

The Women in STEM Leadership Summit 2016

An Inspiring Learning Platform to Develop your Leadership Capability to Advance Your Career in Science, Technology, Engineering and Mathematics (STEM)

FEATURED SPEAKERS



Dr Sarah Pearce Deputy Chief
CSIRO Astronomy and Space Science



Patricia Kelly Director General
IP Australia



Professor Kate Jolliffe Professor of Chemistry, Head of School
The University of Sydney



Professor Kate Smith-Miles Head of School, Mathematics, ARC Australian Laureate Fellow and Director of MAXIMA
Monash University



Lynette Clunies-Ross Chief Operating Officer (Strategy & Innovation)
SAS Australia & New Zealand



Hugh Bradlow Chief Scientist
Telstra



Deanne Bateman Acting Director of Science & Technology Program
Defence Science and Technology Group



Megan Baldwin Chief Executive Officer and Managing Director
Opthea Limited



Edie Fraser Chief Executive Officer
STEMconnector and Million Women Mentors



Heather Campbell General Manager Health Safety and Environment
Commonwealth Scientific and Industrial Research Organisation (CSIRO)



Deborah Rathjen Chief Executive Officer and Managing Director
Bionomics Limited



Kate Driver Deputy Director and General Manager
Questacon



Professor Susan Clark Head of Genomics and Epigenetics
Garvan Institute of Medical Research



Dr Marguerite Evans-Galea Senior Research Officer, Team Leader
Murdoch Childrens Research Institute



Professor Maria Kavallaris Director of the Australian Centre for NanoMedicine
University of New South Wales



Alexandra Meldrum Chair Education and Innovation Committee
Education and Innovation Committee, Engineers Australia



Dr. Susan Pond AM, FTSE FAAHMS Co-Chair Science in Australia Gender Equity (SAGE) Steering Committee



Nada Tramosljanin Founder
About You Group



Susan Eichorn Freelance Educational Leader: University Tutor, Writer of Educational Content, Tutor, MC/Facilitator, Crafty Designer
Susan Eichorn



Athena Vongalis-Macrow Founding Director
Womenleadershiplab



**2016 Theme:
'Visions of Success'**

Pre-Summit Workshop

22 August 2016

Summit

23 & 24 August 2016

Post-Summit Workshop

25 August 2016

Novotel Darling Harbour

EXPLORE

- Influential leadership journeys from distinguished STEM leaders
- Proactive strategies to transition from technical expert into effective leader
- Techniques to enhance resilience and navigate through challenging times
- Develop your authentic leadership style, leverage your strengths and increase your influence

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9.00 - 4.30

Maximising Leadership Potential: Developing the Skills and Strategies for Authentic Leadership

In order to advance into the highest levels of your organisation, a refined leadership suite of skills that complements your existing technical expertise is imperative. You need to be able to effectively navigate complex environments and manage people with an authentic leadership style. Whilst this tailored skillset will naturally develop and evolve as your ambitions change over the course of your career, it is the foundation that will cement your professional potential.

As academics and STEM professionals face complex obstacles and modifications to the scope and impact of their roles, authentic and effective leaders set themselves apart not only in their management skills and their technical expertise, but in their vision and their ambition to engage at the strategic level. Influential leaders must also possess the ability to maintain strong positive relationships and motivate others to ensure that strategic directions and outcomes are met.

Participants are invited to create a strong foundation of skills and strategies in this interactive workshop. It aims to prepare you for career advancement and provide the tools to discover the authentic leader within.

Authentic and confident leadership

- Developing self-awareness and understanding how this influences your leadership style
- Investing in the relevance and importance of soft skills
- Adapting to change and leading innovation

Leadership development as a path for career advancement

- Career planning and goal setting
- Identifying the steps necessary to transition from specialist to leader
- Strategies for accelerated career progression

Relationship management and strategic communication

- Build rapport and prioritise key relationships
- Strengthen interpersonal communication to influence those around you
- Anticipating different leadership styles and navigating different personalities

Maximising your leadership effectiveness

- Learning to manage people under stress
- Dealing with difficult situations and challenges that arise
- Effective conflict resolution

Expert Facilitator: Susan Eichorn Freelance Educational Leader: University Tutor, Writer of Educational content, Tutor, MC/Facilitator, Crafty Designer

Susan Eichorn

WORKSHOP SCHEDULE

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



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and Management
Australasia*

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Women in Leadership and Management Australasia is an online community developed to network, discuss and share ideas with other Women in Australasian Business Leadership and men who are wanting to help improve the current leadership imbalance. The WILMA network has been created as an initiative to help improve the conversation surrounding gender equality in leadership positions across Australasia. WILMA aims to bring you informative and insightful blog posts and the opportunity to connect with others through the online forum.



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Building and Implementing the Skillset Needed to Become

Day One 23 August 2016

8.30 - 8.55 **Registration and Morning Coffee**

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

9.00 - 9.40 **OPENING KEYNOTE CASE STUDY**

Building a patchwork career: The indirect path to STEM leadership

As the Deputy Director for CSIRO Astronomy and Space Science, Sarah is responsible for leading the organisation's engagement in the Square Kilometre Array radio telescope and managing the Astronomy and Space Science Division. Despite starting her career as an astronomer, she has spent most of her time in other fields, including as a science adviser in the UK Parliament and working on computing for the Large Hadron Collider, before returning to astronomy. In this session she will discuss:

- How a multi-disciplinary career path can develop your skills and experience, preparing you for leadership in STEM
- Managing teams for success in different environments
- Flexibility and work-life balance in a non-traditional career

Dr Sarah Pearce Deputy Chief
CSIRO Astronomy and Space Science

9.40 - 9.50 **Questions and Discussion**

9.50 - 10.25 **CASE STUDY**

A global Chief Scientist's perspective: Qualities of a leader in STEM

Hugh Bradlow is Chief Scientist at Telstra and has been named by Global Telecom's Business in the top 100 most powerful executives in the global telecoms industry two years in a row. As well as working for Telstra, Hugh is also an Emeritus Professor of Electrical Engineering at the University of Wollongong and a Professorial Fellow of the University of Melbourne. Therefore, with a wealth of both professional and academic experience in STEM, he is in the position to recognise potential in others and practice the qualities of an effective leader. In this session he will offer his expertise and discuss:

- His leadership journey to Chief Scientist for Australia's largest telecommunications and media company
- The current climate and future directions for women in STEM
- Qualities of an effective leader

Hugh Bradlow Chief Scientist
Telstra

10.25 - 10.35 **Questions and Discussion**

10.35 - 10.50 **Morning Tea**

10.50 - 11.25 **EXPERT COMMENTARY**

Becoming an emotionally intelligent leader

Forming a healthy and functional emotional connection with yourself enables you to recognise and differentiate your own feelings, as well as others'. Without emotional intelligence a leader lacks interpersonal consideration and can undermine the wellbeing and needs of their team. In this session, Nada will explore the importance of being in-tune with your emotional connection and how to manage an effective balance. She will share:

- Connecting with your own emotions and recognising others'
- Discriminating between feelings – staying in control of emotions

- Using emotional information to guide your thinking and behaviour in a professional environment

Nada Tramosljanin Founder
About You Group

11.25 - 11.35 **Questions and Discussion**

11.35 - 12.05 **EXPERT COMMENTARY**

Change, innovation and sustainability: Engaging multiple stakeholders in STEM

How do we create change and make a sustainable difference? One of the keys for effective leadership and sustainable change is to respect and understand the various perspectives of stakeholders, including the community. Alexandra has spent her career in various organisations, projects and networks with people from a broad range of backgrounds and perspectives. As a senior executive and board member, Alexandra has managed organisations and projects in international settings, challenging environments with multiple stakeholders and diverse teams. She will share her expertise and discuss:

- Consulting and negotiating with stakeholders
- Making informed decisions when confronted with a range of perspectives
- Effectively influencing and motivating your team

Alexandra Meldrum FAICD FICHEM FIEAust CPEng
- Chair Education and Innovation Committee
Engineers Australia

12.05 - 12.15 **Questions and Discussion**

12.15 - 1.15 **Networking Lunch**

1.15 - 2.15 **INTERACTIVE PANEL DISCUSSION**

Mastering the juggle: Balancing professional and personal demands in STEM careers

A prevailing ambition and vision of success for many aspiring female leaders is to achieve a work / life balance. This involves successfully managing the pressures from your personal and professional life without compromising any of your career or individual goals. This panel of successful women will share their expertise on how to maintain a healthy and effective work / life balance, as well as how to sustain or even reclaim career credibility when re-engaging the workforce after a career break. Discuss:

- Balancing work and life – Successful practices of highly effective female leaders
- Achieving flexibility in your career by working smarter not harder
- How to regain career credibility after time away from work

Megan Baldwin Chief Executive Officer and Managing Director

Opthea Limited

Deborah Rathjen Chief Executive Officer and Managing Director

Bionomics Limited

Professor Susan Clark Head of Genomics and Epigenetics

Garvan Institute of Medical Research

Patricia Kelly Director-General
IP Australia

2.15 - 3.05 **CASE STUDY**

Leadership effectiveness and influencing culture

Professor Kavallaris is internationally recognised as a senior research scientist in the field of cancer biology and therapeutics; and for her advocacy work on behalf of medical research within the public policy and political spheres. Her

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notable success in a male-dominated field is partly due to an admirable ability to drive and implement her vision and innovative beliefs in potentially revolutionary scientific discoveries. She will draw on her professional experiences and discuss:

- Instigating change and challenging entrenched norms as a leader
- Driving and implementing your vision of success for the future
- Practical strategies for improving your leadership effectiveness

Professor Maria Kavallaris Director of the Australian Centre for NanoMedicine
University of New South Wales

3.05 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.20 CASE STUDY

Seizing challenges and applying adaptive leadership

From the onset of her career in STEM, Deanne has never shied away from a challenge. Her leadership journey began with the brave choice to study a Bachelor of Applied Science (Mathematics and Computing) at the University of South Australia, at a time when computer technologies were fresh and mysterious. Since then she has risen above adversity to fulfil her vision of success and manages science projects, supports the long term development of staff and proactively facilitates for a changing culture at DST Group. She will discuss:

- Recognising potential in a challenge
- Being an active facilitator of a changing organisational culture
- Being an adaptive leader and supporting your team through change

Deanne Bateman Acting Director of Science & Technology Program
Defence Science and Technology Group

4.20 - 4.30 Questions and Discussion

4.30 Concluding Remarks from the Chair

NETWORKING RECEPTION

4.30 - 5.30

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WHO WILL ATTEND

Participants will come from STEM related disciplines across business, Government and education / academia in a variety of roles spanning:

- | | |
|----------------------------------|---------------|
| • Senior Executive / Management | Managers |
| • Deputy Manager | • Lecturers |
| • Director | • Professors |
| • Head of Divisions | • Engineers |
| • Researcher / Senior Researcher | • Technicians |
| • Scientist | • Analysts |
| • Research and Development | • Consultants |



SUPER SAVER DISCOUNT

Receive up to \$200 off registration if you register and pay by 28 June 2016

Day Two 24 August 2016

8.30 - 8.55 Morning Coffee

8.55 - 9.00 Opening Remarks from the Chair

9.00 - 9.40 OPENING KEYNOTE CASE STUDY

Safeguarding the future for female STEM leaders

Susan Pond has distinguished credentials as a leader in STEM. Her influence in Australia and internationally spans a number of industries, including health, education, clean energy and industrial biotechnology. She has achieved many firsts, including the first woman to be appointed to a Personal Chair in Medicine at the University of Queensland, to receive the Welcome Australia Medal, and to be appointed as Managing Director of any Johnson & Johnson Company in Australia. Her notable achievements and significant career in a male-dominated power bases validate her authentic and successful leadership style. Susan will discuss:

- Lifting the visibility of potential female leaders
- Increasing influence in male dominated power bases
- Creating changes in the organisational systems that fail women

Dr. Susan Pond AM, FTSE FAAHMS Co-Chair Science in Australia Gender Equity (SAGE) Steering Committee

9.40 - 9.50 Questions and Discussion

9.50 - 10.30 EXPERT COMMENTARY (VIA VIDEO LINK)

Becoming a global champion in STEM

Edie has over four decades of experience and 45 major leadership awards in supporting diversity at the most senior levels of corporations, organisations and government in the U.S and globally. As Chief Executive Officer of STEMconnector and its Million Women Mentor (MWM) Initiative, she is building the one stop communications and best practices Initiative for STEM. In her award-winning extensive career she has effectively promoted herself and her cause, which has resulted in global recognition. For decades Edie has advocated the advancement of women leaders and building a pipeline of talent evident by the Million Women Mentor's program that has built commitment to some 700,000 mentor relationships in 27 months. During this live-streamed session she will discuss:

- Identifying and leveraging your strengths to raise your profile
- Getting your voice heard: Fighting and promoting your professional cause and passion in STEM
- Mentoring, sponsoring and supporting other women in STEM

Edie Fraser Chief Executive Officer
STEMconnector and Million Women Mentors

10.30 - 10.40 Questions and Discussion

10.40 - 10.55 Morning Tea

10.55 - 11.35 CASE STUDY

Resilience and research - Strengthening your resistance

Many STEM careers are research focused which adds to the uniqueness of the environment. The natural trial-and-error methodical process brings with it unique challenges that can be testing for even the most adept leaders. Dr Marguerite leads international collaborations



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Advocating the Advancement of Female Leaders in STEM

to understand disease mechanism and develop novel therapies and biomarkers for repeat-associated neurodegenerative diseases. She has received global accolades for her work including Young Investigator Awards from the Friedreich Ataxia Research Alliance, USA and the Australasian Gene and Cell Therapy Society. However, working towards her vision of success has not always been a smooth ride. She will draw from her professional experiences and offer advice on how to utilise difficulty to build resilience as a leader in STEM. Discuss:

- Identifying your personal patterns of reactivity to emotionally and mentally challenging professional experiences
- Learning to be less reactive to stress when things go wrong
- Overcoming obstacles and keeping your vision of success in sight

Dr Marguerite Evans-Galea Senior Research Officer, Team Leader
Co-Founder
Murdoch Childrens Research Institute
Women in Science AUSTRALIA

11.35 - 11.45 Questions and Discussion

11.45 - 12.25 CASE STUDY

Debunking STEM stereotypes: Practicing self-awareness and integrity as a leader

A common obstacle for females in STEM comes in the form of stereotyping and bias – both conscious and unconscious. Lynette's significant career has transitioned across multiple technology roles and leadership levels, locally and globally, but a predominant challenge for her was battling stereotypes. Now flourishing in a leadership position she actively demonstrates her adeptness at conquering bias and gaining recognition as an authentic leader. She will draw from her experience and share:

- Overcoming stereotyping and labelling in the workplace
- Demonstrating self-awareness and integrity
- Maintaining authenticity during times of adversity

Lynette Clunies-Ross Chief Operating Officer
(Strategy & Innovation)
SAS Australia & New Zealand

12.25 - 12.35 Questions and Discussion

12.35 - 1.35 Networking Lunch

1.35 - 2.35 INTERACTIVE PANEL DISCUSSION

Transforming your technical expertise into leadership excellence

The majority of successful leaders across STEM were technical specialists in their field before they excelled into leadership positions. Whilst expertise in your area of work is an imperative foundation for any leader, soft skills are equally as necessary for those who want to pursue a leadership role. Interpersonal capabilities determine effective influence and embed a positive team culture. This panel of successful leaders will share how they transitioned from technical experts into effective leaders and influencers. Discuss:

- The process of transitioning from a technical expert to a leader
- Enhancing and implementing your soft skills for effective leadership influence
- Keeping up to date: Maintaining your technical credentials and reputation as a leader

Kate Driver Deputy Director and General Manager
Questacon

Professor Kate Jolliffe Professor of Chemistry, Head of School

The University of Sydney

Heather Campbell General Manager Health Safety and Environment

Commonwealth Scientific and Industrial Research Organisation

2.35 - 3.05

CASE STUDY

Implementing and inspiring: Achieving your STEM ambition

Admirable leaders will impart their passions to enrich the lives of others. From a young age, Kate Smith-Miles's passion has always been mathematical problem-solving. It became central to her career throughout her years as an academic in engineering, information technology and mathematical sciences. As her career developed so did her vision for success, which led to her establishing MAXIMA - a unique program that plays an important role in inspiring young people about the careers that are underpinned by mathematics. Kate will discuss:

- Using your passions to drive your professional development
- The importance of communication and collaboration when making your ambitions a reality
- Spreading awareness and influencing others with your passion

Professor Kate Smith-Miles Head of School, Mathematics, ARC Australian Laureate Fellow and Director of MAXIMA
Monash University

3.05 - 3.15

Questions and Discussion

3.15 - 3.30

Afternoon Tea

3.30

Concluding Remarks from the Chair and Summit Close

ABOUT THE EVENT

The fields of Science, Technology, Engineering and Mathematics (STEM) play an instrumental role in designing our future world – they bring us new devices, fresh solutions to global problems and shape the landscape of our everyday lives. As women make up half the population of our world, it is vital that they are able to contribute and influence how it will look.

However, recent findings show that the ratio of men to women in STEM professions is significantly imbalanced at 72:28. In an effort to change this, the Australian government will commence its innovation programme to invest \$13 billion over five years from July to encourage women to embark on, and remain in, STEM related careers.

Increasing the number of female professionals within STEM is a positive step in the right direction, but one further challenge is promoting the number of female frontrunners in the field, and actively advocating a larger percentage of females in the senior executive decision-making roles.

In order for women to effectively navigate their careers and maximise performance in their area of expertise, a tailored set of skills is essential. Senior leaders in STEM naturally possess a wealth of technical expertise, but in order to excel as a senior leader, strong interpersonal skills are required to maximise influence over a team as well as stakeholders. Moreover, the ability to drive change and overcome adversity in an effective manner is also required to achieve both organisational and personal ambitions.

The Women in STEM Leadership Summit 2016 provides the opportunity to hear from international and Australian pre-eminent thinkers and accomplished STEM leaders, who will share their experiences to inspire and offer advice to help implement a solid future for female leaders in STEM.

Register teams early to secure seats at this must-attend event, and unlock the potential of STEM leadership!

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9.00 - 4.30

Implementing Innovative Leadership: Influencing Strategic Change Through Powerful Leadership

Leaders today are required to innovate and influence - often beyond traditional organisational boundaries. They must be able to develop new strategies and implement change. A leader that fails to keep up with the current trends runs the risk of losing their ability to operate efficiently and strategically. Since the capacity to innovate is of immense value in any role, it is vital for leaders to create powerful visions of success that enable a culture of continuous improvement. Executing an effective strategy for innovation is an important key to unleashing your full leadership potential.

Leaders often climb the ladder through their achievements and technical abilities, but few are naturally equipped with the leadership skills necessary to develop and manage powerful leadership and innovation. It is a common myth that powerful leaders are born, but with the right training, leaders can unlock the qualities and skills that will help ensure influential and innovative ideas.

In order to achieve an inspired and ambitious team, leaders must create a work environment conducive to innovation and creativity. In this workshop, participants will explore the leadership skills needed to increase team performance and fast-track research outcomes, in a real-time decision-making environment. This workshop will also help attendees to become successful innovators, as well as gain the ability to anticipate future trends for the creation of ground-breaking discoveries.

Implementing strategies for building your innovative leadership power

- Defining your purpose and vision
- The key behaviours of powerful innovative leaders
- Understanding the differences between technical management and people leadership

Creating innovative cultures

- Enabling a climate for innovation within organisations
- Developing innovative systems, tools, and strategies
- The zone of complexity - How you can you create a culture of innovation?

From innovation to change

- Strategic drivers and decision making
- How to make this transformation happen
- Steps for change - A process for driving change

Strategic planning for change

- How to plan for the future
- Create an action and vision of success through targeted planning
- Designing positive change initiatives for women in leadership

Expert Facilitator: Athena Vongalis-Macrow Founding Director
Womenleadershiplab

Athena Vongalis-Macrow has a Ph.D. in Education and Systems focussing on agency and how agents and agency changes.

She is highly experienced and accomplished education professional with over 15 year experience in learning, teaching and training. She is a Harvard Business review blogger, researcher, scholar and writer in the field of leadership and management. As an independent organisation she creates accessible understanding of leadership and management practices.

Her current work and research is investigating quality leadership education for women. Athena has worked extensively internationally and published in the field of globalization and internationalization.

Her background in sociology emphasises the global changes to leadership and how these influence who leads and how they lead. She is currently developing and presenting her innovative women in leadership program.

WORKSHOP SCHEDULE

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

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2					<input type="checkbox"/> 22 <input type="checkbox"/> 23 & 24 <input type="checkbox"/> 25
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Options
(per person)

No. #	Options (per person)	Standard Rate	Early Bird Rate*	Super Saver Rate**	Value Plus Rate***
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<input type="checkbox"/>	Summit + 1 Full-Day Workshop (3 days)	\$3195 + GST = (\$3514.50)	\$3095 + GST = (\$3404.50)	\$2995 + GST = (\$3294.50)	\$2795 + GST = (\$3074.50)
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