

# 6<sup>TH</sup> WOMEN IN LEADERSHIP SA SUMMIT

EXCEL AS A VISIBLE, INFLUENTIAL & INSPIRING LEADER

16 - 20 MARCH 2020  
RYDGES ADELAIDE

## LEARN FROM



**Leonie Muldoon**  
Chief Executive Officer



**Helen Donovan**  
Councillor



Executive Director



**Sophie Wong**  
State General Manager, SA & NT



**Jodie Hatherly**  
Vice President, Legal, Risk & Governance & General Counsel



**Melanie Cooper AM**  
Director, Finance, Corporate Affairs & Company Secretary



**Sue-Ann Charlton**  
General Manager, Customer & Community



**Allison Giotis**  
State Director, Private Banking, South Australia



**Adam Koch**  
Chief Operating Officer



**SQNLDR Anneka Deaton**  
Squadron Leader



**Vicky Welgraven**  
Senior Project Officer



2019 SA Australian of the Year Nominee



**Tiffany Katchmar**  
Director



**Justin Lokhorst**  
Director, Business Surveys Transition Lead



**Kellie Collins**  
General Manager, Health, Safety & Environment



Adelaide Brighton Ltd



**Emily Young**  
Director, Defence Industry Workforce & Skills



**Samantha Scarratt**  
Grape Supply Director



**Sue Johnston**  
Director and Founder



## CONTACT US

Call +61 2 8239 9711  
Use Code - I

## EVENT PARTNER



# STAND OUT, STEP UP

To advance your career, you need to stand out from the crowd. However, self-promotion and building your visibility doesn't always come naturally. How can you build your self-confidence to make an impact in your organisation and beyond?

Connect with leaders of businesses that characterise South Australia and learn the secrets to success. Immerse yourself in our inspirational and empowering keynotes, interactive discussions, and practical coaching sessions as the state's leaders share ups and downs from their leadership journeys.

Part one of the event will focus on unleashing the power of you; exploring the fundamentals of self-confidence and building your influence. Part two will look at your leadership impact, equipping you with the skillset to empower others, build high-performing teams, and confidently manage change.

- ▶ **Build** the confidence to overcome impostor syndrome
- ▶ **Elevate** your team's engagement & performance
- ▶ **Increase** your visibility & position yourself for promotion
- ▶ **Influence** a positive culture of trust & empowerment

## Book Early and Save

### SUPER SAVER

Save up to \$400  
Book before 22 January 2020

### EARLY BIRD

Save up to \$200  
Book before 20 February 2020

# PRE-SUMMIT WORKSHOP

16 MARCH 2020

## BECOMING A VISIBLE WOMAN LEADER

You're ready to take the next step in your career, so how do you stand out and get noticed? Confidence, courage, and a strong support system will help you to expand your influence.

This workshop will help you to reframe your inner critic into positive self-talk, and empower you with the confidence to expand your influence. Learn how to be recognised for your talents and competence while staying aligned with your values and leadership intent.

### Clarify your value and visibility

- ▶ Understand how to be visible while remaining authentic
- ▶ Communicate your value with clarity
- ▶ Build credibility and be seen and heard as a competent leader

### Discover your confidence and self-worth

- ▶ Understand confidence and how to uncover it
- ▶ Learn to channel positive self-talk
- ▶ Manage your doubts and hesitation to step up

### The transition from networking to connecting

- ▶ Reframe the discomfort of making new connections
- ▶ Accelerate positive and productive partnerships
- ▶ Cultivate the support needed to grow your career

### Enhance your leadership influence

- ▶ Discover strategies to create new opportunities
- ▶ Learn to speak the language of leadership
- ▶ Inspire through self-leadership and paying it forward

## EXPERT FACILITATOR

**Sonali D'silva**  
Principal Consultant  
Equality Consulting

## WHO WILL ATTEND?

Current, aspiring and future women leaders from the private and public sector, based in South Australia.

- ▶ Heads of Department
- ▶ Middle Managers
- ▶ Future Leaders
- ▶ Diversity Managers

## THE POWER OF YOU

### VISIONS OF SUCCESS

KEYNOTE 9:00 - 9:40

Helen has had a wide ranging career, starting out as a health psychologist, spending time in the Army Reserves, being a fitness instructor, marriage celebrant, board member, executive director and Councillor. She has learned that every experience opens up new perspectives and opportunities. As Steve Jobs said; 'You can't connect the dots looking forward; you can only connect them looking backwards'.

#### Helen Donovan

Councillor, **City of Adelaide**  
Executive Director, **Walking SA**



### SETBACKS TO SPRINGBOARDS

CASE STUDY 9:40 - 10:20

We all grapple with setbacks and obstacles on the path to success. Sometimes, a breakdown can lead you to a significant breakthrough. After being knocked back following her initial test to be an Air Force pilot, Aneka reapplied, graduated and went on to be involved on critical missions and operations in the Middle East, Iraq, South East Asia, San Diego, and Canada (to name a few). Aneka will share her learnings as the second female pilot of the P-3 Orion and how she has learnt to see failure as a building block of success.

#### Aneka Deaton

Squadron Leader  
**Royal Australian Air Force**



### MORNING TEA

10:20 - 10:40

### NEGOTIATE YOUR WORTH LIKE A PRO

MINI-WORKSHOP 10:40 - 11:40

Negotiation and influence are crucial leadership skills, whether to generate buy-in for a new idea, build a business case, or influence a pay rise. But research finds that women are often reluctant to exercise their influencing power, as they are more likely than men to get labelled as bossy or aggressive. 5 in 10 women are doubtful if they will benefit from negotiating their worth at work. In this interactive mini-workshop, Sonali will help you build your courage and learn to communicate your worth with confidence.

#### Sonali D'silva

Principal Consultant  
**Equality Consulting**



### FIND YOUR LEADERSHIP VOICE

CASE STUDY 11:40 - 12:10

Leadership comes in many forms; it is not always a position or title, but action and example. As a passionate champion for making Aboriginal and Torres Strait Islander women's voices heard, Vicky is an inspiring example of how you can harness your passions to lead change. Reflecting on her leadership journey as an Aboriginal woman and leader, Vicky will share what she believes are the qualities of a strong leader.

#### Vicky Welgraven

Senior Project Officer  
**Central Adelaide Local Health Network**  
2019 SA Australian of the Year Nominee



### SPEED NETWORKING

BREAKOUT SESSION 12:10 - 12:40

### LUNCH

12:40 - 1:40

### CHECK YOUR BLIND SPOT - NAVIGATE UNCONSCIOUS BIAS PANEL

1:40 - 2:40

Most people don't see themselves as biased towards people of different genders, races, and ages. Yet in virtually every area of modern life, disparities remain. We all have unconscious biases, so it is essential to recognise how other people's biases affect you, as well as how your own biases may impact others. When you learn to identify these blind spots, you have the power to make a change. Sharing best practices and lessons learned from first-hand experiences, this panel will investigate what helps break down these biases, and what you can do to create systems in which everyone can thrive.

#### Allison Giotis

State Director, Private Banking, South Australia  
**ANZ**



#### Sue-Ann Charlton

General Manager, Customer & Community  
**SA Power Networks**



#### Emily Young

Director, Defence Industry Workforce & Skills  
**Defence SA & Department for Innovation and Skills**



### THE SKY ISN'T THE LIMIT! - MAKING CAREER JUMPS

CASE STUDY 2:40 - 3:20

Career changes often leave us feeling anxious and overwhelmed, so much so, people put off making a change even when they feel stuck. Reflecting on her career pivots from retail, to professional services, to the public sector, Tiffany will share how a growth mindset, passion, and hard work have helped her to thrive in the job she hadn't imagined.

#### Tiffany Katchmar

Director  
**South Australian Space Industry Centre**



### AFTERNOON TEA

3:20 - 3:40

### CREATE YOUR OWN OPPORTUNITIES

CASE STUDY 3:40 - 4:20

In Viticulture in Australia, over 75% of the leadership roles are held by men. Samantha has successfully built her visibility to thrive in this male-dominated industry, all whilst having 3 children. Hear Samantha's leadership journey and discover the importance of being brave, returning to work after maternity leave, and how to effectively lead predominantly male teams

#### Samantha Scarratt

Grape Supply Director  
**Accolade Wines**



### CLOSING REMARKS

4:20 - 4:30

### DRINKS & CANAPÉS

4:30 - 5:30  
Continue to network while you enjoy complimentary refreshments.

**PLUS TWO WORKSHOPS!**

Plus two separately bookable interactive workshops before & after the event



MAKE YOUR IMPACT IN YOUR ORGANISATION & BEYOND

**BRING TOGETHER DIVERSE GROUPS TO CREATE HIGH PERFORMING TEAMS**

CASE STUDY 9:00 - 9:30

Humans are social beings, it's natural for us to interact and cooperate with each other, and much of our happiness is found in relationships with others. But how is it that you can have a team of the most talented people but still fail to see them performing as a cohesive unit? Creating a high performing team hinges on healthy team dynamics and this depends on the individual differences and personalities of everyone in the team. Leonie will share her lessons bringing people together from different industries and cultures to create high performing teams.

**Leonie Muldoon**  
Chief Executive Officer  
Department for Trade and Investment



**SPEED NETWORKING**

BREAK-OUT SESSION 9:30 - 9:50

**KEEPING EMPLOYEE RETENTION HIGH IN AN ERA OF LOW UNEMPLOYMENT**

CASE STUDY 9:50 - 10:40

The national average job tenure in Australia is just over three years. At Coopers Brewery, the average tenure of their 250 staff is 12 years. Employee turnover is not only a cost to organisations. It can impact team momentum and morale. As a leader, you must drive a positive workplace culture that is centred on employee experience. Melanie will share some of the strategies that Coopers are using to retain talent and how, as a leader, you can ensure your team is engaged and aligned with the company values.

**Melanie Cooper**  
Director, Finance, Corporate Affairs & Company Secretary  
Coopers Brewery



**MORNING TEA**

10:40 - 11:00

**POSITIVE, PROACTIVE & PREPARED - LEADING TEAMS IN CHANGING TIMES**

CASE STUDY 11:00 - 11:50

Two-thirds of transformation projects fail. As a leader, you need to ensure your organisation becomes a part of the standout statistic, not the norm. To influence sustainable change, you need to be tactical and understand the cultural change required. Having worked as a change consultant, to now driving change as an executive leader, Kellie will share practical tips on how you can be a powerful change agent.

**Kellie Collins**  
General Manager, Health, Safety & Environment  
Adelaide Brighton



**LEAD THE NARRATIVE - COMMUNICATION FOR EFFECTIVE CHANGE MANAGEMENT**

MINI-WORKSHOP 11:50 - 12:50

Communication is crucial when it comes to change management. When change is communicated proactively, clearly, and consistently, you ensure employees across your organisation understand what's happening. Once employees understand, they can accept and adopt. Take control of the narrative by communicating early and often, staying ahead of the "grapevine", and setting the tone and content.

**Emma Frazer**  
Director & Principal Consultant  
No 8 Consulting



**LUNCH**

12:50 - 1:50

**MAKING MALE ALLIES**

PANEL 1:50 - 2:50

When men are engaged in gender inclusion programs, 96% of organisations see progress — compared to only 30% of organisations where men are not. To make equality a reality, women and men must be engaged in the conversation. So how do you inspire a male colleague or boss to be your ally in removing the barriers to your success?

**Jodie Hatherly**  
Vice President, Legal, Risk & Governance & General Counsel  
Santos



**Adam Koch**  
Chief Operating Officer  
Sweat



**Justin Lokhorst**  
Director, Business Surveys Transition Lead  
Australian Bureau of Statistics



**ENVISIONING 2030 - FUTUREPROOF YOUR LEADERSHIP TOOLKIT**

CASE STUDY 2:50 - 3:40

AI and technology are transforming business and the way we work. 85% of the jobs that will exist in 2030 are not yet imagined. So how can you ensure you remain relevant? Sophie will share her thoughts on the future of work and what that means for you.

**Sophie Wong**  
State General Manager, SA & NT  
Coles



**AFTERNOON TEA**

3:40 - 4:00

**FROM INSIGHT TO ACTION**

ROUNDTABLE 4:00 - 4:30

Explore the takeaways from the summit through group discussion to identify opportunities for progression and create an action plan for your future.

**Nicola Lipscombe**  
Leadership Speaker & Coach



## WOMEN IN LEADERSHIP WORKSHOP

Women remain critically underrepresented in senior executive leadership roles, and yet diversity is proven to be a key component to unlock innovation and performance, leading to better business outcomes. Greater participation of women is the first step to improving diversity and the benefits it provides to the organisation. The corporate world has seen a slight increase in senior women leaders in recent years, but this current growth is still not enough to attain the benefits provided by gender diversity.

In order to increase the number of women represented in senior executive leadership it is essential to equip aspiring leaders with the critical tools for leadership success. Women must be able to identify the opportunities for career advancement, build supportive networks, remain resilient through change, and continuously cultivate their leadership skills.

The Women in Leadership Workshop will offer an inspiring learning and networking platform. The event aims to provide existing and emerging leaders with the strategies and skills required to excel in their careers.

### DAY ONE | 19 MARCH

#### Develop self-awareness and authenticity

- ▶ Values-based leadership - what it means to be an authentic leader
- ▶ Identify your key strengths and potential de-railers as a leader
- ▶ Identify how best to utilise your optimal leadership style within the context of your organisation

#### High-level communication, influence and negotiation skills

- ▶ Manage emotions for positive and assertive communication
- ▶ Develop techniques of persuasion, negotiation and influencing with coaching skills and “conversational intelligence”
- ▶ Prepare for and have difficult conversations with confidence

#### Develop self and others with “reflective leadership”

- ▶ Clarify the benefits of reflective practice in leadership
- ▶ Develop the skills and capacity for reflective practice
- ▶ Using reflective practice to influence the quality of the culture through the quality of relationships

#### Strategic career progression

- ▶ Everyday career management practices and creating a personal leadership plan
- ▶ Maximise existing relationships and networks and building new ones for professional opportunities
- ▶ Skills and approaches to manage your image and visibility without feeling you are “selling yourself”

### EXPERT FACILITATOR

#### Miriam Henke

Health Psychologist, Executive Coach, Director

Miriam Henke Consulting & Lifespan Dynamics Pty Ltd

### DAY TWO | 20 MARCH

#### Transformational leadership strategies to accelerate team performance

- ▶ Leverage team dynamics to enhance performance
- ▶ Challenge, support and empower others
- ▶ Manage uncooperative staff members

#### Drive change and innovation

- ▶ Recognise and overcome hurdles to change
- ▶ Trust your intuition and step outside your comfort zone
- ▶ Embed a positive change culture in an organisation

#### Remain productive in a crisis

- ▶ Build resilience to thrive under pressure
- ▶ Support your team and engage others to deliver
- ▶ Debrief after crisis - provide and accept feedback

#### Action planning for leadership

- ▶ Develop a personalised approach - short and long-term
- ▶ Understand challenges
- ▶ Share approaches to move your career forward

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# 6th Women in Leadership SA Summit

16 - 20 March 2020

Rydges Adelaide

# Booking Form

Event Reference: WILA0320A - A  
Priority Code: I

## 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"/> 16 <input type="checkbox"/> 17 & 18 <input type="checkbox"/> 19 & 20
2					<input type="checkbox"/> 16 <input type="checkbox"/> 17 & 18 <input type="checkbox"/> 19 & 20
3					<input type="checkbox"/> 16 <input type="checkbox"/> 17 & 18 <input type="checkbox"/> 19 & 20
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9					<input type="checkbox"/> 16 <input type="checkbox"/> 17 & 18 <input type="checkbox"/> 19 & 20
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Options (per person)	Rapid Action Rate	Value Plus Rate	Super Saver Rate	Early Bird Rate	Standard Rate
Qty	Register and pay by 28 November	Register and pay by 19 December	Register and pay by 22 January	Register and pay by 20 February	
5 Days	\$4495 + GST = (\$4944.50)	\$4695 + GST = (\$5164.50)	\$5095 + GST = (\$5604.50)	\$5295 + GST = (\$5824.50)	\$5495 + GST = (\$6044.50)
4 Days	\$3695 + GST = (\$4064.50)	\$3895 + GST = (\$4284.50)	\$4295 + GST = (\$4724.50)	\$4495 + GST = (\$4944.50)	\$4695 + GST = (\$5164.50)
3 Days	\$2895 + GST = (\$3184.50)	\$3095 + GST = (\$3404.50)	\$3495 + GST = (\$3844.50)	\$3695 + GST = (\$4064.50)	\$3895 + GST = (\$4284.50)
2 Days	\$1995 + GST = (\$2194.50)	\$2195 + GST = (\$2414.50)	\$2595 + GST = (\$2854.50)	\$2795 + GST = (\$3074.50)	\$2995 + GST = (\$3294.50)
1 Day Workshop	\$1595 + GST = (\$1754.50)	\$1695 + GST = (\$1864.50)	\$1795 + GST = (\$1974.50)	\$1895 + GST = (\$2084.50)	\$1995 + GST = (\$2194.50)
Discounted off standard rates :	<b>Save up to \$1000</b>	<b>Save up to \$800</b>	<b>Save up to \$400</b>	<b>Save up to \$200</b>	All prices listed in Australian Dollars

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

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