Pre-Summit Workshop
20 June 2016
Summit
21 & 22 June 2016
Post-Summit Workshop
23 & 24 June 2016
Primus Hotel Sydney

EXPLORE

Inspirational leadership journeys from pre-eminent science leaders
Practical skills and strategies for career transition from specialist to leader
Identifying support structures, networks and career mentors
Strategically develop interpersonal relationships, authentic leadership strengths and influence

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Liquid Learning is delighted to present the Science Leadership Summit 2016, bringing together the country’s pre-eminent science leaders to share insights, inspiration and strategies to progress your career.

FEATURED SPEAKERS

Professor Jim Patrick AO FTSE Chief Scientist and Senior Vice President Cochlear Ltd
Dr Lisa Harvey-Smith Australian Square Kilometre Array Pathfinder (ASKAP) Project Scientist CSIRO
Professor Robert Shepherd Director Bionics Institute Professor of Medical Bionics, Head of the Medical Bionics Department Faculty of Medicine Dentistry and Health Sciences (MDHS) University of Melbourne
Emeritus Professor Jim Piper President Science and Technology Australia Emeritus Professor, Macquarie University Former Deputy Vice-Chancellor (Research) Macquarie University
Dr Russell Howard Head, Commercial Strategy Garvan Institute of Medical Research
Dr Philip Wright Director Science, Chief Scientist Department of Primary Industries NSW
Mirjana Prica Managing Director Food Innovation Australia Ltd. (FIAL)
Professor Michael James Head of Science Australian Synchrotron Professorial Fellow, University of New South Wales
Shaun Jenkinson Group Executive, Nuclear Business Australian Nuclear Science and Technology Organisation (ANSTO)
Dr Bidda Jones Chief Scientist and Strategy Officer RSPCA Australia
Professor Les Copeland Professor of Agriculture University of Sydney
Associate Professor Bruce Bennetts Head of Department, Molecular Genetics The Children’s Hospital, at Westmead
Dr Kevin Powell Principal Research Scientist, Biosciences Research Agriculture Productivity Department of Economic Development, Jobs, Resources and Transport, VIC
Antoinette Braks C-Suite and Senior Executive Coach antoinettebraks.com
Dr Karen Whittingham Director Impact Psychology
Dr Dominique Beck Executive Coach, Corporate Trainer Dominique Beck: Coaching and Training
Kym Turnbull Independent Facilitator Mullenderree Facilitation
Jim O’Connor Clinical Psychotherapist and Executive Coach Jim O’Connor Elite Performance

Dr Bidda Jones, President, Science and Technology Australia
Ensuring Elite Performance: Embracing the Skills and Strategies for Science Leadership

Leadership is a mindset and a passion, but it can also be a science and a powerful complementary skillbase essential for the further development of an elite science career. Carving out a career in science calls for determination and integrity, and a hard-won reputation built on technical excellence. But to step up as effective decision makers and successful science leaders, a comprehensive suite of skills and strategies is required to effectively navigate complex environments and manage people with an authentic leadership style.

As science professionals face complex challenges and changes 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. Elite and impactful leaders must also possess the ability to maintain strong relationships and influence others to ensure that strategic directions and outcomes are met.

Move beyond the basic in this full-day interactive workshop, exploring the vital skills and competencies required to progress as a science leader and unlock the next level of career advancement. This hands-on workshop will equip emerging leaders with the practical strategies needed to develop an authentic, confident leadership style, manage colleagues and teams effectively and ensure elite performance.

**Authentic and confident leadership:**
- **Developing** confidence in 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** 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:** Jim O’Connor Clinical Psychotherapist and Executive Coach
Jim O’Connor Elite Performance

Jim O’Connor is both a Clinical Psychotherapist and an Executive Coach and is a leading authority on the science behind the elite performance of people, teams and leaders in organisations. He has more than a decade of experience working with senior executives from some of Australia’s and the world’s most prominent companies.

Jim teaches business professionals how to perform at their peak, build highly cohesive, winning teams and become an authentic, influential and masterful leader. He has lectured in clinical neurology at University and currently runs an elite performance consulting practice in Sydney’s CBD, providing master class, team building and elite talent development programs for medium to large organisations.

**WORKSHOP SCHEDULE**

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<th>Time</th>
<th>Session</th>
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<tr>
<td>8.30 - 9.00</td>
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**ABOUT THE EVENT**

The future of science in Australia lies not only in the cultivating of leading minds, but leading mindsets. Scientists often climb the leadership ladder through their scientific achievements and technical abilities. But few are prepared with the leadership skills necessary to develop and manage a best practice scientific team. In order to maximise performance in the laboratory and other settings, principal scientists must employ a number of skills including strong communication, emotional intelligence and authenticity.

Continuous funding cuts often cause tension and disengagement in the workplace. As a leader, it is imperative to motivate and engage your team in challenging circumstances, whilst addressing conflict simultaneously. In order to achieve an inspired and ambitious team, scientific leaders must create a work environment conducive to innovation and creativity. Through various communication avenues and tactical relationship building, scientists can drive productivity and positive change whilst creating a strong supportive network for their team.

The inaugural Science Leadership Summit 2016 brings together the country’s pre-eminent scientific minds to share insights and inspiration from their remarkable careers, and strike new ground for science leadership in Australia. Over two extraordinary days you will hear from some of Australia’s leading scientific minds and renowned researchers, as well as industry leaders, STEM advocates and groundbreaking innovators. Register early to secure seats at this must-attend event, and unlock the potential of science leadership!
Day Two 21 June 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

Science leadership in Australia: Leading innovation that changes lives

Science leadership is a pioneering endeavour, leaders possessing the vision to imagine possibilities beyond the known, and the mechanics necessary to bring that vision into being. Professor Jim Patrick is one of the original engineers who pioneered the development of the revolutionary multichannel cochlear impact, and is today one of the country’s pre-eminent scientific minds. In this keynote address, Professor Patrick will reflect on his own remarkable career and share insights into the future opportunities for science leaders and leadership in Australia.

- The role of science innovation pioneering change in Australia
- The importance of not only fostering leading minds but leading mindsets
- Proactively tackling the technological and cultural shifts driving us forward, and the personal journeys involved

Professor Jim Patrick AO FTSE Chief Scientist and Senior Vice President Cochlear Ltd

9.40 - 9.50 Questions and Discussion

9.50 - 10.30 CASE STUDY

Divergent and convergent: Evolution of a leader

For most people career planning is rarely linear, opportunities can appear unexpectedly and there is almost never one clear path to follow. Sometimes a move forward in your career may not always mean a move up, and investing in complementary skills can open up new potential for distinction and accomplishment. For Dr Russell Howard, the path has led him from academia to corporate success, from Australia to the United States, and from University of Melbourne to the CEO of Maxygen, and now the Head of Commercial Strategy at the Garvan Institute. In this session, Dr Howard will reflect on his own unique journey and invite discussion on the varied scope for science leadership.

- Seizing opportunities and rising to the risk
- Negotiate peer relationships strategically
- Changes, constants and career challenges

Dr Russell Howard Head, Commercial Strategy Garvan Institute of Medical Research

10.30 - 10.40 Questions and Discussion

10.40 - 10.55 Morning Tea

10.55 - 11.35 CASE STUDY

Scientist, astronomer, storyteller: Communication at the heart of science leadership

A career in science often stems from a place of passion, a dedication to the details and hard-earned specialty expertise. But part of what sets a true leader apart is their ability to communicate the science and its real-world outcomes to non-specialists, to translate that passion into product. Dr Lisa Harvey-Smith is not only one of the country’s preeminent astronomers, Project Scientist for the Australian Square Kilometre Array Pathfinder (ASKAP) radio telescope, she is also a renowned and passionate advocate for science leadership. In this session, Dr Harvey-Smith will share her own remarkable career journey as a scientist and a storyteller, and the importance of prioritising communication and other non-technical skills. Explore:

- Effectively communicating technical information to non-technical stakeholders
- Connecting with commercial realities
- Insights for turning passion into product

Dr Lisa Harvey-Smith Australian Square Kilometre Array Pathfinder (ASKAP) Project Scientist CSIRO

11.35 - 11.45 Questions and Discussion

11.45 - 12.25 CASE STUDY

Taking the next step on the leadership life-cycle

The pursuit of academic distinction and peer recognition are all important early drivers for a successful scientific life. As a career matures it is the willingness to step up as leaders, and step aside eventually, that marks the next exciting step in that evolving life-cycle, and yet if this is a path you plan to pursue it is important not to move too late. Successful leaders turn their attention to the soft skills early in their career, in tandem with their professional development, in order to develop understanding of valuable competencies like mentorship and how to effectively nurture potential within your teams. In this session, Shaun shares vital insights from his own career of over 20 years leading science from a business lens.

- Transitioning from solo specialist to team leader
- Accessing and facilitating support structures and networks
- Understanding your choices: Is leadership the right path for you?

Shaun Jenkinson Group Executive, Nuclear Business Australian Nuclear Science and Technology Organisation (ANSTO)

12.25 - 12.35 Questions and Discussion

12.35 - 1.35 Networking Lunch

1.35 - 2.25 INTERACTIVE PANEL DISCUSSION

Making a difference: Capability, credibility and the career trade-off

Science leadership offers up brave new possibilities, opportunities to progress and influence change beyond our independent disciplines, but it also comes with an inherent conflict. Technical expertise is the foundation of a field leader, but in order to become a true leader of projects, people and passions, you must invest equal importance in the soft skills, influence, communication and interpersonal engagement. But does this capability come at the expense of career credibility? This discussion panel poses the question, and explores the divergent pathways, the challenges, expectations and opportunities for success.

- Motivation vs expectation: Balancing the leadership equation
- Maintaining technical reputation and staying up to date
- Achieving influence beyond an individual field or discipline

Dr Bidda Jones Chief Scientist and Strategy Officer RSPCA Australia

Associate Professor Bruce Bennetts Head of Department, Molecular Genetics The Children’s Hospital, at Westmead

Professor Les Copeland Professor of Agriculture, University of Sydney

2.25 - 3.05 CASE STUDY

Establishing mutually beneficial mentoring relationships to achieve career success

Stepping up as a senior science leader will often involve the

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management of large and complex workforces, negotiating competing personalities and conflicting priorities. Successful leaders are able to frame their work within a broader strategic vision, and learn to communicate that vision to their team, mentoring and empowering their peers. In this session, Dr Philip Wright will reflect on his own science leadership career of over 24 years in the Public Sector, and share key insights from the science initiatives in the Department of Primary Industries NSW.

- Strategic and consistent approach to science
- Developing a strong voice for science issues
- Strategies to influence and develop diverse teams

Dr Philip Wright  Director Science, Chief Scientist  Department of Primary Industries NSW

4.20  Concluding Remarks from the Chair

4.10 - 4.20  Questions and Discussion

3.30 - 4.10  CASE STUDY

Staying on top of the top job: Managing stress, health and happiness under pressure

Drive, ambition and craft are all crucial ingredients for a successful career in science, but you need more than zeal to survive and thrive in often high-pressure, increasingly commercially charged environments. In order to achieve your peak potential successful leaders must master the art of mindfulness, managing stress and navigating the conflicting demands of leadership. Karen draws on the latest neuroscientific research on stress and executive decision making, and unpacks the tools necessary to shine under pressure. Insights include:

- Developing resilience and performing under pressure
- Maintaining health and happiness in time poor executive roles

Dr Karen Whittingham  Director  Impact Psychology

3.05 - 3.15  Questions and Discussion

3.15 - 3.30  Afternoon Tea

3.30 - 4.10  CASE STUDY

...
future. In this session Mirjana Prica drives home the importance of being relevant as well as respected, as she shares insights from her own career, and calls out tomorrow’s leaders to be catalysts for change.
- Identifying the gaps in your skillset
- Understanding the language of industry
- Raising the profile of science leadership through effective communication

Mirjana Prica Managing Director
Food Innovation Australia Ltd. (FIAL)

11.35 - 11.45 Questions and Discussion

11.45 - 12.35 INTERACTIVE PANEL DISCUSSION

Speak out, step up: Becoming a voice for science leadership
Communication is a core competency for leadership, and it is crucial to understand the importance and implications for investing professional development in this skill. Whether it is learning to better engage non-technical stakeholders in a value narrative, effectively managing large and complex teams, or stepping up to put science leadership on the agenda as an innovation centre. This interactive panel discussion will delve into the importance of developing as a science communicator, and engaging more effectively with the strategic agenda.
- Confident and influential communication
- Engaging technical information with non-technical stakeholders
- Understanding the role of science leadership as an innovation centre

Professor Les Copeland Professor of Agriculture
University of Sydney
Dr Kevin Powell Principal Research Scientist, Biosciences Research Agriculture Productivity
Department of Economic Development, Jobs, Resources and Transport, VIC
Antoinette Braks C-Suite and Senior Executive Coach
antoinettebraks.com

12.35 - 1.35 Networking Lunch

1.35 - 2.15 EXPERT COMMENTARY

Uplift your leadership capacity: Transitioning to the vertical
For science professionals looking to take on the challenges of leadership, it is important to move beyond your expert technical ability and the results you achieve for the people you serve. In order to truly take the next step in your career, it’s critical to understand the power of vertical stage development so you can expand your ability to think in more complex, systemic and strategic ways. In this expert coaching session, Antoinette will unlock powerful new ideas, and re-frame dynamics to allow you to progressively uplift your leadership capacity.
- Become more strategic with an aspirational Vision of your future
- Become more authentic by uplifting the Values you live by
- Become more inspiring by finding and sharing your Voice with others.

Antoinette Braks C-Suite and Senior Executive Coach
antoinettebraks.com

2.15 - 2.25 Questions and Discussion

2.25 - 3.05 CASE STUDY

Science innovation in Australia: Leading the change
From pure research to government to big business, science has the capacity to drive innovation and change in Australia, but leadership is the cornerstone of achieving that inspiring potential. As one of the country’s preeminent scientific minds, Head of Science at the Australian Synchrotron, and Professorial Fellow at UNSW Chemistry, Professor Michael James understands the importance of rising to the challenge, and leading the way in science innovation. In this session, Professor James will reflect on his own career, the challenges and accomplishments, and lessons learnt along the way, and draw out key insights for emerging leaders looking to take the next step.
- Aligning teams and evolving leadership to meet changing needs
- Providing clear vision to teams on creating value
- Supporting future leaders and striving for innovation

Professor Michael James Head of Science
Australian Synchrotron
Professorial Fellow
University of New South Wales

3.05 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.20 INTERACTIVE ROUNDTABLE

Future directions for science leadership in Australia
In the advancing space of science leadership, up-and-coming leaders face new and exciting opportunities. As the focus and priorities driving innovation in Australia continues to evolve, high-achievers expanding their skillset with soft skills are set to create a bold new vision for the country. This interactive roundtable will draw out and reflect on the major themes addressed over the two days, and open the floor to a free-flowing discussion on the advice shared by speakers, the challenges, opportunities and practical insights critical for success. Discuss:
- How did you transform your vision of success into reality?
- Keys to the future 2028 career for emerging leaders
- Key takeaways you can put into practice back in the lab
- How can you transform your vision of success into reality?

Dr Dominique Beck Executive Coach, Corporate Trainer
Dominique Beck: Coaching and Training

4.20 Concluding Remarks from the Chair and Summit Close

WHO WILL ATTEND
- Principal Research Scientists
- Technical Leaders
- Senior Science Coordinators
- Research Managers
- Scientific Professors
- Scientific Project Managers
- Heads of Science
- Research and Development

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Advanced Leadership for Scientists

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In this workshop, delegates will explore the leadership skills demanded of scientific professionals to increase team performance and fast-track research outcomes, in a real-time decision-making environment.

Strengthening your Communication Skills for Operational Success
- Understanding and adapting to different individual communication and working styles
- Adopting personality profiles in order to gauge different personality types in your team
- Developing your one-on-one communication skills to improve individual relationships
- Facilitating cross-functional communication to break down silos and broaden perspectives

Leading Productive Meetings to Efficiently Drive Results
- Structuring and leading meetings: Setting challenging objectives to efficiently drive results
- Valuing individual and team input to explore new ideas and build a culture of respect
- Honing your presentation skills to improve the way critical information is delivered, presented and understood
- The benefits of ‘lessons learned’ meetings to review projects and learn from past experiences

Developing your Individual Leadership Skills
- Understanding the differences between technical management and people leadership
- Increasing your emotional intelligence to better connect and communicate with diverse teams
- Developing your self-awareness to encourage an active learning culture in your team
- Conducting 360 degree surveys to receive valuable feedback and improve your leadership skills
- The benefits of a mentor: Strategies to find a coach that suits your working style

Resolving Conflict and Tackling Challenging Situations
- Breaking down negative perceptions between Scientists and Technicians to increase workplace harmony
- Strategies to identify and tactically address toxic workplace behaviours in yourself and others
- Techniques for effective conflict resolution in difficult or complex scenarios
- Navigating challenging scenarios: Difficult decision making in a political environment

Expert Facilitator: Kym Turnbull  Independent Facilitator
Mullenderree Facilitation

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<table>
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Liaising with Key Stakeholders for Project Success

- Acquiring critical funding for scientific projects: Essential tools to write an effective business case
- Writing scientific reports that accommodate to different stakeholders’ communication styles
- Effectively communicating technical outcomes to key, non-scientific stakeholders
- Collaborating with policy and other external teams to build beneficial partnerships

Managing and Developing a Capable Scientific Team

- Tools for effective project management with limited resources, funding and time
- Delegating responsibilities to match tasks with employee interests and personality types
- Encouraging teams to work autonomously whilst consistently meeting their responsibilities
- Informally giving and receiving regular feedback to maintain transparency and ensure quality of work

Leading Strategic Change as a Scientific Leader

- Leading with a purpose: Creating a vision that aligns with team culture
- Collaborating with your team to drive new initiatives and solve complex challenges
- Advocating and managing change in a political environment to improve processes and procedures
- Formulating and articulating individual and team goals to create target driven project structures
- Visibly demonstrating progressive leadership qualities to inspire emerging leaders

Driving Productivity through Engagement and Innovation

- Facilitating timely brainstorming sessions to inspire creative thinking and produce new ideas
- Building an environment conducive to innovation and creativity in the workplace
- Identifying team motivators to increase productivity and engagement in the laboratory
- Expanding professional development opportunities to nurture new team ideas
- Group discussion: What is your leadership development action plan?

Expert Facilitator: Kym Turnbull Independent Facilitator

Mullenderree Facilitation

Kym is currently the Acting Director of the Health, Community and Science College at the Canberra Institute of Technology (CIT). Prior to taking on various management roles Kym was a lecturer in biochemistry and forensic molecular biology for 6 years and holds the substantive position of Head of Department, Forensic Science at CIT. Kym comes from a research background, working previously at CSIRO, the Australian National University (ANU) and Thames Water in the UK.

She has undertaken extensive study throughout her career. She has a Bachelor of Science with first-class honours, a Bachelor of Economics, a Graduate Diploma in Scientific Communication, a PhD in Molecular Biology, an Advanced Diploma in Adult Vocational Education, and the Certificate IV in Training and Assessment. Kym is also a graduate of the LM Martin Institute Emerging Leaders Program.

Kym has extensive experience in delivering education and training programs to students from all over Australia and Internationally. She has published in both national and international peer reviewed journals and continues to be active in the research community.

Kym’s interest extends from forensic science education to science communication. Since transitioning from science to education and management she has a keen interest in fostering employees to make this transition as smooth and as painless as possible.

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