

Melbourne

Sydney

Brisbane

Perth

Canberra

The Fourth Annual Australian
**Women's
Leadership**
Symposium

Sydney, 22nd & 23rd July
Citigate Central Sydney



**Women
in Local
Government
Fund**

See registration
form for details.

Australia's premier annual event for women in leadership

Every year the Australian Women's Leadership Symposium provides an unparalleled opportunity for hundreds of Australian women to gather together to explore contemporary leadership theory and observe current 'best practice' examples.

Through participation in the two-day program, female leaders from all sectors and industries are exposed to state-of-the-art leadership thinking, delivered first-hand by Australia's most inspirational leaders, trainers and academics.

In the past four years hundreds of Australian organisations have used their participation in the Symposium to reward valued employees, develop effective internal leadership programs and build long-term, sustainable leadership pipelines.

The past four years have seen the Symposium grow into the most highly attended women's leadership program in the country, with annual attendance levels exceeding 1,000 participants. Throughout this period the Symposium has become synonymous with excellence and achievement at all levels of Australian society.

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Companies with a higher representation of women in senior management positions financially outperform companies with proportionately fewer women at the top - doing 35% better in return on equity

Ilene Lang, President, Catalyst

Why attend the Symposium?

The Fourth Annual Women's Leadership Symposium will be run in five convenient locations throughout the country and showcase over 60 of Australia's highest achieving and inspirational women. Aimed at developing Australia's overall leadership capacity, the Symposium's ultimate objective is to help support a greater representation of female leadership across all Australian industries and sectors.

The program is based on research showing that leaders benefit significantly from exclusive learning and development experiences in the company of other leaders. Australia's female leaders require multi-level intelligences and capabilities to deal with the increasing complexity of their roles.

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A timely opportunity to step back, think and refocus

Women in leadership roles have significant and individual aspirations and goals for the future. The Symposium provides an opportunity to engage with new ideas, tap into different perspectives and refocus on the next important step in your own leadership journey.

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A powerful experience of validation and affirmation

The Symposium is an opportunity to reflect on your career and experiences with like-minded women and to enjoy the powerful networks and relationships that you develop. Symposium attendees cite the validation and affirmation of other women on similar leadership paths as a key benefit of the program.

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**Position yourself with like-minded peers
and discover that your leadership challenges
are regular occurrences**

Symposium content

The Symposium represents a unique annual opportunity to benefit from the latest experience and advice from Australia's brightest leadership talent. Not only do attendees benefit through first-hand interaction with an unrivalled line-up of guest speakers, but also from 12 months of research and development undertaken by WLA through its annual program of events and activities. Additionally, this important national program offers employers a fantastic opportunity to research contemporary workplace equality. Building on the overwhelming success of previous years, the 2010 program will be enhanced by award-winning content from leading Australian and international organisations.



Discussion & review sessions

Following feedback from the 2009 Symposiums, this year's events will include discussion and review sessions throughout the two-day program. These sessions are intended to enhance the learning outcomes of the program by allowing attendees an opportunity to digest what they have heard and reflect on their personal outcomes.

Themes and discussion topics

- Inspiring leadership: Lessons from the coalface
- Women and leadership review: Are things really improving?
- The prisoner mentality: Re-engagement as a business imperative
- Leadership excellence: Leading an Australian Employer of Choice
- In the wake of the Global Financial Crisis: How desirable is a leadership position?
- Public, private or not-for-profit: Does your sector effect your potential?
- Energy Vs experience: Which generation makes the best leaders and who would you follow?
- Sector-wide attraction and retention: Year of Women in Local Government
- Keeping your focus and maintaining your fire

Symposium speakers

The quality of the annual speaker line-up reflects the Symposium's deep roots within the heart of the Australian business community. Indeed, WLA receives a great number of applications from women around the country eager to be involved with the program. Through powerful connections to women at all levels of business and industry, WLA maintains an enviable position at the forefront of the women and leadership debate. Our speakers are the best in their fields, they represent individuals who have successfully navigated difficult and challenging journeys.

9.00 - 9.15 Symposium Welcome & Ice Breaker Activity**Suzi Finkelstein - Senior WLA Facilitator**

This activity is an important start to the Symposium allowing participants to get to know one another and begin thinking creatively.

9.15 - 9.55 Personal Leadership Case Study**Dr Cathy Foley - Research Program Leader, CSIRO**

Dr Cathy Foley will set the tone for the first day through an engaging portrayal of her own leadership challenges and experiences. The first of a series of personal leadership case studies which will allow attendees to draw comparisons with their own journey's and begin an internal dialog towards advancement.

9.55 - 10.35 Organisational Case Study**Flexibility: How to make it work for everyone****Lisbeth Rees - Head of HR, Super & Investments, ING Australia**

Genuine workplace flexibility, which operates on an individual basis, is a critical component of any robust attraction and retention strategy. Research clearly indicates that the vast majority of employees perceive flexibility in when, where and how they achieve their work commitments, to be a major factor in maintaining not only their personal motivation, but their ongoing commitment to their employer. ING Australia's Head of HR talks about how they are making flexibility work for their employees and their business.

10.35 - 11.00 Morning Tea Break

Grab your self a cuppa and a piece of cake and get to know some of your fellow attendees. One of the main reasons for attending the Symposium is networking with other leaders – don't miss this great opportunity.

11.00 - 12.20 Leadership Discussion**Women and leadership review: Are things really improving?****Catherine Fox - Writer, AFR Boss, Corporate Woman Archives****Denise Aldous - Director, Cronulla Sharks**

AFR Boss's Catherine Fox is a leading Australian expert on women and leadership. In this session she will be joined by Denise Aldous to discuss the real state of women in leadership. Audience members will be invited to join in the discussion and put forward their own opinions on the current climate for women leaders.

12.20 - 1.20 Lunch

It's that time again, get out there and network, network, network.

1.20 - 2.20 Leadership Workshop**The Prisoner Mentality: Re-engagement as a business imperative****Gina McCredie - Principal Consultant, National Leadership Institute**

One of the big questions for leaders in 2010 is: 'Has a prisoner mentality developed within my company?' The International HRD Forum's 2009 Australian Response to the GFC Survey found that in most businesses, engagement and morale levels were down. In this session, Gina will identify some of the drivers of discontent that will influence employees to look elsewhere as the market continues to pick up, and innovative ways to re-engage your team to make sure they don't.

2.20 - 3.00 Organisational Leadership Case Study**Leading an organisation to becoming an Employer of Choice****Jacinta Jamieson – Director, Human Resources, Medtronic Australasia**

Medtronic Australasia was recognised as one of Australia's Best Employers in the 2005 Hewitt Best Employers Australia and New Zealand Awards, and again in 2006/07 and 2008. It has also been recognised as an Employer of Choice for Women by EOWA in 2006, 2007 and 2010. Director of Human Resources Jacinta Jamieson discusses some of the policies and practices which have contributed to their continuous recognition.

3.00 - 3.20 Afternoon Tea Break**3.20 - 4.00 Personal Leadership Case Study****Leading high performance teams****Leanne Grantham - Head of Women's Football, Football Australia****4.00 - 4.30 Table Discussion****In the wake of the Global Financial Crisis, how desirable is a leadership position?****Suzi Finkelstein – Senior WLA Facilitator**

Leadership is a tough gig and during periods of significant or unexpected pressure even the best leaders can be tested. Being able to cope with these challenges whilst continuing to offer supportive and effective leadership is a defining quality common to all great leaders. Given the economic and social pressure of recent times, we ask the question how desirable is a leadership position? This discussion session represents a unique opportunity to explore the reasons why we strive to become leaders and the benefits and pressures that accompany a leadership role.

4.30 - 4.45 Review Session**Suzi Finkelstein - Senior WLA Facilitator**

Following the first day of speakers and workshops it's normal to be overflowing with thoughts and questions. During this session Suzi will review the main points raised throughout the day and focus on key outcomes to take away.

5.00 - 6.00 Symposium Networking Hour

Back by popular demand in 2010 will be the Symposium networking hour. Held after the first day of each Symposium, the networking hour provides the perfect opportunity to unwind and get to know some of your fellow attendees on a more personal level. During the hour attendees will be treated to drinks and nibbles and the WLA Symposium facilitators will be on hand to help with your specific leadership challenges.

9.00 - 9.10 Review Session**Suzi Finkelstein - Senior WLA Facilitator**

Having digested the information from Day One, this session allows participants an opportunity to clarify any conclusions they have already arrived at, and gives Suzi an opportunity to position Day Two's activities.

9.10 - 10.10 Panel Debate**Topic: Public, Private or Not-for-profit: Does your sector effect your potential?**

Dr June Heinrich - Chief Executive Officer, Baptist Community Services



Maria Walton - Franchise and HR Manager, Minit

10.10 - 10.40 Table Discussion**Energy Vs Experience: Which generation makes the best leaders and who would you follow?**

Suzi Finkelstein - Senior WLA Facilitator

Motivating and managing a multigenerational team is a daily challenge for most leaders. As leaders we are constantly required to develop ever more innovative approaches to dealing with employee groups comprised of Baby Boomers, Gen X and Gen Y, but how does our generational background affect the choices we make? During this session we will discuss the advantages and disadvantages of adopting a multi generational leadership style.

10.40 - 11.00 Morning Tea Break**11.00 - 11.40 Personal Leadership Case Study****Women & technology: Being a woman leader in a male dominated environment**

Liesl Capper - Co Founder, My Cyber Twin

11.40 - 12.30 Leadership Workshop**Developing and Managing a Personal Leadership Action Plan**

Suzi Finkelstein - Senior WLA Facilitator

12.30 - 1.30 Lunch**1.30 - 2.10 Leadership Case Study****Navigating the minefield: Empowering today's leaders**

Emanuel Perdis - Managing Director, Napoleon Perdis

Emanuel will share with the audience the many trials and challenges he faced breaking into the highly concentrated, competitive female dominated industry of cosmetics and how he leveraged his 3 secret sources of power to triumph over situations that had him outnumbered, cornered and at times, intimidated. From his trail blazing experience in building Napoleon Perdis as a brand he'll draw inspiring and parallel stories of courage that will empower today's women to navigate the minefield that is contemporary leadership.

2.10 - 2.50 Personal Leadership Case Study**Layne Beachley - Seven-time ASP Women's World Champion (Invited)**

What more does one need to say? One of the world's most successful competitive surfers, and undoubtedly one of Australia's most successful sportswomen.

2.50 - 3.00 Conclusion

Suzi Finkelstein - Senior WLA Facilitator

Finally Suzi will bring the Victorian Symposium to a close by reviewing the highlights of the two-day program. During this concluding session Suzi will expand on the key outcomes and challenge the audience to develop these outcomes into their own leadership path.

3.00 Close

Organiser

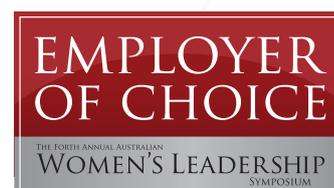
Women & Leadership Australia (WLA) is a national initiative dedicated to supporting a higher representation of female leadership throughout the Australian workforce and the broader community. Encompassing all aspects of leadership capability, career progression and work/life balance, WLA programs have become a highly regarded example of workplace excellence and achievement. WLA is supported by the Workplace Training Advisory of Australia and regularly connects with thousands of individual Australian women, providing ongoing support and advice at every stage of their leadership journey.

2009/2010 WLA snapshot

- Over 70 outstanding one-day day women's development programs run in metropolitan and regional locations across the country
- The creation of a new development and networking program for working women called the Women's Leadership Alliance
- Over 150 inspirational keynote presentations and guest speaker appearances from Australia's highest achieving women
- Five flagship events – The 2009 Women's Leadership Symposiums - run in Brisbane, Sydney, Canberra, Melbourne and Perth for a combined audience of over 1000 attendees
- 24 personal leadership interviews conducted live for attendees at the Leadership in Focus Series by expert interviewer AFR Boss's Catherine Fox
- Affiliations with over 40 Australian employers through the WLA Employer of Choice Series
- Monthly newsletter distributed to over 80,000 members nationwide
- Dedicated support and advisory services to thousands of women leaders throughout Australia
- Launch of a new national website www.wla.com.au

Symposium Employer of Choice Program

In conjunction with the Symposiums, Women and Leadership Australia supports a limited group of outstanding organisations in becoming Symposium Employers of Choice. The Symposium Employer of Choice Program enables employers to demonstrate a strong commitment to their female leaders and employees. These organisations go on to receive significant benefits throughout the program, including national brand recognition, in-house employee development programs and access to the official WLA Employer of Choice logo for a period of 12 months.



To find out more about becoming a Symposium Employer of Choice, please call WLA on 1300 138 037.

2010 Employers of Choice



Symposium Coordinator

Sally Womersley
Email: swomersley@wtaa.com.au
Phone: 1300 138 037

Symposium Employer of Choice - Program Coordinator

Dominic Meachen
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The Fourth Annual Women's Leadership Symposium
Women in Local Government Grant Application
Sydney, 22nd & 23rd July Citigate Central Sydney



Delegate Details

Delegate name: _____
Email address: _____
Telephone number: _____
Current employer: _____
Current position: _____
Address of employer: _____

Eligibility (please tick ✓)

My primary occupation is in local government YES NO

Delegate signature: _____

Date: _____

Important

Submission of this application form indicates to WTAA that you have received prior approval to attend the Forth Annual Women's Leadership Symposium from your employer.

Manager Endorsement

By providing this endorsement, I agree to support the above-mentioned candidate's application by ensuring that they are able to attend the Symposium on the advertised dates. Further, I am able to confirm that the candidate is primarily employed in Local Government.

Manager's name: _____

Title: _____

Manager signature: _____

Further Information

For further information, please contact Nick Williams at the Workplace Training Advisory of Australia, on phone: 1300 138 037 or email: nwilliams@wtaa.com.au

About the Women in local government Fund

A fund has been established to provide grants to women in local government for attendance at the Fourth Annual Women's Leadership Symposium. The fund has been established by the Workplace Training Advisory of Australia and recognises a dearth in the representation of women in local government at previous Symposiums.

A maximum of 20 grants of \$1300 will be awarded in each of the 5 host States and Territories. Grant recipients will pay \$995 (standard fee is \$2295).

The grants program reflects a long-term commitment to the advancement of female leadership across all key sectors and industries.

About the Forth Annual Australian Women's Leadership Symposium

The 2010 Australian Women's Leadership Symposium will be held in five key locations throughout the country - Sydney, Melbourne, Brisbane, Perth and Canberra. The Symposium will provide a unique opportunity for Australian women to participate in a two-day, interactive program delivered by Women and Leadership Australia (WLA) and Australia's highest achieving women.

As the most highly attended women's leadership event in Australia, the Australian Women's Leadership Symposium has become synonymous with excellence and achievement. Building on the unparalleled success of previous years, the 2010 program has been developed with input from leading Australian and international organisations.

The 2010 Symposium represents a unique opportunity to interact with some of Australia's most respected female leaders. Additionally, this important event offers employers a fantastic opportunity to research contemporary policies and practices related to gender and diversity.

Eligibility

To be eligible, your primary occupation must be in local government.

To check your eligibility for a subsidy, or if there are still subsidies available in your state, please call Nick Williams on 1300 138 037 or email nwilliams@wtaa.com.au

As there are limited grants available in each State/Territory, submission of this Grant Application does not guarantee that you will be awarded a Grant. Successful applicants will receive an invoice for \$995 within 3 working days.

Payment in full must be made prior to event. Submission of this registration form indicates your intent to make full payment.

Cancellation Policy - A substitution delegate is always welcome with written notification. Cancellations received up to 6 weeks prior to the event will incur a 50% withdrawal fee. For cancellations received within 6 weeks of the event no refund will be issued. Every effort will be made to contact each attendee should an event be rescheduled or cancelled by WTAA for any reason. If an event is rescheduled or not held for any reason, WTAA's liability is limited to the event fee only. Indemnity - WTAA reserves the right to change the venue and/or speakers of any event due to circumstances beyond its control. In the event of changes to venue or speakers, or cancellation of the event, WTAA is indemnified against any or all costs, damages, expenses, including legal fees, which are incurred by the attendee/s. In the case of venue change, all reasonable efforts will be made to inform attendees.

I understand that by registering myself and/or others as attendees at this event, photos or video may be taken of this event, which may be used for marketing purposes.