

MEETING PENN POLICARPIO – GENERAL MANAGER, CHC SOUTH EAST ASIA, SANOFI INDOCHINA

A FULFILLING JOURNEY OF 20 YEARS.

I am quite surprised when I have been with Sanofi for 20 years now. The journey of past 20 years is a very interesting and fulfilling one because I have had so many great opportunities as well as challenges, pride, achievements and invaluable lessons. Those opportunities were sometimes new positions in Philippines or in another countries such as Singapore, Paris and Vietnam. Taking on such new challenges is what makes me love my work even more because I am always a curious go-getter. From a very young age, I loved conquering challenges, exploring new things and stepping out of my comfort zone. If I had to do something over and over again for a long time, I would feel extremely bored. Routine is not for me.

WHEN I MOVE, THE WHOLE FAMILY MOVES WITH ME.

When moving to another country to work, difficulties will be more considerable for women like me. I am a wife and a mother of two children, the biggest challenge is the adjustment of the whole family because they go with me to everywhere I go. My concern is indeed whether my family will adapt well to the new environment.

Honestly, we have been doing this together for the past 10 years and it was a very interesting and fulfilling experience not only for me but also for my kids. It is very special to see my children growing up in an international environment. The opportunities such as getting known other cultures, exploring new countries in the world, meeting up with many foreign friends etc. are precious for all members in the family to have.

HAVING CLEAR PURPOSES, A GREAT SUPPORT SYSTEM AND OPTIMISM ARE INSTRUMENTAL TO MY SUCCESS.

Having clear purposes on what I have to do and why I am doing this makes me want to jump up in the mornings and strive every day.

The second thing which is equally important is to have a strong support system. For me, it is my family. My husband is very wonderful and has always supported me with every decision that I made.

After all, in terms of myself, I never lose the optimism. I always told myself that I must always look at the bright sight of life because "there will be sunshine after the rain".

A BIG FAN OF WORK-LIFE INTEGRATION.

Actually, I'm not the one who likes a school of thought of work-life balance. In this modern world, work and life should be intertwined instead of being balanced. To achieve this harmony, the fundamental is whether we can find the right level of what to give and what to take. I am not only a female leader but also a daughter, a wife and a mother, therefore to fulfill all the roles, the seamless integration of my personal life and work is extremely important. At the end of the day and besides the achievements at work, when I go home, family is still the most important.

BE A ROLE-MODEL FOR MY KIDS.

I am simply their mother and like many other mothers, I want to become a role model for them. There is a golden rule that I love saying "Whatever is hurtful to you, do not do to any other person", and I practice this philosophy every day, hoping my children will follow too. In addition, I hope my children understand the value of resiliency, hard work, speaking up, raising hands and taking opportunities.

WHEN YOU DREAM, DREAM AS HIGH AND BIG AS YOU CAN POSSIBLY ACHIEVE IT.

Whether you are a male or a female, you need to dream and you need to dream big. That is what dream is about. The dream should be a little bigger and a little higher so that it can inspire you a little more and help you work a little harder in order to make it become true. When you have a big dream, you will have more motivation, persistence and aspiration to plan and to strive from day to day.

I WISH I HAD RAISED MY HANDS EARLIER IN TERMS OF MOBILITY.

I think I do not have anything major to regret about. Perhaps, there is maybe only one. I wish I would have raised my hands earlier in terms of mobility because it really paves a lot of great opportunities for me and my family.

Watch her story at: [Here](#)



When you dream, dream big. That is what dream is about. Big dreams can inspire you a little more and help you work a little harder to make them become true. Big dreams will also give you more motivation, persistence and aspiration to plan and to strive from day to day.

Ms. Penn Policarpio
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