

## Indonesia | A Conversation with an ASEAN Insider: Jade Hwang

### Share with us a bit about yourself.

Jade Hwang, Senior Associate 1, Malaysian.

### Share with us where were you seconded to and for how long?

I was seconded to Phnom Penh, Cambodia for a year (2014-2015) and currently based in Jakarta, Indonesia.

### Share with us how you adjusted to the culture in your seconded country.

To immerse myself in my seconded countries, I adopted an open mindset and turned myself into a sponge – to absorb the surroundings, be curious with the unfamiliar culture that crossed my path, learn the language and connect with the locals.

### Describe the most memorable/significant events you have experienced during your secondment?

It has to be the court proceedings at the Phnom Penh Court with Dr Siphana as the counsel-in-charge. Although it was conducted entirely in Khmer, the experience of being a part of the team and participating in the proceedings are priceless.

### What have you learnt and gained during your secondment and how has that helped you?

In terms of work, I was exposed to a different legal system and working environment. Working in an emerging or frontier market had trained me to think outside the box i.e. providing pragmatic solutions as most of the time, the legal framework of an emerging country is not comprehensive or may not cater to the client's needs and being on the ground, it equipped me with the local insights as well as exposing me to the business culture. It has given me the opportunity to acquire the ability to adapt to the ever changing circumstances, and the capability to provide strategic business and investment advice. In addition, the soft skills and networking skills gained comes in handy during dealing with clients and in the course of working with other advisors.

On a personal level, the secondment experience has truly expanded my horizon and increased my confidence – I now see the world (and of course, ZICO/ZICO Law) as an avenue of limitless opportunities.

### How do you see the opportunities posted by the various lines of businesses in ZICO and its ASEAN network?

The abundance opportunities offered by the various ZICO entities and its extensive ASEAN network are a great platform to showcase to the clients that we are a one-stop service centre. At times where the world are getting smaller due to economic bloc integration and such integration naturally leads to business expansion, the one-stop centre work as an extra "edge" to compete in the saturated service provider market. With the establishment of Asean Economic Community, the incoming Regional Comprehensive Economic Partnership and the One Belt, One Road initiative by China, clients with offices around the region would expect regional/international experiences from its advisors and we at ZICO/ZICO Law could leverage on our geographical and diverse expertise.

### Would you go for another secondment or recommend your colleagues for secondment?

Yes. In fact, I am already on my second posting!

### In few words, how would you describe the secondment experience?

Life-changing adventures!

### How is it like to work in ZICO/ZICO Law so far?

I think everyone who work in ZICO Law will attest to this tagline, "Work hard, play harder". I particularly like the working culture in ZICO Law where the partners practice open door policy and the teamwork spirit of the colleagues across the regional offices.

The firm has been supportive of my career and personal growth since the day I joined, from the partner who recruited me into ZICO Law (who instill the business acumen in my practice as a lawyer and exposed me to international deals) to where I am today, working closely with the Regional Managing Partner.

