Public Sector Women in Leadership
New South Wales Summit 2013

Key Strategies and Practical Insights on Enhancing Leadership Effectiveness and Career Advancement of Women in the Public Sector

Liquid Learning is delighted to present the Public Sector Women in Leadership New South Wales Summit 2013, an inspirational leadership development opportunity crafted for emerging and existing leaders in a variety of organisations. Featuring inspiring stories of transformational leadership from senior leaders and practical strategies and solutions from experts, the event will provide delegates with the knowledge, tools and motivation for women's leadership advancement and career success.

FEATURED SPEAKERS

- Maree Walk Chief Executive, Community Services Department of Family and Community Services, NSW
- Wing Commander Lee de Winton Commanding Officer / Base Commander Multi National Base - Tarin Kot, Afghanistan Royal Australian Air Force
- Major General Angus J. Campbell DSC, AM Deputy Chief of Army The Australian Defence Force
- Imelda Dodds Chief Executive Officer, NSW Trustee & Guardian Department of Attorney-General and Justice, NSW
- Rosemary Milkins Deputy Chief Executive Fire & Rescue NSW
- Jo Schumann Executive General Manager, Corporate Division Australian Competition and Consumer Commission (ACCC)
- Kylie Hargreaves Acting Deputy Director-General, Industry, Innovation, Hospitality & the Arts; Acting Deputy Director-General, Resources & Energy NSW Trade & Investment
- Mary Harwood First Assistant Secretary, Water Efficiency Division Department of Sustainability, Environment, Water, Population and Communities
- Leonie King Executive Director, Community and Private Market Housing, Family and Community Services Housing NSW
- Sophie McCarthy Executive Director McCarthy Mentoring
- Tessa Sexton Communications Director McCarthy Mentoring
- Africa Zanella Coach The Coaching & Mentoring Institute Australia
- Michael Collins Managing Director Hipotential
- Sonny Navaratnam Enabler / Discombobulator The Movement for Great Leadership

EXPLOR

- Inspirational women and their journey to leadership success in the Public Sector
- Practical solutions to navigate common career challenges
- Key strategies and skills for engaging a workforce and leading in a complex and ever-changing environment
- Tactics to cultivate personal and team peak performance to support women's advancement

EARLY BIRD DISCOUNTS

Book & Pay by 23 August 2013 to receive an additional Value Plus Discount!

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PROUDLY SUPPORTED BY
Leadership Success in a Complex Environment

Day One 12 November 2013

8.30 - 8.55 Registration and Morning Coffee

8.55 - 9.00 Official Welcome and Opening Remarks from the Chair

9.00 - 9.45 OPENING KEYNOTE CASE STUDY
Leadership and resilience: A leadership journey in male dominated, high pressured environments
Wing Commander with the Royal Australian Air Force, Lee de Winton has an extraordinary international career to date and a list of accomplishments that demonstrate her effective leadership skills. Currently the Commanding Officer of Multinational Base Tarin Kot Afghanistan – she takes responsibility for the security and sustainment of the Coalition Base, its assets and personnel. Prior to Afghanistan, she was the Commanding Officer of the 381 Expeditionary Combat Support Squadron where she was responsible for the management of the support capabilities at the base, including fire crews, ground support vehicles, security and much more at one of Australia’s major Defence air bases. She is recognised as one of NSW’s leading business women being awarded the White Pages Community and Government Award at the 2012 Telstra Australian Business Women’s Awards. Here to share both her inspired career and thoughts for the role of women in male dominated and high pressured environments, Wing Commander de Winton will discuss:
- A career pathway taken in the Royal Australian Air Force – Opportunities sought and challenges overcome
- Leading in high pressured environments – What it takes
- The role of women as leaders within challenging environments

Wing Commander Lee de Winton
Commanding Officer / Base Commander
Multi National Base - Tarin Kot, Afghanistan
Royal Australian Air Force

9.45 - 10.00 Questions and Discussion

10.00 - 10.45 EXPERT COMMENTARY
Mentoring and networking: the path towards leadership
Due to the constantly changing nature of the Public Sector, it is important to identify role models and mentors who can help you to navigate your leadership journey. Having a mentor that can provide wisdom and guidance can be hugely beneficial in assisting you to find your voice, overcome challenges, increase confidence and be more strategic in your career. Sophie will explore:
- Research on the benefits of mentoring, the common issues discussed and key outcomes
- Why mentoring can make a difference to your career and how to develop an effective mentoring relationship
- Positioning yourself for success, networking and maximising opportunities within the Public Sector
- Personal insights from two successful Public Sector leaders

Sophie McCarthy Executive Director
McCarthy Mentoring

10.45 - 11.00 Questions and Discussion

11.00 - 11.15 Morning Tea

11.15 - 12.00 CASE STUDY
Transitioning across diverse leadership roles – An international perspective
Jo Schumann is the Executive General Manager of the Corporate Division in the Australian Competition and Consumer Commission (ACCC). Jo has an interesting and diverse career history, working internationally in various roles throughout the Public Sector. This includes working in ‘Veterans’ Affairs Canada, where she headed their Service Delivery Division and in Australia working for both the Australian Public Service and the Australian Capital Territory Government. Jo will today share both her impressive career journey and advice for emerging leaders in the Public Sector, exploring:
- Challenges overcome and rewards received within her current role
- Career opportunities sought and gained
- Practical advice for women aspiring to senior executive roles within the Public Sector

Jo Schumann Executive General Manager, Corporate Division
Australian Competition and Consumer Commission (ACCC)

12.00 - 12.15 Questions and Discussion

12.15 - 1.15 Networking Lunch

1.15 - 2.00 CASE STUDY
Career opportunities leading to the advancement of women achieving international business success
With a career spanning eighteen years in international business, including five years in the US and five years in the EU (UK, Spain, Portugal and Ireland) Kylie has demonstrated excellent strategic planning and influencing skills. She has applied these skills in the development of several major change programs, organisational innovations and new sector strategies. Maintaining a strong track-record of ethical decision making throughout, and passionate about helping women within international trade and export, she is a committee member for the Women in Global Business program. Kylie will explore:
- Pursuing international opportunities to achieve leadership success
- Effective leadership in times of change
- Work to support and advance the involvement of women achieving international business success

Kylie Hargreaves Acting Deputy Director-General, Industry, Innovation, Hospitality & the Arts; Acting Deputy Director-General, Resources & Energy NSW Trade & Investment

2.00 - 2.15 Questions and Discussion

2.15 - 3.00 CASE STUDY
An international leadership journey involving restructure and change
Imelda’s diverse career in the disability sector spans 33 years, 27 of which have been in senior executive roles. Within this time she has held a number of National and International presidency roles, including that of President of the International Federation of Social Workers. Now the Chief Executive Officer of NSW Trustee and Guardian, Imelda has successfully lead the organisation through major restructures and change, with a focus on improved client service delivery. These changes required clear, effective communication and the building of both internal and external awareness.

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EXECUTIVE DIRECTOR

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EXECUTIVE GENERAL MANAGER

CASE STUDY

Leadership Success in a Complex Environment

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Leadership Success in a Complex and Constantly Changing Environment

Today she will explore:

- An international career journey – Opportunities sought and maximised
- Leading with resilience through times of change
- Successfully managing both internal and external stakeholders

Imelda Dodds Chief Executive Officer, NSW Trustee & Guardian
Department of Attorney-General and Justice, NSW

3.00 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.15 CASE STUDY

Effective and resilient leadership within the fire and rescue services

After joining Fire & Rescue NSW in 2010 as the most senior female executive, Rosemary leads a program of organisational reform. In her role as Deputy Chief Executive she is responsible for the areas of finance, human resources, industrial relations, ICT, community safety; training and education, governance and legal and infrastructure affecting 7,000 employees across 300 stations. Utilising skills developed through a Public Sector career spanning more than three decades, Rosemary has proven highly successful in her current position and was named a NSW finalist for the White Pages Community & Government Award 2012. Today she will explore:

- A diverse career journey – Opportunities identified and explored
- Resilient leadership in times of organisational reform and change
- Leading in male dominated environments

Rosemary Milkins Deputy Chief Executive
Fire & Rescue NSW

4.15 - 4.30 Questions and Discussion

4.30 - 5.15 INTERACTIVE SESSION

The attributes of high potential leaders

When looking at leaders, can we identify key traits or attributes that they all share? Can these attributes be learnt or developed to create more efficient, effective leaders?

Michael Collins will today share his expert research exploring how the use of neuroscience and the mapping of brain activity can actually help to determine those qualities required for developing high potential leaders. Explore:

- Identifying the attributes that are shared by high potential leaders
- Self regulation and reflection as the key to success
- Developing the skill sets of high potential leaders

Michael Collins Managing Director
Hipotential

5.15 Concluding Remarks from the Chair

5.15 - 6.30 Networking Reception

Follow this event on Twitter using the event hashtag #NSWL13 and @LiquidLearning for daily industry updates!

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Step 1: Download a QR Reader application for your phone.
Step 2: Scan this QR code to access the event details electronically.

SUPER SAVER DISCOUNT
Receive $200 off registration if you register and pay by 20 September 2013

VALUE PLUS DISCOUNT
Receive $300 off registration if you register and pay by 23 August 2013
1.15 - 2.00 INTERACTIVE PANEL DISCUSSION

Effective leadership in the ever evolving Public Sector
Continual changes in both the political and economic climate will inevitably result in evolution and restructure within the Public Sector. If communicated poorly, change may lead to possible unrest around job security and a loss of clarity around the organisation’s purpose and strategy. In turn this could produce low morale and increased activity in ‘office politics’. In order to lead effectively throughout this transitional period, clear communication and effective, strong leadership is essential. Today’s interactive panel will explore:

- The importance of effective communication and the detriment of poor communication
- Leading with clarity, fairness and professionalism
- Navigating workplace politics to ensure your career and office environment remains on track

Panellists include:
Leonie King Executive Director, Community and Private Market Housing, Family and Community Services
Housing NSW
Sonny Navaratnam Enabler / Discombobulator
The Movement for Great Leadership

2.00 - 2.15 Questions and Discussion

2.15 - 3.00 CASE STUDY

Personal account: Leading community services – A diverse career path to Chief Executive
With a career history of over twenty five years within the human services sector both with state government jurisdictions and non-government organisations, Maree has experienced a diverse and challenging career journey. She has worked in various NSW State government agencies, she was a Senior Executive of the Benevolent Society leading the organisation in operational growth throughout Australia, and at NSW Health in a strategic policy role related to victims of crime, sexual assault, domestic and family violence and child protection. She now applies this valuable experience to the vital work to drive the ongoing reform of child protection in NSW. In her current role of Chief Executive at Community Services, today she will explore:

- Becoming a leader in the human services sector
- Motivation and drivers – Fulfilment and achievement
- Practical advice for women aspiring to senior executive roles within the NSW Public Sector

Maree Walk Chief Executive, Community Services
Department of Family and Community Services, NSW

3.00 - 3.30 Questions and Discussion

3.30 - 4.30 CLOSING ROUNDTABLE FORUM

The changing face of Public Sector leadership and governance
The “glass ceiling” for women is starting to rise, but what can be done further to remove it entirely? How can this be achieved? What lengths can be taken in order to promote and support women within the sector? Drawing on the highlights of presentations and comments raised throughout the conference this closing facilitated session will feature contributions from speakers and audience members focusing on:

- The attributes of highly effective leaders
- Finding courage and inspiration
- Stepping out of your comfort zone
- The value of mentors, coaches and support networks

Discussion facilitated by:
Africa Zanella Coach
The Coaching & Mentoring Institute Australia

4.30 Concluding Remarks from the Chair and Summit Close

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WHO WILL ATTEND
Decision makers and emerging leaders in the Public Sector including:

- Chief Executives
- Director-Generals
- Directors / Assistant Directors
- Secretaries / Deputy Secretaries / Assistant Secretaries
- General Managers
- Business Managers / Division / Line Managers
- Branch / Section Managers
- Human Resources Leaders
- Leadership Development Programs / Trainers / Coaches
Masterclass 14 November 2013

9.00 - 4.30

Refining Your Leadership Style in an Evolving Public Sector

“Leadership is an influence relationship among leaders and followers who intend real changes that reflect their mutual purpose” APS Leadership Development Strategy, Australian Public Service Commission (APSC).

Leading and managing in the Public Sector environment brings challenges few other professions experience. Constant changes in complex organisations can create new opportunities in ever-evolving competitive and demanding environments.

This Masterclass is designed to help you work through these paradoxes to achieve effective leadership. Equipping participants with the leadership tools to affect change by empowering individuals within the organisation and cultivate leaders as change agents.

This session focuses on allowing leaders to be more aware of their leadership style and its impact upon others, to think about their organisation holistically and to understand the opportunities and avenues in which they can be effective change agents.

Topics covered include:

- Develop your individual, authentic leadership style
- Engage others - the art of delegation
- Expand your sphere of influence
- Develop emotional intelligence and understand its impact on leadership effectiveness
- Provide support and direction through effective coaching and mentoring
- Developing skills of persuasion and negotiation
- Develop structured influencing techniques
- Strategic planning for your own leadership development and career
- Lead with purpose and impact
- Identify your leadership footprint
- Write your Personal Leadership Plan

Expert Facilitator: Africa Zanella  Coach
The Coaching & Mentoring Institute Australia

Africa was a finalist in the Executive Women of the Year and has mentored many women as a member of the NSW Premiers Council for Women where she worked with the NSW Government to put in place policies for progression of Women into Boards. Africa brings into coaching and mentoring a wealth of knowledge of business and corporate governance. Her career spans over twenty years in senior management with substantive roles in government, private sector and academia. She is a professional director in a number of private sector companies and is a past Fellow of the Australian Institute of Company Directors. Working within Australian College of Applied Psychology as a coach, her techniques are varied and incorporate her knowledge of business as well as psychology, relaxation techniques and holistic practices, to help her client reach their human potential as well as goals.

MASTERCLASS SCHEDULE

- 8.30 - 9.00  Registration
- 9.00 - 10.40 Session One
- 10.40 - 11.00 Morning Tea
- 11.00 - 12.30 Session Two
- 12.30 - 1.30 Lunch
- 1.30 - 3.00 Session Three
- 3.00 - 3.20 Afternoon Tea
- 3.20 - 4.30 Session Four
- 4.30                Close of Masterclass

ABOUT THE EVENT

In 2012, women made up 60% of the total Public Sector workforce but held only 25% of Senior Executive Service (SES) positions in the NSW Public Service and 37% of NSW Government board and committee positions. Based on this, it is clear that there is still an under-representation of women in senior leadership roles. Equal gender representation at all levels is a concept that is in reach but there are still a variety of Public Sector challenges and cultural problems that continue to make it difficult for women to access and maintain senior level leadership roles.

The Public Sector Women in Leadership New South Wales Summit 2013 is not an event about diversity and statistics, it is a leadership opportunity to empower executive women to take control of their leadership journey within the Public Sector. It does so by providing an inspiring learning and networking platform for executive women to establish a community of support and practice and to gain new perspectives in driving their career. For existing and emerging leaders, and those responsible for advocating an increased representation of women in senior leadership roles, it is an inspiring and informative event, as well as a learning and networking opportunity not to be missed.

The Summit will examine the complex and ever-changing nature of the Public Sector and how peak performance can be cultivated in this unique culture. The event aims to achieve the outcome of equipping emerging and existing leaders with the strategies and skills to advance successfully and reach their career goals.
**Public Sector Women in Leadership**
**New South Wales Summit 2013**
**12 & 13 November 2013**
**Novotel Sydney, Darling Harbour**

**Value Plus Discount**
Receive $300 off registration if you register and pay by 23 August 2013

**Super Saver Discount**
Receive $200 off registration if you register and pay by 20 September 2013

**Early Bird Discount**
Receive $100 off registration if you register and pay by 18 October 2013

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### Registration Information

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*Please photocopy this form if more than three will attend.*

### Options (per person)

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* Receive $100 off registration if you register and pay by 18 October 2013
** Receive $200 off registration if you register and pay by 20 September 2013
*** Receive $300 off registration if you register and pay by 23 August 2013

**Group Discounts Available:**
- 3 - 4 people: 10% off Standard Rate
- 5 - 7 people: 15% off Standard Rate
- 8 + people: 20% off Standard Rate

**Conditions:**
- Group Discounts apply for bookings made simultaneously and on one invoice only. Only one discount applies. Group discounts apply to standard rates only. Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Value Plus, Super Saver and Early Bird Discounts are not applicable to the individual Masterclasses.

**Note:** Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.

### Your Invoice

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**All Prices listed in Australian Dollars**

**NSWL1113 - S13**

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### Payment Details

- **Credit Card**
- **Cheque** payable to Liquid Learning Group Pty Ltd
- **Electronic Funds Transfer**

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- **Electronic funds Transfer**

**Please quote ref NSWL1113 and register name**

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### Authorisation Manager’s Details:

- **Name:**
- **Position:**
- **Signature:**
- **Date:**

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### Registration Policy

If you are unable to attend this event, you may send a substitute delegate in your place at no additional cost. Please advise us of any substitutions as soon as possible. Alternatively, you may transfer your registration to another event run by Liquid Learning Group Pty Ltd. A 10% service fee may apply. Should you wish to cancel your registration, please notify us as soon as possible and a credit note will be issued valid for use towards any future event held by Liquid Learning Group Pty Ltd in the twelve months following date of issuance. Cancellation notifications received less than 14 days prior to Event will be unable to cancel or reschedule an event. If an event is cancelled or rescheduled, Liquid Learning Group Pty Ltd will make every effort to contact every registered delegate; if an event is cancelled or you are unable to attend the rescheduled event you will be issued with a credit note valid for use towards any future Liquid Learning Group Pty Ltd event held in the twelve months following date of issuance.

### Disclaimer

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