



**PUBLIC  
SECTOR  
NETWORK**

**PUBLIC SECTOR NETWORK'S 3<sup>RD</sup> ANNUAL**

# **WOMEN IN LEADERSHIP ROADSHOW**

## **2018 PARTNERS**



EXECUTIVE  
EDUCATION



50|50 BY 2030 FOUNDATION



*Tasmanian  
School of Business  
& Economics*



**BRISBANE** - FRIDAY, MAY 18<sup>TH</sup> 2018 | **SYDNEY** - TUESDAY, MAY 22<sup>ND</sup> 2018 | **MELBOURNE** - THURSDAY, MAY 24<sup>TH</sup> 2018

**HOBART** - FRIDAY, MAY 25<sup>TH</sup> 2018 | **PERTH** - WEDNESDAY, MAY 30<sup>TH</sup> 2018 | **DARWIN** - THURSDAY, MAY 31<sup>ST</sup> 2018

**ADELAIDE** - WEDNESDAY 6<sup>TH</sup> JUNE 2018 | **CANBERRA** - THURSDAY, JUNE 14<sup>TH</sup> 2018



## INTRODUCTION

**'THERE'S A SPECIAL PLACE IN HELL FOR WOMEN WHO DON'T HELP OTHER WOMEN.'**  
- Former United States Secretary of State, Madeleine Albright

In 2015 there was still an estimated \*80-Years ahead of us before Australia would reach true workplace equality. With significant inequalities in the areas of pay and promotion opportunities, it's important to realise we need to be more ambitious if we are to bring about equality in our lifetime.

In 2018 the need to take action is paramount if the Public Sector is to make any significant advancements in balancing gender inequality.

PSN's 3rd Annual Women in Leadership 1-day Roadshow delivers practical sessions and transferable knowledge to transform your department, showing you how to make a real, and lasting, difference in creating true workplace gender equality.



### Who will Attend?

Professionals from local government in the roles of:

- C-Suite Executives
- Mid-level and Frontline Managers
- Directors and Managers of Human Capital
- Workplace Diversity and Inclusivity Managers

### Key Benefits of Attending:

- Gain insight into setting appropriate targets & reporting structures;
- Hear exclusive One-on-One discussions with some of Australia's leading political women on their journey to the top in a male dominated industry;
- Learn to develop strategies to develop pipelines of future leaders;
- Examine how the public sector is prioritising gender equality across all three tiers of government; and
- Discuss how to design successful parental leave and return to work programs.

## SPEAKERS

### ADELAIDE | 6 JUNE 2018

**Dr Tahnya Donaghy** - Managing Partner, Peg Consulting  
**The Hon. Katrine Hildyard MP** - Former Minister for Disability, Minister Assisting the Minister for Recreation and Sport, SA Government  
**Georgie Cornish** - Assistant Chief Officer, Director - Operational Capability and Planning - SA Country Fire Service  
**Cathy Taylor** - Chief Executive Officer, Department for Child Protection  
**Linda South** - Director, Corporate Services, Essential Services Commission of SA  
**Monika Sikora** - Director, Population Strategy Private Groups and High Wealth Individuals, Australian Taxation Office

### PERTH | 30<sup>TH</sup> MAY 2018

**Professor Dawn Freshwater** - Vice-Chancellor, University of Western Australia  
**Rhonda Hardy** - Chief Executive Officer, City of Kalamunda  
**Dominique Mecoy** - Chief Executive Officer, Leadership WA  
**Karen Roberts** - Director - Human Resources, Department of Fire and Emergency Services  
**Libby Fulham** - Executive Director, Legal Practice Board of Western Australia  
**Rebecca Moore** - Director - Community and Commercial, City of Perth  
**Lucy Gunn** - Interim Executive Director - Business and Corporate Support, Department of Planning, Land and Heritage  
**Len Kosova** - Chief Executive Officer, City of Vincent

### MELBOURNE | 24<sup>TH</sup> MAY 2018

**Rebecca McKenzie** - Chief Executive Officer, City of Glen Eira  
**Louise Adler AM** - Chief Executive Officer, Melbourne University Publishing  
**Agata Jarbin** - Chief Operating Officer and Company Secretary, State Trustees Ltd  
**Jerril Rechter** - Chief Executive Officer, Victorian Health Promotion Foundation  
**Sally Curtain** - Strategic Director, Customer Focus and Innovation, City of Casey  
**Jill Gardiner** - Deputy Secretary - East Division, Department of Health & Human Services

### DARWIN | 31<sup>ST</sup> MAY 2018

**Professor Simon Maddocks** - President and Vice Chancellor, Charles Darwin University  
**Meg Friel**, Director Aboriginal Strategy and Coordination, NT Correctional Services, Department of Attorney General and Justice  
**Michelle Walker** - Executive Director, Department of Housing and Community Development - Northern Territory Government, and 2016 Telstra Businesswoman of the Year NT Finalist\*  
**Alexandra Vereker** - Manager - People & Culture, Jacana Energy  
**Peta Preo** - Senior Director - Shared Services, Department of Corporate and Information Services  
**Dr Anne Walters** - Director - Environment Policy, Department of the Chief Minister

### HOBART | 25<sup>TH</sup> MAY 2018

**Sarah Bolt** - Anti-Discrimination Commissioner, Equal Opportunity Tasmania  
**Shannon Grubb** - Director - Super Business Services, Super Program Office, ATO  
**Lisa Wardlaw-Kelly** - National Program Manager - Environment and Agriculture Statistics, and Head of Office, Australian Bureau of Statistics  
**Dionne Berry** - Manager People & Safety, Glenorchy City Council  
**Siobhan Harpur**, CEO Public Health Services, **Department of Health and Human Services**

### BRISBANE | 18<sup>TH</sup> MAY 2018

**Saveria Dimasi** - Deputy Chief Operating Officer - The University of Queensland  
**Sharon Kelsey**, Former CEO, Logan City Council  
**Cheryl Vardon** - Chief Executive and Principal Commissioner, Queensland Family and Child Commission  
**Katarina Carroll** - Commissioner, Queensland Fire and Emergency Services  
**Christine Castley** - Deputy Director-General - Housing, Department of Housing and Public Works  
**Elisa Nichols** - Executive Director - Office of the Great Barrier Reef, Department of Environment and Heritage Protection  
**Corey Allen** - Inspector - Operational Training Services, Queensland Police Service Academy  
**Superintendent Virginia Nelson** - Superintendent Patrols, Assistant District Officer - Queensland Police Service  
**Diana Lollato** - Executive Director Local Government, Client Advisory - Qld Treasury Corporation  
**Belinda Pritchard** - Executive Director - UQ Executive Education

### SYDNEY | 22<sup>ND</sup> MAY 2018

**Libby Lyons** - Director, Workplace Gender Equality Agency (WGEA)  
**Kylie Hargreaves** - Former Deputy Secretary, Resources & Geoscience NSW Department of Planning and Environment  
**Jody Grima** - Executive Director Service Delivery, Service NSW  
**Anna Welanyk** - Executive Director, Valuation Services Government, Property NSW  
**Hugo Harmstorf** - Chief Executive Officer, IPART  
**Angela Tsoukatos** - General Manager - People and Corporate Services, Sydney Water  
**Karen Jones** - Executive Director, Sport Infrastructure Group, Office of Sport  
**Mark Webb** - Chief Executive, Department of Parliamentary Services  
**Bettina McMahon** - Chief Operating Officer, Government and Industry Collaboration, Strategy and Delivery, Australian Digital Health Agency

### CANBERRA | 14<sup>TH</sup> JUNE 2018

**Her Excellency Ms Menna Rawlings** - High Commissioner, British High Commission  
**Her Excellency Ms Unni Klovstad** - Ambassador Extraordinary and Plenipotentiary, Royal Norwegian Embassy  
**Virginia Haussegger**, Director 50/50 by 2030 Foundation, University of Canberra  
**Prof Meredith Edwards AM, 50/50 Foundation** University of Canberra  
**Carmel McGregor PSM, 50/50 Foundation** University of Canberra  
**Prof Mark Evans** Director, IGPA, University of Canberra  
**Gordon de Brouwer** - Former Secretary, Department of the Environment and Energy  
**Amy Haddad**, Assistant Secretary Principal Gender Specialist, Gender Equality Branch, **Department of Foreign Affairs and Trade**

## 2018 SPEAKERS



**Katarina Carroll**  
Commissioner  
Queensland Fire and  
Emergency Services



**Angela Tsoukatos**  
General Manager  
People and  
Corporate Services,  
Sydney Water



**Elisa Nichols**  
Executive Director  
- Office of the Great  
Barrier Reef  
Department of  
Environment and  
Heritage Protection



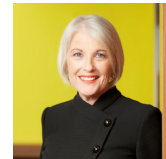
**Corey Allen**  
Inspector -  
Operational Training  
Services  
Queensland Police  
Service Academy



**Linda South**  
Director - Corporate  
Services  
Essential Services  
Commission of SA



**Cheryl Vardon**  
Chief Executive  
and Principal  
Commissioner  
Queensland  
Family and Child  
Commission



**Libby Lyons**  
Director  
Workplace Gender  
Equality Agency  
(WGEA)



**Kylie Hargreaves**  
Former Deputy  
Secretary,  
Resources and  
Geoscience  
NSW Department  
of Planning and



**Jody Grima**  
Executive Director  
Service Delivery  
Service NSW



**Anna Welanyk**  
Executive Director  
Valuation Services  
Government,  
Property NSW



**Hugo Harmstorf**  
Chief Executive  
Officer  
IPART



**Karen Jones**  
Executive Director  
Sport Infrastructure  
Group,  
Office of Sport



**Mark Webb**  
Chief Executive  
Department of  
Parliamentary  
Services



**Bettina MacMahon**  
Chief Operating  
Officer, Government  
and Industry  
Collaboration,  
Strategy and Delivery  
Australian Digital  
Health Agency



**Rebecca McKenzie**  
Chief Executive  
Officer  
City of Glen Eira



**Louise Adler**  
Chief Executive  
Officer  
Melbourne  
University  
Publishing



**Louise Gartland**  
Executive Director  
People and Culture,  
VicRoads



**Agata Jarbin**  
Chief Operating  
Officer and  
Company Secretary  
State Trustees Ltd



**Jerril Rechter**  
Chief Executive  
Officer  
Victorian Health  
Promotion  
Foundation



**Sally Curtain**  
Strategic Director  
Customer Focus  
and Innovation,  
City of Casey



**Jill Gardiner**  
Deputy Secretary  
East Division,  
Department of  
Health and Human  
Services



**Sarah Bolt**  
Anti-Discrimination  
Commissioner  
Equal Opportunity  
Tasmania



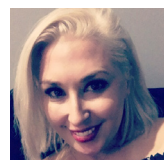
**Lisa Wardlaw-Kelly**  
National Program  
Manager, Enviro. &  
Agriculture Statistics,  
& Head of Office  
ABS



**Monika Sikora**  
Director - Population  
Strategy Private  
Groups and High  
Wealth Individuals  
Australian Taxation  
Office



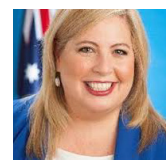
**Dionne Berry**  
Manager People &  
Safety  
Glenorchy City  
Council



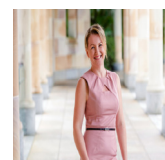
**Shannon Grubb**  
Director - Super  
Business Services  
Super Program  
Office, Australian  
Taxation Office



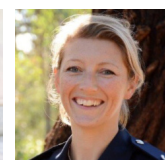
**Tahnya Donaghy**  
Managing Partner  
Peg Consulting



**Katrine Hildyard**  
The Hon. Katrine  
Hildyard MP, Minister  
for Disability, Minister  
Assisting the Minister  
for Recreation and  
Sport  
SA Government



**Belinda Pritchard**  
Executive Director  
UQ Executive  
Education



**Georgie Cornish**  
Assistant CO, Dir.  
Operational  
Capability  
and Planning,  
SA Country Fire Service



**Cathy Taylor**  
Chief Executive  
Officer  
Department for  
Child Protection



**David Morrison AO**  
Lieutenant General  
(Retd) and Chair,  
Diversity Council  
Australia



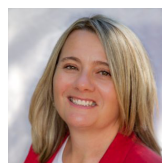
## 2018 SPEAKERS CONTINUED



**Professor Dawn Freshwater**  
Vice-Chancellor  
University of Western Australia



**Rhonda Hardy**  
Chief Executive Officer  
City of Kalamunda



**Dominique Mecoy**  
Chief Executive Officer  
Leadership WA



**Karen Roberts**  
Director Human Resources  
Department of Fire and Emergency Services



**Libby Fulham**  
Executive Director - Legal Practice  
Board of Western Australia



**Rebecca Moore**  
Director - Community and Commercial  
City of Perth



**Len Kosova**  
Chief Executive Officer  
City of Vincent



**Unni Kløvstad**  
Ambassador Extraordinary and Plenipotentiary  
Royal Norwegian Embassy



**Alexandra Vereker**  
Manager - People & Culture  
Jacana Energy



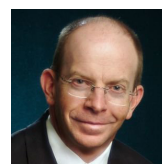
**Gordon de Brouwer,**  
Former Secretary,  
Department of Environment & Energy



**Kerry Elliott**  
Manager - Diversity and Inclusion  
CSIRO



**Jo Talbot**  
First Assistant Secretary Corporate  
Department of Communications and the Arts



**Professor Simon Maddocks**  
President and Vice Chancellor  
Charles Darwin University



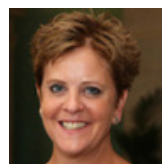
**Kirsty Dwyer**  
Chief Executive People & Diversity,  
University of Canberra



**Diana Lollato**  
Executive Director Local Government, Client Advisory  
Queensland Treasury Corporation



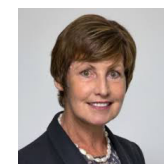
**Saveria Dimasi**  
Deputy Chief Operating Officer  
The University of Queensland



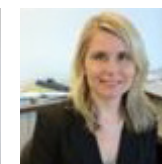
**Her Excellency Ms Menna Rawlings** -  
High Commissioner,  
British High Commission



**Virginia Haussegger**  
Director 50/50 by 2030 Foundation  
- University of Canberra



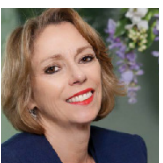
**Glenys Beauchamp**  
Secretary  
Department of Health



**Lucy Gunn**  
Interim Executive Director - Business and Corporate Support  
Department of Planning, Land and Heritage



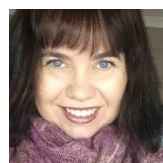
**Sibylle Brautigam**  
Deputy Chief Executive Officer  
Department of Trade, Business and Innovation



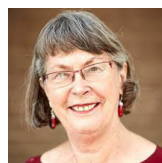
**Carmel McGregor**  
PSM, 50/50  
Foundation University of Canberra



**Prof Mark Evans**  
Director, IGPA  
University of Canberra



**Peta Preo**  
Senior Director - Shared Services  
Department of Corporate and Information Services



**Prof Meredith Edwards AM,50/50**  
Foundation University of Canberra



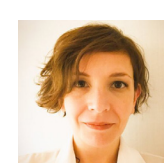
**Superintendent Virginia Nelson**  
Superintendent Patrols, Assistant District Officer,  
Queensland Police Service



**Sharon Kelsey**  
Former CEO, Logan City Council



**David Morrison AO**  
Lieutenant General (Retd) and Chair,  
**Diversity Council Australia**



**Amy Haddad**  
Assistant Secretary, Principal Gender Specialist Gender Equality Branch,  
DFAT

08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b> <b>Denise Gibbons</b> , Executive Women's Coach, <b>The Karuna Trust</b>
09:15	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <b>Cheryl Vardon</b> , Chief Executive and Principal Commissioner, <b>Queensland Family and Child Commission</b>
9:45	<b>KEYNOTE ADDRESS:</b> <b>Saveria Dimasi</b> , Deputy Chief Operating Officer, <b>The University of Queensland</b>
10:15	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Sharon Kelsey</b> , Former CEO, <b>Logan City Council</b>
10:45	<b>Morning Tea and Networking</b>
11:15	<b>Building a pipeline of future leaders in the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Establishing a mentoring program to create a firm foundation on which to develop a pipeline of future leaders;</li> <li>Examining the typical biases and barriers aspiring female leaders need to overcome in the public sector; and</li> <li>Generation Next: assisting aspiring female leaders through the development of medium and long-term career plans</li> </ul> <b>Katarina Carroll</b> , Commissioner, <b>Queensland Fire and Emergency Services</b>
11:45	<b>Prioritising gender equality across all the Australian Public Sector</b> <b>Christine Castley</b> , Deputy Director-General - Housing, <b>Department of Housing and Public Works</b>
12:15	<b>Queensland Police Service's Experience on Women in Policing</b> <b>Superintendent Virginia Nelson</b> , Superintendent Patrols, Assistant District Officer, <b>Queensland Police Service</b>

12:45	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <b>Elisa Nichols</b> , Executive Director – Office of the Great Barrier Reef, <b>Department of Environment and Heritage Protection</b> <b>Sharon Kelsey</b> , Former CEO, <b>Logan City Council</b> <b>Corey Allen</b> , Inspector - Operational Training Services, <b>Queensland Police Service Academy</b> <b>Diana Lollato</b> - Executive Director Local Government , Client Advisory – <b>Qld Treasury Corporation</b> <b>Belinda Pritchard</b> - Director of Executive Education - <b>UQ Executive Education</b>
1:25	<b>Closing remarks from the Chair</b>
1:30	<b>Lunch and Networking</b>
2:00	<b>In Conference Workshop A You Can't Lead if You Can't Talk</b> Former US Secretary of State, Madeleine Albright said in an interview with Forbes magazine in 2014 "If you're in a meeting you're there for a reason." Understanding that perfect is an illusion, and it's okay not to be 100% right, 100% of the time is all the 'permission' you need to speak up. This entertaining and engaging workshop provides you with the skills and the strategies you need to engage at the boardroom table fully. Highlighting the role developing a professional network has in enhancing your confidence; Facilitated by: <b>Penny Beeston</b> - Leadership Coach and Consultant - <b>Strategic Options</b>
3:00	<b>Networking Afternoon Tea</b>
3:30	<b>In Conference Workshop B Avoiding Burnout – Being Agile and Productive.</b> The 4 cores of credibility, essential in relationship development and 8 styles to delegation. Used effectively they can reduce overload and improve time management productivity and performance Facilitated by: <b>Julie Kuiters</b> - Head+Heart+Soul Executive Coaching - <b>Onwards N Upwards</b>
4:30	<b>Conference adjourns</b>

08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b> <b>John Shields</b> , Deputy Dean, Professor of Human Resource Management & Organisational Studies, <b>The University of Sydney Business School</b>
09:15	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <b>Libby Lyons</b> , Director, <b>Workplace Gender Equality Agency (WGEA)</b>
9:45	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Kylie Hargreaves</b> , Former Deputy Secretary, Resources & Geoscience <b>NSW Department of Planning and Environment</b>
10:30	<b>Morning Tea and Networking</b>
11:00	<b>Building a pipeline of future leaders in the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Establishing a mentoring program to create a firm foundation on which to develop a pipeline of future leaders;</li> <li>Examining the typical biases and barriers aspiring female leaders need to overcome in the public sector; and</li> <li>Generation Next: assisting aspiring female leaders through the development of medium and long-term career plans</li> </ul> <b>Jody Grima</b> , Executive Director Service Delivery, <b>Service NSW</b>
11:30	<b>Prioritising gender equality across all the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Developing strategies to engender a supportive culture in which gender equality is supported clearly and publicly from the top down;</li> <li>Highlighting the importance of establishing a precise balance between work and home life that meets both the organisational needs of the department and the long-term career goals of the staff; and</li> <li>Understanding gender equality is a long-term vision requiring everyone's commitment and involvement.</li> </ul> <b>Anna Welanyk</b> , Executive Director – Valuation Services Government, <b>Property NSW</b>

	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <ul style="list-style-type: none"> <li>Determining what departments can do to increase the opportunities for mothers returning to work after maternity leave;</li> <li>Examining how to design successful parental leave programs, policies, and processes to improve return to work rates and support employee re-engagement; and</li> <li>Understanding parenthood is a two-way street: flexibility and time away from the office is beneficial for everyone</li> </ul> <b>Angela Tsoukatos</b> , General Manager – People and Corporate Services, <b>Sydney Water</b> <b>Karen Jones</b> , Executive Director - Sport Infrastructure Group, <b>Office of Sport</b> <b>Mark Webb</b> , Chief Executive, <b>Department of Parliamentary Services</b> <b>Bettina McMahon</b> , Chief Operating Officer – Government and Industry Collaboration, Strategy and Delivery, <b>Australian Digital Health Agency</b> <b>Hugo Harmstorf</b> , Chief Executive Officer, <b>IPART</b>
12:00	
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2:00	<b>In Conference Workshop You Can't Lead if You Can't Talk</b> Former US Secretary of State, Madeleine Albright said in an interview with Forbes magazine in 2014 "If you're in a meeting you're there for a reason." Understanding that perfect is an illusion, and it's okay not to be 100% right, 100% of the time is all the 'permission' you need to speak up. This entertaining and engaging workshop provides you with the skills and the strategies you need to engage at the boardroom table fully. <b>Hosted by</b> <b>Denise Gibbons</b> , Executive Women's Coach, <b>The Karuna Trust</b>
3:00	<b>Networking Afternoon Tea</b>
3:30	<b>In Conference Workshop continues</b>
5:00	<b>Conference adjourns</b>

08:15	<b>Registration Opens</b>
09:00	<b>Welcome</b> Professor John Howe, Director, Melbourne School of Government, <b>Melbourne University</b>
09:20	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <b>Rebecca McKenzie</b> , Chief Executive Officer, <b>City of Glen Eira</b>
9:50	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Louise Adler AM</b> , Chief Executive Officer, <b>Melbourne University Publishing</b>
10:35	<b>Morning Tea and Networking</b>
11:30	<b>Prioritising gender equality across all the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Developing strategies to engender a supportive culture in which gender equality is supported clearly and publicly from the top down;</li> <li>Highlighting the importance of establishing a precise balance between work and home life that meets both the organisational needs of the department and the long-term career goals of the staff; and</li> <li>Understanding gender equality is a long-term vision requiring everyone's commitment and involvement.</li> </ul> <b>Agata Jarbin</b> , Chief Operating Officer and Company Secretary, <b>State Trustees Ltd</b>
12:00	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <b>Jerril Rechter</b> , Chief Executive Officer, <b>Victorian Health Promotion Foundation</b> <b>Sally Curtain</b> , Strategic Director – Customer Focus and Innovation, <b>City of Casey</b> <b>Jill Gardiner</b> , Deputy Secretary – East Division, <b>Department of Health and Human Services</b>

12:45	<b>Closing remarks from the Chair</b>
1:00	<b>Lunch and Networking</b>
2:00	<b>In Conference Workshop Hosted by Care Australia</b> Social norms – our beliefs about what others do and what we think others think we should do – affect every aspect of our lives. Social norms influence our leadership styles, our ways of working, and the way we work with others. While some social norms help, others can hinder by limiting the opportunities that are available to us, affecting the way that we are viewed by others, and influencing the way that we interact with the people in our lives. CARE recognizes that the first step to overcoming (and even changing) unhelpful social norms is being aware of them. CARE's Social Analysis and Action approach opens space for critical reflection and dialogue on social norms. It enables participants to identify the social norms they hold, understand whether these norms are a help or a hindrance, and decide whether to take action to challenge or change these norms. During this workshop CARE will introduce Social Analysis and Action, CARE's approach to improving gender equality and diversity in the workplace, with a special focus on the social norms that impact women's leadership. Participants will be guided through a lively discussion on gender equality, diversity, inclusion, power and privilege through a series of interactive non-threatening activities. Participants will gain a deeper understanding of the different types of diversity that exist in public sector workplaces. They will identify their own types and sources of privilege and power, and identify how this intersects with gender and other forms of diversity. Participants will be guided to critically reflect on what this means for their own leadership styles. Facilitated by <b>Avega Bishop</b> , Gender Advisor - <b>Care Australia</b>
3:00	<b>Networking Afternoon Tea</b>
3:30	<b>Workshop Continues....</b>
5:00	<b>Conference adjourns</b>



08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b> <b>Kylie Dunn</b> , Chief Explainer, <b>Dinkylune</b>
09:15	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <b>Sarah Bolt</b> , Anti-Discrimination Commissioner, <b>Equal Opportunity Tasmania</b>
9:45	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Shannon Grubb</b> , Director – Super Business Services, Super Program Office, <b>Australian Taxation Office</b>
10:15	<b>Morning Tea and Networking</b>
10:45	<b>PANEL DISCUSSION: Building a pipeline of future leaders in the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Establishing a mentoring program to create a firm foundation on which to develop a pipeline of future leaders;</li> <li>Examining the typical biases and barriers aspiring female leaders need to overcome in the public sector; and</li> <li>Generation Next: assisting aspiring female leaders through the development of medium and long-term career plans</li> </ul> <b>Siobhan Harpur</b> , CEO Public Health Services, <b>Department of Health and Human Services</b> <b>Shannon Grubb</b> , Director – Super Business Services, Super Program Office, <b>Australian Taxation Office</b>
11:30	<b>Transitional Leadership</b> <b>Michelle Swallow</b> , Director, <b>Leadership &amp; Change Consultants</b>

12:00	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <ul style="list-style-type: none"> <li>Determining what departments can do to increase the opportunities for mothers returning to work after maternity leave;</li> <li>Examining how to design successful parental leave programs, policies, and processes to improve return to work rates and support employee re-engagement; and</li> <li>Understanding parenthood is a two-way street: flexibility and time away from the office is beneficial for everyone</li> </ul> <b>Lisa Wardlaw-Kelly</b> , National Program Manager – Environment and Agriculture Statistics, and Head of Office, <b>Australian Bureau of Statistics</b> <b>Dionne Berry</b> , Manager People & Safety, <b>Glenorchy City Council</b>
12:45	<b>Closing remarks from the Chair</b>
1:00	<b>Lunch and Networking</b>
2:00	<b>In Conference Workshop Communication and Career Workshop</b> This workshop's focus is to provide you with strategies and techniques to increase your influence in the workplace and help future-proof your career in our ever-changing world <b>Hosted by Kylie Dunn</b> , Chief Explainer, <b>Dinkylune</b>
3:00	<b>Networking Afternoon Tea</b>
3:30	<b>In Conference Workshop continues</b>
5:00	<b>Conference adjourns</b>

08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b> <b>Lucienne Tessens</b> , Lecturer, Organisational Development, <b>UWA</b>
09:15	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <b>Professor Dawn Freshwater</b> , Vice-Chancellor, <b>University of Western Australia</b>
9:45	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Rhonda Hardy</b> , Chief Executive Officer, <b>City of Kalamunda</b>
10:30	<b>Morning Tea and Networking</b>
11:00	<b>Building a pipeline of future leaders in the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Establishing a mentoring program to create a firm foundation on which to develop a pipeline of future leaders;</li> <li>Examining the typical biases and barriers aspiring female leaders need to overcome in the public sector; and</li> <li>Generation Next: assisting aspiring female leaders through the development of medium and long-term career plans</li> </ul> <b>Dominique Mecoy</b> , Chief Executive Officer, <b>Leadership WA</b>
11:30	<b>Prioritising gender equality across all the Australian Public Sector</b> <ul style="list-style-type: none"> <li>Developing strategies to engender a supportive culture in which gender equality is supported clearly and publicly from the top down;</li> <li>Highlighting the importance of establishing a precise balance between work and home life that meets both the organisational needs of the department and the long-term career goals of the staff; and</li> <li>Understanding gender equality is a long-term vision requiring everyone's commitment and involvement.</li> </ul> <b>Karen Roberts</b> , Director – Human Resources, <b>Department of Fire and Emergency Services</b>

12:00	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <ul style="list-style-type: none"> <li>Determining what departments can do to increase the opportunities for mothers returning to work after maternity leave;</li> <li>Examining how to design successful parental leave programs, policies, and processes to improve return to work rates and support employee re-engagement; and</li> <li>Understanding parenthood is a two-way street: flexibility and time away from the office is beneficial for everyone</li> </ul> <b>Libby Fulham</b> , Executive Director, <b>Legal Practice Board of Western Australia</b> <b>Rebecca Moore</b> , Director – Community and Commercial, <b>City of Perth</b> <b>Lucy Gunn</b> , Interim Executive Director – Business and Corporate Support, <b>Department of Planning, Land and Heritage</b> <b>Len Kosova</b> , Chief Executive Officer, <b>City of Vincent</b>
12:45	<b>Closing remarks from the Chair</b>
1:00	<b>Lunch and Networking</b>
2:00	<b>In Conference Workshop A: You Can't Lead if You Can't Talk</b> This entertaining and engaging workshop provides you with the skills and the strategies you need to engage at the boardroom table fully. Highlighting the role developing a professional network has in enhancing your confidence; <b>Dr Jacquie Hutchinson</b> , Lecturer Management and Organisations, <b>UWA Business School</b>
3:00	<b>Networking Afternoon Tea</b>
3:30	<b>In Conference Workshop B: Strategies to develop long-term career relevance in the public sector</b> <b>Tracey-Ann McClurg</b> , Careers Adviser, Student Services <b>UWA</b> <b>Andrea Swasbrook</b> , MBA Program Adviser, <b>UWA Business School</b> <b>Olivia Berry</b> , MBA Student at <b>UWA</b>
5:00	<b>Conference adjourns</b>

08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b> <b>Joshua Ang</b> , General Manager Northern Territory, <b>CPA Australia</b>
09:15	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <b>Professor Simon Maddocks</b> , President and Vice Chancellor, <b>Charles Darwin University</b>
09:45	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Sibylle Brautigam</b> , Deputy Chief Executive Officer, <b>Department of Trade, Business and Innovation</b>
10:30	<b>Morning Tea and Networking</b>
11:15	<b>One on One with...</b> Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself. <b>Meg Friel</b> , Director Aboriginal Strategy and Coordination, NT Correctional Services, <b>Department of Attorney General and Justice</b>

12:00	<b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b> This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success. <ul style="list-style-type: none"> <li>Determining what departments can do to increase the opportunities for mothers returning to work after maternity leave;</li> <li>Examining how to design successful parental leave programs, policies, and processes to improve return to work rates and support employee re-engagement; and</li> <li>Understanding parenthood is a two-way street: flexibility and time away from the office is beneficial for everyone</li> </ul> <b>Peta Preo</b> , Senior Director – Shared Services, <b>Department of Corporate and Information Services</b> <b>Dr Anne Walters</b> , Director – Environment Policy, <b>Department of the Chief Minister</b>
1:00	<b>Closing remarks from the Chair</b>
1:15	<b>Lunch and Networking</b>
2:15	<b>In Conference Workshop You Can't Lead if You Can't Talk</b> This entertaining and engaging workshop provides you with the skills and the strategies you need to engage at the boardroom table fully. Highlighting the role developing a professional network has in enhancing your confidence; Hosted by <b>Bronwyn Clee</b> Director, <b>Bronwyn Clee and Co</b>
3:00	<b>Networking Afternoon Tea</b>
3:15	<b>In Conference Workshop continues</b>
4:15	<b>Conference adjourns</b>

08:15	<b>Registration Opens</b>
09:00	<b>Chairperson Welcome</b>
09:15	<p><b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b></p> <ul style="list-style-type: none"> <li>Understanding the importance of setting appropriate targets and reporting structures to analyse existing equality;</li> <li>Determining how the public sector is using a focus on gender equality as a critical driver to enable a high-performance workplace; and</li> <li>Highlighting the entrenched social and cultural beliefs that need to be overcome when it comes to leadership and gender.</li> </ul> <p><b>Dr Tahnya Donaghy</b>, Managing Partner, <b>Peg Consulting</b></p>
9:45	<p><b>One on One with...</b></p> <p>Have you ever wondered how our public-sector leaders have managed to achieve the careers of their dreams? In this PSN exclusive session, Public Sector Network brings you the opportunity to hear their stories for yourself.</p> <p><b>The Hon. Katrine Hildyard MP</b>, Former Minister for Disability, Minister Assisting the Minister for Recreation and Sport, <b>SA Government</b></p>
10:30	<b>Morning Tea and Networking</b>
11:00	<p><b>Building a pipeline of future leaders in the Australian Public Sector</b></p> <ul style="list-style-type: none"> <li>Establishing a mentoring program to create a firm foundation on which to develop a pipeline of future leaders;</li> <li>Examining the typical biases and barriers aspiring female leaders need to overcome in the public sector; and</li> <li>Generation Next: assisting aspiring female leaders through the development of medium and long-term career plans</li> </ul> <p><b>Speaker Coming Soon!</b></p>
11:30	<p><b>Prioritising gender equality across all the Australian Public Sector</b></p> <ul style="list-style-type: none"> <li>Developing strategies to engender a supportive culture in which gender equality is supported clearly and publicly from the top down;</li> <li>Highlighting the importance of establishing a precise balance between work and home life that meets both the organisational needs of the department and the long-term career goals of the staff; and</li> <li>Understanding gender equality is a long-term vision requiring everyone's commitment and involvement.</li> </ul> <p><b>Georgie Cornish</b>, Assistant Chief Officer, Director - Operational Capability and Planning, <b>SA Country Fire Service</b></p>

12:00	<p><b>PANEL DISCUSSION: Overcoming the obstacles preventing long-term career success in Australia.</b></p> <p>This panel discussion brings senior public sector leaders together to discuss strategies to turn the obstacles female workers returning to work are facing into opportunities for success.</p> <p><b>Cathy Taylor</b>, Chief Executive Officer, <b>Department for Child Protection</b>  <b>Linda South</b>, Director – Corporate Services, <b>Essential Services Commission of SA</b>  <b>Monika Sikora</b>, Director - Population Strategy Private Groups and High Wealth Individuals, <b>Australian Taxation Office</b></p>
12:45	<b>Closing remarks from the Chair</b>
1:00	<b>Lunch and Networking</b>
2:00	<p><b>In Conference Workshop A Contingencies, Encounters and Opportunities for Leadership</b></p> <p>For women the journey into significant leadership roles in their chosen profession is rarely uneventful, frequently unintended and almost always rewarding. That journey is singular, an experience specific to each individual and the circumstances under which she finds herself. In this interactive session Professor Lemm will share her journey with us from being a philosophy student at the Sorbonne, Paris through her academic experiences in the United States and Latin America to Flinders University, South Australia and you will be invited to ask questions and to share your experiences with her.</p> <p><b>Professor Vanessa Lemm</b>, Vice President and Executive Dean, College of Humanities, Arts and Social Sciences, <b>Flinders University</b></p>
3:00	<b>Networking Afternoon Tea</b>
3:30	<p><b>In Conference Workshop B Mentors, Mantras and Gargoyles - role models and nonentities on the road to leadership</b></p> <p>Women are the poorest served in all professional categories when it comes to having mentors and mentoring. Often the higher we rise the fewer women we have around us, our mentors and confidantes often lie outside of our profession and the most influential perhaps remain in our past. So you become your own 'role model' the person you always wanted to be rather than the one you hoped never to be. Here we discuss the role models and personalities who influenced our working lives most. What makes a good role model? Who or what inspires you? Have we turned into the mentors or role models we vowed we would never be?</p> <p><b>Associate Professor Yvonne Corcoran-Nantes</b>, Discipline of Women's Studies and Associate, Gender Consortium, College of Humanities, Arts and Social Sciences, <b>Flinders University</b></p>
5:00	<b>Conference adjourns</b>



08:15	<b>Registration Opens</b>
08:50	<b>Chairperson Welcome</b> Virginia Haussegger, Director, 50/50 by 2030 Foundation, <b>University of Canberra</b>
09:00	<b>KEYNOTE ADDRESS: 20+ years down the road: Examining the journey towards gender equality and what needs to be accomplished to create lasting change.</b> Her Excellency Menna Rawlings, High Commissioner, <b>British High Commission</b>
09:30	<b>One on One with...</b> Her Excellency Ms Unni Klovstad, Ambassador Extraordinary and Plenipotentiary, <b>Royal Norwegian Embassy</b>
10:00	<b>Towards 50/50 Leadership</b> David Morrison, Lieutenant General (Retd) and Chair, <b>Diversity Council Australia</b>
10:30	<b>Morning Tea and Networking</b>
11:00	<b>Embedding Diversity and Inclusion into workplace culture: challenges for leadership</b> Glenys Beauchamp, Secretary, <b>Department of Health</b>
11:30	<b>Building a pipeline of future leaders in the Australian Public Sector</b> Kerry Elliott, Manager - Diversity and Inclusion, <b>CSIRO</b>
11:50	<b>Prioritising gender equality across all the Australian Public Sector</b> Jo Talbot, First Assistant Secretary- Corporate, <b>Department for Communications and the Arts</b>
12:10	<b>PANEL DISCUSSION: Diversity policy that works: lessons and learnings</b> This is a new initiative - a 'half panel' where there are no introductory overviews or presentations. Instead it is straight Q&A only for 40 mins - in which panellists are asked to consider key 3 questions and share their thoughts Kirsty Dwyer, Chief Executive People & Diversity, <b>University of Canberra</b> Gordon de Brouwer, Former Secretary, <b>Department of the Environment and Energy</b> Amy Haddad, Assistant Secretary Principal Gender Specialist, Gender Equality Branch, <b>Department of Foreign Affairs and Trade</b>

12:45	<b>Lunch and Networking</b>
1:15	<b>PANEL DISCUSSION: Navigating the Barriers and Obstacles to the Progress of Women in the Australian Public Sector</b> Prof. Meredith Edwards, AM, 50/50 by 2030 Foundation, <b>University of Canberra</b> Carmel McGregor, PSM, 50/50 by 2030 Foundation, <b>University of Canberra</b> Prof. Mark Evans, UC Director, <b>IGPA</b>
2:00	<b>Workshop Hosted by Care Australia</b> Social norms – our beliefs about what others do and what we think others think we should do – affect every aspect of our lives. Social norms influence our leadership styles, our ways of working, and the way we work with others. While some social norms help, others can hinder by limiting the opportunities that are available to us, affecting the way that we are viewed by others, and influencing the way that we interact with the people in our lives. CARE recognizes that the first step to overcoming (and even changing) unhelpful social norms is being aware of them. CARE's Social Analysis and Action approach opens space for critical reflection and dialogue on social norms. It enables participants to identify the social norms they hold, understand whether these norms are a help or a hindrance, and decide whether to take action to challenge or change these norms. During this workshop CARE will introduce Social Analysis and Action, CARE's approach to improving gender equality and diversity in the workplace, with a special focus on the social norms that impact women's leadership. Participants will be guided through a lively discussion on gender equality, diversity, inclusion, power and privilege through a series of interactive non-threatening activities. Participants will gain a deeper understanding of the different types of diversity that exist in public sector workplaces. They will identify their own types and sources of privilege and power, and identify how this intersects with gender and other forms of diversity. Participants will be guided to critically reflect on what this means for their own leadership styles. Facilitated by <b>Elizabeth Cowan</b> , Global Gender Cohort Coordinator - <b>Care Australia</b>
3:00	<b>Networking Afternoon Tea</b>
3:15	<b>Workshop Continues...</b>
5:00	<b>Conference adjourns</b>

## ABOUT US

### About Us

PSN is a research company that represents public sector professionals across Australia and New Zealand and develops roundtables, seminars, and conferences to suit current areas of interest. Our growing online community spans across Federal, State, and Local government departments, healthcare, and education, allowing members to share information, access the latest in government news and innovation, and engage with other like-minded individuals on a secure and closed-door network.

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