

9TH WOMEN IN ENGINEERING LEADERSHIP SUMMIT

FUEL YOUR AMBITION FOR PROFESSIONAL GROWTH

27 - 30 APRIL 2021
ONLINE DELIVERY

LEARN FROM



Jo Heyes
Head of Resource Engineering, BHP Technical Centre of Excellence



Amy Lezala
Head of Engineering



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Director-General, Department of Transport and Main Roads



Norike Ganhao
General Manager, Strategy



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Head of School, Civil Engineering



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Market Director, Urban Communities



Hannah Richardson
Director, Traffic & Transport Engineering



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Adjunct Lecturer First Year Engineering



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Continuous Improvement Manager



Ray Rawlings
End Market Director, Infrastructure & Environment, Australia & New Zealand



Polly Mahapatra
System Completions Database Coordinator Gorgon Stage 2



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Turnaround Engineer



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Purchasing Director



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General Manager, Transport & Infrastructure, Australia



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MAKE YOUR FUTURE BIGGER THAN YOUR PAST

Over 40% of skilled women who enter engineering end up leaving, demonstrating a severe gender-based retention problem.

Organisations are making positive steps towards addressing the pipeline problem and developing more inclusive workforces. Women continually report deep satisfaction with their profession. But we remain far off from achieving an equal playing field for women in senior leadership positions.

Join a lineup of industry role models to learn how you can overcome unconscious bias, master and refine work-life flexibility, and triumph the roadblocks on your leadership journey. Let the ambitious drive that got you into engineering in the first place propel you into a successful leadership career.

- ▶ **Assemble** a strong professional network
- ▶ **Discover** methods and tools to tackle unconscious bias in a constructive way
- ▶ **Develop** your authentic leadership style for better business performance
- ▶ **Leverage** your strengths to promote your visibility at work

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!

PRE-SUMMIT WORKSHOP

27 APRIL 2021

COMMUNICATION SKILLS TO ELEVATE YOUR LEADERSHIP POTENTIAL

Women and men face subtle differences in the way they are treated in engineering programs, facing cultural ideologies about what it means to be a competent engineer. These biases can contribute to women being less confident in their expertise and engineering as a career fit.

To challenge these preconceptions, you must build your professional brand and develop the skills to stand out for career advancement. Enhancing your communication abilities will help you build confidence. Learning to navigate different personality types will help you adapt your communication strategy to distinct individuals.

Whether you're negotiating a pay rise, going for a promotion or delivering a presentation, the ability to communicate confidently and authentically is essential for success.

Understand your communication style

- ▶ Evaluate yourself and your communication style
- ▶ Embrace and develop your strengths
- ▶ Understand the behaviours of others

Build your communications toolbox

- ▶ Master the art of constructive conversations, negotiating promotions and pay rises
- ▶ Know your objective and remain solution-focused
- ▶ Tools for talking when the stakes are high

Have compelling and engaging conversations with staff, employees, and stakeholders

- ▶ Structure your communication style around different personality types
- ▶ Prepare for and have difficult conversations with confidence
- ▶ Build credibility in your conversations

Communicate to successfully navigate change

- ▶ Ensure that you have a two-way flow of communication between leadership and your team
- ▶ Establish trustworthy relationships with your peers
- ▶ Be authentic and direct in your communication to ensure all parties feel supported

EXPERT FACILITATOR

Amy Jackson

Executive Coach, Professional Speaker & Trainer
Nurturing Confidence

WHO WILL ATTEND?

This event will be relevant for aspiring and emerging leaders in engineering:

- ▶ Engineers
- ▶ Senior Engineers
- ▶ Lead Engineers
- ▶ Engineering Managers
- ▶ Project Managers
- ▶ Technical Directors
- ▶ Principal Analysts

MAKING THE LEAP FROM TECHNICAL SPECIALIST TO LEADER

CASE STUDY

9:40 - 10:30

Impactful leadership requires more than technical skills alone. You must have the people skills to successfully inspire and motivate your team. Drawing from her own career journey, Rachel will offer tips to transition from a technical specialist to leadership strategist.

Rachel Fowler

General Manager, Transport & Infrastructure, Australia

Beca

WHO WANTS TO BE AN ENGINEER?

PARTNER SESSION

10:30 - 10:40

Low levels of understanding what Engineering entails, coupled with perceptions of it being 'very hard' are major factors for the overall lower levels of engagement with the subject at school. This is seen in both genders, but more pronounced amongst females. Hear from our partners at Refraction media who focus on collective impact, bringing together hundreds of champions in STEM who strive to inspire a smarter future as they work towards improving the pipeline problem for women in engineering.

Karen Taylor-Brown

Co-Founder, CEO & Publisher

Refraction Media



TAKE CONTROL OF YOUR LEADERSHIP LEGACY

CASE STUDY

11:00 - 11:55

Kate comes from a non-traditional background. Following her tertiary education in the arts, she moved into the Australian Defence Force to specialise in engineering and has since taken on leadership positions in multiple organisations. Drawing from her career journey, Kate will discuss authentic leadership, followership and the next generation of leaders.

Kate Drews

Market Director, Urban Communities

SMEC Australia



POSITIVE THINKING ISN'T ALWAYS ENOUGH

CASE STUDY

11:55 - 12:45

Optimism is a nice idea, but without the reinforcement of helpful, encouraging and productive thinking habits, an optimistic mindset alone may not be enough to support your leadership journey. Your mind is an incredibly powerful tool, but harnessing that power can be complex and challenging. In this session, Clare will share key insights to help you get the best out of your brain for a brilliant career!

Clare Desira

Founder & Director

Top Five Movement

LET'S TALK ABOUT QUOTAS

PANEL

1:45 - 2:35

Many organisations have been taking steps to boost the number of women in engineering roles - increasingly through quotas. While quotas can jump-start equal representation, some employers resist the imposition. As a result, quotas remain shrouded in controversy regarding their benefits and pitfalls. Can quotas impact self-worth? Is there anything you can do to adjust fixed mindsets around the issue?

Hannah Richardson

Director, Traffic & Transport Engineering

PSA Consulting



Carlo Prato

Head of School, Civil Engineering

The University of Queensland



Amy Lezala

Head of Engineering

Metro Trains Melbourne



Ray Rawlings

End Market Director, Infrastructure & Environment, Australia & New Zealand

AECOM



THE FINE ART OF FEMALE ASSERTIVENESS

CASE STUDY

2:35 - 3:15

When women are nice, we're weak. When we're assertive, we're bossy. How do we navigate this delicate balancing act? How do we find the best way to communicate with different personality types and get our message across effectively?

Amy Lezala

Head of Engineering

Metro Trains Melbourne



THE NEUROSCIENCE OF LEADERSHIP, RESILIENCE AND SELF-MASTERY

EXPERT COMMENTARY

3:30 - 4:30

As a two-time cancer survivor, Josie is living proof that resilience determines success. Combining her experience, passion for enhancing human performance, and studies in the Neuroscience of Leadership, Josie will share impressive advances in the field of resilience. Gain tools to increase your wellbeing, agility, resilience, and the capacity to influence others.

Josie Thomson Chief Executive Officer **Josie Thomson Enterprises**

WHY YOUR VALUES MATTER

CASE STUDY

9:00 - 9:50

When your job aligns with your values, you connect and engage with big picture thinking. Creating this alignment will take you far, but it isn't always straightforward to accomplish. Having clearly defined values when leading large teams is essential if you strive for ethical leadership. Neil is the Director-General of the Department of Transport and Main Roads, coming from an engineering and public service background. Join him as he shares insights on what it takes to be a value-based leader.

Neil Scales

Director-General

Department of Transport and Main Roads QLD



NAVIGATE THE RETURN TO WORK AFTER A CAREER BREAK

CASE STUDY

9:50 - 10:40

Whether it's taking time off to start a family or go travelling, career progression can be daunting because of a perceived lack of industry flexibility. Organisations like BHP are working to improve these conditions. But what can you do personally? How can you navigate the return to work and overcome potential roadblocks to career progression? Jo will help you ensure career growth with a work-life balance that works for you.

Jo Heyes

Head of Resource Engineering, BHP Technical Centre of Excellence

BHP



IF YOU CAN SEE IT, YOU CAN BE IT

CASE STUDY

10:55 - 11:45

It is striking how quickly pre-conceptions can form, and shape our view of not only others but also ourselves. To create the pathways and potential for women leaders in engineering, it is vital to have role models that are visible and vocal. Join award-winning business leader, engineer and entrepreneur Felicity Furey as she shares her story on what it was like to pave her path and how she backed herself to achieve her goals.

Felicity Furey

Founder and CEO

WeAspire



BE HEARD - ADVANCED COMMUNICATION TECHNIQUES

EXPERT COMMENTARY

11:45 - 12:45

You may work in a supportive team and be happy to speak out if you spot an issue. But do you feel heard? If not, rest assured you can take control. Mastering advanced communication techniques will help you command respect and ensure you're listened to while making your value visible.

Amy Jackson

Executive Coach, Professional Speaker & Trainer

Nurturing Confidence

MISTAKEN IDENTITY - BUILDING A STRONG PROFESSIONAL BRAND

PANEL

1:45 - 2:35

Unconscious bias can have a tremendous impact on workplace interactions. We're learning how to overcome these biases, but the conversation can be divisive without strategic, thoughtful communication. Now's your time to be a part of this discussion, to constructively unpack unconscious biases, and to be an active participant in changing outdated perceptions.

Norike Ganhão

General Manager, Strategy

Powerlink Queensland



Mansi O'Keefe

Continuous Improvement Manager

Unitywater



Jo Kirby

Adjunct Lecturer First Year Engineering

The University of Queensland



BLUEPRINT FOR LEADERSHIP SUCCESS

CASE STUDY

2:35 - 3:25

Knowing who you are and what you bring to the table empowers and enables growth. Join Michelle as she unpacks her leadership journey and crucial career moments. Discover how you can silence your inner critic and take the next leap in your journey.

Michelle Richard

Purchasing Director

Thales Australia



GIVE IT A GO - WHAT'S THE WORST THAT COULD HAPPEN?

ROUNDTABLE

3:40 - 4:30

Ever felt like you're not good enough? That you don't deserve or aren't ready for that promotion? You're not alone. 70% of women and over 50% of men have experienced imposter syndrome, a persistent nagging sense of self-doubt and insecurity. As you fight to take the next step, it's easy to forget that you're smart, you're a hard worker, and you've achieved a lot to get to the position you're in. Discover strategies for changing your mindset, unearthing your potential as a fearless female leader.

Polly Mahapatra

System Completions Database Coordinator - Gorgon Stage 2

Chevron

POST-SUMMIT WORKSHOP

30 APRIL 2021

HIGH-PERFORMANCE AUTHENTIC LEADERSHIP

Without having a mentor or a role-model to look up to or help you with your career progression, it can be hard to know how to take the next step.

Women have an opportunity to step up and amplify their energy. It's time to balance out the masculine energies by increasing the use of soft skills to create connection, trust and transparency. Female leadership can provide alternative ways to serve, creating a holistic and balanced approach within organisations and society.

Practical resources to build emotional resilience for leadership

- ▶ Embrace self-care strategies to maintain your energy and avoid burnout
- ▶ Evaluate your capacity to realign it with your needs and requirements
- ▶ Identify what you want with unwavering certainty

Strategic communication and relationship management

- ▶ Everyday career management practices and creating a personal leadership plan
- ▶ Maximising existing relationships and networks and building new ones for professional opportunities
- ▶ Skills and approaches in managing your image and visibility without feeling imposter syndrome

Self-awareness and discovering your authentic leadership style

- ▶ Effectively position yourself as a leader in your business
- ▶ Self-motivation and pursuing new opportunities for value creation
- ▶ Access growth opportunities by establishing strategic dialogue and partnerships

Prepare to engage in a cultural shift

- ▶ Invest in team relationships
- ▶ Model authenticity and don't be afraid to show vulnerabilities
- ▶ Leave a legacy for future generations of women

EXPERT FACILITATOR

Joan McEwan
High Performance Expert



WHAT OUR DELEGATES ARE SAYING



“ Fantastic initiation to leadership/ management with some real practical tools to take back and implement in the workplace. Extremely motivating and thought-provoking. Has Given me an insight into how leadership/management skills influence the workplace ”



Liquid Learning is more than just another conference - they create an experience of growth and inspiration through real human connection. With a breadth of delegates, interesting session styles, quality content and exceptional venues, these events are a professional and personal investment with true reward. ”



“ Very worthwhile and incredibly valuable. Liquid Learning is excellent. Really flawless, thank you. ”



I really enjoyed the content, as well as the breakout activities. It was good to reflect on how those frameworks/ tools relate to me and just hearing the experiences of others. Enjoyed the online experience! ”



