

9TH WOMEN IN ENGINEERING LEADERSHIP SUMMIT

FUEL YOUR AMBITION FOR PROFESSIONAL GROWTH

25 - 28 MAY 2020

BRISBANE

LEARN FROM



Polly Mahapatra
System Completions
Database Coordinator
Gorgon Stage 2



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Co-Founder, CEO
& Publisher



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Director,
Phantom Works
International



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Chief Operating
Officer



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Head of Resource
Engineering, BHP
Technical Centre
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Head of
Engineering



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Director-General,
Department of Transport
and Main Roads



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General Manager,
Strategy



Kate Drews
Market
Director, Urban
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Andrew Foster
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Director, Traffic
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Manager, Rail
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Adjunct Lecturer
First Year
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Mansi O'Keeffe
Continuous
Improvement
Manager



Ray Rawlings
End Market Director,
Infrastructure &
Environment, Australia
& New Zealand



Rachael Quirk
Squadron Leader,
Senior Engineering
Officer of 37
Squadron



Jess Maddren
Former General
Manager



Alicia Heskett
Turnaround
Engineer



Josie Thomson
Chief Executive
Officer



Amy Jackson
Executive Coach,
Professional
Speaker and
Trainer



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LIQUIDLEARNING
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MAKE YOUR FUTURE BIGGER THAN YOUR PAST

Over 40% of skilled women who enter engineering end up leaving, demonstrating a severe gender-based retention problem.

Organisations are making positive steps towards addressing the pipeline problem and developing more inclusive workforces. Women continually report deep satisfaction with their profession. But we remain far off from achieving an equal playing field for women in senior leadership positions.

Join a lineup of industry role models to learn how you can overcome unconscious bias, master and refine work-life flexibility, and triumph the roadblocks on your leadership journey. Let the ambitious drive that got you into engineering propel you into a successful leadership career.

- ▶ **Assemble** a strong professional network
- ▶ **Discover** methods and tools to tackle unconscious bias in a constructive way
- ▶ **Develop** your authentic leadership style for better business performance
- ▶ **Leverage** your strengths to promote your visibility at work

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PRE-SUMMIT WORKSHOP

25 MAY

COMMUNICATION SKILLS TO ELEVATE YOUR LEADERSHIP POTENTIAL

Women and men face subtle differences in the way they are treated in engineering programs, facing cultural ideologies about what it means to be a competent engineer. These biases can contribute to women being less confident in their expertise and engineering as a career fit.

To challenge these preconceptions, you must build your professional brand and develop the skills to stand out for career advancement. Enhancing your communication abilities will help you build confidence. Learning to navigate different personality types will help you adapt your communication strategy to distinct individuals.

Whether you're negotiating a pay rise, going for a promotion or delivering a presentation, the ability to communicate confidently and authentically is essential for success.

Understand your communication style

- ▶ Evaluate yourself and your communication style
- ▶ Embrace and develop your strengths
- ▶ Understand the behaviours of others

Build your communications toolbox

- ▶ Master the art of constructive conversations, negotiating promotions and pay rises
- ▶ Know your objective and remain solution-focused
- ▶ Tools for talking when the stakes are high

Have compelling and engaging conversations with staff, employees, and stakeholders

- ▶ Structure your communication style around different personality types
- ▶ Prepare for and have difficult conversations with confidence
- ▶ Build credibility in your conversations

Communicate to successfully navigate change

- ▶ Ensure that you have a two-way flow of communication between leadership and your team
- ▶ Establish trustworthy relationships with your peers
- ▶ Be authentic and direct in your communication to ensure all parties feel supported

EXPERT FACILITATOR

Amy Jackson

Executive Coach, Professional Speaker & Trainer
Nurturing Confidence

WHO WILL ATTEND?

This event will be relevant for aspiring and emerging leaders in engineering:

- ▶ Engineers
- ▶ Senior Engineers
- ▶ Lead Engineers
- ▶ Engineering Managers
- ▶ Project Managers
- ▶ Technical Directors
- ▶ Principal Analysts

KEY LEADERSHIP STRATEGIES FOR MANAGING, INITIATING AND LEADING CHANGE

CASE STUDY

9:00 - 9:50

Executive leadership demands the ability to manage, initiate and lead change on an extensive scale with a multitude of complex obstacles. Nicole has spent many years leading large teams of engineers through organisational transformation and driving performance improvement. She will share expert change management advice that will help leverage your leadership profile.

Nicole Davis
Chief Operating Officer
Mackay Regional Council



SUSTAINABILITY - EXPLORING THE CHANGES NEEDED TO INCREASE ENGAGEMENT

CASE STUDY

9:50 - 10:30

Sustainability is the word on everyone's lips, but it's time to walk the talk. To increase the engagement and retention of industry women, we need long-term solutions that look beyond immediate action. Join Alicia as she shares insights on leading meaningful change and how you can inspire others to do the same.

Alicia Heskett
Turnaround Engineer
Shell Australia



WHO WANTS TO BE AN ENGINEER?

PARTNER SESSION

10:30 - 10:40

Low levels of understanding what Engineering entails, coupled with perceptions of it being 'very hard' are major factors for the overall lower levels of engagement with the subject at school. This is seen in both genders, but more pronounced amongst females. Hear from our partners at Refraction media who focus on collective impact, bringing together hundreds of champions in STEM who strive to inspire a smarter future as they work towards improving the pipeline problem for women in engineering.

Karen Taylor-Brown
Co-Founder, CEO & Publisher
Refraction Media



MORNING TEA

10:40 - 11:00

TAKE CONTROL OF YOUR LEADERSHIP LEGACY

CASE STUDY

11:00 - 11:55

Kate comes from a non-traditional background. Following her tertiary education in the arts, she moved into the Australian Defence Force to specialise in engineering and has since taken on leadership positions in multiple organisations. Drawing from her career journey, Kate will discuss authentic leadership, followership and the next generation of leaders.

Kate Drews
Market Director, Urban Communities
SMEC Australia



FORMING AND LEADING DIVERSE TEAMS

CASE STUDY

11:55 - 12:45

Leadership has revolutionary potential, but unconscious forces continue to slow the progression of diversity. To emerge as a champion of change, Andrew made sure women's progression in engineering became a priority. Andrew will explore how to

actively encourage career progression and use your influence to gain buy-in.

Andrew Foster
Executive General Manager,
Engineering & Construction
Downer



LUNCH

12:45 - 1:45

LET'S TALK ABOUT QUOTAS

PANEL

1:45 - 2:35

Many organisations have been taking steps to boost the number of women in engineering roles - increasingly through quotas. While quotas can jump-start equal representation, some employers resist the imposition. As a result, quotas remain shrouded in controversy regarding their benefits and pitfalls. Can quotas impact self-worth? Is there anything you can do to adjust fixed mindsets around the issue?

Amy Lezala
Head of Engineering
Metro Trains Melbourne



Hannah Richardson
Director, Traffic & Transport Engineering
PSA Consulting



Raquel Rubalcaba
Operations Manager, Rail NSW & ACT
CPB Contractors



Carlo Prato
Interim Head of School of Civil Engineering
The University of Queensland



Ray Rawlings
End Market Director, Infrastructure &
Environment, Australia & New Zealand
AECOM



THE FINE ART OF FEMALE ASSERTIVENESS

CASE STUDY

2:35 - 3:15

When women are nice, we're weak. When we're assertive, we're bossy. How do we navigate this delicate balancing act? How do we find the best way to communicate with different personality types and get our message across effectively?

Amy Lezala
Head of Engineering
Metro Trains Melbourne



AFTERNOON TEA

3:15 - 3:30

THE NEUROSCIENCE OF LEADERSHIP, RESILIENCE AND SELF-MASTERY

EXPERT COMMENTARY

3:30 - 4:30

As a two-time cancer survivor, Josie is living proof that resilience determines success. Combining her experience, passion for enhancing human performance, and studies in the Neuroscience of Leadership, Josie will share impressive advances in the field of resilience. Gain tools to increase your wellbeing, agility, resilience, and the capacity to influence others.

Josie Thomson
Chief Executive Officer
Josie Thomson Enterprises



DRINKS & CANAPÉS

4:30 - 5:30

Continue to network while you enjoy complimentary refreshments.

WHY YOUR VALUES MATTER

CASE STUDY

9:00 - 9:50

When your job aligns with your values, you connect and engage with big picture thinking. Creating this alignment will take you far, but it isn't always straightforward to accomplish. Having clearly defined values when leading large teams is essential if you strive for ethical leadership. Neil is the Director-General of the Department of Transport and Main Roads, coming from an engineering and public service background. Join him as he shares insights on what it takes to be a value-based leader.

Neil Scales

Director-General

Department of Transport and Main Roads QLD



NAVIGATE THE RETURN TO WORK AFTER A CAREER BREAK

CASE STUDY

9:50 - 10:40

Whether it's taking time off to start a family or go travelling, career progression can be daunting because of a perceived lack of industry flexibility. Organisations like BHP are working to improve these conditions. But what can you do personally? How can you navigate the return to work and overcome potential roadblocks to career progression? Jo will help you ensure career growth with a work-life balance that works for you.

Jo Heyes

Head of Resource Engineering, BHP Technical Centre of Excellence

BHP



MORNING TEA

10:40 - 10:55

"MUMMY, CAN BOYS ENGINEER TOO?"

CASE STUDY

10:55 - 11:45

When Emily's daughter asked, "Mummy, can boys engineer too?", she realised how quickly we form perceptions and how vital it is to have role models. Now she is a firm believer of the phrase "If you can see it, you can be it." Join Emily as she shares her story on what it was like to pave this path, how scary it can be, and how she backed herself enough to achieve her goals.

Emily Hughes

Director, Phantom Works International

Boeing



BE HEARD - ADVANCED COMMUNICATION TECHNIQUES

EXPERT COMMENTARY

11:45 - 12:45

You may work in a supportive team and be happy to speak out if you spot an issue. But do you feel heard? If not, rest assured you can take control. Mastering advanced communication techniques will help you command respect and ensure you're listened to while making your value visible.

Amy Jackson

Executive Coach, Professional Speaker & Trainer

Nurturing Confidence



LUNCH

12:45 - 1:45

MISTAKEN IDENTITY - BUILDING A STRONG PROFESSIONAL BRAND

PANEL

1:45 - 2:35

Unconscious bias can have a tremendous impact on workplace interactions. We're learning how to overcome these biases, but the conversation can be divisive without strategic, thoughtful communication. Now's your time to be a part of this discussion, to constructively unpack unconscious biases, and to be an active participant in changing outdated perceptions.

Norike Ganhão

General Manager, Strategy

Powerlink Queensland



Jo Kirby

Adjunct Lecturer First Year Engineering

The University of Queensland



Mansi O'Keeffe

Continuous Improvement Manager

Unitywater



DISCOVER YOUR AUTHENTIC LEADERSHIP STYLE

CASE STUDY

2:35 - 3:25

As the Senior Engineering Officer of Number 37 Squadron responsible for ~230 Personnel and the maintenance of 12 C-130J Aircraft, Rachael knows a thing or two about how to lead authentically. Self-awareness plays a critical role - acknowledging your feelings enables you to understand others. By recognising your strengths, understanding your relationships and having a clear vision of your values, you can devise a plan to reach your leadership potential.

Rachael Quirk

Squadron Leader, Senior Engineering

Officer of 37 Squadron

Department of Defence



AFTERNOON TEA

3:25 - 3:40

GIVE IT A GO - WHAT'S THE WORST THAT COULD HAPPEN?

CASE STUDY

3:40 - 4:30

Ever felt like you're not good enough? That you don't deserve or aren't ready for that promotion? You're not alone. 70% of women and over 50% of men have experienced imposter syndrome, a persistent nagging sense of self-doubt and insecurity. As you fight to take the next step, it's easy to forget that you're smart, you're a hard worker, and you've achieved a lot to get to the position you're in. Jess will help you change this mindset, unearthing your potential as a fearless female leader.

Jess Maddren

Former General Manager

Snowden, QCC & Mineral Technologies

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POST-SUMMIT WORKSHOP

28 MAY

HIGH-PERFORMANCE AUTHENTIC LEADERSHIP

Without having a mentor or a role-model to look up to or help you with your career progression, it can be hard to know how to take the next step.

Women have an opportunity to step up and amplify their energy. It's time to balance out the masculine energies by increasing the use of soft skills to create connection, trust and transparency. Female leadership can provide alternative ways to serve, creating a holistic and balanced approach within organisations and society.

Practical resources to build emotional resilience for leadership

- ▶ Embrace self-care strategies to maintain your energy and avoid burnout
- ▶ Evaluate your capacity to realign it with your needs and requirements
- ▶ Identify what you want with unwavering certainty

Strategic communication and relationship management

- ▶ Everyday career management practices and creating a personal leadership plan
- ▶ Maximising existing relationships and networks and building new ones for professional opportunities
- ▶ Skills and approaches in managing your image and visibility without feeling imposter syndrome

Self-awareness and discovering your authentic leadership style

- ▶ Effectively position yourself as a leader in your business
- ▶ Self-motivation and pursuing new opportunities for value creation
- ▶ Access growth opportunities by establishing strategic dialogue and partnerships

Prepare to engage in a cultural shift

- ▶ Invest in team relationships
- ▶ Model authenticity and don't be afraid to show vulnerabilities
- ▶ Leave a legacy for future generations of women

EXPERT FACILITATOR

Joan McEwan
High Performance Expert

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WOMEN IN SAFETY LEADERSHIP WORKSHOP

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14 - 15 MAY 2020

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WHAT OUR DELEGATES ARE SAYING

“Excellent exposure to the experiences of likeminded engineers from an array of disciplines.”

“A great opportunity to network with like minded people and recharge the leadership drive.”

“An informative event for aspiring or current leaders on advice for career progression and general well-being, plus an opportunity to network with high achieving engineers across a broad range of industries.”

9th Women in Engineering Leadership Summit

25 - 28 MAY 2020

BRISBANE

Booking Form

Event Reference: WIE0520A - B

Priority Code: W1



Registration Information

Organisation Name

Address Suburb State Postcode

Booking Contact Information

Title Full Name Position Email Phone



Delegate Information

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