

# 8<sup>th</sup> Public Sector Women in Leadership Victoria Summit


The premier leadership and career development opportunity for current, emerging and future leaders in the VPS

## FEATURED SPEAKERS

 **Melissa Skilbeck** Deputy Secretary, Regulation, Health Protection and Emergency Management  
Department of Health and Human Services Victoria

 **David Webster**  
Deputy Secretary, Commercial Division  
Department of Treasury and Finance, Victoria

 **Michelle Groves**  
Chief Executive Officer  
Australian Energy Regulator

 **Shaun Condron**  
Deputy Secretary Finance, Infrastructure and Governance  
Department of Justice and Regulation Victoria

 **Cynthia Lahiff**  
Chief Finance Officer, Executive Director Finance  
Department of Education and Training VIC

 **Lisa Williams** Chief Procurement Officer  
Department of Economic Development, Jobs, Transport and Resources VIC


 **Kath Rowley** Executive Director, Climate Change  
Department of Environment, Land, Water and Planning VIC

 **Gina Ralston**  
Chief Dispute Resolution Officer  
Department of Justice and Regulation VIC

 **Jane Homewood**  
Executive Director, Statutory Planning Services  
Department of Environment, Land, Water and Planning VIC

 **Louise Perry** Executive Director,  
Strategic Communications and Stakeholder Engagement  
VicRoads

 **Jayne Facey** General Manager, Industry, Structural Adjustment and Science Programmes, AusIndustry  
Department of Industry, Innovation and Science

 **Brigadier David Westphalen**  
Commander, Headquarters 4th Brigade  
Australian Army

 **Deirdre Blythe** Executive Director,  
Operations and Chief Financial Officer  
Arts Centre Melbourne

 **Alan Clayton**  
Chief Executive Officer  
Greyhound Racing Victoria

 **Teresa Blair** Director, Investment Portfolio Management,  
Vice Chief of Defence Force Group  
Department of Defence

 **Teresa Fels**  
Director, Budget and Finance Division  
Department of Treasury and Finance, Victoria

 **Kate White**  
Director, Community Resilience and Communications  
Victoria State Emergency Service

 **Anna Poulos**  
General Manager, Communications and Engagement  
VicTrack

 **Susan Fraser**  
Assistant Auditor-General, Technical Audit Services  
Victorian Auditor-General's Office

2017 Theme:  
'Visions of Success'

**Pre Workshop** 17 Oct  
**Summit** 18 & 19 Oct  
**Post Workshop** 20 Oct

Melbourne Convention and  
Exhibition Centre

Define your authentic leadership style

Learn to lead through times of change

Progress your career by developing  
your strengths

Gain strategies to navigate  
work/life integration

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9.00 - 4.30

## Building Trust in the Workplace

Trust is an important trait of a reliable, honest and genuine person. It is also a major factor in the success you have in the workplace, and how you are perceived by your peers and organisation. Trust is a core element of effective leadership and is a characteristic that builds respect and loyalty, as well as a supportive and safe work environment.

Trust is necessary for your team to depend on you when leading through ambiguity, tackling challenges and driving innovation in the workplace. This full-day, interactive workshop will explore the neuroscience of trust and equip delegates with the tools and techniques to successfully build trustworthy relationships.

### The role of trust in leadership

- How trust plays a fundamental role in your leadership identity
- What does it mean to be trustworthy?
- The growing importance of trust

### The neuroscience of trust

- Understanding the basics of the psychology behind trust
- Enhancing your trustworthy traits
- The art and science of trust

### Leading from trust

- Learning to trust others
- It takes two to trust
- How to trust, and how to be trusted

### The need for trust in resilience, innovation and ambiguity

- Gaining the support from your team to lead change
- Leading uncertainty through honesty
- Practising transparency and compassion

### Expert Facilitator:



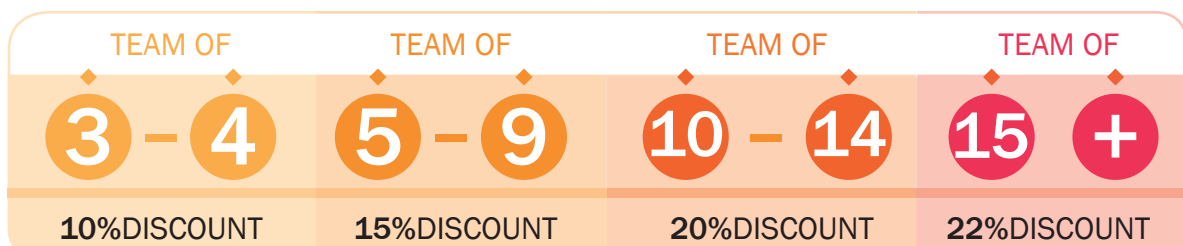
**Kath McCarthy**

Consultant, Facilitator and Executive Coach

## WORKSHOP SCHEDULE

- |                 |                     |                 |                      |               |                          |
|-----------------|---------------------|-----------------|----------------------|---------------|--------------------------|
| • 8.30 - 9.00   | <b>Registration</b> | • 11.00 - 12.30 | <b>Session Two</b>   | • 3.00 - 3.20 | <b>Afternoon Tea</b>     |
| • 9.00 - 10.40  | <b>Session One</b>  | • 12.30 - 1.30  | <b>Lunch</b>         | • 3.20 - 4.30 | <b>Session Four</b>      |
| • 10.40 - 11.00 | <b>Morning Tea</b>  | • 1.30 - 3.00   | <b>Session Three</b> | • 4.30        | <b>Close of Workshop</b> |

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## Day One 18 October 2017

### 2017 Theme: 'Visions of Success'

We talk a lot of how to reach your potential and succeed as a leader, but what does success really look like? And furthermore, what does it mean to you? The vision of success varies for each individual and tends to change as you grow and develop, both professionally and personally. What were you striving for when your leadership journey began? Are you still on the same path? How does it compare and what's next? We have invited some of Australia's most influential and inspiring leaders to reflect on their own personal vision of success, how it has changed and developed with them, and their advice to you for turning that vision into a reality.

#### 8.30 - 8.55 Registration and Morning Coffee

#### 8.55 - 9.00 Official Welcome and Opening Remarks from the Chair

#### 9.00 - 9.35 OPENING KEYNOTE CASE STUDY

##### Driving change and managing uncertainty

Leaders in the Public Sector must be able to anticipate challenges, forecast trends and navigate a shifting environment. In this session, Cynthia will discuss how she has managed to lead a changing workforce within her Department.

- Deal with challenges under pressure
- Techniques on gaining support
- Develop your plan of action

**Cynthia Lahiff** Chief Finance Officer, Executive Director Finance

Department of Education and Training VIC

#### 9.35 - 9.50 Questions and Discussion

#### 9.50 - 10.15 MINI Q&A SESSION

##### A view into leadership

In this mini Q&A session, Deputy Secretary David Webster will explore his leadership journey and provide advice to both emerging and established leaders. Delegates will have the opportunity to ask the critical questions of what it takes to develop your leadership capabilities within the Victorian Public Service.

**David Webster** Deputy Secretary, Commercial Division

Department of Treasury and Finance, Victoria

#### 10.15 - 10.45 CASE STUDY

##### Resilience - How to bounce back when things don't go according to plan

The ability to remain resilient in the face of adversity is an important trait for successful leadership. Perceiving obstacles as opportunities will allow you to overcome challenges despite unexpected outcomes. Susan will share how she has transformed her mentality to handle setbacks and will discuss the importance of resilience for all leaders.

- The importance of resilience for career success
- Develop a positive mentality when it comes to obstacles
- Expect the unexpected - Constructively handle setbacks

TBA

#### 10.45 - 11.00 Questions and Discussion

#### 11.00 - 11.15 Morning Tea

#### 11.15 - 11.45 CASE STUDY

##### Utilising your strengths to drive career progression

Understanding your strengths in the workplace will enable you to advance your career. In this session, Gina will discuss how to identify your strengths and how this contributes to developing your career and becoming a successful leader.

- Recognise your strengths
- Understand the importance of transferable skills
- Have the courage to take career opportunities

**Gina Ralston** Chief Dispute Resolution Officer  
Department of Justice and Regulation VIC

#### 11.45 - 11.55 Questions and Discussion

#### 11.55 - 12.25 CASE STUDY

##### Managing career transitions

Making a move in your career is an inevitable part of evolving as a leader. While this change can be daunting, ensuring you have the effective skills to manage your future results in reaching your career goals. Anna will discuss how she has progressed within her organisation and tips on how to successfully manage transitions.

- When to make the next move in your career
- Tips on handling change
- Understand your goals to make progressive steps forward

**Anna Poulos** General Manager, Communications and Engagement  
VicTrack

#### 12.25 - 12.35 Questions and Discussion

#### 12.35 - 1.35 Networking Lunch

#### 1.35 - 2.25 INTERACTIVE PANEL DISCUSSION

##### Mastering work / life integration - Finding your balance

Finding a harmonious balance between professional and personal commitments can be difficult to achieve. Integrating both worlds has become a popular solution to managing the aspects of career and personal life. This interactive panel discussion will explore how leaders organise their life to keep work and personal responsibilities in a healthy balance.

- Strategies for balancing personal and professional obligations
- Tips on how to disconnect without guilt
- Create barriers and manage expectations

**Shaun Condron** Deputy Secretary Finance, Infrastructure and Governance

Department of Justice and Regulation Victoria

**Kath Rowley** Executive Director, Climate Change  
Department of Environment, Land, Water and Planning VIC

**Teresa Blair** Director, Investment Portfolio Management, Vice Chief of Defence Force Group  
Department of Defence

**Susan Fraser** Assistant Auditor-General, Technical Audit Services

Victorian Auditor-General's Office

## PLUS TWO WORKSHOPS!

Plus Two Separately Bookable Full-Day Workshops on 17 & 20 October 2017



## VALUE PLUS DISCOUNT

Receive up to \$400 off registration if you register and pay by 19 July 2017

# Day Two 19 October 2017

## 2.25 - 3.00 CASE STUDY

### Promoting diversity in the workplace

A diverse workplace is increasingly becoming an organisational necessity and leads to a positive environment for employees to succeed. Louise will share how VicRoads has implemented initiatives to encourage gender equality in the workplace and reflects on other experiences with regard to diversity throughout her career.

- Recognise and address unconscious bias
- Tips on leading inclusively
- The need for a diverse workforce

**Louise Perry** Executive Director, Strategic Communications and Stakeholder Engagement  
**VicRoads**

## 3.00 - 3.15 Questions and Discussion

## 3.15 - 3.30 Afternoon Tea

## 3.30 - 4.20 EXPERT COMMENTARY

### Courageous conversations - Leading from within

While the thought of having a discussion with someone regarding controversial topics can be daunting, most people avoid them simply because they do not know how to approach the conversation. In this session, Sandy will discuss how to have difficult talks with your peers and how this plays a huge factor in leading authentically.

- Define your leadership style
- Overcome self-doubt
- Play to your strengths

**Sandy Colombo** Key Note Speaker, Solutions and Communication Specialist, Leadership Coach, Author and Facilitator  
**Colombo Consulting**

## 4.20 - 4.30 Questions and Discussion

## 4.30 Concluding Remarks from the Chair

## NETWORKING RECEPTION

4:30 - 5:30PM

Make the most of your experience, join us to network over complimentary canapés and drinks

## FACULTY OF EXPERTS



**Sandy Colombo**  
Key Note Speaker, Solutions and Communication Specialist, Leadership Coach, Author and Facilitator  
**Colombo Consulting**



**Angela McWiggan**  
Leadership Consultant, Coach, Facilitator and Trainer  
**Sure Trac Consulting**



**Kath McCarthy**  
Consultant, Facilitator and Executive Coach

## 8.30 - 8.55 Morning Coffee

## 8.55 - 9.00 Opening Remarks from the Chair

## 9.00 - 9.45 OPENING CASE STUDY

### Developing your leadership identity in the Victorian Public Service

Your leadership identity conveys who you are as a professional and the values that you represent. In this session, Lisa will explore how she has established herself as an authentic leader and the influence it has made on her career.

- Define who you are and what you stand for as a leader
- Build your leadership brand
- Create an authentic presence

**Lisa Williams** Chief Procurement Officer  
**Department of Economic Development, Jobs, Transport and Resources VIC**

## 9.45 - 10.00 Questions and Discussion

## 10.00 - 10.45 CASE STUDY

### Leading authentically - Developing a leadership style that works for you

Authentic leadership involves being self-aware, genuine and leading with the heart. In this session, Jane will discuss her own career journey and how she has stayed true to her values while paving her unique leadership pathway.

- Techniques on how to develop your personal leadership style
- Tips on how to stay true to your core values
- How to manage your personal goals with professional priorities

**Jane Homewood** Executive Director, Statutory Planning Services  
**Department of Environment, Land, Water and Planning VIC**

## 10.45 - 11.00 Questions and Discussion

## 11.00 - 11.15 Morning Tea

## 11.15 - 12.00 CASE STUDY

### My leadership journey - From graduate to Chief Executive Officer

Reaching Chief Executive level is an aspiration of many emerging and established leaders. In this session, Michelle will reflect on her career journey to Chief Executive Officer and discuss key milestones, challenges and advice she has for those looking to climb the corporate ladder.

- Lessons learnt
- Define your career goals
- Techniques and strategies for navigating the road to C-level

**Michelle Groves** Chief Executive Officer  
**Australian Energy Regulator**

## 12.00 - 12.15 Questions and Discussion

## 12.15 - 1.15 Networking Lunch

## 1.15 - 2.15 INTERACTIVE PANEL DISCUSSION

### Getting comfortable outside your comfort zone - Taking risks strategically

Personal and professional growth occurs most during times of discomfort and uncertainty. By embracing the



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opportunity to go outside of your comfort zone, you will position yourself for opportunities that would otherwise be missed. This interactive panel discussion will explore risk taking and the benefits of stepping outside your comfort zone.

- How to overcome discomfort
- The strategic risks every leader should take
- Ways to assess risk and what is right for you

**Melissa Skilbeck** Deputy Secretary, Regulation, Health Protection and Emergency Management  
**Department of Health and Human Services**  
Victoria

**Deirdre Blythe** Executive Director, Operations and Chief Financial Officer

**Arts Centre Melbourne**

**Brigadier David Westphalen** Commander, Headquarters 4th Brigade  
**Australian Army**

**Teresa Fels** Director, Budget and Finance Division  
**Department of Treasury and Finance, Victoria**

**Kate White** Director, Community Resilience and Communications

**Victoria State Emergency Service**

**Jayne Facey** General Manager, Industry, Structural Adjustment and Science Programmes, AusIndustry  
**Department of Industry, Innovation and Science**

## 2.15 - 3.00 CASE STUDY

### Creating sustainable change in entrenched cultures through effective engagement

While all organisations are different in terms of objectives and culture, understanding how to manage through challenges to achieve your end goal is essential to creating lasting change. Alan has vast experience working in Commonwealth and State Government departments for over 30 years, in this session he will explore how he has shaped successful initiatives by increasing engagement and improving workplace culture.

- Techniques to enhance engagement
- Overcome difficult change management
- Manage resistance constructively

**Alan Clayton** Chief Executive Officer  
**Greyhound Racing Victoria**

## 3.00 - 3.15 Questions and Discussion

## 3.15 - 3.30 Afternoon Tea

## 3.30 - 4.30 INTERACTIVE CLOSING ROUNDTABLE

### Future directions for women in the Victorian Public Service

As Angela brings the Summit to a close, she will reflect on important takeaways from the conference, highlight valuable advice that speakers offered and summarise the strategies needed to reach your visions of success. The discussion will explore:

- Key takeaways from the Summit
- Techniques for reaching your career goals
- How to adapt and thrive as a woman in the Victorian Public Service

**Angela McWiggan** Leadership Consultant, Coach, Facilitator and Trainer  
**Sure Trac Consulting**

## 4.30 Concluding Remarks from the Chair and Summit Close

## ABOUT THE EVENT

Leading authentically in the Victorian Public Service requires you to define your purpose, stay true to your values and have a clear understanding of your vision of success. Working effectively within this complex and evolving environment involves establishing the key skills to overcome challenges, anticipate change and navigate obstacles. Redefining the landscape of the Public Sector means leaders must discover and hone their skills in order to redefine their futures and seize opportunities to grow and progress.

The 8th Public Sector Women in Leadership Victoria Summit 2017 will bring together some of the most prominent leaders in Victoria to reflect on their leadership journeys and share practice advice and insights on how to reach your career goals. Both emerging and established leaders will have the opportunity to learn valuable lessons on driving organisational success while unlocking your leadership potential.



## FOLLOW THIS EVENT

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## WHO WILL ATTEND

Current Leaders

Aspiring Leaders

Future Leaders



9.00 - 4.30

## Enhancing Authenticity as a Modern Female Leader

Contemporary leadership is evolving and constantly requiring refined skills to support the changes happening in the workplace. For emerging and established female leaders, understanding this changing landscape is critical for career success. While there is ample opportunity to improve both soft and hard skill sets, the ability to lead genuinely is necessary to maintain and strengthen relationships with your peers while driving continuous success for yourself and your organisation.

Without an authentic leadership style, there is the risk of losing touch with what makes you great at your work. You risk alienating those you manage by adopting a leadership style based on your past experiences rather than your own true personality.

Leading authentically builds your legitimacy, trustworthiness and support from your colleagues. While this may mean something different for everyone, recognising it as a key factor to effective leadership and striving to enhance your capabilities is critical.

This full-day interactive workshop will explore what it means to be authentic and how to enhance this leadership trait to drive career achievements as a modern female leader.

### What does it mean to be authentic?

- Understand the components of authenticity
- Define what it means to you
- Develop a plan to enhance this in your leadership style

### Understand what distinguishes a great leader

- Reflect on the leaders that have influenced your leadership style and learn from diverse role models
- Explore your personal narratives that have shaped your leadership style and explore new stories
- Develop your learning goals and start exploring what kind of leader you might become

### Exploring self-awareness

- Reflect on your strengths and weaknesses
- Apply Emotional Intelligence
- Combine your strengths to reflect your values

### Stretching the limits of who you are

- Identify your thinking preferences as a leader by exploring Whole Brain Thinking
- Understand how your thinking preferences impact on your communication style with your colleagues
- Enhance your communication skills to engage your colleagues and lead more effectively

### Expert Facilitator:



### Angela McWiggan

Leadership Consultant, Coach, Facilitator and Trainer

### Sure Trac Consulting

Angela has a background in Leadership and Management that spans over 25 years in a wide range of sectors. Angela's curiosity and passion for organisational intelligence led her to the launch of Sure Trac Consulting in 2011. Angela is a Herrmann Brain Dominance Instrument and Genos Practitioner, Facilitator, Professional Coach and Corporate Trainer.

Angela works with organisations to develop leadership capability. Her programs include Whole Brain Thinking, Emotional Intelligence, Unlocking motivation, performance in self and others, Leading Teams, and soft skill development. The programs are tailored to meet the needs of the individual and the organisation. Some of her notable clients include Ambulance Victoria, Crown, Honeywell, Local Government, Ausnet Services, Smart Water and South East Water.

Angela is a board member of Japara Living and Learning Centre a (Neighbourhood House), and a member of the 'Blue Green Crew', an organisation set up to assist the Australian Defence Force and Emergency Service personnel who are experiencing stress and difficulty in their lives. Angela is also a member of the International Coaching Federation and the Australian Facilitators Network.

Angela is committed to her own on-going personal and professional development. Her core values are: authenticity, courage, curiosity, honesty and respect.



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2					<input type="checkbox"/> 17 <input type="checkbox"/> 18 & 19 <input type="checkbox"/> 20
3					<input type="checkbox"/> 17 <input type="checkbox"/> 18 & 19 <input type="checkbox"/> 20
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