



ASEAN 2025

AWARD CATEGORIES

*Kristy Duncan,
Founder & CEO,
Women in Payments*

INNOVATION AWARD

The Women in Payments Innovation Award will be presented to a woman in the industry who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: INNOVATION

Has promoted payments innovation through creativity, vision, and perseverance in her organization or the payments industry. Has been instrumental in promoting innovations or creative process re-engineering which are original, have significant impact, can be easily and effectively adopted, have results that are measurable, can be applied elsewhere, and support and inspire others in the organization or industry to innovate.

CRITERION 2: PROBLEM SOLVING

Creative use of new knowledge and/or technology to develop transformative ideas that address ongoing challenges, enhance customer experience, and drive innovation. This includes not only developing innovative systems, technology, products, programs, and/or policies but also effectively managing change to ensure successful adoption, long-term impact, and continuous improvement.

CRITERION 3: PRODUCTIVITY

Has created a solution that reduces time, resources, risks, and/or costs associated with delivering a service, system or product. Has successfully implemented the solution, resulting in a positive impact to the product or customer experience beyond the nominee's own team or department.

CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of her organization or the payments industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



MALE ALLYSHIP AWARD

The Women in Payments Award for Male Allyship will be awarded to a man in the payments & fintech industry who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: PROMOTION FOR FEMALE LEADERSHIP

Actively contributes to the advancement and professional development of women either inside or outside his own organization and publicly celebrates the work and accomplishments of women. Leads by example—promoting and broadcasting the need for continuous support and advocacy for female talent and leadership. Is a strong role model for female empowerment, encouraging the hiring and promotion of strong female talent to build diverse and balanced teams.

CRITERION 2: ADVOCATE FOR ALL WOMEN

Helps support the development of women and encourages women to increase their levels of participation and engagement. Is an advocate for gender equality, including equal pay and equal opportunities for career growth. Provides a positive forum for women to network and find mentors within the industry.

CRITERION 3: SUPPORTS & EDUCATES

Promotes education, career development, and mentorship opportunities, both formal and informal, for women in his organization. Actively advocates for, sponsors, and supports the advancement of women in the organization and across the industry.

CRITERION 4: MENTORSHIP

Is widely recognized for his expertise and actively works to empower others. Leads by example and motivates members of his team, organization, or industry. Acts as a mentor, advisor, and teacher, to make a positive impact on members of the organization or the payments industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



INSPIRATION AWARD

The Women in Payments Inspiration Award will be presented to a woman who inspires other women in the industry, through thought leadership, product innovation, mentorship, or other initiatives intended to support and inspire women in their careers and in their lives. Nominations are encouraged from across the financial industry. The winner will be the nominee who best meets the following criteria:

CRITERION 1: INSPIRING WOMEN

Has actively worked to support innovative product, education, mentorship, or other initiatives targeting women in the industry, by leveraging creativity, foresight, and thought leadership. She has played a crucial role in advancing women's well-being, careers, or education, by taking initiatives to support the unique needs of women.

CRITERION 2: COURAGEOUS LEADERSHIP

Has shown courage in the face of adversity to drive change and support women in her organization or industry. Demonstrates leadership, vision, and resilience to bring about positive change in the community to support women in what is often a man's world.

CRITERION 3: POSITIVE IMPACT

Consistently seizes opportunities to steer co-workers and/or the wider industry to a place of positivity, empathy and mutual support. Drives change to a more inclusive and diverse perspective, when considering where and how resources will be spent. Leads with spirit to drive a positive outcome for all, while supporting women along the way.

CRITERION 4: RELATIONSHIPS & MENTORSHIP

Is widely recognized for her ability to build strong relationships, and actively works to empower and support women through mentorship, sponsorship, education, and/or innovation. Leads by example and motivates others. Acts as a mentor, advisor, or teacher, making a positive impact on members of her organization or industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and



quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



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RISING STAR AWARD

The Women in Payments Rising Star Award will be presented to a woman with a maximum of ten (10) years experience in the payment industry, who is currently employed in ASEAN and who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: DRIVE

Is always willing to go that extra mile to achieve excellence for herself, her organization and/or the industry. She supports and inspires others through promoting innovation and advancement. She is results-oriented, always seeking new ideas with the ability to translate them into action for her organization and customers.

CRITERION 2: PROFESSIONAL EXCELLENCE

Consistently outperforms her peers in a variety of settings and circumstances. Performs with distinction and delivers strong results by building trust and confidence among her colleagues.

CRITERION 3: POTENTIAL

Exhibits behaviors that reflect her company's culture and values in an exemplary manner. Shows a strong capacity to grow and succeed throughout her career.

CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization or industry. Actively supports others to make a positive impact on members of her organization or the payments industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



ADVOCATE FOR DIVERSITY AWARD

The Women in Payments Advocate for Inclusivity award will be presented to either a man or a woman in the payments and fintech industry who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: PROMOTION OF FEMALE LEADERSHIP

Actively contributes to the advancement and development of women either inside or outside his/her own organization and publicly celebrates the work and accomplishments of female leaders. Leads by example—promoting and broadcasting the need for continuous support and advocacy for female leadership. Is a strong role model for female empowerment, encouraging the hiring/promotion of strong female talent with diversity in mind.

CRITERION 2: ADVOCATE FOR ALL WOMEN

Helps support the development of women and encourages women to increase their levels of participation and engagement. Is an advocate for gender equality, including equal pay and equal opportunities for career growth and provides a positive forum for women to network and find mentors within their industry.

CRITERION 3: SUPPORTS & EDUCATES

Promotes education, career development and mentorship opportunities, both formal and informal, for women in his/her organization.

CRITERION 4: MENTORSHIP

Is widely recognized for his/her expertise and actively works to empower others. Leads by example and motivates members of his/her team, organization or industry. Acts as a mentor, advisor and teacher, to make a positive impact on members of his/her organization or the payments industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



COMMUNITY IMPACT & SUSTAINABILITY AWARD

The Women in Payments Community Impact Award will be presented to a woman in the industry who best meets the criteria below. Nominations are encouraged from across the payments industry, including but not limited to back office, tech, operations, client facing, and more.

CRITERION 1: LEADERSHIP/EXPERTISE

Is a strong leader and advocate for sustainability, social justice and mental health in her community within, or outside the payments industry. Is a strong resource for her knowledge and specific expertise within her organization or in the industry as a whole. Is committed to practicing and promoting sustainability principles within her realm of influence and beyond.

CRITERION 2: POSITIVE IMPACT

Creates positive community impact by consistently seizing opportunities to steer co-workers and/or the wider industry to a place of positivity, empathy and mutual support. Leads with spirit to drive toward a positive outcome for all. Is able to pivot as circumstances change to maintain a positive direction.

CRITERION 3: RESILIENCE

Has shown steadfastness in navigating projects, leading teams and/or accomplishing goals, despite difficulty or changing circumstances. Actively works to build resilience of the team, organization or industry to support each other in times of uncertainty and great change.

CRITERION 4: SUSTAINABILITY VISION

Has a clear and strong idea of what she sees for a sustainable future for her organization, her team and/or the payments industry. Believes in supporting the mental health of her colleagues and stakeholders and actively shares knowledge to promote sustainability and social justice.

CRITERION 5: ACTION & COMMITMENT

Has taken leadership action with initiatives that supported her community, both professional and personal, in a sustainable way. Strong commitment to sustainable practices and positive mental health of her team, her organization, and those around her. Shares insights to sustainable practices for her organization, furthering the industry as a whole.



DISTINGUISHED PAYMENTS PROFESSIONAL AWARD

The Women in Payments Distinguished Professional Award will be awarded to a woman in the industry who best meets the following criteria:

CRITERION 1: ACHIEVEMENT

Has influenced industry trends, acts as a role model and successfully reached and exceeded goals—taking her team, organization and/or industry to the next level.

CRITERION 2: CONTRIBUTION

Acts as a payments ambassador to promote a positive image of her organization, industry initiative and the payments industry as a whole. Actively contributes to the collective success of the payments industry as a whole.

CRITERION 3: LEGACY

Is known for her personal and professional authenticity and building her career on a strong set of values. Has built strong and positive relationships with co-workers and industry stakeholders. Is seen as a role model within her organization and throughout the industry.

CRITERION 4: MENTORSHIP

Is widely recognized for her expertise and actively works to empower others. Leads by example and motivates members of her team, organization or industry. Acts as a mentor, advisor, and teacher to make a positive impact on members of her organization or the payments industry.

CRITERION 5: INTEGRITY & DIVERSITY

Has high integrity and sets high professional standards for ethics and quality of work. Has contributed to a positive and supportive learning environment by encouraging diversity of people and opinions.



WOMEN IN PAYMENTS ASEAN 2025 AWARDS PROGRAM

CATEGORIES & CRITERIA

APPLICATION REQUIREMENTS

- Each nominee may only be nominated in one award category, duplicate nominations will not be accepted.
- A maximum of one nominee per category per organization.
- Self-nominations are not allowed.
- Each nominee submitted must reside in ASEAN. The following regions are recognized as part of the ASEAN market. Please ensure that nominations submitted are primarily based in one or more of the following countries: Brunei Darussalam, Cambodia, Indonesia, Laos, Malaysia, Myanmar, the Philippines, Singapore, Thailand, and Vietnam.

Please have the following prepared in advance of submitting the application online:

Nominator (may not be the same as nominee)

- Name
- Organization
- Email
- Phone

Nominee

- Name
- Organization
- Job title
- Biography
- Email
- LinkedIn Profile (URL)
- Phone
- Address
- Headshot

Award

- Category
- Describe how the nominee meets the criteria for this award. (min 500 – 1000 max characters)
- Outline of the nominee’s experience in the organization or within the payments industry in the areas of leadership, mentorship, integrity and diversity. (min 500 – 1000 max characters)
- Describe the nominee’s most significant achievements in the organization or the payments industry in the areas of leadership, mentorship, integrity and diversity. Provide concise examples of initiatives, efforts, programs and or policies that have contributed to success. (min 500–1000 max characters)
- List any recognition or awards received by the nominee, the organization that awarded them and date awarded.
- Biography (min 500 – 1000 max characters)
- Profile picture of the nominee (max 1000 x 1000 pixels)

References

- Min of one (1) mandatory reference letter from colleagues and peers who can support the nomination. However, we encourage you to provide additional two supplementary references for a strong nomination.
- Name, Organization, Email, Phone



- Capacity in which they know the nominee (min 100 – 300 max characters)
- Reasons why they support the nomination (min 100 – 300 max characters)

INNOVATION AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Innovation	Problem Solving	Productivity	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



MALE ALLYSHIP AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Promotion for Female Leadership	Advocate for All Women	Supports and Educates	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

INSPIRATION AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Inspiring Women	Courageous Leadership	Positive Impact	Relationships & Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



WOMEN *in*
payments
CONNECT, INSPIRE,
CHAMPION

RISING STAR AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Drive	Professional Excellence	Potential	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

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ADVOCATE FOR DIVERSITY AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Promotion of Female Leadership	Advocate for All Women	Supports & Educates	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50



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COMMUNITY IMPACT & SUSTAINABILITY AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Leadership/Expertise	Positive Impact	Resilience	Sustainability Vision	Action & Commitment	Total Score
/10	/10	/10	/10	/10	/50

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DISTINGUISHED PAYMENTS PROFESSIONAL AWARD

Nomination #:					
Nominee:					
Title:					
Organization:					
Achievement	Contribution	Legacy	Mentorship	Integrity & Diversity	Total Score
/10	/10	/10	/10	/10	/50

