



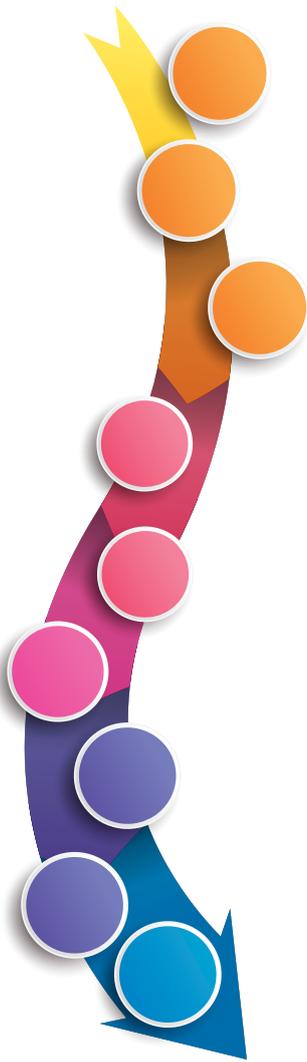
FUTUREPROOF

MAGAZINE FOR FUTURE BANKERS

BATCH 29 | SEPTEMBER 2025



CONTENTS



Class 1

- 2** **Featured: Unleashing The Power Of Silence**
Empowering Young Voices In The Deaf Community
- 5** **Project Catalyst: Voices Beyond Sound**
- 7** **Faces of Class 1 - Kihoi**

Class 2

- 9** **Featured: The Difference a Minute Makes**
Understanding the Golden Minute & First Aid Awareness
- 11** **Faces of Class 2 - Dare2Dream**
- 15** **Project Catalyst: Stayin' Alive**
Empowering Children Through First Aid Education

Class 3

- 18** **Featured: Period Poverty**
Understanding period poverty
- 19** **Project Catalyst: Project SHEmatters**
Sustainable. Hygiene. Empowerment
- 23** **Faces of Class 3 - Tridents**

Participating Financial Institutions for Batch 29

BANK ISLAM



HongLeong Bank



BATCH 29 | SEPT 2025

FUTURE PROOF

Magazine for future bankers



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CLASS 1

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UNLEASHING THE POWER OF SILENCE

EMPOWERING YOUNG VOICES IN THE DEAF COMMUNITY

Imagine walking through a busy university hallway laughter and chatter fill the air, but for you, there's only silence. For many deaf and hard-of-hearing (DHH) youth, this is daily life. They see the smiles but miss the words not because they can't listen, but because others don't know how to communicate.

Across Malaysia, many deaf and hard-of-hearing youth face barriers in school, social life, and daily conversations. These challenges are often from a lack of awareness and empathy, leading to isolation but with understanding, we can bridge the gap and build inclusion.



“When I can understand what my parents are saying, I am less alone.”

WHY AWARENESS MATTERS

Communication is Key

Communication is at the heart of inclusion. For deaf youth, sign language is more than a tool. It represents their identity. When they can communicate freely, they feel valued and connected. Even learning a few basic signs shows empathy and helps bridge the gap.

Empowerment Through Skills and Opportunity

Empowerment goes beyond awareness. Vocational and educational programs help deaf youth build confidence, skills and independence. With access to training and opportunities, they do not seek pity but equal chances to contribute and succeed.

CHALLENGES FACED BY DEAF YOUTH

Communication and Language Barriers

Many hearing individuals, including teachers and peers, lack sign language skills. This limits interaction and creates dependence on interpreters. Accessible materials and captioning are still rare in schools and public events, leaving deaf individuals excluded from full participation.

Social Stigma and Stereotypes

Deaf youth often face misconceptions such as being intellectually incapable or socially awkward. These prejudices discourage inclusion in classrooms, workplaces, and even friendships. Stigma not only silences their voices but also undermines their confidence.

Mental Health and Isolation

The emotional toll of constant exclusion can be heavy. Deaf youth who are lack with social interaction or understanding from their environment are more prone to depression and anxiety. Feeling unheard often translates into feeling unseen.



How Youth Are Shaping a More Inclusive Tomorrow

Learning a few signs can spark a real connection. Each gesture shows respect and opens a bridge between the hearing and deaf worlds proving that inclusion doesn't need sound, only understanding.

On social media, youth have the power to turn awareness into action. Sharing stories and celebrating deaf voices transforms silence into strength and connection into change.



Voices Beyond Sound

OUR STAKEHOLDERS

KELAB CAKNA OKU UKM

A student-driven organization at UKM dedicated to promoting awareness and fostering an inclusive campus environment.

MALAYSIA FEDERATION OF THE DEAF (MFD)

A key advocacy organization recognized for its sign language knowledge and commitment to empowering Deaf community.

KOLEJ TUN HUSSIEN ONN (KTHO) UKM

Student residential college mobilizing volunteers to drive campus-wide engagement.

Universities shape tomorrow's leaders yet many students have never truly connected with the deaf community.

While campuses now have better infrastructure, genuine social inclusion is still catching up. Real inclusivity goes beyond ramps and policies. It takes empathy, understanding, and students willing to take action.

That's where **Voices Beyond Sound** comes in. Through hands-on learning at Universiti Kebangsaan Malaysia (UKM) and partnerships with Kelab Cakna OKU and Malaysia Federation of the Deaf (MFD), we're creating meaningful experiences that spark empathy and drive lasting change across universities.



Partnership with UKM, Kelab Cakna OKU and MFD



Sign Language Demonstration



Hearing Their Story: Living Deaf in a Hearing World

OBJECTIVES

- 1 Foster Inclusivity Through Experience**

Through inspiring talks, sign language lessons, silent cinema, and interactive games, participants get to really experience and connect with the deaf community.
- 2 Amplify Visibility and Awareness**

We're teaming up with UM, UiTM, UniKL, and UPM to spread the word across campuses. Attention-grabbing banners with sign language alphabets remind everyone daily that inclusivity matters.
- 3 Ensure Long-Term Sustainability**

Our ready-to-use club module makes it easy for any university to join the movement, and participants earn certificates as proud advocates for a more inclusive Malaysia.



Sign Language Kahoot winner



Module handover to partner universities



Module handover to UniKL representatives

FUNDRAISING UNLEASHED

Turning LinkedIn into a Magnet for Opportunities 2025

In our recent collaboration with **UKM Karier**, we had the privilege of delivering a comprehensive talk focused on leveraging LinkedIn as a strategic platform for fundraising.

The session was designed to empower university students to strengthen their online presence and attract potential employer. We emphasized the importance of building a strong, authentic personal brand that reflects not only what you do but also why you do it.



Held the *Winning on LinkedIn* Programme



Selling personal care items

In addition, our team also carried out a small fundraising initiative to support the cause. We sold a variety of affordable personal-care and daily-use items including face masks, car perfumes, hair oil, eyeliner and body perfume. These items were selected to appeal to a wide range of students and visitors making it easier to encourage contributions.

FROM AWARENESS TO ACTION: REVOLUTIONIZING DEAF INCLUSION IN HIGHER EDUCATION

Encouragement of Inclusive Behaviour

Participants were motivated to promote inclusivity in their own environments campuses, workplaces and community activities. They expressed willingness to advocate for better access and equal opportunities for Deaf individuals.



Sign Language Demonstration



Module handover to partner universities

Increased Awareness of Deaf Culture

Participants gained deeper awareness of Deaf identity, community values and cultural norms. They learned that Deaf culture is not defined by disability but by a rich linguistic and cultural heritage centered around sign language.



Sign Language Demonstration by Mariam Zahiah



Bunting handover to partner universities



Appreciation to one of our stakeholders



Helping our precious guest after the event

Strengthened Empathy and Social Responsibility

Through real-life stories and interactive activities, the program fostered empathy and encouraged participants to see issues from the perspective of the Deaf community. This helped build a stronger sense of social responsibility.



SILENCE IS NOT LIMITATION

The Barrier Is a World Not Built For All

According to Nur Marsya Amani, former UN Youth Volunteer with UNFPA Malaysia, the challenges faced by the Deaf and hard-of-hearing community extend far beyond simple awareness. She explains that many barriers arise from information inaccessibility lectures without captions, public announcements without visual cues, and emergency systems that rely solely on sound.

For youth who have never interacted closely with Deaf individuals, these barriers often go unnoticed, yet they shape every part of a Deaf person's daily experience. Her insight highlights an urgent truth: the problem is not the Deaf community, but the systems that fail to include them.

Youth as the Bridge

Marsya believes that young people hold one of the strongest positions to drive change, precisely because they are open-minded, adaptable and influential within their communities. She encourages youth to start with genuine listening, to learn basic accessibility practices and to use their social platforms to amplify the voices of marginalized groups rather than overshadow them. Her view captures a powerful message: when youth choose to understand, they become the bridge between what society is now and what it could be.

Why the UN Emphasises Inclusivity

From her UN experience, Marsya emphasises that inclusivity sits at the core of **SDG 3 (Good Health & Well-Being)** and **SDG 4 (Quality Education)** because health and education lose their meaning when people are excluded from understanding, learning, or participating. She stresses that healthcare communication must be accessible for all, and that education is not just about being present in a classroom, but being able to fully engage with the content. Her perspective reflects the UN's approach: systems must adapt to the learner not expect the learner to adapt to inaccessible systems.



Ultimately, the challenge is not the Deaf community itself, but the lack of accessible systems, inclusive design and societal understanding that limits their full participation.

- Nur Marsya Amani -
Former UN Youth Volunteer



Busyra 



Mariam 



Efa 



Shahira 



Zulaikha 



Adira 



Aniq 



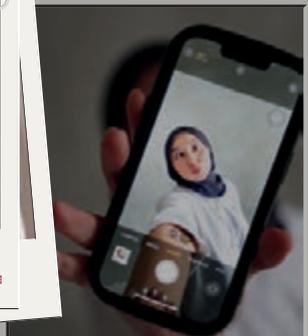
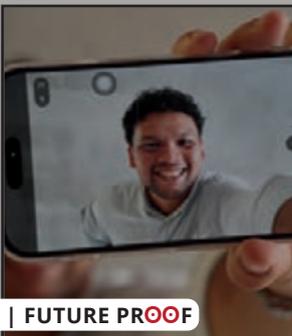
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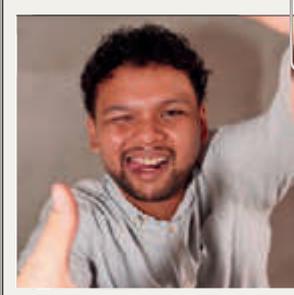




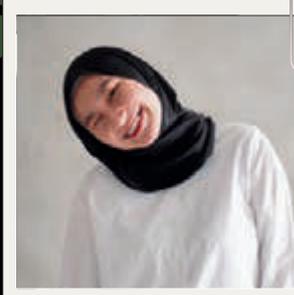
Aisyah  UOB



Irfan Ghapar  BANK ISLAM



Iqram  PUBLIC BANK



Zahiah  UOB



Syazwani  UOB



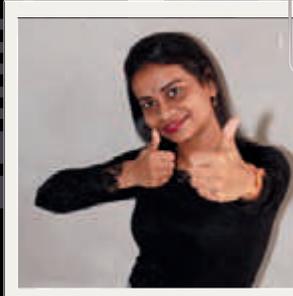
Irfan Jasni  BANK ISLAM



Syazwina  HongLeong Bank



Chai Wing Kit  UOB



Duneshah  UOB



Kihoi!
est. 2025

THE DIFFERENCE A MINUTE MAKES

Accidents rarely give warnings. They happen at home, on the road, at the gym, or even during a normal day at work. First aid gives ordinary people the ability to act in the most critical minutes before medical help arrives. A simple skill like CPR, bleeding control, or the Heimlich maneuver can stabilize someone long enough to save their life. First aid doesn't require superpowers just knowledge, willingness, and calmness.

"The first few minutes decide everything."



The Golden Minute

Every emergency has a "golden window" where quick action prevents long-term damage. A choking child, a burn injury, or a sudden collapse can turn fatal if no one steps in.

"Doing something is always better than doing nothing."

Knowing what to do protects vital organs, reduces complications, and buys precious time. Whether helping a family member or a stranger on the street, first aid turns ordinary individuals into protectors of their community.

Breaking First Aid Myths

Many people hesitate to help because of fear or misinformation:

- "I might make it worse."
- "You must be certified to do CPR."
- "Helping is risky."

First aid is not only about techniques, it's about staying calm, being aware, and taking responsibility for the people around you. These are skills that stay with you for life. Through community projects like Stayin' Alive, trainers and volunteers make first aid accessible to everyone, students, parents, workers, NGOs, and neighbourhood groups. When more people are trained, more lives can be saved long before an ambulance arrives.





DR. KAHVISHA

Dr. Kahvisha has spent over four years as an accredited medical trainer under HRD Corp and is a certified AHA Instructor in BLS, ACLS, PALS, and Heartsaver First Aid CPR AED. She has conducted more than 500 courses and trained over 3,000 participants from doctors, nurses and offshore medics to NGOs and students. Despite her extensive work with healthcare teams, her strongest passion lies in empowering the public with lifesaving knowledge.

WHY SHE STARTED?

Her motivation began with her experience in emergency medicine. She noticed how often medical intervention could have started at home. “If people had even basic first aid knowledge,” she says, “We could save precious minutes and sometimes, save a life.”

According to Dr. Kahvisha, many people hesitate because of myths. “But doing something is always safer than doing nothing,” she emphasizes. Her mission is to eliminate that fear.



THE HANDS-ON DIFFERENCE

Her training style is energetic, interactive, and grounded in teamwork. She keeps participants moving, practicing, and thinking because skills must stay sharp when real emergencies happen. The most rewarding moments come later, when people call or message saying they used what they learned to help someone.

THE LASTING IMPACT

Beyond techniques, Dr. Kahvisha hopes participants leave with calmness and confidence. “Remember the basics and don’t panic,” she says. Through Project Stayin’ Alive, trainers like Dr. Kahvisha are making first aid accessible, practical, and part of everyday life.



Dream

BATCH 29





FSTEP B CLASS



**ATCH 29
OF 2025**

PROJECT STAYIN' ALIVE

BASIC FIRST AID EDUCATION

GROUNDWORK

OUR MISSION

Inspired by the Bee Gees' classic hit, "Stayin' Alive" provides the ideal rhythm for CPR, catchy and famously lifesaving. It was this rhythm of readiness that sparked our community-driven initiative, built on the belief that health knowledge should never be a privilege. It's a basic human right. Anchored under **UN SDG3: Good Health and Well-Being**, our Project Catalyst seeks to equip underprivileged children with essential yet life-changing first aid skills. Our mission is simple: to empower children with the confidence to respond calmly and effectively during emergencies. We hope to transform them from passive bystanders into capable first responders.



Graduates of the Stayin' Alive First Aid Programme after a fulfilling day of learning

THE RHYTHM THAT STARTED IT

Our preparation journey began in week 2 of the FSTEP Programme. Our team brainstormed ways to create a project that was both impactful and sustainable. First aid education stood out immediately as it was universal, practical and essential. Once the team approved the idea, we reached out to Trinity Community Children's Home (TCC) and began coordinating logistics, programme content and communicating with potential first aid trainers.

Fundraising and personal contributions became an essential part of our journey. Through donations, internal fundraising activities such as selling snack packs and desserts, our group successfully raised enough to purchase first aid kits for the children's home. We also prepared 22 mini first aid kits for each participant to ensure that they will be able to participate during the planned hands-on session.

A SHORT GLIMPSE

Tucked away in the bustling heart of Petaling Jaya, stands a modest two-storey home that, for the past 20 years, has been a safe haven for 22 children in need. More than just a roof and four walls, Trinity Community Children's Home (TCC) has become a home for Chinese, Indian and Orang Asli children whose lives began in unfavourable conditions.



PROJECT STAYIN' ALIVE

BASIC FIRST AID EDUCATION



The children acting out their assigned emergency scenario

PROJECT DAY:

HUMBLE BEGINNINGS

On 22nd November 2025, Trinity Community Children's Home buzzed with anticipation as volunteers and the children gathered for the long-awaited "Stayin' Alive" First Aid Education Programme. The day began with the arrival of the committee, who worked swiftly to transform the living room into an engaging learning space. Learning materials were distributed as the children sat cross-legged on the floor, chattering excitedly whilst awaiting their friends. The registration team quickly took their attendance and greeted each child with warm smiles. The atmosphere was a mix of laughter and excitement as our team interacted with them, setting the mood for the day.

ACTION IN MOTION

The programme officially kicked off at 2.00pm with opening remarks from the emcee, who introduced the purpose of the initiative and acknowledged key partners, including Asian Banking School and Symphony Learning Solutions. The first training session began afterwards, led by Dr. Kahvisha, who engaged the children through demonstrations and interactive activities. These include learning about the first aid kit, proper disposal of gloves and wound care. A short teabreak provided the opportunity for the team to interact with the children over banana fritters and chrysanthemum tea. The children were refreshed and eagerly awaited the second session, which covered more in-depth first aid techniques.



Teabreak: Bonding session with the children



Bandaging basics with Dr. Kahvisha

A DAY TO REMEMBER

One of the highlights of the day was the quiz session! The children were divided into 4 groups and were each given a different emergency scenario. They were tasked to act out the scene and the appropriate emergency response. The quiz turned out to be a great success as the children demonstrated the right first aid responses, showcasing their hidden acting talents. We were astounded by how fast they were able to apply their knowledge, showing not only accuracy but also confidence in handling each scenario. The room was filled with laughter, proving how much they enjoyed the activity. We were grateful for their active participation, and each group received gifts as a token of appreciation.

The day ended with a heartfelt certificate presentation as each child proudly stepped forward, with cameras capturing the moment. A token of appreciation was also presented to Dr. Kahvisha for her energetic and enthusiastic delivery of the programme. To end the eventful day, a warm dinner was shared with the children as we wrapped up the event.



Pastor Wendy has worked at TCC for more than a decade

Meet Pastor Wendy: The Heart Behind the Home

Beyond its physical walls, the heart of Trinity Community Children's Home lies in its unwavering commitment to education. Under the guidance of Pastor Wendy, the home ensures that every child pursues schooling until the tertiary level. Most of the children are sponsored by Sunway University under the Jeffrey Cheah Foundation. Notably, some children have even gone on to pursue Master's and even PHD qualifications, proving that with the right nurturing and resources, potential can truly flourish. For the younger children, a dedicated teacher visits twice a week to strengthen foundational skills, ensuring no child is left behind.

While these successes reflect the dedication of both the caretakers and the children, some of them continue to struggle in their studies, especially those affected by the MCO. To help every child reach their full potential, TCC relies on the generosity and support of the community. TCC calls for volunteers to help guide these children back on track. "We need someone to motivate and help them achieve beyond just passing grades in schools," as emphasised by Pastor Wendy. Not to forget, financial contributions are crucial for purchasing meals, school supplies and other resources. "We welcome anyone who feels inspired to step forward.". Every contribution ensures that TCC remains not just a home, but a place where every child can thrive.

Trinity Community Children's Home: A Home for All Children

For two decades, this home has quietly become a symbol of resilience, compassion and community care. Rebuilt by its founder Sam McCoy, this house has been used rent-free by Trinity Organisation until today, a testament of long-standing commitment to charitable service. Its design is simple yet thoughtful: the ground floor accommodates the office, kitchen and boys dormitory while the girls occupy the upper floor. Due to government regulations, the number of boys is kept lower, ensuring safety and comfort.

This home of hope is sustained by the Trinity Organisation, which operates entirely on public donations. Monthly costs can reach approximately RM30,000, covering food, schooling, utilities and the everyday needs of growing children. Yet, behind every ringgit lies something far more valuable: the joy of shared meals, the resolve to keep studying and the warmth of a place they can finally call home.

Trinity Community Children's Home continues to prove that with a caring community behind them, children can dare to dream, blossom into confident young individuals and step towards brighter, hopeful futures.



Demonstration on folding an arm sling for a sprained arm



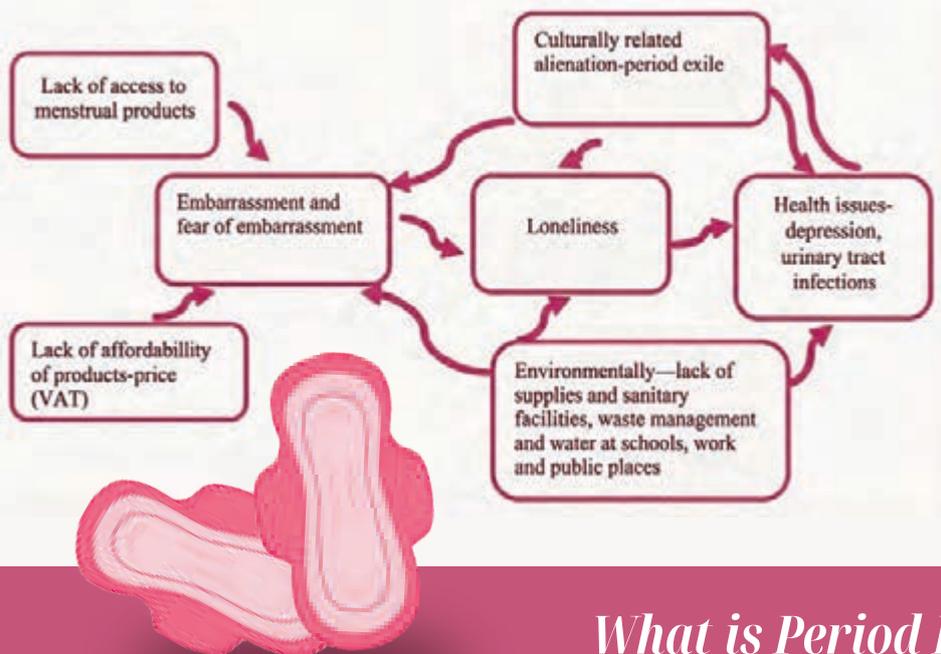
Our team facilitating on forming a doughnut bandage

PERIOD POVERTY

1 In 2 Girls Report Wanting To Skip School When Menstruating.

From a study conducted by Kotex in 2022, it revealed that more than 1 in 2 girls reported wanting to miss school when on their periods. 5% of 746 respondents can't afford sanitary pads (37 people). A number also reported skipping on average 1 to 3 days of school a month when they are menstruating. Many resort to using 'kain batik', newspapers, or toilet paper as a substitute.

The Human Cost of Period Poverty



What is Period Poverty?

Inability to afford or access menstrual products, hygiene facilities, safe waste management, and timely education on menstruation and menstrual health.

<https://www.concern.org.uk>

“WHEN A BASIC NEED BECOMES A PRIVILEGE”



FREE REUSABLE PADS FOR SCHOOL CHILDREN



NORMALISE MENSTRUATION-AWARENESS CAMPAIGNS



DONATE/VOLUNTEER FOR LOCAL NGOS

We are offering

Hope through Action



SHEmatters: Breaking the Silence at PA Desa Rejang on Period Poverty

SHEmatters set out to break the cycle of period poverty driven absenteeism among school girls in underserved communities. The goal was to create a safe space for open conversations about periods by conducting a menstrual health awareness workshop and distributing reusable pads that would empower school children. Perumahan Awam (PA) Desa Rejang was the perfect community where education, empathy and empowerment could intersect.

SHEmatters: Meeting the at PA Desa Rejang Community

Thursday, 20th November 2025 — Tridents arrived at Block E community hall at PA Desa Rejang, setting the stage for an inspirational knowledge sharing session, driven by hope that the event would inspire the children to persevere in school.

School children aged 11 to 17 began trickling into the hall, welcomed by donuts and warm smiles. Kak Su from PA Desa Rejang kicked off the evening with heartfelt welcome speech, followed by a welcoming presentation about SHEmatters from Project Leader, Inas.



The children's excitement as they received their goodie bag, eager to unbox the Athena Empowers reusable pads, put on their SHEmatters badges and read the menstrual health booklet from MHO, reminded us why this matters, why they matter.

Partnering with a period poverty advocate like Athena Empowers, helped SHEmatters spark change within the community through knowledge about the menstrual cycle, how the reusable pads work, the importance of proper menstrual hygiene, and inspiration to overcome the stigma of menstruation.



Longevity of SHEmatters

21st November 2025 — Tridents met with MHO and Athena Empowers to ensure SHEmatters' impact extends beyond one workshop, connecting communities with NGOs and companies to drive sustainability in menstrual education.

Together with MHO and Athena, we're creating a donation channel to fund reusable pads and extend menstrual education into rural and underserved communities, using our shared material to continue supporting PA communities and schools with accessible, sustainable menstrual education.

This means SHEmatters doesn't end here. It grows—supported by partners, powered by community, and driven by the belief that menstrual dignity is a right, not a privilege.



Proof That It Matters

SHEmatters reached 32 students from B40 households, helping them understand how period poverty drives absenteeism in school. With just one menstrual knowledge sharing session, awareness of period poverty grew by 65.6%.

45.1% of the children acknowledged that period poverty has in fact made 7 of the girls in the crowd miss school due to lacking menstrual hygiene products.

Menstrual hygiene knowledge with correct understanding that poor menstrual hygiene can cause discomfort and infections grew by 37.4%.

Additionally, SHEmatters managed to shift mindsets that menstruation is not shameful by 71.9%, and 78.1% expressed their readiness to support peers.

Awareness and interest towards sustainability grew through knowledge of reusable pads substantially by 74.9% and 34.3% respectively.

Environmental understanding grew by 59.4% noting more than half the children agreed to reusable pads being an alternative to disposable ones, and can reduce absenteeism. .

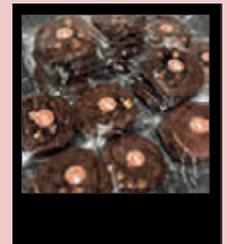
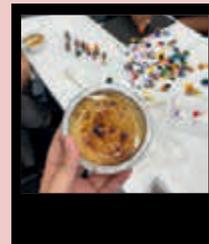


The outcome was clear: one menstrual knowledge sharing session sparked awareness, empathy, and dignity that will last far beyond the event itself.

Fueling the project : Fundraising Story

Every great project starts with a spark — and for us, that spark came with the challenge of raising funds to bring SHEmatters to life!

Instead of seeing it as just another task, we turned it into a fun adventure. From bake sales filled with the smell of freshly baked cookies & crème brûlée.



To splashy car washes under the sun, our team poured in hard work, laughter, and teamwork. We even set up a car boot sale, turning our weekend mornings into mini marketplaces buzzing with energy.



Each activity brought us closer, not just to our fundraising goal, but also to one another. This collective efforts translated into a fantastic sum of **RM4,773** raised!

Collaboration Partners :



Ms. Anja Juliah: Dreamer Turned Changemaker

To her friends, Ms. Anja Juliah Abu Bakar has always been the dreamer — the girl who dared to imagine herself walking through the halls of the White House and Buckingham Palace. Unlike her high-achieving siblings who had their futures mapped out for them, Anja didn't have a clear career direction. Yet, this uncertainty is precisely what shaped her into who she is today.

Her father affectionately called her a rebel — a good one. One who asked questions, explored, and paved her own way. He often reminded her: "Leaders are readers." And he believed, wholeheartedly, that she was destined to lead.

Anja describes herself as someone who prefers to decide now then plan later — a daunting trait that has fueled her courage and resilience. While the world around her seemed to move in straight lines, she embraced a journey full of curves and leaps of faith. Today, Anja has her vision set on championing menstrual health awareness, empowering women, and transforming communities through education.



From Corporate Climber to Social Entrepreneur: The Birth of Athena Empowers

Anja's path to Athena Empowers began long before she became an entrepreneur. During her time in the UK, she didn't enroll in college out of fear of dropping out again — but she found an unexpected start by typing assignments for students. Charging £80 each, she discovered the basics of entrepreneurship: solving problems for people who are willing to pay.

Back in Malaysia, she built a strong corporate foundation through roles in sales, team leadership, and later at Lloyd's Register, where she was introduced to the world of sustainability and empowerment. But the turning point came in 2006, when she saw American mothers sewing reusable pads for their daughters. Inspired, she spent months researching fabrics, suppliers, and design. By 2008, she created her first reusable pad and offered samples online

Within a month, feedback poured in — "Bagus!" and "Macam mana nak beli?" — confirming real demand.



ANJA JULIAH ABU BAKAR

Founder of Athena Holdings Sdn. Bhd.



Championing Awareness: Changing Malaysia's View on Period Poverty

When asked how period poverty awareness has evolved in Malaysia, Anja explained that it all started with a personal encounter in Sabah, where she met rural girls who were dropping out of school due to inaccessibility to pads — a story that resonated deeply with her, as someone who was once a dropout herself. Their stories pushed her advocacy into the spotlight, quickly gaining public attention.

Her work grew further when a local university invited her to present her reusable pads at an event attended by Nobel Peace Prize laureate Professor Muhammad Yunus. Inspired to achieve greatness, she sought for mentors, even approaching the former CEO of KPJ for mentorship..

Still, awareness was slow. Anja found that even policymakers struggled to grasp the severity of period poverty, even in the years to that followed, despite data laid before them. It wasn't until the COVID-19 pandemic, when families nationwide struggled with basic essentials, that Malaysians began to recognise the issue. A major shift came in 2023 when former Minister of Investment, Trade and Industry, publicly mentioned Athena Empowers, putting them in the spotlight.

Today, Anja continues championing menstrual equity — driven by the belief that no girl should ever have to choose between her dignity and her education.



“We don't sell pads, we sell a future”



What's Next?

As Athena Empowers approaches its 10-year milestone on 15 December 2025, Ms. Anja envisions a new chapter for the organisation. Athena plans to transition away from retail and focus on establishing the Athena Foundation — a dedicated platform centered entirely on education, empowerment, and long-term social impact.

For Anja personally, the next step is just as meaningful. She hopes to pursue her PhD, continuing her mission to deepen her knowledge, uplift communities, and drive meaningful change in the menstrual health space.



“If one girl stays in school because of what we do, that is already a success.”



Tridents

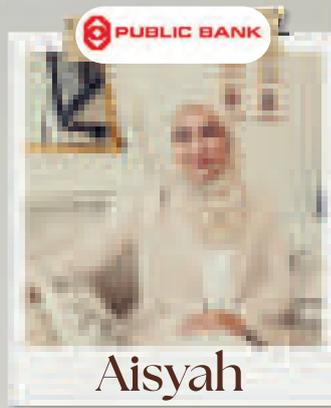




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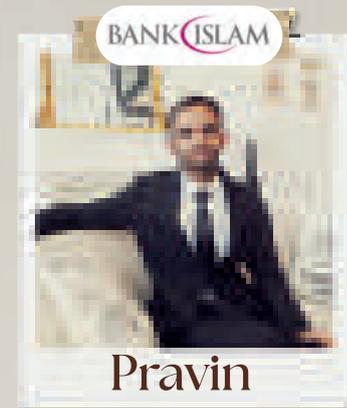
Arief



Sharan



Aimi



Pravin



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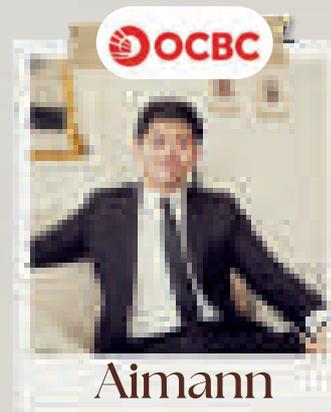
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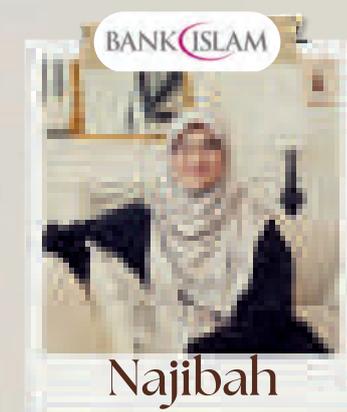
Alias



Farah



Aimann



Najibah



Ika



Fazliana



Hannah



Hazman

Members

Growing a High Performance Work Culture with HARRISON ASSESSMENTS

with Asian Banking School



Our behaviour is a choice

Identifying and developing talent is key to effective leadership—but not always easy. Many organizations struggle to spot future leaders and invest in the right individuals.

Much of our behaviour is learned, and with the right tools, we can make better, more intentional choices. The Harrison Assessment offers a proven framework to uncover behavioural patterns that drive success.

As part of the FSTEP programme, all participants from partnering Financial Institutions will receive their personalised Harrison profile. Through Future-Ready modules and coaching by Symphony Learning, they'll gain deep insights into:

- Life Themes
- Strengths & Development Areas
- Traits to Avoid
- Blind Spots
- Leadership & EQ Competencies
- Paradox Flips

These insights build self-awareness, align individuals with organisational values, and unlock leadership potential.

We're excited to share how we develop next-generation leaders using Harrison Assessments.

Kindly contact us for more information:

Aris Masrur Sofiyan
arisms@asianbankingschool.com

I am struggling to identify my next-gen leaders!

Does my next-gen leaders inspire confidence in his or her decision making?

Can my team lead through persuasion and influence?

How do I know if my talent pool are those people who take charge and make things happen?



Harrison Assessments A tool to help you grow your talent

Traits

The traits are listed in order of your preference and they are divided into sections.

The first section, Life Themes, shows your top 5 on your life. If these traits are utilized in your job, it will increase your job satisfaction. Are any of these called upon in your current job? If so, how do you feel when they are required?

The last section are traits you least enjoy and probably prefer not to do. If these traits are utilized in your job, it will decrease your job satisfaction. Are any of these called upon in your current job? If so, how do you feel when they are required?

Life Themes: Andrew's life themes, highest values, key potential strengths

Trait	Score	Description
Helpful	8.9	The tendency to respond to others' needs and assist or support others to achieve their goals
Warmth / empathy	9.0	The tendency to express positive feelings and affinity toward others
Wants Autonomy	9.5	The desire to have freedom or independence from authority
Optimistic	9.5	The tendency to believe the future will be positive
Wants Challenge	9.4	The willingness to attempt difficult tasks or goals

TRAITS & DEFINITION REPORT

Overview Ordered by Subjects and Stages of Action

	INTERPERSONAL	ACHIEVEMENT	LEADERSHIP
INITIATING	Inightful Curiosity	Initiative	Analysis Paradox
MOTIVATING	Self-Actualization	Sustained Results	Coaching Mindset
IMPLEMENTING	Respectful Condon	Focused Innovation	Collaborative Accountability
MAINTAINING	Equity Mindset	Adaptive Efficiency	Vigilant Resilience

PARADOX REPORT



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BANK NEGARA MALAYSIA
CENTRAL BANK OF MALAYSIA

FSTEP BATCH 30 NEW INTAKE

APPLICATION: JANUARY – MARCH 2026
TRAINING : APRIL – JULY 2026

HOW TO APPLY



Scan this QR code or visit
www.intake.fstep.org.my

ABOUT FSTEP

FSTEP is an intensive graduate training programme designed to equip talent with the right skills and knowledge for their transition into the financial services industry.

It is an industry-driven initiative with the participation of banks and insurance companies in Malaysia to help fresh graduates jump-start their careers through a 3-month period of comprehensive and interactive classroom training followed by a 9-month period of on-the-job training with the respective participating financial institutions.

WHY JOIN US



GET ENRICHED

with technical, personal and leadership skills to succeed in your career



GET PAID

a minimum monthly allowance of RM2,600 from the respective participating banks or insurance companies throughout the 3+9-month programme



GET CONNECTED

with a network of banking and insurance professionals in Malaysia



GET A HEAD START

in launching your career in the financial services industry

PROGRAMME STRUCTURE

The 3-month classroom training includes training in:



Banking & Insurance



Digital Banking



Future-ready



Executive Presence



Communicate with Impact



Prominent Leader Session

ADMISSION REQUIREMENTS

- Malaysian citizen
- Degree of any discipline with a minimum CGPA of 3.00 or professional qualification (e.g., ACCA, CIMA)
- Fresh graduate or work experience not exceeding 3 years
- Age 30 and below
- Active involvement in co-curricular activities
- Proficient in English



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CENTRAL BANK OF MALAYSIA

Asian Banking School

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