

13TH NSW PUBLIC SECTOR WOMEN'S LEADERSHIP SUMMIT

OVERCOME BARRIERS TO SUCCESS
& EMBRACE ENDLESS OPPORTUNITIES



17 - 20 MARCH 2020
SYDNEY

LEARN FROM



Joann Wilkie
Deputy Secretary,
Economic Strategy
& Productivity



Kate Foy
Deputy Secretary,
Community
Engagement



Janet Ruecroft
Assistant
Commissioner
Education &
Training



Bruce Thompson
Executive Director
Spatial Services



Gabriella Suchard
General Manager
Communication &
Engagement



Sue Heins
Councillor



Theresa Jacques
Director, ICU



Caroline Mackness
Director, Office for
Veterans Affairs



Emma Smith
Governor



Catherine Davies
Director Change
Lead



Michelle Weiss
Executive Director
Culture & Inclusion



Simone Cook
Director, People &
Performance



Emilie Priday
Director,
Performance &
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Managing Director,
Cities & Social
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Chief Executive
Officer



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SUPPORTED BY



ADAPT, TRANSFORM & ACHIEVE

While women make up two-thirds of the NSW Public Sector workforce, they hold just over one-third of senior leadership positions. A plethora of well-qualified, highly-experienced women are working in the public sector. The challenge is learning how to leverage your strengths and transform your abilities to match the pace of ongoing change.

Our speakers will delve into issues surrounding work-life balance and career progression, discussing strategies to adopt necessary leadership skills to take ownership of your destiny. Presentations from personal journeys will focus on how women should position and confidently promote themselves for visibility to become unstoppable.

- ▶ **Overcome** your fears and turn obstacles into opportunities
- ▶ **Learn** strategies to amplify your visibility at work
- ▶ **Train** yourself to lead your team to thrive through change
- ▶ **Become** a leader who inspires and uplifts

WHO WILL ATTEND?

Aspiring, emerging and existing female leaders in the NSW Public Sector and Government agency turned Non Government Organisation across all roles including:

- ▶ NSW Clark Grades 5-12, SO1-SO2
- ▶ APS 5-6, EL1-EL2
- ▶ Officers / Coordinators / Executives
- ▶ Regional / National Managers
- ▶ All level Managers & Team Leaders
- ▶ Divisional Heads
- ▶ Advisors & Analysts
- ▶ General Managers
- ▶ Directors
- ▶ Business Consultants / Associates
- ▶ HR / OD / Diversity and inclusion
- ▶ Change makers championing diversity in the workplace
- ▶ Women's Leadership Program managers

WHAT OUR DELEGATES ARE SAYING

“I loved the mix of government tiers you don't get that in Canberra I'm really glad I came to this event thank you.”

Helen Lawrence
Assistant Director, DHS

“It was a very worthwhile and enjoyable event. I would highly recommend the event to my peers and colleagues.”

Narelle Cooke
Senior Road Design Manager,
RMS

“Inspirational, motivational and empowering”

Noelle Laurie
Software Test Analyst,
Training Officer, Sydney Trains

CLIMB THE LEADERSHIP LADDER - THE DO'S & DON'TS

KEYNOTE 9:00 - 9:45

Everyone's on a unique career path, so it's vital to follow your passions to stay self-motivated. Your decisions are like building blocks for your future, testing your commitment to your personal life. It can be a daunting task, but it will cultivate awareness of your core capabilities and priorities. The secret is finding opportunities that align with your career path, encompass your core skills, and stretch your ability to grow.

Joann holds a background in devising policies across public sector organisations, and she believes that self-awareness, paired with a willingness to take risks, can be rewarding in the long term.

Joann Wilkie
Deputy Secretary, Economic Strategy & Productivity
NSW Treasury



EMBRACE EVERY CHALLENGE & EMPOWER OTHERS TO ACHIEVE

CASE STUDY 9:45 - 10:30

It can be challenging as we progress through our career. The journey requires resilience, flexibility, integrity, determination and perseverance. As a leader, it is critical to ensure that the demands of change are balanced with a clear sense of purpose, inspiration and vision. Caroline will share her leadership journey, working with diverse teams and collaborations to achieve positive outcomes for the community and how embracing the challenges and change around us can bring opportunities and rewards.

Caroline Mackaness
Director, Office for Veterans Affairs
Department of Communities & Justice



MORNING TEA 10:30 - 10:50

LOSE THE CAPE - YOU DON'T HAVE TO BE SUPERWOMAN (ALL THE TIME)!

CASE STUDY 10:50 - 11:30

As leaders, we often fall into the superwoman mindset, someone who strives to have everything under control and succeeds at everything; strong and invincible. The superwoman mindset can leave us feeling overworked, overwhelmed, and overly committed. But you are not alone!

Sue's session will focus on how you must practise self-care to optimise your physical and mental capabilities. She will help you prepare for when you decide to take on numerous tasks at once.

Sue Heins
Councillor
Northern Beaches Council



PICK YOURSELF UP & BOUNCE BACK - HOW TO BUILD THE CHAMPION MINDSET

MINI-WORKSHOP 11:30 - 12:30

As a leader, resilience and optimism are equally essential for you and your team's success. Instead of being dejected by failure, you can perceive it as a learning opportunity. Julie will explain the importance of forgiving yourself and provide you with strategies to move forward. This interactive mini-workshop will focus on how you can condition yourself to overcome self-doubt and respond in challenging times.

Julie Alexander
Chief Executive Officer
Changing Change International (CCI)



LUNCH 12:30 - 1:30

BE SEEN & HEARD - STRATEGIES TO AMPLIFY VISIBILITY AT WORK

PANEL 1:30 - 2:30

Performance isn't the only requisite for getting ahead in your career. If principal players aren't aware of you, you'll likely miss out on opportunities to develop your skills and take on interesting projects, despite your hard work and performance. You must focus on improving your productivity - but don't forget about visibility!

Simone Cook
Director, People & Performance
City of Canterbury Bankstown



Christine Morgan
Chief Executive Officer
National Mental Health Commission



Catherine Black
Managing Director, Cities & Social Infrastructure
Infrastructure & Project Financing Agency



Emma Smith
Governor
Corrective Services NSW



Janet Ruecroft
Assistant Commissioner Education & Training
Fire & Rescue NSW



HAVE A PLAN - GRASP THE STEERING WHEEL OF YOUR LIFE!
CASE STUDY 2:30 - 3:10

Many people have a hard time understanding that you are the only person with control over your life. What you think about and focus on will manifest. All it takes is to have a well-directed plan. It is of critical importance to keep pace with your industry (or want to work in).

Gabriella will talk about how she took control of her career by staying up-to-date and productive, even during maternity leave. She firmly believes that women supporting each other helps everyone get ahead.

Gabriella Suchard General Manager,
Communication & Engagement
Australian Digital Health Agency



AFTERNOON TEA 3:10 - 3:30

ADAPT TO CHANGE WITH GREATER CLARITY & VISION THROUGH ANCIENT TECHNIQUES

MINI-WORKSHOP 3:30 - 4:30

The old adage 'stress clouds the brain' is true. Being stressed impairs the brain and your ability to work optimally. Ancient teachings tell us knowledge of working your best is not enough, you also need techniques. Meditation offers the deep and profound rest needed to liberate stress and fatigue from the physiology. The effects of meditation are transformative - our perception becomes more vivid, we anticipate change better and can flow easily through it. We can then work to greater levels of our capabilities and no matter what, the demands our overall well being will be enhanced.

Angela Lyos Braun
Meditation & Stress Management Coach
Angela Lyos Meditation

DRINKS & CANAPÉS 4:30 - 5:30

Continue to network while you enjoy complimentary refreshments.

LEAD THROUGH CHANGE - BUILD AN ADAPTIVE WORKFORCE KEYNOTE 9:00 - 9:50

Elections or restructures make the continuous evolution of the public sector more strenuous to handle. During these tumultuous events, leaders play a crucial role to ensure their workforce is resilient. Such a workforce will respond to change without compromising productivity.

Kate is passionate about developing a work culture that is positive for all individuals under all circumstances. She will focus on strategies you can undertake to facilitate an adaptive culture during times of change.

Kate Foy

Deputy Secretary, Community Engagement
Department of Premier & Cabinet NSW



KEEP THE BEAT - WORK-LIFE BALANCE IN AN INTENSIVE CARE UNIT CASE STUDY 9:50 - 10:35

The ICU is a place where critical care professionals, physicians, nurses and others, together with experts from other specialties, apply their knowledge to provide coordinated patient care in a demanding and complex environment. In a high-pressure workplace, staying productive and engaged can be challenging. Dr Theresa is the Director of intensive care at the St George Hospital and will share her journey on finding a healthy work-life balance.

Theresa Jacques

Director, ICU
St George Hospital, South Eastern
Sydney Local Health District



LEAD WITH CONGRUENCE - LIVE & LEAD WITH GREATER CONFIDENCE & ALIGNMENT MINI-WORKSHOP 10:55 - 11:50

Leadership journeys can leave you feeling misaligned with your values, beliefs, passion or purpose - leading to a disconnect from self or others, feeling out of sync, lost or unfulfilled. My session will help you tap into your inner power and authentic self, helping you build confidence for personal and professional success.

Elly Johnson

Communication & Behavioural Specialist

I'M NOT HERE TO TAKE THE MINUTES CASE STUDY 11:50 - 12:35

The journey to becoming a leader isn't always a smooth one. There are highs and lows, very often there are circumstances that test your toughness. It then matters how resilient you are to bounce back. Janet from her experience in the public sector will talk about what helped her build a tougher skin and establish her presence when every step she took was eyed upon only to wish that she falls.

Janet Ruecroft

Assistant Commissioner
Education & Training, Fire & Rescue NSW



LUNCH 12:35 - 1:35

THE BALANCING ACT - CREATE & LEAD A DIVERSE WORKFORCE PANEL 1:35 - 2:35

A diverse workforce needs to be lead with an inclusive approach for organisations to harness the benefits. To be an inclusive leader, you need a mix of cultural competence, humility, an open-minded spirit of inquiry, and emotional intelligence. Maintaining a diverse workforce requires transparency of opportunity, eliminating conscious and unconscious decision bias and tailoring organisational development to meet the individual needs of different groups. This discussion will focus on how leaders can lead and cultivate a values-driven, inclusive, and respectful workplace.

Catherine Davies

Director Change Lead
Multicultural NSW



Michelle Weiss

Executive Director Culture & Inclusion
Department of Planning, Industry &
Environment NSW



BETTER TOGETHER - INCREASE MALE ENGAGEMENT IN GENDER EQUALITY CASE STUDY 2:35 - 3:15

Achieving gender equality requires behavioural changes among women and men. It requires us to transform workplace norms and structures that entrench existing gender inequalities, including those that reinforce the male model of work. The achievement of gender equality cannot sit on the shoulders of women alone. When we take shared ownership, that's when we stride forward together. Bruce will talk about how men can support women and encourage them to progress in their career, as well as how women can drive men's engagement and support for gender equality.

Bruce Thompson

Executive Director Spatial Services
NSW Department of Customer Service



AFTERNOON TEA 3:15 - 3:35

ADAPT, TRANSFORM & ACHIEVE ROUNDTABLE 3:35 - 4:30

You must believe in yourself to overcome your fears and progress in your career. This session will focus on how you can identify the barriers to progress and fill the gaps to promote and position yourself at work. Women face unparalleled challenges, so you must take the initiative to combat them individually and collaboratively if you wish to make a difference.

Elly Johnson

Communication & Behavioural Specialist

PLUS WORKSHOP!

Plus a separately bookable interactive workshop after the event

PUBLIC SECTOR WOMEN IN LEADERSHIP WORKSHOP

In the transitional environment of the NSW Public Sector, leaders are valued for their ability to skillfully manage complex situations and withstand external challenges. To succeed as a leader and drive productivity in your teams, it is essential to develop a firm understanding of your strengths and weaknesses. In doing so, you'll learn how they can impact your team's performance as well as your own. You will need to demonstrate keen insight into internal and external challenges, show strong emotional intelligence and the ability to positively impact stakeholders to lead with greater influence and effectiveness.

This workshop will equip you with the tools and knowledge to build confidence in your abilities as a leader. This hands-on, two-day interactive learning session has been designed with both current and emerging leaders in mind. You'll be equipped with a practical leadership strategy that you can use to navigate a successful career in the NSW Public Sector.

DAY ONE | 19 MARCH

The fundamentals of Emotional Intelligence (EQ)

- ▶ Explore the main elements of EQ
- ▶ How to identify your areas of strength and weakness
- ▶ Evaluate your emotional responses and their effects

Use EQ to drive productivity

- ▶ Understand emotional drivers to better motivate yourself and your team
- ▶ Expand emotional agility - adapt behaviour to suit different leadership styles
- ▶ Emotional reasoning for effective decision making

Strengthen your resilience and resolve

- ▶ Perform productively through tough times
- ▶ Deal constructively with stress, criticism and setbacks
- ▶ Effectively manage conflict and turn negativity into an opportunity

EQ to progress in your career

- ▶ Recognise and explore areas of growth and development
- ▶ Understand behaviour in times of change
- ▶ Proactively apply EQ moving forward

EXPERT FACILITATOR

Karen Whittingham Director Impact Psychology

DAY TWO | 20 MARCH

Project confidence and credibility

- ▶ Develop productive communication skills
- ▶ Practice authenticity
- ▶ Influence and engage your teams

Stakeholder management

- ▶ Adapt strategies to manage different people
- ▶ Harness and resolve conflict
- ▶ Understand and prioritise key relationships

Beyond the words - Nonverbal and para verbal communication

- ▶ Use eye contact and posture to make your message stick
- ▶ Master your gestures to influence with the purpose
- ▶ Fine-tune pitch, tone and speed of your speech to make an impact

Personal action plan for success in the NSW Public Sector

- ▶ Identify and respond to threats and see challenges as opportunities
- ▶ Determine your areas for development, key resources, change agents and networks
- ▶ Plan your actions - identify and pursue opportunities beyond your to-do-list

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13th NSW Public Sector Women's Leadership Summit

17 - 18 March 2020
Primus Hotel Sydney

19 - 20 March 2020
Novotel Sydney Central

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