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SOPHIA ZHAO, PhD. is a senior research faculty at the Center for Creative Leadership. Based in CCL's APAC office in Singapore, she serves as a researcher, coach, facilitator, and trainer. Sophia has more than 10 years' experience in researching organizational behavior, human resources, and leadership. She has published more than 20 academic journal papers, research reports, white papers, and media articles. A key area Sophia is working on is to further the understanding of Asian leadership and developing global Asian leadership. Sophia is also a key member of the CCL APAC Equity, Diversity & Inclusion team, with keen interest in women's and girls' leadership development. Sophia holds a Ph.D. from the National University of Singapore and a B.A. in economics from Fudan University.