

# Women in Leadership NSW

Empowering individuals & organisations within our  
Public Service to drive the advancement of women

**18th & 19th October 2016, Sydney Boulevard Hotel**

## Key Speakers



The Hon Jillian Skinner,  
Minister for Health  
**NSW PARLIAMENT**



Tim Baker  
Deputy Secretary  
**DEPARTMENT OF PRIMARY  
INDUSTRIES, PARKS, WATER &  
THE ENVIRONMENT, TAS**



Dr Kathy Baker  
Director Leadership & Values  
**NSW PUBLIC SERVICE  
COMMISSION**



Gavin Fox-Smith  
Managing Director  
**JOHNSON & JOHNSON  
MEDICAL DEVICE, AUS & NZ**

## Benefits:

- Identify & develop your **unique leadership capabilities**
- **Influence change** within your organisation
- Develop an **action plan** to tackle inequality

**Hear from inspiring women & men leading our public service & championing change!**

**Register 3 delegates at the 'standard price' & bring a 4th delegate FREE!\***

*"We have to tear down the obstacles to attracting good candidates, we must undo the notion that work is confined to the desk, and we must create and retain a pipeline of senior women managers"*

– Premier Mike Baird, International Women's Day 2016

## Pre & Post Conference Workshops

- A** How to develop a gender equity action plan
- B** How to manage stress & develop resilience

Spaces are limited, book early to avoid missing out!

> see inside for more

## Ensuring equal opportunities for all aspiring leaders

Without diverse and empowered leadership, the productivity of our public service is greatly diminished. Women in the public service face inflexible work environments, unconscious bias and a lack of support in workplace culture.

Premier Mike Baird has committed to achieving 100% flexibility across all positions within the New South Wales public service by 2019.

Now is the time for organisations to take a proactive approach to break down barriers to female leadership.

### Have you unlocked your full leadership potential?

This conference will explore the inspirational stories of women who have broken through barriers to lead our public service organisations, as well as those men and women championing change to drive gender equity.

## What will you take away?

- How to **build confidence and resilience** in a changing public service
- How to **unlock your potential** and navigate your career to **achieve professional and personal goals**
- Unpacking the challenges and the solutions to build **effective gender equity strategies**
- Maximising data to **gain executive buy-in and culture change** for women in leadership initiatives

*“Excellent conference – inspirational speakers – I was completely engaged for two days”*

– Aggie Marek, Director, Australian Competition and Consumer Commission  
**Public Sector Women in Leadership Canberra, June 2016**

### Who will attend?

Senior & aspiring leaders as well as champions of change from:

- State departments & agencies
- Universities
- Local government

### Media Partner



**SAVE \$400** when  
you register & pay by  
5th August 2016

### Plus key contributions from:

Cathy Brown  
Research & Policy Manager  
**Diversity Council Australia**

Councillor Anne Dennis  
Deputy Chairperson  
**NSW Aboriginal Land Council**

Claudia Huertas  
Group Director, Operations &  
Programs  
**Department of Industry**

Dr Karen Fisher  
Clinical Director, Drug &  
Addiction Medicine  
**Nepean Hospital**

Professor Robert Wood  
Director  
**Centre for Ethical Leadership**

Alexandra Bowen  
Manager  
**The Resilience Institute**

Kerrie Loveless  
Acting Engagement &  
Inclusion Coordinator  
**Yarra City Council**

## To register

phone **1300 316 882**

fax **1300 918 334**

registration@criterionconferences.com

www.criterionconferences.com/event/wilnsw/

# Day 1

Tuesday 18th October 2016

**SAVE \$200** when you register  
& pay by 2nd September 2016

**8:30** Registration, coffee & networking

**9:00** Opening remarks from the Chair

**9:10** Driving participation of women in leadership roles as a public service priority

- Translating research in to clear policy and direction across NSW
- Engaging male and female leaders to break down organisational barriers

Kathy Baker

Director, Leadership & Values

NSW Public Service Commission



## SPEED NETWORKING

9:50

In this interactive session you will have the opportunity to meet delegates in short 60 second bursts, exchange business cards and set up valuable conversation for the rest of the event.

**10:30** Morning tea & networking

**11:10** Thinking outside the box for leadership opportunities

- Understanding the key skills to ensure your leadership agility across different sectors and departments
- Maximising your unique abilities to separate from the pack

Claudia Huertas

Group Director, Operations & Programs

Department of Industry



## AUDIENCE SPOTLIGHT

11:50

In this session, attendees will be asked to introduce themselves to the rest of the group. Within one minute, participants should state their:

- Name and organisation
- Expected outcomes from attending the conference



## KEYNOTE

**12:30** Unlocking agility & resilience to lead with confidence

- Lessons learnt from experience under media scrutiny
- The importance of expanding opportunities for women in leadership, particularly in the health sector

The Hon Jillian Skinner

Minister for Health

New South Wales Parliament

**1:30** Networking lunch

**2:30** Developing an action plan to break down barriers and boost women in leadership

- Collecting anonymous feedback to gain an understanding of gender equity issues
- Setting clear, achievable action points across the organisation

Tim Baker

Deputy Secretary

Department of Primary Industries, Parks, Water & Environment, TAS

*Also facilitating Pre Conference Workshop A:*

*How to develop a gender equity action plan*

**3:10** Breaking down the barriers for women in technology

- Driving cultural change to increase the awareness of gender diversity issues
- Boosting the participation of women in leadership positions

Gavin Fox-Smith

Managing Director

Johnson & Johnson Medical Device, AUS & NZ

**3:50** Afternoon tea & networking

**4:20** Managing stress in the changing public service

- Strategies to help you thrive in positions of leadership
- Embracing challenges as opportunities for personal and professional growth

Alexandra Bowen

Manager

The Resilience Institute

*Also facilitating Post Conference Workshop B:*

*How to manage stress & develop resilience*

**5:00** Closing remarks from the Chair & close of day one



**5:15** Networking drinks

# Day 2

Wednesday 19th October 2016

SAVE \$100 when you register  
& pay by 23rd September 2016

**8:30** Welcome, coffee & networking

**9:00** Opening remarks from the Chair

**9:10** How to use your experiences & skills to lead your community

- The importance of providing a voice to those who may not be heard
- Developing strong networks of support

Councillor Anne Dennis

Deputy Chairperson

New South Wales Aboriginal Land Council

**9:50** Empowering female leaders in health & medicine

- Managing a high-stress environment
- Developing a work-life balance

Dr Karen Fisher

Clinical Director, Drug & Addiction Medicine

Nepean Hospital

**10:30** Morning tea & networking



## OPEN DISCUSSION

**11:00** Dealing with face-to-face inequity

- What have your experiences been?
- What are the best ways to respond?
- How can particular issues be escalated?

**11:40** Gender equity strategies to create an inclusive & diverse workplace

- Building a responsive organisation committed to the issue
- Assessing the success of strategic action points to inform future strategy

Kerrie Loveless

Acting Engagement & Inclusion Coordinator

People & Culture Branch

Yarra City Council

**12:20** Networking lunch



## PANEL DISCUSSION

**1:20** Driving gender diversity as an organisation-wide issues

- How can we drive the engagement of male leaders in diversity initiatives?
- What are the pros and the cons of gender quota systems?
- What are some effective methods to collect anonymous feedback

**2:00** How to become an inclusive leader

- Understanding the importance of effective leadership of diverse groups
- Flow on effects for innovation, productivity and performance

Cathy Brown

Research & Policy Manager

Diversity Council Australia

**2:40** Afternoon tea & networking

**3:10** Evidence-based strategies to increase women in leadership roles within the public service

- Driving cultural change towards inclusive working environments
- Understanding and tackling unconscious bias

Professor Robert Wood

Director

Centre for Ethical Leadership



## ROUNDTABLE

**3:50** Takeaway lessons to bring back to your organisation

Every person can influence change. What will you bring back to your organisation?

**4:40** Closing remarks from the Chair & close of conference

Find us at: [www.criterionconferences.com/event/wilnsw/](http://www.criterionconferences.com/event/wilnsw/) #PSWomenLeader



Australian Public Sector Discussion Group



[blog.criterionconferences.com](http://blog.criterionconferences.com)

# Workshops

Become a proactive & forward-thinking leader!



## How to develop a gender equity action plan

Pre Conference Workshop A

Monday 17th October 2016, 1:00pm – 4.00pm

Price: \$599 + GST

Your workshop leader:



Tim Baker  
Deputy Secretary  
Department of Primary Industries, Parks,  
Water & the Environment Tasmania

Tim Baker is the Deputy Secretary - Corporate, Heritage and Lands within the Department of Primary Industries Parks Water and Environment, Tasmania.

In total Tim has responsibility for over 400 staff with a total combined operating budget of approximately \$50 million.

Tim has held senior roles across a number of industries including public administration, politics, financial services and information technology. Immediately prior to taking up the role of Deputy Secretary Tim was the Chief of Staff for Tasmania's Minister for State Growth, Energy, Environment, Parks and Heritage.

**The workshop:**

The process of addressing ingrained cultural attitudes within a male dominated government department is complex. Tim Baker began his role as Deputy Secretary within Tasmania's State Government with a serious gender equity problem. He took up the challenge of first identifying the key issues facing women within his department, and then developing an Action Plan to give the entire organisation clear recommendations to be implemented over the next two years.

Tim will take you through his processes to demonstrate how you too can champion sustainable change within your organisation.

**Attend this workshop & you will learn:**

- Effective methods to collect honest and anonymous feedback
- How to analyse key issues to be addressed
- How to develop a timeline of actions using a formal project management methodology

**What you will take away:**

- A clear pathway towards greater gender equity
- Strategies to gain executive support and buy-in

*\*Refreshments provided*

## How to manage stress & develop resilience

Post Conference Workshop B

Thursday 20th October 2016, 9.00am – 12.00pm

Price: \$599 + GST

Your workshop leader:



Alexandra Bowen  
Manager  
The Resilience Institute

Alexandra has had a dynamic corporate career in senior employee engagement and communication roles in Australia and overseas and has a long-held passion for physical and emotional wellbeing.

In addition to facilitating and consulting, Alexandra is a coach and feels inspired by helping people overcome stress and achieve greater clarity and focus in their day-to-day lives.

**The workshop:**

The public sector continues to experience high levels of change and disruption. The real challenge is how to build agility and resilience to develop as a leader.

Building resilience will enable you to creatively adapt to the fast-changing public sector and take the next steps in developing courage, talents and further opportunity.

**Attend this workshop & you will learn:**

- Insights into habits and evidence-based practices that are building or undermining your personal or organisational resilience
- An actionable model of resilient leadership to enable you to creatively thrive
- How being a resilient person can impact your overall wellbeing and the wellbeing of those around you
- Thinking styles, sleep optimisation, mindfulness and willpower – what works for you

**What you will take away:**

- A personal resilience report – **Resilience Diagnostic 3.0** – to be completed prior and interpreted during the workshop
- A personalised action plan for building resilience

*\*Refreshments provided*

# Registration Page

## Women in Leadership NSW

18th & 19th October 2016,  
Sydney

CC\*WEB

### How To Register

**Online:** [www.criterionconferences.com/event/wilnsw/](http://www.criterionconferences.com/event/wilnsw/)  
**Phone:** 1300 316 882

From outside Aust +61 2 9239 5700

**Email:** [registration@criterionconferences.com](mailto:registration@criterionconferences.com)

**Fax:** 1300 918 334

From outside Aust +61 2 8188 1760

**Mail:** Criterion Conferences Pty Ltd

PO Box R1478

Royal Exchange, NSW 1225

### Venue & Accommodation

#### Sydney Boulevard Hotel

90 William Street  
Sydney NSW 2011  
Ph: 02 9383 7222

Please call the Sydney Boulevard Hotel on 02 9383 7222 and quote **GA007309** to receive your discounted accommodation rate! Subject availability.

### Team Discounts

**Register 3 delegates at the 'standard price' & bring a 4th delegate FREE**

Early bird prices are not available with this group discount. All group delegates must be registered at the same time from the same organisation. For larger groups please call us on 1300 316 882.

### Terms & Conditions

Registration fee includes lunch and refreshments. Please contact us for any special dietary requirements. Full payment must be received prior to the conference to ensure admission. Delegates may not "share" a pass between multiple attendees.

Workshop attendees must also register for the conference.

**\*Early bird prices subject to availability.**

#### Cancellations:

No cancellations will be refunded, however a substitute delegate is welcome at no extra charge. A credit voucher will be issued for cancellations received in writing more than two weeks before the event date and valid for 12 months. For an event cancelled by Criterion Conferences registration fees are fully refundable.

#### Privacy Policy:

Information collected on this registration will be added to our secure database. This information may be used for the purpose of contacting you regarding ongoing research, product development and services offered. If you do not wish to be contacted for these purposes, please tick here .

We may also share this information with other professional organisations (including our event sponsors) to promote relevant services. Please tick here  if you do not want your details to be passed on.

For our full privacy policy please visit [www.criterionconferences.com/privacy-policy](http://www.criterionconferences.com/privacy-policy)

#### Changes to Conference and Agenda:

Criterion conferences reserves the right to alter the programme without notice and is not responsible for any loss or damage or costs incurred as a result of substitution, alteration, postponement or cancellation of any event.

### Delegate Details

Please complete: (Please photocopy for additional delegates)

#### DELEGATE ONE

Delegate Title/First Name/Surname: \_\_\_\_\_

Job Title: \_\_\_\_\_

Department/Branch: \_\_\_\_\_

Organisation: \_\_\_\_\_

Email: \_\_\_\_\_

Postal Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Mobile \_\_\_\_\_

### Event Prices

Tick relevant box	Register & pay by 5 Aug 2016	Register & pay by 2 Sep 2016	Register & pay by 23 Sep 2016	Standard price after 23 Sep 2016
<b>Discounted rates local government</b>				
<input type="checkbox"/> 2 Day Conference	\$1799 + GST = \$1978.90	<b>SAVE \$400</b> \$1999 + GST = \$2198.90	<b>SAVE \$200</b> \$2099 + GST = \$2308.90	<b>SAVE \$100</b> \$2199 + GST = <b>\$2418.90</b>
<b>Standard rates</b>				
<input type="checkbox"/> 2 Day Conference	\$2399 + GST = \$2638.90	<b>SAVE \$400</b> \$2599 + GST = \$2858.90	<b>SAVE \$200</b> \$2699 + GST = \$2968.90	<b>SAVE \$100</b> \$2799 + GST = <b>\$3078.90</b>
<b>Upgrade your package with our Pre and Post Conference Workshops</b>				
<input type="checkbox"/> Pre Conference Workshop A				\$599 + GST = <b>\$658.90</b>
<input type="checkbox"/> Post Conference Workshop B				\$599 + GST = <b>\$658.90</b>
<b>BONUS:</b> Pay with credit card today & receive \$55 off				<b>-\$55 (inc GST)</b>
<b>Calculate your ticket price</b>				\$ _____
<input type="checkbox"/> Audio Presentation	Please send me _____ set(s)		\$999 + GST = <b>\$1098.90</b>	
<input type="checkbox"/> Commercial Solution Providers	\$3799 + GST = <b>\$4178.90</b>			

### How To Pay

Number of delegates: \_\_\_\_\_ Total amount \$ \_\_\_\_\_

**Credit card:** Call us on 1300 316 882 to register and pay with your  Visa  Mastercard  American Express

Card No.: \_\_\_\_\_ Expiry: \_\_\_\_\_

Cardholder's name: \_\_\_\_\_ Signature: \_\_\_\_\_

**Please invoice me** Bank transfer details will be provided with your invoice. Ref: 5070 Purchase Order No: \_\_\_\_\_