

8TH WOMEN IN EMERGENCY SERVICES, ENFORCEMENT & DEFENCE LEADERSHIP SUMMIT

COMMAND & CONTROL YOUR
LEADERSHIP CAMPAIGN

22ND - 26TH
MARCH 2021
VIRTUAL

LEARN FROM



**LTCOL
Lyndsay Freeman**
Portfolio Manager,
Army Sustainment



Kris Wilms
Senior Instructor,
Leadership &
Management
Development



Gary Worboys
Deputy
Commissioner,
Regional Field
Operations



Krissy Barrett
Commander
Operations



**CAPT
Marc Pavillard**
Engagement Lead,
National Bushfire
Recovery Agency



**INSP Sharee
Cumming APM**
Manager,
Operational
Improvement Unit



**MAJ
Justine Gough**
Commander,
Manager Crime
Operations



Dr Ameer Morgans
Executive Director
Operations
Support



**LTCOL Renée
Kidson CSM**
Group Leader,
Force Design



**LCDR Prudence
Hawkins-Griffiths**
Executive Officer,
Officer Training
College, Australian
Defence Force
Academy



**MAJ
Sarah Mooney**
Operations Officer,
4th Combat Service
Support Battalion



Fyowna Norton
A/Director
Community Crime
Prevention



**CMDR
Michelle Murphy**
A/Operations
Manager, Adult
Retrieval



**Christine
Clarke CSC**
Defence Adviser and
Attache New Zealand,
Cook Islands and Chile



VIRTUAL EVENT

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START YOUR LEADERSHIP JOURNEY!

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LIQUIDLEARNING
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COURAGE & COMPASSION

Women remain remarkably underrepresented in senior leadership positions despite tackling some of Australia's national security, public safety and emergency challenges.

In Defence, there are no women ranked as three-star officers. Women make up approximately 21.5% of talent in the Royal Australian Navy, 14.3% in the Australian Army, and 22.1% in the Royal Australian Air Force. 33.6% of sworn and unsworn police personnel were women in 2017-18, up marginally from 32.2% in 2012-13.

While most states have increased the number of women in their ranks in recent years, New South Wales and the Northern Territory have been trending in the opposite direction over the past 12 months.

These heroic women provide critical diversity of thought to drive innovation and efficiency within their respective organisations. So how can we ensure these endeavours are recognised and rewarded accordingly?

Gain an insight into the inspirational journeys of our speakers as they discuss the qualities that make an effective leader, gain practical skills to support your leadership campaign, and receive guidance on how you can overcome challenges on your leadership journey.

- ▶ **Balance** compassion and authority in your leadership style
- ▶ **Lead** your team in emergency scenarios and high-stress environments
- ▶ **Build** confidence and courage to secure your command
- ▶ **Manage** and overcome ego clashes and credibility bias

WHO WILL ATTEND?

- ▶ Army, Navy & Air Force
- ▶ Department of Defence
- ▶ Policing
- ▶ Fire Services
- ▶ Justice & Corrections
- ▶ Emergency Management
- ▶ Ambulance Services
- ▶ State Emergency Services
- ▶ Customs & Border Protection
- ▶ Search and Rescue Services
- ▶ Federal, State & Local Government
- ▶ Compliance & Enforcement
- ▶ Environmental Regulation & Enforcement
- ▶ Primary Industry & Bio-security
- ▶ Security

PRE-SUMMIT WORKSHOP

22 MARCH

CRITICAL THINKING & EFFICIENT COMMUNICATION FIELD GUIDE

Critical thinking is the art of analysing, processing and understanding information. Critical thinkers can draw reasonable conclusions from a set of information to distinguish useful and useless details for decision-making. But let's not forget the value of communication. Industry leaders must know how to entwine critical thinking and communication skills. This workshop will provide you with a broader understanding of critical thinking concepts and communication techniques to support you on your career ascent.

The disposition towards critical thinking

- ▶ Stimulate inquisitiveness in your thought processing
- ▶ The laws of induction and deduction in processing information
- ▶ 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 active listening and reflective listening
- ▶ Develop your cognitive agenda before communicating
- ▶ Efficient communication in complex scenarios

Inductive and deductive communication

- ▶ Identify whether you're an inductive and deductive communicator
- ▶ Diversity in various communication techniques
- ▶ The power of inductive and deductive communication in variform conditions

EXPERT FACILITATOR

Jo Wise
Director & Founder
Jo Wise Leadership

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EVENT KICK-OFF & NETWORKER

9:00 - 9:45

Join Liquid Learning and your chair, Clare Desira, for this opening kick-off session as we prepare for two days of incredible industry 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!

COURAGE UNDER FIRE

CASE STUDY

9:50 - 10:40

As the first woman in the Country Fire Authority to become a qualified leading firefighter, and the second in CFA to become officer qualified, Kris understands how it feels to be one of only a handful of women in a male dominated workforce. In this session Kris will talk about the exhilarating highs and the devastating lows she encountered along the way, and will speak about forging her own leadership identity in the face of adversity.

Kris Wilms

Senior Instructor, Leadership & Management Development
CFA/FRV



UNCONSCIOUS BIAS - THE HIDDEN FIGURE IN DIVERSITY

PANEL

10:55 - 11:55

Defence, enforcement and emergency services strive to increase diversity in its ranks, particularly since the advent of the All-Volunteer Force. It has made significant progress, but changes appear to be sluggish. One of the reasons is how latent biases, especially concerning gender and race, inhibit the achievement of diversity goals. Join our lineup of panellists as they detail their journey and provide guidance on how you can break cross-cultural barriers. They'll outline how biases could affect personal advancements in the workplace, and what can be done to reduce biases to diversify senior leadership.

Sarah Mooney

Operations Officer,
4th Combat Service Support Battalion
Department of Defence



Prudence Hawkins-Griffiths

Executive Officer, Officer Training College,
Australian Defence Force Academy
Royal Australian Navy



Fyowna Norton

A/Director, Community Crime Prevention
Emergency Management Victoria



Michelle Murphy

A/Operations Manager, Adult Retrieval
Ambulance Victoria



CIVILIAN LEADER - OPERATING AS AN UN-UNIFORMED LEADER IN A UNIFORMED ENVIRONMENT

CASE STUDY

11:55 - 12:45

Leaders must summon their will to deal with a range of complex and unknown situations, creating workplaces that are motivating and safe for others. Leadership requires courage in action. Without courage, your ability to lead effective teams can be discredited and derailed.

Christine Clarke CSC

Defence Adviser and Attache New Zealand,
Cook Islands and Chile
Department of Defence

RE-BALANCING WORK & LIFE - LEADING THE MODEL

PANEL

1:45 - 2:35

The challenge of combining work and family is not unique to the military environment. However, this juggle is a particular hurdle for members of the ADF who work in posting cycles, have operational commitments, and who undergo deployments. For women especially, the need to combine work with family disproportionately impacts career progress and hinders leadership opportunities. Join us for a conversation with Major Lyndsay Freeman as she discusses how she balances military duties, a family, and an academic scholarship. She'll review the tricks and tips to help you find your work-life balance.

Lyndsay Freeman

Portfolio Manager, Army Sustainment
Australian Army



CONFIDENT LEADERSHIP - COMMANDING PRESENCE, BOLDNESS & PASSION

EXPERT COMMENTARY

2:35 - 3:25

Leaders need to command presence and embody boldness, though women face unique challenges when it comes to establishing a presence. A key component to these challenges is buying into impostor syndrome or using body language that appears submissive, waiting for others to recognise and reward their achievements. Control the kind of impression you make and take command. Join Gina as she discusses how you can control how people perceive you through exploring strategies that will support your leadership journey.

Catherine Bell

Director
Bell Training Group

COMPASSIONATE LEADERSHIP - LEADING WITH A DIFFERENCE

CASE STUDY

3:40 - 4:30

Most leaders guide with their heads, forgetting a critical component of leadership - their hearts. They're conditioned to put business before benevolence, which is profitable in certain scenarios, though unsustainable in the new generation of leadership. Compassionate leaders use their social attributes to understand each team member as a significant individual. Michelle will explore how you can be a powerful and compassionate leader, using her journey as a summary of the essential skills you need to thrive.

Michelle Murphy

A/Operations Manager, Adult Retrieval
Ambulance Victoria



MANAGING EGO CLASHES - A SURVIVAL GUIDE

KEYNOTE

9:00 - 9:50

There is a fine line between self-respect and ego. Quite often, problems arise because most individuals cannot differentiate between the two. As a result, ego clashes can occur causing rivalry and tension in a team environment, which is detrimental to the organisation, employee morale and group dynamics. When egos come to head at the workplace, it is your duty as a leader to control the situation from escalating, whether it be two individuals from your team or whether the egoism is directed towards you. So how does one avoid and manage this ego clash? Commander Justine Gough will discuss how you can manoeuvre around the clash of egos with practical tips like trying to identify the root of the problem, encouraging and supporting those around you who feel ignored.

Justine Gough

Commander, Manager Crime Operations
Australian Federal Police



TEAM EFFECTIVENESS & TEAM LEARNING IN COMMAND-AND-CONTROL SCENARIOS

CASE STUDY

9:50 - 10:40

Due to their crucial and highly consequential tasks, it is extremely important that we understand the levers that lead to effectiveness of multidisciplinary emergency management command-and-control teams. Leaders need to initiate structure in the team. Situations can require immediate and decisive action. Those responsible for command and control must be prepared, trained and practised in the necessary skills that allow them to lead and guide their teams in C&C scenarios. Join Inspector Cumming as she discusses the key skills required to effectively guide and support your team as well as how you can be an effective leader through maintaining a strong command presence.

INSP Sharee Cumming APM

Manager, Operational Improvement Unit
Queensland Police Service



LEAD FOR INCLUSION & INNOVATION

CASE STUDY

10:55 - 11:55

It has been widely accepted that increasing diversity in organisations results in greater innovation as well as diversity of thought. Quantitative data supports this proposition through case studies, correlations between increasing female board membership and better financial returns and statistical computer modelling of comparisons between diverse and homogeneous teams. As leaders, how can we ensure the success of our organisations through inclusion promoting innovation? Lieutenant Colonel Kidson will provide a clear rationale on how you can build an active strategy to broaden the spectrum of diverse thinking at management levels.

Renee Kidson

Group Leader, Force Design
Defence Science & Technology Group



SWORD OF ORION - VALOUR & TENACITY IN THE 1998 SYDNEY TO HOBART TRAGEDY

CASE STUDY

11:55 - 12:45

Late afternoon of December 27, 1998. Captain Marc Pavillard was at home with friends and family when he got a phone call from his Flight Commander – a call that would change everything. Join Marc as he reflects upon the incredible 1998 Sydney to Hobart Yacht Race rescue mission, where tenacity

and valour were hallmarks of the sailors caught in the storm. Risk management, teamwork, and innovation allowed the helicopter crew to rescue sailors from the sinking Sword of Orion yacht. Some 21 years on and elements of this rescue remain raw and emotional. Marc will recount the challenging circumstances and decision-making under pressure, and how he realised that the lessons learned during this rescue have more currency than ever – in emergencies, but also many other areas of life.

Marc Pavillard

Engagement Lead,
National Bushfire Recovery Agency
Department of the Prime Minister and Cabinet



DEFINING THE ROLE OF LEADERSHIP IN EMERGENCY AND DISASTER RESPONSE

PANEL

1:45 - 2:35

When it comes to emergency and disaster management, leadership can make the difference between success and catastrophe. Depending on their abilities, a leader can minimise the damage caused by situation, or exacerbate the impact. Our panel of industry leaders will discuss the key skills and qualities that leaders should possess to understand the environmental factors, assess the scope of a disaster, and successfully support their teams through times of emergency and adversity.

LTCOL Renée Kidson CSM

Group Leader, Force Design
Defence Science & Technology Group



Amee Morgans

Executive Director, Operations Support
Emergency Services
Telecommunications Authority



Krissy Barrett

Commander Operations
Australian Federal Police



LEADERSHIP EFFECTIVENESS - LEADING IN STRESSFUL ENVIRONMENTS

CASE STUDY

2:35 - 3:25

Leaders who excel under pressure don't panic. They have control and can provide a calming effect on others. Competent leaders demonstrate and radiate confidence - especially under pressure. But what skills are necessary to work towards being this type of leader? Join Deputy Commissioner Worboys as he discusses his leadership journey, the practical skills required to be an effective leader for your organisation, and guides you on the path to leadership.

Gary Worboys

Deputy Commissioner, Regional Field Operations
NSW Police Force



COURAGE & COMPASSION - REFLECTING ON JOURNEYS TAKEN

ROUNDTABLE

3:40 - 4:30

Clare will bring together the themes and ideas explored over the conference. Through engaging discussion, Clare will summarise the takeaways from the event and offer ideas for taking the next step in your career.

Clare Desira

Founder & Director
Top Five Movement

PLUS TWO WORKSHOPS!

Plus two separately bookable interactive workshops before & after the event



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WOMEN IN EMERGENCY SERVICES, ENFORCEMENT & DEFENCE LEADERSHIP WORKSHOP

The Defence Force, Emergency Services and Enforcement agencies are the cornerstone of a functional society, ensuring the health, safety and wellbeing of the communities they serve. The high pressure and ever-changing nature of this work requires a unique blend of reactive and proactive leadership skills and an awareness of not only how to deal with a situation, but to ensure the safety and wellbeing of your team.

Leadership advancement requires an understanding of how to navigate this traditionally male dominated profession. By understanding how these organisations have established and the behavioural norms that represent them, leaders will become aware of the unconscious biases that often impact the decisions and choices made, that can help or hinder career advancement.

This two day workshop explores resilience, stress and confidence as weapons in the leadership arsenal, and will give you the ability to apply them to their own behaviours and work.

DAY ONE | 25 MARCH

Cultivate resilience for leadership success

- ▶ Develop your leadership style
- ▶ Develop confidence to lead authentically
- ▶ Resilience as a leadership approach
- ▶ Focus on strengths

Foster a constructive mindset

- ▶ Build a positive mindset for leadership
- ▶ Turn weaknesses into growth opportunities
- ▶ How to stay calm under pressure

Manage and limit the effects of stress

- ▶ Identify your stress triggers
- ▶ Recognise your leadership strengths, weaknesses and triggers
- ▶ Find ways to cope with and avoid stress
- ▶ Recover from setbacks and adversity

Internalise your leadership identity

- ▶ Self-empowerment to underpin career progression and risk-taking
- ▶ Develop authentic leadership voice
- ▶ Connect leadership and wellbeing

EXPERT FACILITATOR - DAY ONE

Michelle Dunscombe
Community Development Consultant &
Community Emergency Plan Facilitator
Jeder Institute

DAY TWO | 26 MARCH

Working in male-dominated professional fields

- ▶ Behavioural norms within these organisations
- ▶ Unconscious bias - How this affects decision making
- ▶ Recognise your own biases at play

High-level communication skills for career advancement

- ▶ Leverage your communication style
- ▶ Develop and communicate confidence, poise and assertiveness
- ▶ Influence with integrity
- ▶ Manage conflict and execute difficult conversations with confidence

Foster high performance in teams

- ▶ Diversity of thought and creating inclusive work environments
- ▶ A coaching approach
- ▶ Assertive vs aggressive leadership approaches

Strategic career progression

- ▶ Skills for self-promotion and accelerated career progression
- ▶ Transition strategies
- ▶ Recognise when conversations turn crucial
- ▶ Achieving improved leadership performance - your action plan

EXPERT FACILITATOR - DAY TWO

Nikki Roche
Director
BlueZenith Leadership & Coaching Solutions

Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

Delegate Information

#	Title	Full Name or TBA	Position	Email	Attendance Date/s
1					<input type="checkbox"/> 22 <input type="checkbox"/> 23 & 24 <input type="checkbox"/> 25 & 26
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Your Investment

Options (per person)	Rapid Action Rate	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 11 December 2020	Register and pay by 24 December 2020	Register and pay by 29 January 2021	Register and pay by 26 February 2021	
5 Days	\$3795 + GST = (\$4174.50)	\$3995 + GST = (\$4394.50)	\$4195 + GST = (\$4614.50)	\$4295 + GST = (\$4724.50)	\$4395 + GST = (\$4834.50)
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1 Day - Workshop	\$1195 + GST = (\$1314.50)	\$1245 + GST = (\$1369.50)	\$1295 + GST = (\$1424.50)	\$1345 + GST = (\$1479.50)	\$1395 + GST = (\$1534.50)
Discounted off standard rates :	Save up to \$600	Save up to \$400	Save up to \$200	Save up to \$100	All prices listed in Australian Dollars

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	Team of 3 - 4	Team of 5 - 7	Team of 8 - 9	Team of 10 +	

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Note: Course materials included. Travel and accommodation are NOT included. Registration options are per person only.

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