

WOMEN IN DEFENCE INDUSTRY LEADERSHIP SUMMIT

BUILD YOUR LEADERSHIP ACUMEN & ESTABLISH YOURSELF AS A TRUE LEADER

6 - 9 OCTOBER 2020
SYDNEY

LEARN FROM



CDRM Christina Ween
Commander, RAN



Richard Price
Chief Executive & Head of the South Australian Space Industry Centre



Julie Carroll
Chief Human Resources Officer, AsPAC



Amanda Holt
Chief Executive Officer



Greg Barsby
Managing Director



Emma Pilbeam
Director, Defence Capability



Melynda Knight
Director, Human Resources



Neale Prescott
Director, Business Development



Jennifer Stephenson
Director Space Awareness Projects Office



Danielle Mesa
Chief People Officer



Caroline Dawson
Director, IT Services



Thea Dedden
Director, Change



Tania Daniell
General Manager, Human Resources



Alexandra May
General Manager, Stakeholder Management



Nicole Davies
National Manager Communication & Customer Service, Defence



CONTACT US

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Use Code - I



LEAD WITH STRENGTH

The underrepresentation of women in the defence industry is no secret. It's easy to feel isolated, but in this industry of high stakes projects, dispersed remote teams, and complex stakeholder relationships, professional isolation is not an option. You need to make your mark. You need serious grit, strong allegiances, and outstanding leadership skills to advance your career, especially as you begin to navigate the new world of work.

Learn from like-minded women pioneering the frontier of women's leadership in the defence industry, and the best women's leadership coaches in the country. Grapple with the big industry leadership questions and hone your skills as a communicator. Make your mark as an indispensable leader in your organisation and the industry at large.

- ▶ **Hone** your communication skills to establish authority & have your voice heard
- ▶ **Develop** powerful strategic relationships with colleagues & stakeholders
- ▶ **Lead** high-performing teams, even when they are remote & dispersed
- ▶ **Leverage** strategies for uncovering top female talent & lift as you lead

WHO WILL ATTEND?

Aspiring, emerging & existing female leaders in Defence Industry:

- ▶ Defence Contractors
- ▶ Construction, Infrastructure & Engineering
- ▶ Technology
- ▶ Aviation
- ▶ Army, Navy and Air Force
- ▶ Department of Defence

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LEAD WITH PASSION & PURPOSE

KEYNOTE

9:45 - 10:40

In the hyper-connected, rapid-paced world we live in, finding success in leading other people requires individualisation. People want everything customised to their needs and preferences, including their leaders. However, it is impossible to be all things to everyone, so what can you do? The answer begins with authenticity, cultivating your leadership style rooted in who you are and what you believe. CMDR Christina Ween will share insight from her career, what drives her, and the importance of embodying your passion and purpose.

CMDR Christina Ween
Commander, RAN
Royal Australian Navy



RE-IMAGINING WORK-LIFE BALANCE - FINDING THE SWEET SPOT

PANEL

10:55 - 11:55

Employees' desires and demands have evolved, and it can be challenging for companies to keep up, even with a bombardment of trendy tips for keeping different generations of workers happy. To complicate matters further, flexibility must be managed to work with the regimented work culture of your primary stakeholders: the Department of Defence and the Defence Forces. In this interactive discussion, panellists will evolve the work-life balance debate touching on their own experiences, explore the benefits of a flexible work environment, and discuss how to balance the needs of your employees and your stakeholders.

Alexandra May
General Manager, Stakeholder Management
Naval Group Australia



Julie Carroll
Chief Human Resources Officer, AsPAC
Serco Asia Pacific



Tania Daniell
General Manager, Human Resources
Saab Australia



LEADING REMOTE TEAMS - FROM INTERSTATE TO GLOBAL

CASE STUDY

12:00 - 12:50

With the Defence Industry dispersed across Australia, you'll likely be called upon to lead teams with members situated all over the country. This intensifies common leadership challenges like engagement and accountability, and raises unique challenges like working across time zones and cultures. For your team to thrive and deliver, they will need a sense of connection to their work and each other to rival pod-neighbours in conventional workplaces.

Neale Prescott
Director, Business Development
Lockheed Martin Australia



THE MILITARY PSYCHOLOGICAL CONTRACT

EXPERT COMMENTARY

1:50 - 2:50

The Defence Industry brings together a wide array of professionals from the corporate sector and defence services. Transitioning between these vastly different workplaces can be destabilising and produce friction in working relationships. As a leader, you need to be able to foster cultures which support your ex-service people to utilise their extraordinary and unique skills in their new environment, and your corporate professionals to understand and work with your veterans.

Kelliegh Jackson
Founder
Eyes Front

BOARDROOM TO BATTLESPACE - BUILDING COLLABORATIVE CULTURES

CASE STUDY

2:55 - 3:50

Many hands make light work, and nowhere is this truer than in the Defence Industry. To deliver consistently outstanding outcomes, your team members need to be expert collaborators. It starts creating a collaboration culture, harnessing strengths and supporting the development of new skills.

Amanda Holt
Chief Executive Officer
SYPAQ Systems



CLOSING REMARKS

BREAK-OUT SESSION

4:05 - 4:30

Join your chair, Julie Alexander, for an interactive wrap-up of Day One before moving into networking drinks. Reflect on your learnings from the day and prepare yourself for tomorrow's sessions!

Julie Alexander
Chief Executive Officer
Changing Change International (CCI)

WHAT OUR DELEGATES ARE SAYING



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



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



CONNECT WITH YOUR ALLIES

CASE STUDY

9:00 - 9:45

The challenges you face as a woman in the Defence Industry are unique to your experience. They may not always be evident to onlookers. However, these obstacles must be overcome to advance women in the space, and ensure there is a pathway for your success. That means building networks and the confidence to have open discourse with those supporters. Nicole will provide some insight from sixteen years in Defence Industry on having these conversations with confidence, and building a coalition of allies co-operating for positive change.

Nicole Davies

National Manager Communication
& Customer Service, Defence

Broadspectrum



NETWORKING AND CAREER ADVANCEMENT IN THE NEW WORLD OF WORK

EXPERT COMMENTARY

9:50 - 10:50

In the Defence Industry, relationships are everything. To progress your career, you need a strong network of peers, champions, and allies. With these in place, the glass-ceiling begins to crack, and along those fault-lines, women can carve out paths for their leadership careers. In this interactive expert commentary session, explore strategies to build confidence and connections, overcome your fear and strengthen your professional network.

Jen Harwood

Motivational Speaker, Author, Business Coach

The Jenerator!

DIVERSITY OF THOUGHT & THE FUTURE OF THE WORKPLACE

PANEL

11:05 - 12:05

While we've long known that gender, race, and cultural diversity create better organisations, the newest workplace frontier is all about our minds. People bring different cultures, backgrounds and personalities to the table, and these differences shape the way we think. In the Defence Industry, this includes achieving diversity and harnessing the mix of defence and non-defence professionals to get the most out of your organisation and teams. In this interactive discussion, our panellists will share their own experience and provide you with the tools to cultivate "diversity of thought" in your business, explaining how this can boost innovation and creative problem-solving.

Emma Pilbeam

Director, Defence Capability

Downer Defence



Greg Barsby

Managing Director

QinetiQ Australia



Richard Price

Chief Executive & Head of the South

Australian Space Industry Centre

Defence SA



Thea Dedden

Director, Change

Thales Australia



Caroline Dawson

Director, IT Services

Leidos



Jennifer Stephenson

Director Space Awareness Projects Office

Department of Defence



THE PIPELINE PROBLEM - ATTRACTING & RETAINING TOP FEMALE TALENT

CASE STUDY

12:10 - 1:00

With the Australian Government's investment in defence capability and the Defence Industry expected to boom over the next ten years, organisations must put strategies in place to meet the growth in demand for skilled workers. There needs to be a renewed focus on attracting and retaining all potential sections of the workforce - most importantly, women.

Danielle Mesa

Chief People Officer

BAE Systems



COMMUNICATE WITH IMPACT & INFLUENCE

EXPERT COMMENTARY

2:00 - 3:00

The Australian Defence Industry is made up of thousands of businesses across the country who aren't in the Defence Force, but use their expertise, experience and skills to supply and support it - they are the workforce behind the Defence Force. Given this unique relationship, soft skills such as communication, influence and negotiation are essential for career success. To be an effective leader, you must be able to influence primary stakeholders through structured conversations and maintain solid business relationships. In this interactive mini-workshop session, Communication Coach, Arabella, will provide you with the skills to make an impact and communicate confidently.

Arabella Macpherson

Founder & Communications Coach

Resonate Communications

GAINING VISIBILITY - NAVIGATING MALE-DOMINATED ENVIRONMENTS

CASE STUDY

3:05 - 3:55

Despite steps in the right direction, women face an uphill struggle proving themselves in disproportionately male industries. With only 1/5 Defence Industry employees being female, and only 1/7 holding a leadership position, "making it" in this environment necessitates learning how to navigate and operate effectively. Unconscious bias, male preferential norms, and a lack of recognition are all challenges women must learn to overcome if they wish to succeed. Melynda will share experiences from her own career, provide you with strategies for gaining visibility in your organisation and explore pathways to success in this male-dominated industry.

Melynda Knight

Director, Human Resources

Boeing Defence Australia



LEAD WITH STRENGTH

ROUNDTABLE

4:10 - 4:30

The Australian Defence Industry is set to grow significantly in the next decade. Although this is good news for the workforce in general, there is still work to be done to make the industry an employer of choice for women. Over the past two days, you have listened to and participated in inspirational keynotes, interactive panel discussions and practical coaching sessions, providing you with the skills and strategies to unleash your potential and lead with strength. In this interactive closing roundtable, you will explore key takeaways from the summit, discuss factors influencing your success, and create an action plan for your future.

Julie Alexander

Chief Executive Officer

Changing Change International (CCI)

PLUS TWO WORKSHOPS!

Plus two separately bookable interactive workshops after the event



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POST-SUMMIT WORKSHOPS

WORKSHOP A

8 OCTOBER

THE ESSENTIAL STAKEHOLDER ENGAGEMENT TOOL-KIT

Communication and stakeholder engagement go hand-in-hand. In the Defence Industry, with multiple and diverse stakeholders working collaboratively on critical, high-stakes projects, it is essential that leaders master sophisticated communication and stakeholder engagement skills.

In this workshop, you will gain all the skills you need to develop a comprehensive communication and engagement strategy. You will master business communication with ease, build a deep understanding of your stakeholders, and diffuse conflict before it becomes explosive.

Self-development

- ▶ Communicate complex processes and procedures for optimal comprehension
- ▶ Gain tools and techniques to generate pro-active cross-functional communication
- ▶ Utilise effective communication channels to share critical project developments

Essential principles of successful stakeholder engagement

- ▶ Segment and prioritise your stakeholder groups
- ▶ Analyse your stakeholders to understand their needs and decision drivers
- ▶ Establish a foundation for productive and efficient collaboration towards mutual wins

Stakeholders and strategy from ideation to implementation

- ▶ Design flexible strategies to weather perennial change
- ▶ Understand your internal stakeholders and their vital role in strategy development and delivery
- ▶ Engage external stakeholders from inception to delivery

Stakeholders and conflict management and resolution

- ▶ Explore scenarios and practical tools to deal with difficult situations
- ▶ Enhance conflict management skills
- ▶ Develop an outrage mitigation program

EXPERT FACILITATOR

David Ross
Director
Phoenix Strategic Management

WORKSHOP B

9 OCTOBER

MAXIMISE YOUR LEADERSHIP POTENTIAL - THE POWER OF AUTHENTIC LEADERSHIP

Learning to be self-aware and articulate your vision in a way that engages the right people at the right time are invaluable skills that will develop and enhance your authentic leadership voice. In this interactive full-day workshop, you will explore the importance of authentic leadership, identify your purpose, and leverage this to build your professional brand and leadership identity. You will be equipped with practical skills to communicate authentically, develop strategies to master emotional agility and learn best practice for balancing your workload - creating a personal action plan to unleash your leadership potential.

Build your professional brand and leadership identity

- ▶ Identify your purpose and build your personal brand
- ▶ Leverage your personal brand to strengthen your leadership identity
- ▶ Align your leadership strength with the expectations of your organisation

Enhance authentic and strategic communication

- ▶ Learn to understand and prioritise key relationships
- ▶ Identify channels for communication and recognise which are the most effective
- ▶ Develop successful strategies to make an impact

Develop emotional agility and overcome criticism

- ▶ Effective strategies for self-awareness and self-regulation
- ▶ Understand the circles of control, influence and concern
- ▶ View criticism as a stepping stone, not a brick wall

Balance your workload and create an active career plan

- ▶ Manage and maintain a work-life balance with an ever-increasing workload
- ▶ Establish a leadership mindset that will accelerate your career development
- ▶ Develop a personal action plan and practical strategies to implement

EXPERT FACILITATOR

Julie Alexander
Chief Executive Officer
Changing Change International (CCI)

Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone

Delegate Information

Table with 7 columns: #, Title, Full Name or TBA, Position, Email, Attendance Date/s, and checkboxes for In-person/Virtual attendance.

Your Investment

Options table with columns: Options (per person), Rapid Action Rate, Value Plus Rate, Super Saver Rate, Early Bird Rate, Standard Rate.

Virtual attendance table with columns: Qty, Days, and corresponding rates for various workshop options.

Discounted off standard rates: Save up to \$400, \$300, \$200, \$100. All prices listed in Australian Dollars

Group Discounts table with columns: Group Discounts Available, 10% off Standard Rate, 15% off Standard Rate, 20% off Standard Rate, and a TOTAL incl GST box.

Conditions: Group discounts apply for bookings made simultaneously. Note: Course materials are included. Travel and accommodation are NOT included.

Payment Details

Payment is required prior to attending this event

Payment form containing fields for Credit Card Details, Electronic Funds Transfer (EFT), Card Number, CVV, Cardholder's Contact Number, Signature, and Amount.

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