

# WOMEN IN EMERGENCY SERVICES, ENFORCEMENT & DEFENCE LEADERSHIP WORKSHOP

KEY STRATEGIES & SOLUTIONS FOR ENHANCING LEADERSHIP EFFECTIVENESS & CAREER ADVANCEMENT

17 - 18  
SEPTEMBER  
CLIFTONS  
MELBOURNE

## EXPLORE

- ▶ Understand your individual leadership style
- ▶ Develop confidence to lead authentically & effectively
- ▶ Recognise your own leadership strengths, weaknesses & triggers
- ▶ Understand workplace bias & the strategies to successfully navigate it
- ▶ Manage conflict & execute difficult conversations with confidence
- ▶ Create a positive culture of engagement & success
- ▶ Enhance techniques, tools & channels to improve teams drive & motivation
- ▶ Effective skills for self-promotion & accelerated career progression
- ▶ Write your own personal leadership plan

## EXPERT FACILITATORS



**Michelle Dunscombe**  
Community Development  
Consultant & Community  
Emergency Plan Facilitator  
**Jeder Institute**



**Nikki Roche**  
Director  
**BlueZenith Leadership and  
Coaching Solutions**

START YOUR LEADERSHIP JOURNEY!

Call +61 2 8239 9711 Priority Code - 1

## ABOUT THE EVENT

The Defence Force, Emergency Services and Enforcement agencies are the cornerstone of a functional society, ensuring the health, safety and wellbeing of the communities they serve. The high pressure and ever-changing nature of this work requires a unique blend of reactive and proactive leadership skills and an awareness of not only how to deal with a situation, but to ensure the safety and wellbeing of your team.

Leadership advancement requires an understanding of how to navigate this traditionally male dominated profession. By understanding how these organisations have established and the behavioural norms that represent them, leaders will become aware of the unconscious biases that often impact the decisions and choices made, that can help or hinder career advancement.

This two day workshop explores resilience, stress and confidence as weapons in the leadership arsenal, and will give you the ability to apply them to their own behaviours and work.

## WHO WILL ATTEND?

Women in operational through to senior management positions across the range of organisations involved in Emergency Services, Enforcement and Defence, including:

- ▶ Army, Navy and Air Force
- ▶ Department of Defence
- ▶ Fire Services
- ▶ State and Federal Policing
- ▶ Justice and Corrections
- ▶ Emergency Management
- ▶ Ambulance Services
- ▶ State Emergency Services
- ▶ Customs, Border Protection & Immigration
- ▶ Search and Rescue Operations
- ▶ Security
- ▶ Compliance and Enforcement
- ▶ Environmental Protection

## YOUR FACILITATORS



### Michelle Dunscombe

Community Development Consultant & Community Emergency Plan Facilitator  
**Jeder Institute**

Michelle is an enthusiastic Community Development practitioner, facilitator and trainer with the Jeder Institute. She is passionate about strengthening regional and rural communities, developing community leadership capacity, building community resilience and supporting community members to take a lead role in emergency preparedness and recovery.



### Nikki Roche

Director  
**BlueZenith Leadership and Coaching Solutions**

Nikki is a dynamic, energetic and engaging facilitator and executive coach who has designed, managed and delivered successful, high impact leadership programs and coaching solutions across an array of audiences and businesses, both within Australia, and across the world, most recently in Saudi Arabia.

Nikki achieves high impact results by combining global corporate experience acquired through 4 years of employment as a Senior Leadership facilitator and executive coach with BAE Systems, over 20 years' service with the Australian Defence Force (ADF) in leadership and operations roles, and her exposure in elite sporting teams. She is passionate about enabling people and teams to unlock their potential and achieve beyond perceived limits.

## DAY ONE

### Cultivate resilience for leadership success

- ▶ Develop your individual leadership style
- ▶ Develop confidence to lead authentically and effectively
- ▶ Resilience as a leadership approach
- ▶ Focus on strengths

### Foster a constructive mindset

- ▶ Build a positive mindset for leadership
- ▶ Turn weaknesses into growth opportunities
- ▶ How to stay calm under pressure

### Manage and limit the effects of stress

- ▶ Identify your stress triggers
- ▶ Recognise your own leadership strengths, weaknesses and triggers
- ▶ Find ways to cope with and avoid stress
- ▶ Recover from setbacks and adversity

### Internalise your leadership identity

- ▶ Self-empowerment to underpin career progression and risk-taking
- ▶ Develop authentic leadership voice
- ▶ Connect leadership and wellbeing

**Michelle Dunscombe** Community Development Consultant & Community Emergency Plan Facilitator  
**Jeder Institute**

## DAY TWO

### Working in male dominated professional fields

- ▶ Behavioural norms within these organisations
- ▶ Unconscious bias - How this effects decision making
- ▶ Recognise your own biases at play

### High level communication skills for effective advancement

- ▶ Knowing and leveraging from your communication style
- ▶ Develop and communicate confidence, poise and assertiveness
- ▶ Influence with integrity
- ▶ Manage conflict and execute difficult conversations with confidence

### Foster high performance in teams

- ▶ Diversity of thought and creating inclusive work environments
- ▶ A coaching approach
- ▶ Assertive vs aggressive leadership approaches

### Strategic career progression

- ▶ Skills for self-promotion and accelerated career progression
- ▶ Transition strategies
- ▶ Recognise when conversations turn crucial
- ▶ Achieving improved leadership performance - Your personal action plan

**Amanda Folkes** Associate  
**BlueZenith Leadership & Coaching Solutions**

