

FLAGSHIP PROGRAM



Young Talent Program

*WOA's Initiative for the
Next Generation of Investors*

Young Talent Program | 13-Week

For aspiring young professionals
Mentored by experienced investors
Culminates in mock IC presentation
Scholarship reward

2026 Cohort · 9:30–12:00 HKT · Saturday mornings unless noted · 18 Aug – 14 Nov 2026

What is the Young Talent Program?

The WOA Young Talent Program is a structured 13-week Saturday program that equips early-career professionals in the asset allocation industry with the thinking frameworks, analytical rigour, and investment judgment they need to thrive — not just today, but throughout their careers.

It is the first program of its kind launched by WOA — a direct expression of our commitment to elevating professional excellence and investing in the next generation of the industry.

13 Saturday Sessions

9 Senior Mentors

4 Learning Pillars



Scholarship Award for Outstanding Participant



Elevating the Next Generation of the Industry

01

Purpose

WOA has spent years connecting senior practitioners. The Young Talent Program is the natural expression of that network's deepest purpose — giving back to the profession.

02

Conviction

In the age of AI, technical knowledge is table stakes. What sets great investors apart is judgment — the capacity to discern quality, reason under uncertainty, and decide with integrity.

03

Commitment

This is WOA's investment in the future of the industry. Every dollar collected is reinvested back into scholarships, programme operations, and community — 100%.

We believe better investors make for a better world.



Four Learning Pillars

1

Company Analysis

- Business models
- Valuation approaches
- Risk analysis
- Investment thesis writing

2

Podcast Study & Allocator Mindset

- Capital allocation framework
- Portfolio construction across various asset classes
- Risk-reward and incentives

3

Investment Psychology

- Typical mental models and biases
- Fear and greed
- Money psychology

4

Soft Skills & Career

- Effective communication & AI-aided analysis
- Presentation skills & career paths
- Mock IC rehearsals



13 Weeks. Four Modules. One Cohort.

Module	Date / Time (HKT)	Session	Mentor
I	Tue. 18 Aug 2026 8:00pm – 10:00pm	Orientation: From Finding Answers to Forming Judgment in the Age of AI	Nicole Su
I	Sat. 22 Aug 2026 9:30am – 12:00pm	The Allocator's Mindset: Opportunity Cost and Incentives	Nicholas Thio
I	Sat. 29 Aug 2026 9:30am – 12:00pm	Two Ways to Own a Business: Public vs Private Thinking	Josephine Wu
II	Sat. 5 Sep 2026 9:30am – 12:00pm	Capital-Light vs Capital-Heavy: Why the Model Decides the Return (Haidilao)	Ivy Guan
II	Sun. 13 Sep 2026 9:30am – 12:00pm	Cyclical Growth: Reading the Cycle and Pricing the Expansion (Zijin Mining)	Brian Zheng
II	Sat. 19 Sep 2026 9:30am – 12:00pm	Sticky Software, Steep Expectations: Valuing a Growth Compounder (Palantir)	Eugene Ng
II	Fri. 25 Sep 2026 9:30am – 12:00pm	The Owner's Mindset: Holding a Compounder Through Disruption (Google)	Lijing Sun
III	Sun. 11 Oct 2026 9:30am – 12:00pm	From Single Ideas to a Portfolio: PM and Allocator Views	Josephine Wu
III	Sat. 17 Oct 2026 9:30am – 12:00pm	Pattern Recognition: What Repeats Across Good and Bad Decisions	Brian Kang
III	Sat. 24 Oct 2026 9:30am – 12:00pm	Risk, Regret, and Decision Quality vs Outcome	Sudhanshu Maroo
IV	Sat. 31 Oct 2026 9:30am – 12:00pm	Money, Identity & Incentives	Ivy Guan / Nicole Su
IV	Sat. 7 Nov 2026 9:30am – 12:00pm	Investment Committee Rehearsal: Defending a Thesis	Nicole Su
IV	Sat. 14 Nov 2026 9:30am – 12:00pm	Mock Investment Committee and Final Reflection	Full Mentor Panel



Mentored by Senior Practitioners Across the WOA Network

Every session is led by an experienced investor — public market, private market, and allocator-side. Participants learn not just frameworks, but how real practitioners think, decide, and reflect on their careers.

Nicole Su Background in private equity secondaries <i>Orientation · Allocator Mindset · IC Rehearsal · Mock IC</i>	Nicholas Thio Family Office <i>Opportunity Cost & Incentives</i>	Josephine Wu Family Office <i>Public vs. Private Thinking · Portfolio Construction</i>
Brian Kang Background in public equity <i>Pattern Recognition Across Cases</i>	Lijing Sun Background in public equity <i>Ownership Mindset</i>	Sudhanshoo Maroo Family Office <i>Risk, Regret & Decision Quality</i>
Ivy Guan Senior Mentor <i>Business Quality · Identity & Incentives</i>	Brian Zheng Background in public equity value investing <i>Value vs. Cyclicalities — Zijin Mining Case</i>	Eugene Ng Background in private equity <i>Sticky Software · Steep Expectations</i>



Student Outcomes



Complete a Full Investment Thesis with Financial Model

A written investment thesis supported by ROIC, DCF, and valuation analysis, built across the program.



Build a Personal Investment Pattern Library

Recurring signals, red flags, and mental models drawn from the real case companies studied.



Present to a Mock Investment Committee Under Pressure

A full memo defence before the complete WOA mentor panel in a real-pressure IC setting.



Develop a Reflective Investor Philosophy Memo

A personal articulation of how you think about capital allocation, businesses, and risk — refined over 13 weeks.



Recognising Outstanding Talent



WOA Young Talent Scholarship

WOA will award a scholarship to the outstanding participant of the inaugural cohort. The scholarship recognises exceptional engagement, written output quality, and demonstrated growth in investment thinking across all 13 weeks.

100% of programme fees are reinvested back into scholarships and community operations.

1

Active Participation

Engagement tracked via a performance point system across all sessions

2

Written Output Quality

Assessed on investment memos, thesis, and philosophy document

3

Demonstrated Growth

Progress and intellectual development across the full 13 weeks

WHO SHOULD APPLY

Built for Early-Career Asset Allocation Professionals

This program is designed for junior to mid-level professionals in — or entering — the asset management industry. WOA members and new applicants are equally welcome.

- ◆ You work in the asset management industry, with 0-5 years of working experience
- ◆ You want a more rigorous framework for evaluating businesses and constructing portfolios
- ◆ You are committed to the pre-work, the live discussions, and the written outputs every week



Annual Tuition

WOA Members: RMB 4,000 | HKD 4,650 | SGD 780 | USD 600
New Applicants: RMB 7,500 | HKD 8,700 | SGD 1,350 | USD 1,050

Includes the full 13-week program and a 1-year WOA Individual Membership.

Part of the WOA Flagship Family

Alongside the GP Accelerator and LP Excellence, the Young Talent Program completes WOA's suite of practitioner-led programmes.



Register Your Interest Today

Applications for the inaugural cohort are now open. Cohort size is strictly limited.

Step 1

Prepare Your Materials

A brief cover letter with your name, current role, and motivation to join. Your CV or LinkedIn profile.

Step 2

Submit Your Application

Email your materials to ytp.apply@worldofallocators.org. Applications reviewed on a rolling basis — early submissions strongly encouraged.

Step 3

Interview & Admissions

A short 1-on-1 interview to assess strategy alignment and cohort fit. Successful applicants confirmed promptly.



WORLD OF ALLOCATORS

Your Journey to Building Investment Judgment Starts Here

Apply for the WOA Young Talent Program — Inaugural Cohort

ytp.apply@worldofallocators.org

Limited spots available for qualified applicants

We believe better investors make for a better world.