The 2nd Annual Queensland Public Sector Women in Leadership Summit 2016

Practical advice and strategies for enhancing leadership excellence and career advancement for women in the Queensland Public Sector

FEATURED SPEAKERS

The Honourable Yvette D’Ath Attorney-General and Minister for Justice and Minister for Training and Skills
Queensland Government

Fiona Simpson MP Shadow Minister for Aboriginal and Torres Strait Islander Partnerships and Multicultural Affairs
Queensland Parliament

Tamara O’Shea Director-General
Department of National Parks, Sports and Racing

Megan Houghton Director-General
Department of Tourism, Major Events, Small Business and the Commonwealth Games

Rebecca Andrews A/Deputy Director-General, Office of Small Business
Department of Tourism, Major Events, Small Business and the Commonwealth Games

Jane King Deputy Commissioner, Design and Change Management
Australian Taxation Office

Paul Simshauser Director-General
Department of Energy and Water Supply

Patrea Walton Deputy Director-General, State Schools
Department of Education and Training

Anthony Reilly Chief Executive Officer
Public Safety Business Agency

Cathy Ford Chief Digital Strategy Officer
Queensland Health

Jim Murphy Under Treasurer
Queensland Treasury

Mark Roche Deputy Commissioner
Queensland Fire and Emergency Services

Amanda Yeates General Manager, Program Delivery and Operations
Department of Transport and Main Roads

Nancy Spencer Director
Department of the Premier and Cabinet

Bronwyn Blagoev Executive Director, Legal, Legislation and Policy Services
Department of Infrastructure, Local Government and Planning

Anne Baker Mayor
Isaac Regional Council

Michelle Stenner Superintendent Gold Coast District
Queensland Police Service

Bernadette Fox Assistant Director Advanced Modelling and Optimisation Section
Australian Bureau of Statistics

Cheryl Gaedtke Councillor
Somerset Regional Council

Pre-Summit Workshop
5 September 2016

Summit
6 & 7 September 2016

Post-Summit Workshop
8 September 2016
Brisbane Convention and Exhibition Centre

EXPLORE

 pä Inspirational success stories of prominent Public Sector leaders
 pä Leveraging and developing capabilities to effectively lead through volatile times
 pä Refining and enhancing an authentic and innovative leadership style
 pä Effective techniques to motivate and lead high achieving teams

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Building the Foundation for Influential and Effectual Leadership

Organisations today operate in a volatile, uncertain, complex, and ambiguous environment. The leadership competencies of yesterday will not be sufficient to equip the leaders of tomorrow. The Public Sector is one of the most complex and ever-changing environments, and to become a successful leader requires insight into not only the internal and external challenges facing the sector, but also an understanding of how to lead people through change and complexity. Essential features of this foundational skillset include the ability to inspire a positive workplace culture, communicate organisational priorities and improve team performance in times of change. Whilst these may appear straightforward, the aptitude for applying and adapting these techniques under pressure, strategically and effectively, is difficult to master.

Before you make the step into executive-level leadership, you must become confident in your ability to aptly execute demanding tasks by appropriately selecting and applying your honed skills in the face of challenge. This workshop will facilitate your understanding of leading in complex environments and how to build a tailored skillset that enhances your strengths. It will provide a platform for strategy development and inspire techniques to incorporate and adapt your skills into your working environment, as well as effective ways to demonstrate your credibility and step up into leadership.

Leading through rapid change
• The VUCA environment (Volatile, Uncertain, Complex, Ambiguous)
• Public sector challenges in a VUCA world
• The role of the leader / manager in VUCA organisations

Understanding organisational complexity
• Distinguishing types of complexity (imposed, inherent, designed and dysfunctional) and their characteristics
• How do effective leaders / managers promote performance in complex settings?
• Leading a team and developing people

Understanding managerial and leadership shifts
• Influencing up, influencing across – New challenges
• Dealing with difficult people – The role of the leader in helping staff cope with VUCA challenges
• Manager-as-coach

Maximising culture and performance
• What does ‘good’ culture look like in the new environment
• Where are we now, and how do we get to ‘good’
• Self-assessment – Strengths to build on, and strengths to build

Expert Facilitator:
Christina Turner Principal Executive Conversations
Christina is the Principal of Executive Conversations, a consultancy specialising in organisational and leadership development and executive coaching. She is an experienced human resource management professional who has had a successful corporate career leading the human resource management functions of a number of global, multi-national, and national private and public sector organisations. She is a Fellow and Past President of the Australian Human Resources Institute, a Fellow of the Australian Institute of Management, a Graduate Member of the Australian Institute of Company Directors, and an Approved Supreme Court Mediator.

Dr Kate Andrews Principal Knowable
Kate is Principal of specialist knowledge consultancy KNOWABLE, established in 2007. Before establishing her own firm, she was Partner, Intellectual Capital for BDO, a global professional services firm during the period 1999 – 2007. An organisational psychologist by background, Kate is a past president of the Australian Human Resources Institute (AHRI - Qld and Northern Territory), and a past judge of the National HR awards. Kate's public sector clients include the Reserve Bank of Australia, Australian Securities and Investment Corporation (ASIC); Qld Treasury and Trade; Queensland Transport; Queensland Rail; Energy Safe Victoria; Sustainability Victoria; TAFE NSW; Water Corporation Perth; Water for NSW; and TAFE Qld.

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

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Day One 6 September 2016

2016 Theme: Leading through Times of Change
This summit is centred around the theme of leading organisational change and driving strategic reform in times of uncertainty. An outstanding speaker faculty will share experiences and insights on the future of executive level leadership in the Public Sector. Through a combination of case studies and interactive workshop driven sessions they will examine the tools and strategies required to engage with and influence teams, fellow executives and senior leadership.

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
A journey into leadership
Yvette's career began at the age of 15 when she left school and worked in a variety of jobs including clerical and hospitality positions. Realising the value of education, she returned to study, putting herself through night school as she continued working and began to raise a family. She graduated from QUT with a Bachelor of Laws, attained a Graduate Diploma of Legal Practice from ANU and was admitted as a lawyer in 2006. She will discuss a number of key chapters in her leadership journey, including:
• From 2007 to 2013: Serving in Federal Parliament as the Member for Petrie
• In 2014: Being elected to Queensland Parliament for the Member for Redcliffe
• In 2015: Being appointed to the Cabinet of the Palaszczuk Government

The Honourable Yvette D’Ath Attorney-General and Minister for Justice and Minister for Training and Skills Queensland Government

9.40 - 9.50 Questions and Discussion

9.50 - 10.30 CASE STUDY
Influencing and implementing change internally and nationally
For many leaders in the Public Sector their influence extends beyond their immediate team members - it transcends departments, the general public and future generations. With this comes significant responsibility not only to manage and inspire change internally, but to implement it on a national scale. As the Deputy Director-General of the State Schools Division, Patrea has a national profile through her membership of a number of national boards and committees. She will draw on more than 30 years’ of experience to offer advice and discuss:
• Keeping your goals in sight
• Tips to motivate and maximise your team’s potential
• Making a commitment to continuous learning and decision-making for change

Patrea Walton Deputy Director-General, State Schools Department of Education and Training

10.30 - 10.40 Questions and Discussion

10.40 - 10.55 Morning Tea

10.55 - 11.45 INTERACTIVE PANEL DISCUSSION
Powering professional and organisational change in the Queensland Public Sector
In a constantly evolving environment, change is an ever-present feature of the Public Sector. It is an imperative on both a personal and organisational level to be a driver of change and not a passive bystander. Promoting yourself for leadership opportunities drives your own career progression and transition. The ability to effectively motivate your team drives transformation within the department and the sector. This panel of highly influential leaders will discuss how they successfully power change for themselves and their organisation. Explore:
• Initiating career change: Promoting yourself for leadership opportunities
• Adapting to organisational change and transition
• Motivating your team to accomplish organisational transformation

Jim Murphy Under Treasurer Queensland Treasury
Tamara O’Shea Director-General Department of National Parks, Sports and Racing
Anthony Reilly Chief Executive Officer Public Safety Business Agency
Cathy Ford Chief Digital Strategy Officer Queensland Health

11.45 - 12.25 CASE STUDY
Diversity dividend
Innovative styles of leadership often stem from diverse career journeys and experiences. Aside from leading in the Public Sector, Professor Simshauser has a Bachelor of Economics and a PhD in Economics. He is a Professional Member of the Economics Society of Australia, a Certified Practicing Accountant, a Fellow of the Australian Institute of Company Directors, and an AFMA Accredited Derivative Dealer. Drawing from his experiences, he will share how to utilise and apply professional expertise from other industries in order to become an innovative Public Sector leader. Discuss:
• Shaping your own innovative leadership style
• Leadership evolution in the Public Sector
• Operating efficiently despite an ever decreasing budget

Paul Simshauser Director-General Department of Energy and Water Supply

12.25 - 12.40 Questions and Discussion

12.40 - 1.40 Networking Lunch

1.40 - 2.15 CASE STUDY
Forming and maintaining key stakeholder relationships
Driving change requires the formation of strong relationships with stakeholders and influential drivers. Rebecca has worked in numerous roles in economic development both within and external to government. Her experience has taught her the importance of developing and managing key stakeholder relationships, which can help deliver leadership success. She will share:
• Initiating and maintaining relationships
• Engaging and influencing stakeholders
• Utilising support networks

Rebecca Andrews A/Deputy Director-General, Office of Small Business Department of Tourism, Major Events, Small Business and the Commonwealth Games

2.15 - 2.30 Questions and Discussion

2.30 - 3.05 CASE STUDY

PLUS TWO WORKSHOPS!
Plus Two Separately Bookable Full-Day Workshops on 5 & 8 September 2016

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Facilitating and Driving Change as an Influential Leader

Challenges and Opportunities in the Public Sector

3.00 - 3.30 EXPERT COMMENTARY
Dr. Sarah Thompson
Department of Infrastructure, Local Government and Planning

3.30 - 3.45 Questions and Discussion

3.45 - 4.15 Afternoon Tea

4.15 - 5.00 OPENING KEYNOTE
Jane King
Deputy Commissioner, Design and Change Management
Australian Taxation Office

5.00 - 5.15 Questions and Discussion

5.15 - 6.00 Networking Reception

Network with like-minded professionals and expand your network.

WHO WILL ATTEND
Aspiring, emerging and existing female leaders in the Queensland Public Sector, including:
- Director-Generals
- Chief Executives
- Deputy / Assistant Director-Generals
- Executive Directors
- General / Group Managers
- Directors
- Senior Managers / Business Managers / Division / Line Managers
- Branch / Section Managers
- Human Resources / Talent Management / Talent Acquisition Leaders
- Leadership Development
- Diversity
- Programs Trainers / Executive Coaches

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Day Two 7 September 2016

8.30 - 8.55 Morning Coffee

8.55 - 9.00 Opening Remarks from the Chair

9.00 - 9.40 OPENING KEYNOTE
A leadership journey in Public Office
With a career spanning over 22 years in the government sector as an elected MP, Fiona has gained valuable insight and experience in various departments such as health, transport and infrastructure. She made history and implemented change when she became Queensland’s first female Speaker in more than 150 years during the last parliament. In this Keynote, Fiona will reflect on her noteworthy leadership journey to offer guidance and share the lessons she has learnt as an accomplished female leader in the Government sector. Discuss:
- Standing out from the crowd and making your voice heard
- Ensuring that you learn from experiences
- Applying your influence to inspire others
Fiona Simpson MP Shadow Minister for Aboriginal and Torres Strait Islander Partnerships and Multicultural Affairs
Queensland Parliament

9.40 - 9.50 Questions and Discussion

9.50 - 10.30 CASE STUDY
Authenticity vs Adaptation: Leading in an evolving sector
Staying grounded and remaining true to your leadership style and values can be challenging when the environment you work in is constantly evolving. Influential leaders adapt to change and may advance their strategies and approaches, but maintain their authenticity. With a significant number of leadership roles under her belt, Jane has a wealth of Public Sector experience spanning Local, State and Federal Government. She will share how her leadership style has developed and how she has maintained authenticity throughout her leadership journey. Discuss:
- Resisting traditional restraints
- Innovative styles of leading
- Maintaining authenticity whilst practicing adaptive leadership
Jane King
Deputy Commissioner, Design and Change Management
Australian Taxation Office

10.30 - 10.40 Questions and Discussion

10.40 - 10.55 Morning Tea

10.55 - 11.40 CASE STUDY
Facilitating organisational growth and development in the Public Sector
Actively promoting growth and improvement within the Public Sector is both rewarding and challenging. On top of his role as President of the Australasian Road Rescue Organisation (ARRO), Mark works directly with the Commissioner at Queensland Fire and Emergency Services (QFES) to help drive change within the fire and emergency service roles. Over his career he has seen a transition from an internal focus responding to grass fires, structural fires and limited Road Crash Rescues (RCR), to what is now a multi-agency approach to incident and disaster management encapsulating Fire and Rescue
Mark Goodwin
Australian Taxation Office

11.40 - 11.55 Questions and Discussion

11.55 - 12.30 Networking Reception

Network with like-minded professionals and expand your network.

NETWORKING RECEPTION
4:30 - 5:30
Make the most of your experience, join us to network over complimentary canapés and drinks
Developing Essential Skills to Lead a Team in a Challenging Climate

Service, Rural Fire Service, State Emergency Service and Emergency Management. He will draw from his experience and discuss:

- Leading staff through major organisational change in a contested policy and operational environment
- Dealing with significant cultural and organisational change
- Retaining positive and optimistic leadership traits throughout constant change

Mark Roche Deputy Commissioner
Queensland Fire and Emergency Services

Questions and Discussion
11.35 - 11.45

CASE STUDY

Becoming an influencer of change in the Public Sector

Obtaining a leadership position does not automatically qualify you with the authority to implement change. Many female leaders in the Public Sector have had to fight to gain their deserved credibility when it comes to making important decisions. Amanda has held leadership roles across government and has developed an adeptness for negotiating outcomes with multiple complex, and often competing, stakeholder inputs. She will discuss:

- Being a decision maker and standing your ground
- Solving problems and setting strategic direction
- Negotiating with competing stakeholder perspectives

Amanda Yeates General Manager, Program Delivery and Operations
Department of Transport and Main Roads

Questions and Discussion
12.25 - 12.35

Networking Lunch
12.35 - 1.35

INTERACTIVE PANEL DISCUSSION

Mastering the juggle: Balancing professional and personal demands in Public Sector careers

“I have never met a woman, or man, who stated emphatically, ‘Yes, I have it all.” Because no matter what any of us has—and how grateful we are for what we have—no one has it all.” - Sheryl Sandberg

Whilst “having it all” may be some people’s ambition, the majority simply strive to achieve a practical work / life balance and the potential to meet professional and personal demands and desires without compromising the other. This panel of successful women will share their expertise on how they maintain a healthy work / life balance with particularly demanding leadership roles. Discuss:

- Prioritisation and regaining equilibrium
- Balancing work and personal life – The practices of successful female leaders
- Achieving flexibility in your career and working smarter not harder

Megan Houghton Director-General
Department of Tourism, Major Events, Small Business and the Commonwealth Games

Bernadette Fox Assistant Director Advanced Modelling and Optimisation Section
Australian Bureau of Statistics

Nancy Spencer Director
Department of the Premier and Cabinet

Michelle Stenner Superintendent Gold Coast District
Queensland Police Service

Cheryl Gaedtke Councillor
Somerset Regional Council

Anne Baker Mayor
Isaac Regional Council

Questions and Discussion
1.35 - 2.35

2.35 - 3.05 EXPERT COMMENTARY

Neuroscience is the new black
Neuroscience of Leadership is an emerging field of study that takes the latest in social cognitive neuroscience and applies it in a practical way to the art of leadership. Doing business and managing people has evolved into a new level of complexity, we are playing under new rules, and new rules require new tools. Understanding the neuroscience of leadership provides you with a whole set of effective new tools to navigate our contemporary business world. Neuroleadership expert, Michelle Loch will explore:

- Understanding what Neuroleadership really is
- The benefits of applying it
- Practical ways to implement it

Michelle Loch Founder and Director
Rewired Leadership

Questions and Discussion
3.05 - 3.15

Afternoon Tea
3.15 - 3.30

INTERACTIVE CLOSING ROUNDTABLE

Future directions for female Public Sector leaders

This interactive discussion will allow participants to revisit the key topics and themes touched on throughout the two day Summit. Delegates will have the opportunity to reflect on their own strengths and weaknesses as a leader, and prioritise a set of changes they can make to improve their effectiveness as leaders. Discuss:

- Essential leadership lessons for female Public Sector Leaders to take that next step
- Success factors for influencing and initiating change
- Support systems for emerging leaders: Coaching and mentoring
- Developing personal leadership plans: Where to from here?

Dr Emily Verstege Chief Executive Officer and Managing Director
Multiplicité

Concluding Remarks from the Chair and Summit Close
4.30

ABOUT THE EVENT

The Queensland Government actively promotes gender equity across its divisions, and significant progress has been made in recent years to increase the number of female employees within departments and agencies. However, there is still a notable imbalance of gender representation in the executive level roles, with approximately only 30% of leadership positions occupied by women. No doubt these statistics will continue to increase in the next few years, but in the meantime more work must be done to increase opportunities and maintain momentum.

Women seeking to advance in their Public Sector careers need to equip themselves with relevant and essential abilities in order to thrive as a leader. Possessing a refined and adaptable suite of skills puts aspiring female leaders in a prime position to step up when professional opportunities arise.

The 2nd Annual Queensland Public Sector Leadership Summit 2016 provides an exceptional line-up of inspirational front-runners, who will offer advice and share their expertise to address the challenges that face women looking to further their Public Sector careers. It will also explore key strategies for navigating through turbulent times and adversity. Participants will leave feeling equipped to overcome the inevitable obstacles on their career journey into Public Sector leadership.
Maximising your Leadership Adeptness in Testing Times

Navigating a team through volatile times can be daunting for even the most experienced leaders. It can be easy to fall into the trap of feeling overwhelmed and doubtful in the face of uncertainty and the prospect of failure.

Influential and resilient leaders are mindful of not falling into these traps of negativity and self-destructive thoughts and feelings. They will find new and innovative ways to keep on top of an unpredictable climate. Constantly engaging with and motivating their team is essential to ensure that everyone is working in alignment to achieve desired outcomes.

One of the most important factors during these uncertain times is the ability to remain resilient and authentic and be who you are as a leader. Integrity is crucial and courageous leaders will not be afraid to stand their ground during episodes of adversity and conflict.

In this interactive workshop, you will explore what it takes to maximise your effectiveness and lead in turbulent times. You will learn how to motivate and grow others, even in the face of adversity. By the end of the day you will be ready to practice leading by example and know how to build a positive, high performing environment during change.

Maintaining resilience and authenticity through difficult times
- Techniques to maintain resilience
- Being an authentic leader
- Practicing and maintaining integrity as a leader

Utilising strengths for high performance
- Reconnecting with your strengths as a leader
- Identifying and fostering the strengths in others
- Utilising a strengths-based approach to achieve maximum potential

Motivating your team to achieve their highest potential
- Building a healthy and supportive team environment
- Understanding how to create a high performing team
- Maintaining a supportive culture during reform and testing times

Leading change
- Practical strategies to lead yourself and others through change
- Maintaining values through times of change
- Promoting and facilitating a thriving workplace culture

Expert Facilitator:
Alison Jardie
Director
Leadership Revolution

Alison has over 20 years’ experience in organisational and leadership development across the public and private sectors. As a trained and experienced psychologist, coach and facilitator, she works with senior teams to implement organisational transformation, leadership and cultural change programs that provide genuine return on investment. Alison’s methodology in consulting, coaching and facilitation draws on the disciplines of psychology and management tailored to each client based on their needs. Her approach centres around relational leadership and applied action learning.

Alison has been responsible for leading large teams and organisational interventions, as well as designing and implementing successful, innovative and award winning development programs. She holds 15 years consulting experience and 10 years in the Queensland public sector. Her real world experience is coupled with passion, drive and energy for people development, as well as a strong focus on implementing practical solutions that get results. Alison specialises in culture change, leadership development, executive coaching and career transition.

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