

# 13<sup>TH</sup> VICTORIAN PUBLIC SECTOR WOMEN IN LEADERSHIP SUMMIT

LEARN, SHARE AND BE INSPIRED!

23 - 27  
AUGUST 2021  
ONLINE DELIVERY

## LEARN FROM



**Lill Healy**  
Deputy Secretary,  
Service Systems  
Reform



**Deborah Glass**  
Victorian  
Ombudsman



**Kate Symons**  
Chairperson &  
Commissioner



**Elizabeth Wilson**  
Chief Information  
Officer



**Jill Riseley**  
Metropolitan  
Waste and  
Resource  
Recovery Group



**Jennifer  
Moltisanti**  
Assistant  
Commissioner,  
Not for Profit



**Anna Longley**  
Assistant  
Commissioner &  
General Counsel



**Fiona Sparks**  
Acting Chief  
Information  
Officer



**Rebecca  
McKenzie**  
Chief Executive  
Officer



**Lucy Roffey**  
Chief Executive  
Officer



**Sam Hannah-  
Rankin**  
Executive Director,  
Public Sector  
Innovation



**Kelly Crosthwaite**  
Executive Director,  
People & Culture



**Karen Smith**  
Director, Centre  
for Research and  
Evaluation



## CONTACT US

Call +61 2 8239 9711  
Use Code - I

# DARE TO CHALLENGE

The Victorian Public Sector has faced unprecedented challenges and changes to their normal operations in response to the Coronavirus pandemic. With the state disproportionately affected by the virus, Melbourne has hosted one of the world's longest and strictest lockdowns affecting the Public and Private sector alike. As we continue to navigate our new normal and look towards the future, it's critical that leadership at every level is equipped with the skills, strategies and technical know-how to leverage their innate strengths, embrace uncertainty and lead the change.

Learn, share and be inspired!

Coming off more than a decade of inspiration and empowerment, we are proud to present our 13th Victorian Public Sector Women in Leadership Summit - showcasing the Victorian Government's most respected and celebrated female leaders! Join us as they share their richly diverse achievements, candidly reflect on their career journeys, and offer practical insight for positioning yourself for personal and professional success.

Designed to encourage interaction and collaboration, our Victorian Sector Women in Leadership Summit creates a setting for public sector leaders at all levels, to reflect on their experience, envisage the future, and draw inspiration for the journey ahead. We are delighted to be bringing together this year's program, packed with speakers, panelists and participants from across the Victorian Public Sector, offering you an unrivaled opportunity to extend your professional network and unlock your innate leadership capability!

- ▶ **Discover** the foundations of authentic and ethical public sector leadership
- ▶ **Develop** strategies for governing and leading through adversity
- ▶ **Connect** the dots between wellbeing and leadership
- ▶ **Build** mental mechanisms for personal and professional success

## WHAT OUR DELEGATES ARE SAYING

“ I think this conference is the best I've participated in, very focused, and not on “how to be the best female leader I can be”, but on what leadership is, and the ways we can bridge the divide between the typical leader and the minorities emerging. Brilliant, thank you so much for a strong learning experience. ”



“ The summit was professional, inclusive, reflective, accountable terrific opportunity to hear great speakers, ran on time, excellent facilitation ”



# PRE-SUMMIT WORKSHOP

## 23 AUGUST

### PUBLIC SECTOR CRITICAL THINKING & EFFICIENT COMMUNICATION WORKSHOP

#### The disposition towards critical thinking

- ▶ Stimulate inquisitiveness in your thought processing
- ▶ The laws of processing thoughts for leadership
- ▶ Practice self-efficacy and self-trust

#### Foundations to developing your strategic foresight

- ▶ Scenario development and analysis
- ▶ Classify repetition and patterns
- ▶ Assess the implications of present actions and decisions

#### Marriage between objective analysis and effective communication

- ▶ Distinguish between powerful listening strategies
- ▶ Develop your cognitive agenda before communicating
- ▶ Efficient communication in complex scenarios

#### Effective communication styles

- ▶ Identify your individual communication style to strengthen your impact
- ▶ Diversity in various communication techniques
- ▶ The power of communication in variform conditions

### EXPERT FACILITATOR

**Jo Wise**  
Leadership Performance Coach  
**Jo Wise Leadership**

## Liquid Learning's Virtual Event Experience

**COMPLETELY LIVE** virtual event experience - no pre-recorded sessions!

**LIVE CHAT** and **INTERACTIVE BREAK-OUT ROOMS** for unparalleled interactivity and engagement in the virtual setting

An **UNMISSABLE NETWORKING OPPORTUNITY**, putting you in the room with your peers, future mentors and leaders!

**CANDID CASE STUDIES** from senior women leaders from across the country, sharing personal insights into leadership success!

**INTERACTIVE PANELS** diving into the hot topics and real-world issues you're facing today!

**GROUP ROUNDTABLES** that put you in the conversation!

Regular **RECHARGE BREAKS** between sessions!

Connection Concerns? Or just want to relive the experience? As part of your ticket you also get **EXCLUSIVE ACCESS** to stream our **POST-EVENT SHOWCASE**, so you'll never miss a session again!

## EVENT KICK-OFF AND NETWORKER 9:00 - 9:45

Join Liquid Learning and your chair, Jo Wise, for this opening kick-off session as we prepare for two days of incredible speakers, senior leaders, expert deep-dives and unmissable panel discussions!

After opening remarks the whole room breaks up into INTERACTIVE GROUPS for you to meet one another, network, and outline your desired learning outcomes as we start unpacking the key themes of the conference!

## YOU WIN OR YOU LEARN - RISK TAKING IN LEADERSHIP KEYNOTE 9:50 - 10:40

The challenges you face as a woman in any industry are unique to your experience. They may not always be evident to onlookers. However, these obstacles must be overcome to advance women in leadership, and ensure there is a pathway for your success. That means building networks and the confidence to have open discourse with those supporters. It's all about strategy, like playing chess and getting your pieces into the right spaces. You can't win if you don't play the game. Give yourself a fair chance. Learn the strategy and use it. Join Assistant Commissioner, Jennifer Moltisanti, as she reflects on her own career and provides you with practical tips and tools for building a support network to accelerate your professional growth.

### Jennifer Moltisanti

Assistant Commissioner, Not for Profit  
Australian Taxation Office



## YOU WIN OR YOU LEARN - RISK TAKING IN LEADERSHIP CASE STUDY 10:40 - 11:20

There's a fine line between being a gambler and a calculated risk-taker. How much uncertainty can you handle? How much would you stake on a decision you've made? Successful leadership must rise above the fear of making a mistake. Sometimes we will fail, but failure often provides some of life's biggest learning opportunities. Lil has held numerous leadership positions throughout the Public and Private sectors, and she knows what it takes to step out of your comfort zone and commit to continuous growth. Join her, as she reflects on her career and provides you with best practice tips and tools for taking smart-risks in your personal and professional life.

**Lil Healy** Deputy Secretary,  
Industry Coordinator and Recovery  
Department of Jobs,  
Precincts and Regions Victoria



## MORNING TEA 11:20 - 11:35

## THE EQ EFFECT - LEVERAGING EMOTIONAL INTELLIGENCE IN COMMUNICATION EXPERT COMMENTARY 11:35 - 12:35

There is a deep connection between one's ability to successfully communicate and one's ability to successfully lead. It's not surprising then, that Emotional Intelligence is a hot topic these days. EQ impacts an executive's ability to present key corporate issues with integrity and authenticity. It is about being able to listen well, to motivate and inspire others, to control your reactions, and to build strong relationships. Whether you are a new manager or a senior executive, developing your communication skills is essential, and one effective way to improve your communication skills is to strengthen your emotional intelligence.

**Arabella Macpherson**  
Founder & Communications Coach  
Resonate Communications

## MINDSET MATTERS - THE KEY TO SUCCESSFUL CHANGE CASE STUDY 12:40 - 1:20

Organisational change is essential for companies that want to evolve and remain competitive. However, first you must figure out not only how your company is going to do it, but if your company actually needs it. The currently accepted wisdom is that a core part of change management involves changing human behavior, without that key piece any transformation initiative is likely to fail. Why? Because ultimately, it will be the employees that decide whether or not they will adapt to change and whether or not they'll support it. Join Chief Information Officer, Elizabeth Wilson, as she shares insight from her own career and provides you with practical tools for leading successful change in your team or organisation.

### Elizabeth Wilson

Chief Information Officer

Department of Education and Training VIC



## LUNCH 1:20 - 2:20

## REIMAGINING GOVERNMENT AND THE ROLE OF THE PUBLIC SERVICE PANEL 2:20 - 3:35

When the public sector focuses on innovation the game changes completely. It becomes one of constant learning, changing and growth. Teams collaborate, try new things and recognise challenges as opportunities to learn. Take the recent crisis. The last year has truly highlighted how capable Victorian public leaders are at remaining resilient as they have learnt, adapted and progressed the state through testing times. So how might we continue to empower and enable our leaders to work in more innovative ways so that they can face the complex challenges in the Victorian public sector?

### Kate Symons

Chairperson & Commissioner

Essential Services Commissioner Victoria



### Rebecca McKenzie

Chief Executive Officer

Glen Eira City Council and President,  
Local Government Professionals Victoria



### Anna Longley

Assistant Commissioner & General Counsel

Australian Charities &  
Not-For-Profit Commission



### Sam Hannah-Rankin

Executive Director, Public Sector Innovation

Department of Premier and Cabinet VIC



## AFTERNOON TEA 3:35 - 3:50

## THE STRESS DETOX - MEETING BURNOUT WITH MINDFULNESS EXPERT COMMENTARY 3:50 - 4:30

With looming personal and professional responsibilities, different life roles, and only twenty-four hours in a day, it can feel like you're always on the back foot running on empty. Recognizing how we feel is the first step in addressing extreme fatigue or burnout. As humans, we're programmed to just keep going, and that habit holds strong when working at home, without usual routines to break up the day. Mindfulness allows us to connect with ourselves, so we can recognize our thoughts and feelings head-on in order to address them. Join expert facilitator and resilience coach, Josie Thomson as she provides you with practical tips, tools and strategies for managing stress and burnout with mindfulness practices.

### Josie Thomson

Chief Executive Officer

Josie Thomson Enterprises

## ACTION PLANNING FOR DAY TWO...

9:00 - 9:15

Welcome back for Day Two - there's a lot to digest from our amazing speakers and action modules so far!

Our expert facilitator Jo Wise, will recap the key learnings and takeaways from Day One, and help you prep an action plan to maximise your event experience over our jam-packed second day!

## GLASS CEILINGS AND OPEN DOORS - ADVANCING WOMEN IN THE WORKPLACE

KEYNOTE

9:15 - 10:05

Even when making it 'to the table' and smashing the proverbial 'glass ceiling', there often lacks enough representation at the executive level to truly drive meaningful change. When it comes to striking a balance for gender equality and representation in the workplace, men must play an important role, but what responsibility lies with the women who have achieved positions that afford them the chance to advance other women? We need to hold the door open behind us! Hear from Victorian Ombudsman, Deborah Glass as she reflects on her incredible career, and share insight on how we can all continue to advance women in the workplace.

**Deborah Glass**

Victorian Ombudsman  
Victorian Ombudsman



## "WE NEED TO TALK" - CONSTRUCTIVE CONVERSATIONS AT WORK

EXPERT COMMENTARY

10:05 - 11:10

Holding your own in any leadership position demands a confident approach, especially when dealing with sensitive situations. Whether you're negotiating a pay rise, going for a promotion, or giving a presentation, the ability to communicate confidently and authentically when managing people and dealing with key stakeholders is essential for success. In this intensive skills lab session, expert facilitator, Jo Wise, will coach you on the art of constructive conversations and how to leverage the power of your voice at work.

**Jo Wise**

Leadership Performance Coach  
Jo Wise Leadership

## MORNING TEA

11:10 - 11:25

## CONNECTING THE DOTS BETWEEN LEADERSHIP AND WELLBEING

CASE STUDY

11:25 - 12:05

One of the biggest issues of workplace wellness is we're talking the talk, but we aren't actually walking the talk. Too often leaders fail to model wellness behavior, which leads to energy depletion and burnout across the organisation. If employees see their leaders working 12+ hours a day, not taking breaks and going from meeting to meeting without pausing for lunch, they are unlikely to feel comfortable taking advantage of an organisation's wellness benefits and programs. To be our best leaders, we need to have a foundation of wellbeing in the workplace. A foundation that at its base emphasises the notion of taking care of self and giving permission for employees to do so too. Join Kelly as she brings insight from her role and career, and provides you with advice for highlighting the importance of wellbeing in the workplace.

**Kelly Crosthwaite**

Executive Director, People & Culture  
Department of Environment,  
Land, Water and Planning Victoria



## LEADING THROUGH CHANGE - FROM UNCERTAINTY TO OPPORTUNITY

CASE STUDY

12:05 - 12:50

Leadership is about providing a service to others that inspires them to step outside their comfort zone, to strive for excellence, and to act bolder than they ever thought possible. Change isn't about being at the front, but it's about being humble enough to listen as soon as a shift begins to happen, encouraging different perspectives, and harnessing the positive in every opportunity. Join Chief Executive Officer, Jill Riseley, as she shares insight into her own career and reflects on her experience leading through COVID-19 and transitioning into a new authority.

**Jillian Riseley**

Chief Executive Officer

Metropolitan Waste & Resource Recovery Group



## LUNCH

12:50 - 1:55

## BEING YOU! - BUILD YOUR LEADERSHIP BRAND

CASE STUDY

1:55 - 2:55

Are you where you want to be professionally? Whether you want to advance faster at your present company, change jobs, or make the jump to a new field entirely, most people seem to agree on the ultimate goal - to build a career around your own unique talents and passions. But to actually achieve this and sell yourself effectively, especially in today's competitive job market, you first of all need to know who you actually are. Which is harder than it sounds. Join your expert facilitator, as you assess your unique strengths, develop a compelling personal brand, and build credibility in both 'talking your talk' and 'walking your walk'.

## WORKPLACE FLEXIBILITY -THE EVOLUTION TO THE NEW NORMAL

PANEL

3:00 - 4:00

The Victorian Public Sector has led the charge where flexible work is concerned - adopting an 'if not, why not' principle as early as 2016. But with COVID-19 obliterating the boundaries that conventionally separated work from the rest of our lives and shifting the dynamics of workplace flexibility - It has left us questioning the old concept of work-life balance. So what does this evolution to the new world of work look like and what does this mean for work-life balance? This interactive panel discussion will explore the concept of work-life integration, particularly in our new working environments, discuss tools for managing competing priorities and expectations, and look towards embracing the new normal and how you can make this work for you.

**Fiona Sparks**

Acting Chief Information Officer

Department of Families,  
Fairness and Housing Victoria



**Karen Smith**

Director, Centre for Research and Evaluation

Ambulance Victoria



**Lucy Roffey**

Chief Executive Officer

Central Goldfields Shire Council



## AFTERNOON TEA

4:00 - 4:15

## DARE TO CHALLENGE

ROUNDTABLE

4:15 - 4:30

In this closing interactive roundtable session, join your chair, Jo Wise as you connect with others in the room, reflect on your journey so far and create an action plan to carry you forward.

**Jo Wise** Leadership Performance Coach

Jo Wise Leadership

## VICTORIAN PUBLIC SECTOR WOMEN'S LEADERSHIP WORKSHOP

Effective communication is arguably the most important aspect of a leadership role in the Public Sector. Leaders need to constantly capitalise on their communication skills to manage complex challenges and maintain confidence. Successful contribution and collaboration require consistent development in terms of communication skills and personal skills.

The Public Sector can be difficult to navigate. With a constantly changing and challenging environment, leaders need to be mentally resilient and have a strong support network behind them. Taking advantage of the networking opportunities that arise in the Public Sector can be key to fast-tracking your career progression plan.

This workshop explores the power of resilience and the various skills needed to succeed as a leader in the Victorian Public Sector. You will learn the attributes of a successful leader and gain insight into building your own brand.

### DAY ONE | 26 AUGUST

#### Fundamental attributes of confident leadership

- ▶ Develop a positive vision for success
- ▶ Be productive and actively meet deadlines
- ▶ Explore personal, professional and leadership development opportunities

#### Maintain resilience and confidence through change

- ▶ Evaluate the importance of keeping up to date in a rapidly evolving industry
- ▶ Driving knowledge to gain confidence and advantage
- ▶ Practical strategies to remain resilient

#### Market your professional self

- ▶ Confidently build your brand
- ▶ Showcase your skills, confidence, resilience and experience
- ▶ Communicate to influence perception

#### Effective networking - build life mentors and a community of connections

- ▶ Take advantage of networking opportunities and identify who will have a positive effect on your career
- ▶ Identify how you can help and add value to others
- ▶ Engage with the person and not their position

### EXPERT FACILITATOR

**Louise Thomson**  
Leadership Development Specialist  
Global People Two

### DAY TWO | 27 AUGUST

#### Leading with an adaptive mindset

- ▶ Leverage your experience to address complex problems
- ▶ Generating evidence-based insight to inform
- ▶ Apply strategies to cope with constant change

#### Expect change and envision the future

- ▶ Predicting the challenges associated with regulation in the Public Sector
- ▶ Plan for all possible scenarios
- ▶ Navigate the waters of innovation and advancement

#### Accelerating self and team performance through assertive influence

- ▶ Challenging and supporting team performance by assigning ambitious yet achievable goals
- ▶ How to manager poor performing staff members
- ▶ Effectively communicate constructive feedback

#### Confidently drive change as a female leader

- ▶ Embrace change and blend old and new ways of thinking
- ▶ Embed an innovative way of thinking in the workplace
- ▶ Apply strategies and techniques which influence resistance and commitment

