects of a dataroom for a live deal.

TK: A Director and I attend a meeting in our boardroom with a Managing Director and Associate from a private equity firm. I had recently met the Associate at a junior networking event held by a law firm, who then asked me to set up this introductory meeting. Seniors at Lazard encourage us to start developing client relationships early.

3.00PM

TK: I'm drawn to the kitchen. Fortunately (or unfortunately), Lazard has a great snack selection.

KM: I wait for Tahnee to leave the kitchen so I can then discreetly take some of the amazing snacks as well.

6.00PM

TK: Today I have time to run up to Martin Place to do a Barry's Bootcamp session with our team assistant, Rochelle. Everyone in our office recognises the importance of exercise in staying both physically and mentally fit. Feeling refreshed, I'm then ready to progress through the rest of the day's to-do list.

KM: I go for a run down to the Sydney Opera House to get some fresh air and stretch my legs. The sea air really helps to clear my mind and energises me to finish the rest of my tasks.

Exclusive Interview with Jess Dai

Associate, Risk Management at Macquarie Group



Jess Dai
Associate,
Aggregate Risk

What is your background?

I studied a Bachelor of Science (Advanced) with majors in Mathematics and Physics, and Honours in Pure Mathematics. I joined Macquarie as a Summer Intern and came back in 2019 as a Graduate. I am now an Associate in the Aggregate Risk team within Macquarie's Risk Management Group. My team is responsible for measuring and understanding the risk across Macquarie's entire portfolio. One way we do this is via stress testing, where we aim to understand how our businesses would respond to a severe market impact.

The theme of this publication is 'Wired for Change'. Can you explain what that means to you and how technology may have influenced you in becoming who you are today?

The world is constantly evolving, and in order to be 'wired for change', I think we need to be able to adapt to new situations, seek opportunities, and make the most of them when they arise. I believe you can't embrace change if you try to resist it, so it's important that I approach everything I do with an open, inquisitive mind.

When I reflect on how far technology has advanced in the past decade and how powerful tools such as data analytics have become, I find it quite exciting to think about what lies another decade ahead of us. There are so many possibilities! It's encouraged me to always be open to new ideas in my work, and to never be afraid to contribute my own ideas too.

How has technology helped your company throughout the COVID-19 outbreak?

Technology has allowed us to work from home and stay connected with colleagues. Video calls, virtual desktops and cloud storage have enabled me to continue to

collaborate with colleagues with minimal disruption. There have also been many initiatives on Macquarie's internal social media platforms to help us stay connected.

How have you seen your industry change over time?

Technological advancements have disrupted many industries, including finance and this has paved the way for contemporary and innovative banking solutions to emerge. Regulation in the finance industry has also increased over time which has influenced change in the sector. I also think that there has been a greater emphasis on non-financial risks, such as Risk Culture, as well as more traditional financial risks such as credit and market risk.

What made you interested in your chosen career?

Risk is a vital function of any institution. Having a robust risk management framework is very important, so the work we do is extremely valuable to the company. This means I get to work on exciting projects. My team recently worked on a project to understand the impacts of COVID-19 on Macquarie's portfolio, with the results being presented to senior management to help inform the decisions they make. I also get to use the quantitative problem-solving skills from my degree to build models, analyse data and improve my technical skillset. It's a really rewarding space to work in.

Applications for our 2020/2021 Summer Internship Program are now open and will close at 12pm AEST on 28 July. We look for students from a wide range of degree backgrounds who are completing their degree in 2021.

If you can demonstrate strong academic performance, involvement in extra-curricular and community activities and a genuine interest in financial services, we would like to hear from you.

To view our internship opportunities, visit <https://www.macquarie.com/au/en/careers/graduates-and-interns.html>

Morgan Stanley

Exclusive Interview with Alice Yang

Analyst, Investment Banking Division at Morgan Stanley



Alice Yang
Analyst, Investment
Banking

What is the day-to-day experience like in your role at Morgan Stanley?

While my duties vary day-to-day, I could broadly summarise the role as supporting my team through compiling presentation materials for an upcoming pitch, undertaking valuation analysis for a particular company, or analysing the latest results announcements from a potential client. In the process, I have developed a range of hard technical skills as well as the ability to manage multiple deadlines and communicate with my team members and managers.

More holistically, there is a common perception that there is a “glass-ceiling” for women. What external barriers do you believe still need overcoming, but also, what internal attributes can females today apply or develop themselves that can help them overcome this?

While so much visible progress has been made for women in banking to date, sometimes the lack of women at the senior level can be a barrier as there are fewer women to look up to as mentors. It’s been great seeing more women advancing into those senior positions now, so I’d encourage females today to seek out these mentors while continuing to hone in on their skill-sets which are much needed in the industry.

In a recent LinkedIn post on the Morgan Stanley account, you mentioned that you have encountered highly motivated professionals in the environment, especially “confident, inspiring women”? Who is one, or perhaps a few people that have really stood out and inspired you and why?

As junior analysts, each of us are assigned a buddy and a mentor under a structured buddy system and mentorship system. My buddy Olivia and mentor Nancy stand out as inspiring women who have helped me navigate a career in

finance. I have learned a lot from them by virtue of asking questions, understanding their backgrounds and asking for as much advice as possible! It’s incredibly inspiring seeing other women who have built their own personal brand and are successful leaders in their field.

You stated that you hope to get more involved in initiatives to “empower other women to pursue careers in finance”. What advice and insights do you believe would inspire more women to pursue a career in finance, and what advice would you give women in finance to stay resilient in an industry that is still largely dominated by men?

I think women should be more encouraged by the strengths they can bring to a career in finance – their strong analytical abilities, critical thinking and communication skills are just as important in finance as those of their male counterparts. I would encourage reaching out to other motivated women working in finance to distil any pre-conceptions about the industry, as there are now so many initiatives, events and mentors available to support women considering a career in finance.

One of the biggest adversities many workers have stated that they encounter in any profession is establishing a voice when entering a company. How have you found the challenge of establishing a voice in one of the biggest banks in the world?

I believe establishing a voice is something that takes time and requires building trust in your team. While Morgan Stanley is a global investment banking powerhouse, being able to collaborate in lean team structures gives me the exposure of working with large transactions but the intimacy of being able to express my own views. Through this, I have found the challenge of establishing a voice to be uniquely dynamic.

To apply for a 2020/21 internship position at Morgan Stanley, visit www.morganstanley.com/campus and submit your application before 14 July 2020 (Melbourne) or 28 July 2020 (Sydney).

Exclusive Interview with Jennifer Song

Analyst, Investment Banking at Nomura



Jennifer Song
Analyst, Investment
Banking

What is your background?

I studied Law/Commerce (Finance) at USYD and I am an Investment Banking Analyst at Nomura.

The theme of this publication is ‘Wired for Change’. Can you explain what this means to you and how technology may have influenced you in becoming who you are today?

To me, being “Wired for Change” means that we’re constantly open to new ideas and innovations, and also ready to adopt them, so that our personal and professional lives are made easier. For example, if you’re like me and a big fan of board games, you’ve probably found yourself playing online board games with your friends over a Zoom call, due to the social restrictions from COVID-19. This goes to show that in this day and age we’re able to immediately leverage the technologies that are available to us in order to adapt to unexpected changes. Technology has also made us more globally connected with our friends, family and colleagues. In a work context, it means that colleagues around all the international offices can easily reach out to each other for advice and leverage each other’s resources.

What technical skills do you think would be useful to learn as a university student before applying for internship and graduate roles?

If you’re interested in interviewing and working in investment banking, it is useful to have an understanding of financial statements, basic financial modelling (DCFs, multiples) and be up to date with the news. In saying that, banks are also looking for diversity! If you’re not from a typical finance background but you show a strong enthusiasm toward the industry, a willingness to learn, and that you’re up for a challenge, you’d definitely be looked favourably on. In interviews, showing your personality is even more important than technical skills. Prepare your “Tell me about yourself” pitch and don’t forget to talk about your hobbies and interests!

Otherwise, Excel and PowerPoint are classic technical skills that are applicable to a lot of industries. Having decent experience in these prior to your internship/graduate role does help for efficiency.

What made you interested in your chosen career?

What made me interested in investment banking was the opportunity to learn so much, above just finance and technical skills, and being kept on my feet with new challenges. In investment banking, you get to see how macroeconomic factors and industry drivers affect businesses and how businesses can survive, thrive or grow through M&A, areas which I’ve always found really interesting. You could be working on anything from food to beverage companies, satellite companies, mining, fashion and so much more, so there’s constant novelty and excitement. This diverse exposure is especially true for banks like Nomura which have a generalist structure for their analysts, meaning that you get a chance to work across all the industries without having to elect a team from the get go. Also, I was drawn to working with really capable and experienced people that also know how to have a laugh.

Do you have any tips on adapting to change?

I think adapting to change is important in any job as you may experience some unforeseen time-urgent demands. I try to plan ahead and manage my time around the possibility of that happening, so that you can have an added level of flexibility. This usually means prioritising your to-do list, trying to knock things out early and re-prioritising tasks when something new arises. Also, like I mentioned above, I think it’s good to always keep an open mind towards learning about new and different ways to do things. If you’re dealing with something new and you know someone’s been in that position before, don’t be afraid to get their opinion on the best approach to take.

Exclusive Interview with Anne Fernando

Associate Analyst, Quantum



Anne Fernando
Associate Analyst

What is your background?

My interest in Mathematics started sometime around year 8 or year 9. From then on, I challenged myself to sit for all the advanced math classes available to me in high school and proceeded to pursue it in university. The degree of Bachelor of Mathematics and Finance at the University of Wollongong allowed me to not only study Pure Mathematics but also explore other areas of Applied Mathematics under Statistics, Computer Science and Finance. Towards the end of my degree I narrowed down the subjects that excited me the most which led me to my career in data analytics today.

The theme of this year's publication is "Wired for Change". Can you explain what this means to you and how technology may have influenced you in becoming who you are today?

I interpret the phrase 'Wired for Change' as being set in a way that we are able to adapt to any situation. I believe being wired for change is not built-in to any human. It is a quality that develops over a person's lifetime based on their background and experiences.

Technology had a massive influence on me as a first-generation university graduate now working in Information Technology Services. My parents provided me with a good education but having no immediate role models in my life who had an education beyond high school, I resorted to the internet to learn about what was possible. From a young age it taught me everything from content that I didn't understand in school to helping me find opportunities for further education and eventually attending university overseas in Australia. Technology helped me be more independent and explore opportunities that I would have otherwise been blind to.

Do you have any tips for adapting to change?

I find having a good support network of people around is immensely helpful in circumstances involving change. If your normal routine is disrupted, take it day by day and talk to your network about what was frustrating or inhibiting your productivity compared to your norm. Once you have acknowledged what is causing it, it becomes easier to come up with a solution.

What technological skills do you think would be useful to learn as a university before applying for internship and graduate roles?

Getting a good grasp on programming fundamentals and being able to apply it as you write basic algorithms is a useful skill to have in the technology industry. While this is a skill that comes with experience, I believe it's beneficial in allowing you to pick up any new software or language.

What made you interested in your chosen career?

I first developed an interest in data analytics while I was taking a data mining class in university. Our first assignment involved answering questions based off of findings from a few million rows of location data at frequent timestamp intervals to track the route taxi drivers are taking for their rides. We were trying to figure out whether the drivers are taking longer routes than they should be taking. I enjoyed the process of cleaning the data, finding outliers, and dealing with various quirks specific to the dataset prior to looking at trends. After looking at trends we had to communicate what we saw, what assumptions we were making and whether we could confidently deduce a conclusion. I was fascinated by all the information we could derive from the dataset and what questions it could answer.

I still to this day find the datasets I work with to constantly keep me on my toes, as the problems we work on change every day. There is a lot for me to learn in this field and I look forward to it.

Exclusive Interview with Martina Qin

Business Banking Graduate, Westpac



Martina Qin
Business Banking
Graduate

What is your background?

I studied a Bachelor of Commerce (Liberal Studies) majoring in Finance, Banking and International Business at the University of Sydney. This year I started my Graduate Program with Westpac and will be rotating through seven different divisions within Business Banking.

The theme of this publication is 'Wired for Change'. Can you explain what this means to you and how technology may have influenced you in becoming who you are today?

Change is the only constant in our lives, and it is only through our adaption in which we can thrive. As someone who grew up within the digital age, I have seen the pace at which the world around us has transformed with the growth of technology and innovation. From the first smartphone and industrial robot to the development of 5G and augmented realities, we've now reached the new age where space tourism is no longer a pipedream, but rather a reality close to reach. It is these breakthrough technological changes that have shaped my views of the world and influenced my belief that anything is possible.

How has technology helped your company throughout the COVID-19 outbreak?

As an essential service, Westpac had to quickly strategise new ways to meet customer needs whilst ensuring the safety of its employees. Notably, Westpac has optimised its online banking services to better manage the 18.5% increase in new users, providing more customer support and simplifying the experience for those inept at technology. As for employees, 85% of Westpac's workforce are now working from home. Despite more than 300 active technology projects being underway at any one time, this new routine has not hampered productivity. Through the adoption of Microsoft's Teams collaboration software, staff can communicate efficiently and sustain its operations. Westpac has also made several investments to

material upgrades to its network. This includes moving virtual desktop infrastructure, which enables remote working, into cloud, meaning it could be scaled up easily. Moreover, through software products such as Aternity, Westpac can monitor the performance of systems on workers' home computers, ensuring that any issues are quickly resolved.

How do you think technology will affect the industry in the medium to long term?

With the rise of neobanks and fintechs, traditional banking services will need to continuously adapt and innovate in order to compete for a growing market of young, tech-savvy customers. This will likely drive further market segmentation and increase the need for prescriptive security, as cyber risk will increase with the development of technological platforms. With the generational migration from cash, there will also be a reduction of in-person facilities. Whilst this may hinder the customer experience for those who prefer human interactions, companies have already started looking into tech alternatives. Notably, Westpac has recently recruited its first AI staff member, "Wendy", who is capable of recognising and responding to customer's emotions as they chat onscreen through the webcam. Finally, with the growth of blockchain technology, financial services will also be exploring options to streamline processes and cut costs.

What technical skills do you think would be useful to learn as a university student before applying for internship and graduate roles?

Having a strong grasp of Excel will be highly beneficial. You'll most likely be spending a lot of time in front of a spreadsheet so knowing more than the basics will really get you ahead. Having basic programming skills or an understanding of enterprise systems will also give you an advantage no matter what field you're applying to as almost all companies are investing in technological developments. My advice would be to take on a computing course as an elective or do an online course in your free time if you can. Finally, knowing your financial knowledge and understanding business acumen is essential to getting a commerce-related job. This includes knowing basic finance formulas or accounting processes if you're applying within those fields.



RECAP OF 2020 INTERNATIONAL WOMEN'S DAY BREAKFAST

EACH FOR EQUAL

On the 6th of March, Capital W held its annual International Women's Day Breakfast in collaboration with Network of Women (USYD), Women Entering Business (MQU) and Women in Business (UTS) at the Establishment Ballroom, welcoming over 200 students and industry representatives. After grabbing a refreshment from the coffee cart (yes, we had our own personal barista!), the morning began with a panel discussion centred on the theme of Each for Equal, focusing on how each and every one of us has the power to advocate for gender parity across various industry sectors.



We were fortunate to be joined by Meredith Chester - Partner at PwC, Suzi Jamil - Founder and Director of Think Inc, David McGregor - General Manager at NAB asset management and Susan Overall - Associate at McKinsey & Co as our panellists, with leading advocate for women and award winning author, journalist and presenter Catherine Fox as our facilitator.

In particular, we celebrated the progress that has been made for workplace gender equality, recognising how more companies are actively implementing policies to progress towards the 50/50 target. This is a key step in acknowledging the bias women face when applying for promotions and as the panel highlighted, significant in ensuring more women are present at managerial and executive roles to design appropriate policies. The panel also discussed the difficulty of balancing work and family as a factor of workplace gender inequality, pinpointing the importance of flexible working arrangements and parental leave to ease the transition back to the workforce for parents. Moreover, it is pivotal that society changes its perceptions towards seeing males as the primary caregivers, as stay-at-home fathers often feel disconnected and judged.



The resounding message of being Each for Equal was that we all have the capability to encourage gender equality through our daily actions, especially in calling out inappropriate remarks and behaviour. We were further reminded of the importance of society and women themselves not underestimating or downplaying their efforts and achievements. After such an insightful conversation, it was great to see the thoughtful questions posed by the audience during the open Q&A. A networking session over delicious refreshments followed the panel and attendees were left exceptionally motivated and empowered!

A Look Inside Consulting

The lessons I learnt from six months in consulting at PwC

By Evelyn Balleine



1. The Importance of Networking

Don't be afraid to reach out to people on LinkedIn or by email. Although some may not respond, the majority will appreciate your proactivity and will be willing to have a conversation about their work and answer your questions. Within my first few weeks at PwC, the other interns and I very quickly learnt the importance of networking within your role and throughout your career. Even senior managers and directors who had been at PwC for years would organise coffee catch ups with partners and colleagues to discuss each other's work and provide feedback and mentorship. By gaining the courage to reach out to senior colleagues, I have gained insights that have shaped the outlook of my career.

2. Say YES to Everything

Take every opportunity that comes your way, whether it be a new project, coffee catch up, work event or social gathering with colleagues. These opportunities shaped my time at the firm and made it far more interesting and enjoyable. At first, it may seem daunting to apply for an internship or attend a networking event,

but these different experiences allow you to step outside your comfort zone and expose you to new ideas and opportunities. By learning to say yes more often, I was given more responsibility on a project, put my excel skills to use for a client and had my work presented to a CEO and other senior executives.

3. Take Ownership of your Professional Development

By having regular catch ups with my mentor, I learnt that professional development was more than just learning soft and hard skills, but about how I kept track of my goals and sought out opportunities to challenge myself. During the six months, I would have some downtime between projects to focus on my professional skills and learn more about the things that interested me. I took the time to attend internal workshops and completed online training modules in Power BI and business case modelling. At the end of the day, it is up to us to seek out opportunities that develop our skills and initiate conversations that will open up new doors in our careers.



BOOK RECOMMENDATIONS

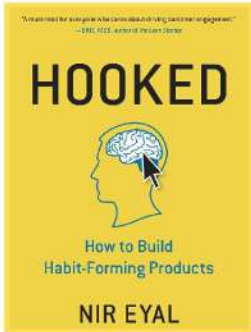
By Sally Song

The speed at which technology is advancing is outpacing the human capacity for understanding. For many, technologies such as artificial intelligence pose an existential threat if only because it seems as if no one is capable of predicting its potential to assist or harm humanity. The ambiguities surrounding AI and other emerging technologies have led many to reject the possibility that these technologies could generate net positive outcomes for individuals and society at large.

However, deepening our understanding of the technical features behind new and unfamiliar technologies will merely allow us to understand how the technology is used as a tool but not how we will or should interact with and respond to the tool. The sort of understanding we must develop is found in the intersection of technology, psychology, economics, culture and history— all of which can be understood by reading across a diverse range of genres, from speculative fiction to non-fiction.

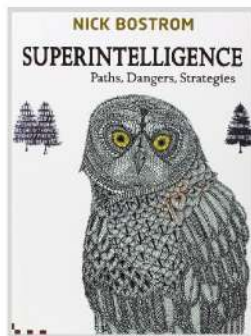


MUST-READS



HOOKED by Nir Eyal

Ever wondered how big-tech companies such as Facebook create products we can't stop using? Based on years of research and industry experience in Silicon Valley, Nir Eyal explores the methods companies use to keep consumers hooked online.



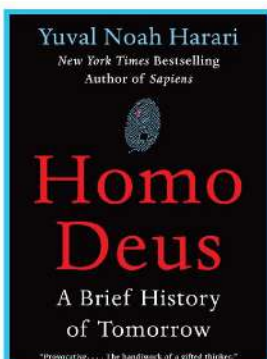
SUPERINTELLIGENCE by Nick Bostrom

In August 2014, Elon Musk tweeted: "worth reading SuperIntelligence by Bostrom. We need to be super careful with AI. Potentially more dangerous than nukes." As AI continues to advance, SuperIntelligence retains its relevance as an insightful read on the possible existential threats posed by AI.



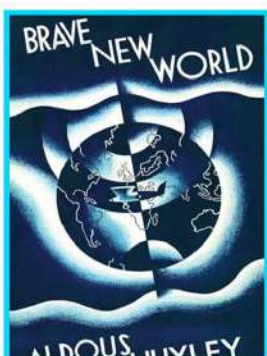
SOONISH by Kelly and Zach Weinersmith

The Weinersmiths investigate emerging technologies such as augmented reality in a way that is easily digestible for the average reader who is unfamiliar with technical jargon; the authors provide a comprehensive overview of the technologies that will transform our lives in the late 21st century.



HOMO DEUS by Yuval Noah Harari

Homo Deus is a compelling novel by the NYT best-seller Yuval Noah Harari, whose insights are both prophetic and provocative. With his prose-like style, Harari asks then answers two fundamental questions: 'Where are we now' and 'Where are we going?'



BRAVE NEW WORLD by Aldous Huxley

A canonical work of speculative fiction, Huxley's imagined dystopian society in Brave New World is disconcertingly recognisable for modern readers. Huxley illuminates the pervasions of a society dominated by mass-entertainment, technology, hedonism and a small group of genetically enhanced elites.

DIGITAL SLAVES: ESCAPING THE WIRES OF UNHEALTHY DIGITAL MEDIA USE

By Susan Tang

Late nights, coffee, energy drinks, and the endless cycle of groggy mornings and running out of time. When we are constantly wired to seek fresh content, our phones and laptops provide that instant satisfaction. Ever since the world went into lockdown, I have seen my phone's screen time jump from an average of five hours per day (which is already a lot, I know) to around 10-11 hours. That is basically my entire waking day. Granted that around 70% of those hours are spent on FaceTime to fulfil my social interaction cravings, the rest is spent unhealthily scrolling through Instagram, TikTok and YouTube. Our reliance on digital media has become obsessive and it's time to rewire our brains to utilise it in a healthier and more productive way.

It is admirable when someone has their life together. Picture this: getting up at 6am to exercise, followed by a healthy dose of fruit smoothies, going to uni, socialising, coming home, studying really hard until 9pm and going to bed at 10pm. Sounds good right? Well, through my trip down the rabbit hole of YouTube, I end up dry eyed and sleep deprived after bingeing videos of people's perfect lives for the entire day. The truth is, our brains are held hostage by social media, wired towards ideals that are presented on the internet - and you have to remember that what you see is not a reflection of real life.

So why do we keep doing this? Despite the guilt at the back of our minds, why do we keep refreshing our apps for more even though we know it's addictive? Websites are designed to keep us on them for as long as possible. Think to the numerous YouTube recommendations on the sides of a single video, or the endless selections on Netflix.

Enter digital minimalism: a new way to rewire our brains to use technology mindfully. This term, coined by author Cal Newport, explains the minimalism movement on a digital level. With our hyper-reliance on communication tools, we need to understand that, no, we do not need to be connected online 24/7. This that is a concept that I, as someone who has FOMO, need to accept.

When it comes to technology, we often lack intention. Why are we reaching for our phones right after we wake up? Why do we instinctively pick up our phone at social events? Why do we spend so much time consuming media that does not add any tangible value? Leaving all of these questions open ended leads to the common phrase "I don't have time" and then the vicious cycles of late nights trying to finish an assignment begins yet again. We become exhausted in our consumption of media, but we can't stop because we must find out "Why I Dropped Out of School" or "What She Replies Will Shock You".

The truth is, we have become so reliant on the comfort of escape that technology provides. Running out of time, being "too busy" to go out for fun are all a result of us spending too much mindless time online. That is not to say people aren't busy. In a commercialised world, where we are all hustling to get our foot in the door of our dream careers, it is easy to forget that our worlds don't revolve around technology and becoming late night raccoons with Red Bull cans piled around us. In Laura Vanderkam's book, 168 Hours: You Have More Time Than You Think, she presents the impossible: actually have 8 hours of sleep per night, exercising a fair number of times a week and having enough time to complete work and socialise. This is the ideal we should strive for. A life we consider, 'put together'.

We are our own influencers. We have to remember that watching that show on Netflix, or following someone closely on YouTube earns them money. So, while you sit in your bed, staring at your frazzled reflection as the screen turns black after an episode, you have to remember that these people are hustling and reaching goals in their lives. Are you? In Vanderkam's book, she examines the 168 hours we have in a week. With a little reallocation, prioritising and rewiring of our brains to the idea that, yes, we actually have enough time, it's easy to be that admirable study blogger behind the computer screens.

Technology has been incredibly helpful for us when it comes to accessing information instantaneously. However, when we are constantly reaching for our phones, we affirm that social media is something we need. I am not alone in this experience: it is reported that most people pick up their phones 58 times per day. The reality is, it's not too bad after all if we set the intention of its use. Whether it's to find more information about a clothing boutique or for fitness goals, it should never leave you feeling like you've fallen down a rabbit hole. So for a month, I challenge you to repurpose your time, think about why you have opened up Instagram again or what your reason is for making another TikTok? Take back control of your time and rewire your brain to understand that life is beyond becoming slaves to digital media.



2020 O-WEEK HIGHLIGHTS

INVESTING IN TOMORROW'S BUSINESS WOMEN



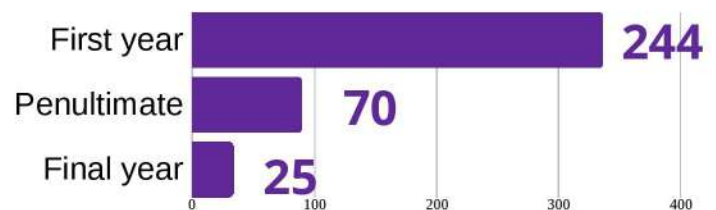
During UNSW O-Week, Capital W held a stall over 2 days to greet new students and share our vision as a society.

Total O-Week Sign-ups



+400 new student sign-ups, an increase of **37%** compared to 2019

Female students' degree progress



Geographical Breakdown



80% of sign-ups were domestic students & international students represented **20%**



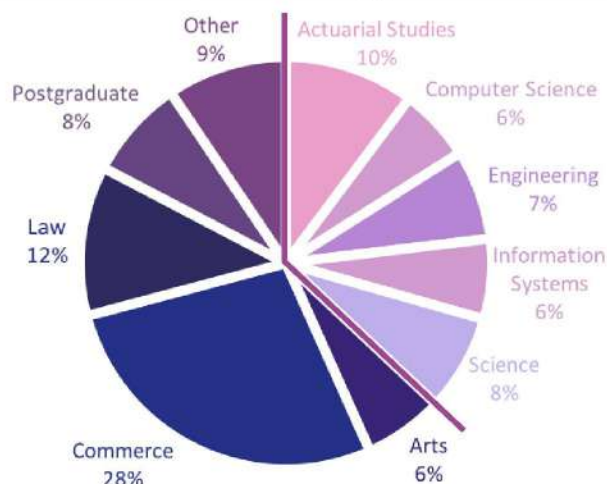
4% Interstate Australia
20% Greater Sydney or Rural NSW
76% in Sydney Metropolitan area

Female students' degree breakdown

"Other" includes degrees such as Bachelors of :

- Media
- Psychology
- Professional Accounting

28% are studying a Commerce degree



37% of students are studying at least 1 STEM degree



During the UNSW O-Week period, Capital W's Facebook page views increased by **7x** and page likes increased by **22x**



Capital W's tri-annual Re-Cap Publication can be found through this QR code. Read our 2020 Sponsor and Student articles!

INTERNATIONAL WOMEN'S DAY BREAKFAST 2020 HIGHLIGHTS

#EACH FOR EQUAL

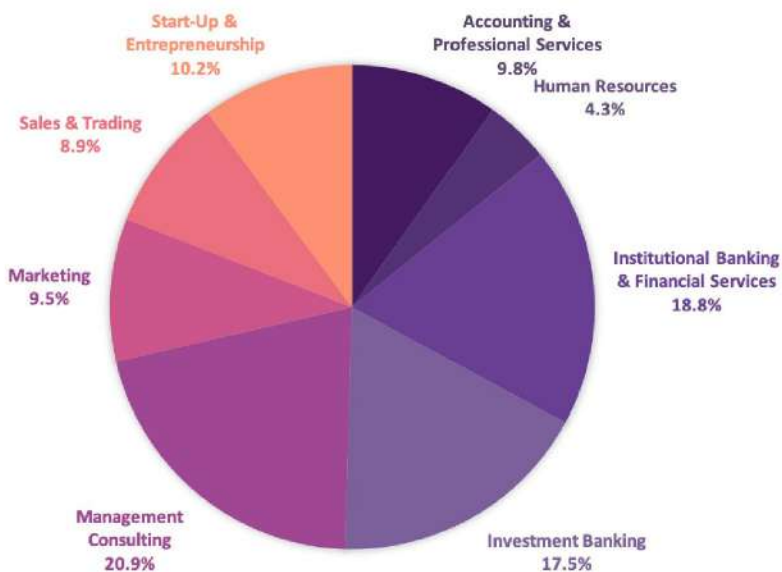
This year, we focused on *#EachForEqual* and were joined by facilitator, **Catherine Fox** and panellists, **Meredith Chester**, **Suzi Jamil**, **David MacGregor** and **Susan Overall** who discussed the importance of male champions of change and the need for greater cultural and gender diversity in the workforce.



155 female uni students from Macquarie University (43), UNSW (43), USYD (43), UTS (24) & Western Sydney University (2) attended the annual breakfast.

26%	final year students
33%	penultimate students
23%	pre-penultimate students
18%	first year or other

CAREER INTERESTS OF ATTENDEES



The most popular career interests were:

- 1 MANAGEMENT CONSULTING
- 2 INSTITUTIONAL BANKING & FINANCIAL SERVICES
- 3 INVESTMENT BANKING

Hosted in collaboration by:





2020 INTER-VARSITY TECH LITERACY SERIES WORKSHOP #1



BREAKING BARRIERS: WOMEN IN BUSINESS AND TECHNOLOGY

in collaboration with:



Capital W hosted the first workshop in the 2020 Inter-varsity Tech Literacy Series which aims to empower female students with skills in technology. This workshop focused on enhancing students' understanding of Microsoft Azure and Power BI.

Satisfaction with Event

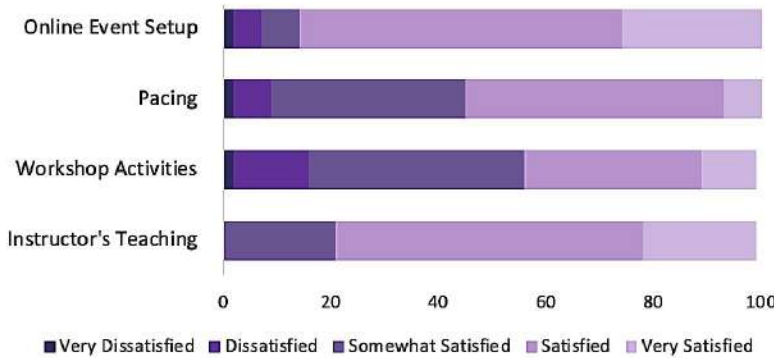


on average, students rated their satisfaction of the event **7 out of 10**

Student Improvement



For Microsoft Azure, **88%** of students believed their understanding improved. For Power BI, **86%** of students.



Event Satisfaction Breakdown

86% were satisfied with the **setup**
55% were satisfied with the **pace**
43% were satisfied with the **activities**
78% were satisfied with the **teaching**

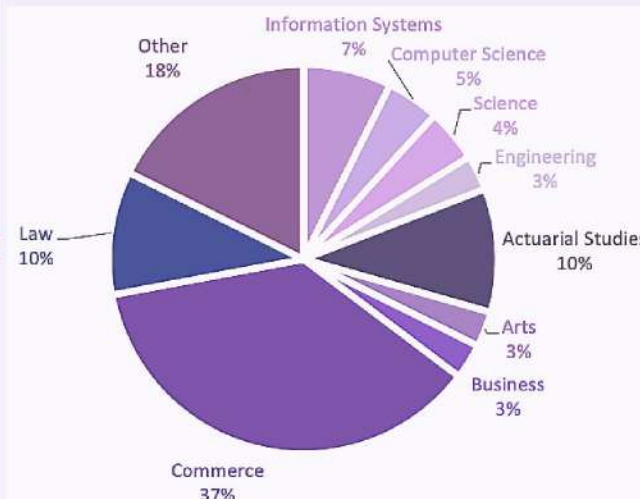


Female students' degree breakdown

"Other" includes degrees such as Bachelors of:

- Data Science and Decision
- Information Technology
- Psychology

40% are studying a **Business** degree



31% UNSW
26% UTS
24% Macquarie University
19% University of Sydney

over **30%** of students are studying at least 1 **STEM** degree



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