The 7th National Public Sector Women in Leadership Summit 2016
Proven Strategies for Enhancing the Leadership Effectiveness and Career Advancement of Women in the Public Sector

FEATURED SPEAKERS

Catherine Burn
Deputy Commissioner
NSW Police Force

Air Vice Marshal Margaret Staib
(Ret'd) Former CEO
Airservices Australia

Brigadier Leigh Wilton
Director General Personnel - Army
Australian Army

Her Excellency Mrs Menna Rawlings CMG
High Commissioner
British High Commission

Rhondda Dickson
Deputy Secretary
Department of the Environment

Deborah Anton
Deputy Director General
IP Australia

Jacky Hodges
General Manager
Australian Bureau of Statistics

Dr Peggy Brown
Former Director-General
ACT Health Directorate

Jamie Lowe
First Assistant Secretary
Attorney-General’s Department

Jennifer Collins Deputy Commissioner
Department of Veterans’ Affairs

Dorte Ekelund Director-General
Environment and Planning Directorate

Kerryn Vine-Camp
First Assistant Secretary
Department of Health

Suzanne Duffy Superintendant Chief
of Capability Operations Border Force
Capability Division Support Group
Australian Border Force

Paula Ganly First Assistant Secretary
Department of the Prime Minister and Cabinet

Teena Blewitt First Assistant Secretary
Department of Finance

Nadine Williams First Assistant Secretary
Department of the Prime Minister and Cabinet

Meghan Quinn Division Head, Financial System Division
The Treasury

Jo Schumann Executive Director
Murray Darling Basin Authority

Maureen Cahill General Manager
Australian Communications and Media Authority

Traci-Ann Byrnes Assistant
Secretary Disposals and Sales
Capability Acquisition and Sustainment Group

Lynn White Acting Assistant Commissioner
Australian Electoral Commission

Sally Basser Executive Director
Ministry for the Arts
Department of Communications and the Arts

Julie Field Executive Director
Justice and Community Safety Directorate ACT

Rachel Houghton Commander
Regional Command Central
Australian Border Force

Helen Robson Program Manager, Technology
Infrastructure Branch
Australian Bureau of Statistics

Pre-Summit Workshop
25 July 2016

Summit
26 & 27 July 2016

Post-Summit Workshop
28 July 2016

Hyatt Hotel, Canberra

EXPLORE

Key skills and strategies to reach your leadership goals

Stepping up during times of change, evolution and chaos

Optimising your stakeholder management and networking capabilities

Strategies to cultivate and lead high-performance teams

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Booking Code - E
9.00 - 4.30

Enhancing Your Natural Leadership Style to Thrive in a Complex and Changing Public Sector Landscape

The Australian Public Service is a multifaceted and ever-changing landscape which presents a multitude of leadership and management challenges. Senior female leaders must consistently evolve to meet the growing demands of Public Sector leadership to ensure they are effective now and in the future. Developing an authentic leadership style that allows female leaders to thrive under pressure, meet increasing environment demands and lead high-performance teams and positive transformational change is essential in 2016.

This workshop will explore the holistic array of skills required for Public Sector leadership effectiveness and will equip current and emerging female leaders with the tools and strategies required to lead complex teams and organisations and overcome common barriers to success. The workshop will also explore your personal leadership goals and vision and create a practical leadership plan for your personal success. Topics covered include:

- Stepping up to leadership – The traits and competencies of exemplary leaders
- Knowing what authentic leadership means to you, and developing your personal leadership style
- Finding your voice – How to speak out and move up
- Enhancing your emotional intelligence for leadership effectiveness
- Effective strategies to deal with difficult situations and people
- Resolving conflicts while balancing issues and relationships
- Career and personal resilience – Overcoming obstacles and set-backs with purpose and self-awareness
- Developing a practical personal leadership plan that moves you forward in your desired direction

Expert Facilitator: Sandi Givens  Principal
Shattering Glass Ceilings

For more than 25 years, Sandi has worked with literally hundreds of organisations and thousands of people. Drawing on her training and management background, Sandi’s style is provocative (not prescriptive) and she is exceptional in creating safe environments where meaningful learning can truly occur and sustainable results achieved.

Sandi’s formal qualifications include a Bachelor of Arts in Sociology and Psychology, Accreditation in the Myers-Briggs Type Indicator® (to Step II Advanced Level), Neuro-Linguistic Programming and Generative Learning. She is also recognized as a successful and accomplished writer of countless published articles and her first book, Women on the Move, was published in October 2002.

Sandi is an International Award-winning Speaker, and is dedicated to creating more harmony in the workplace and helping others achieve their goals.

Sandi has a depth of understanding of human behaviour derived from study, research & experience in working with diversity. With her passion for proactivity, making conscious choice, accepting responsibility for outcomes and celebrating success, you’re guaranteed of an exceptional and matchless experience when you work with Sandi.

WORKSHOP SCHEDULE

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<tr>
<th>Time</th>
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ABOUT THE EVENT
Transformations in the Australian Public Service have unlocked new and exciting pathways and opportunities for emerging talent to make their mark, and for established leaders to hone their skills. Recent years have seen traditional command and control hierarchies disrupted and increasingly supplanted by collaborative leadership models, creating a dynamic new palette for up-and-coming female leaders to draw from.

There are still cultural and systemic challenges to overcome, but ongoing developments have created exciting opportunities for ambitious leaders to step up and drive change across the Public Sector. This essential professional development event goes beyond the diversity statistics, and encourages leaders to take charge of their careers and seize opportunities to grow, be inspired and form potentially career-defining professional relationships.

The 7th National Public Sector Women in Leadership Summit 2016 is established as the premier learning and networking opportunity for established and emerging female leaders. This unmissable event brings together many of the Australian Public Sector’s most senior women leaders to share their unique insights into leadership challenges, skills and accomplishments, and motivate others to pursue similar pathways. Register team members early to confirm places at this essential learning and networking event!

“Stepping Up”
The Australian Public Sector is in a time of transformation, disrupting traditional thinking with a renewed focus on the value of diversity in its senior leadership, and the significance of championing women’s leadership. However, even in a truly progressive and supportive environment, it still requires resolve and ambition to step up as a leader and drive change across the Australian Public Sector.

We have invited some of Australia’s most influential, inspiring and accomplished female leaders to reflect on what it takes to step up as a leader, including how to manage the ups and downs experienced along the way. These speakers will share how they took their career to the next level, the skills and strategies they used to get there and how they managed the various transitions in order to “Step Up” and take their career to new heights.

WHO WILL ATTEND
• Secretaries / Deputy Secretaries
• Chief Executives / Director-Generals
• First Assistant Secretaries
• SES Band 1 / EL2 / EL 1 / APS 6 / APS 5 Officers
• C-level Officers
• Diversity / Advancement
• General / Group Managers
• Branch / Section Managers
• Directors / Assistant Directors
• Senior Managers
• Human Resources / Leadership Programs

2016 Theme: “Stepping up”
How did you take your career to the next level? What were the skills you needed to get there? We are asking speakers to reflect on how they have managed various transitions and challenges throughout their careers in order to give advice to women aspiring to take their leadership to new heights.

8.30 - 8.55 Registration and Morning Coffee
8.55 - 9.00 Official Welcome and Opening Remarks from the Chair
9.00 - 9.45 OPENING KEYNOTE CASE STUDY
Stepping up and stepping sideways - Strategies for career progression and leadership transitioning
Advancing into senior leadership requires a clear commitment to organisational objectives and a focus on leadership development. Outlining your career goals and the steps required to achieve them is vital to effectively transition between roles, organisations and departments and for accelerated career advancement. In this session, Margaret reviews her diverse career transitions, from senior military officer in the Royal Australian Air Force to CEO of Airservices Australia and now portfolio director; focusing on:
• Practical strategies and skills for career progression in high pressured, male dominated environments
• Effectively transitioning between roles and organisations
• Maintaining career momentum - managing challenges and change for continued success

Margaret Staib
Director
Commonwealth Superannuation Corporation
Australian Strategic Policy Institute
Former Chief Executive Officer
Airservices Australia

9.45 - 10.00 Questions and Discussion
10.00 - 10.20 Morning Tea
10.20 - 11.00 CASE STUDY
Stepping up at every stage- Career evolution and transitioning
Moving throughout your career and acquiring your ideal position is very rarely a straight linear path to success. Many women often move laterally across organisations or sectors and sometimes even take demotions before they end up where they desire to be. In this session, Deb reflects upon her career transitions starting as a trainee Patent Examiner at IP Australia to returning as the Deputy Director General of Policy and Corporate. Deb will explore:
• Being open-minded to opportunities and not viewing your career in strict linear terms
• Successfully transitioning through stages
• Passion and resilience: The keys to successful leadership

Deborah Anton
Deputy Director General, Policy and Corporate
IP Australia

11.00 - 11.10 Questions and Discussion

PLUS TWO WORKSHOPS!
Plus Two Separately Bookable Full-Day Workshops on 25 & 28 July 2016
11.10 - 11.50 CASE STUDY

Leadership and life: A psychiatrist’s journey from clinician to CEO

Leading with authenticity and genuine passion in an environment aligned to your personal values and ideals is critical to leadership effectiveness, accomplishing your organisational goals and leading transformational change in Public Sector organisations. In this session, Dr Peggy Brown will explore how her values have informed her authentic leadership style in her approach to work, leadership, and organisational culture and change. Peggy successfully transitioned from Psychiatrist to CEO and will explore:
- Lessons learnt and her journey to self-actualisation
- The vital connection between values, authentic leadership and transformational leadership and management

Dr Peggy Brown  Former Director-General
ACT Health Directorate

11.50 - 12.00 Questions and Discussion

12.00 - 1.00 Networking Lunch

1.00 - 1.40 CASE STUDY

Authentic leadership - The key to cultivating your personal and organisational leadership vision

Strong, strategic and transformational leadership is now more than ever crucial to the success and service delivery of departments and agencies operating in the ever-evolving Australian Public Sector. As such, senior female leaders need to have a holistic set of skills and a refined, authentic leadership style on top of the traditional business acumen required. In this session, Traci-Ann will reflect upon her success in leadership and share how she cultivated her own personal brand of leadership authenticity. Explore:
- Identifying, enhancing your authentic leadership style
- Demonstrating your values and vision and aligning them to the goals of your organisation
- Tips on establishing a shared vision and high-performing, positive culture in your workplace

Traci-Ann Byrnes Assistant Secretary Disposals and Sales
Department of Defence, Capability Acquisition and Sustainment Group

1.40 - 1.50 Questions and Discussion

1.50 - 2.30 CASE STUDY

Take risks and seize opportunities – Stepping outside your comfort zone for accelerated progression

Taking on the role and responsibilities of senior leadership requires confidence and courage to identify opportunities, take risks and stand by your decisions. Identifying and pursuing opportunities when they arise is essential to your professional development and ultimately, to your long term career success. In this session, Rachel reflects on the risk-taking and opportunities that have propelled her career forward. Rachel is responsible for the Australian Border Force’s front line operations in both the Northern Territory and South Australia. Rachel will discuss:
- Identifying and seizing the right opportunities
- Making strategic and opportunistic career decisions
- Having the courage to take calculated risks

Rachel Houghton  Commander Regional Command Central
Australian Border Force

2.30 - 2.40 Questions and Discussion

2.40 - 3.10 Afternoon Tea

3.10 - 4.20 INTERACTIVE PANEL DISCUSSION

Highly effective women - How they meet both their personal and professional goals

Reaching the pinnacle of your career as a senior leader in your chosen profession often requires some personal sacrifice and regular re-evaluation of priorities. Creating a work / life blend that meets individual and professional goals requires careful consideration, active decision-making and planning. It also requires you to streamline your life in order to maximise your effectiveness. Explore:
- How women can achieve their career goals while still maintaining a satisfying personal and family life
- The common habits and practices of highly effective leaders
- Improve day-to-day effectiveness by streamlining and prioritising workload and effectively managing your time

Dorte Ekelund Director-General
Environment and Planning Directorate

Teena Blewitt First Assistant Secretary, Budget Policy and Coordination Division
Department of Finance

Jennifer Collins Deputy Commissioner, NSW & ACT Department of Veterans’ Affairs

Julie Field Executive Director, Legislation, Policy and Programs
Justice and Community Safety Directorate ACT

Jo Schumann Executive Director, Corporate Division
Murray Darling Basin Authority

Lynn White Acting Assistant Commissioner
Australian Electoral Commission

Jacky Hodges General Manager, Industry Statistics Division
Australian Bureau of Statistics

4.20 Concluding Remarks from the Chair

NETWORKING RECEPTION

4.20 - 5.20

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

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Day Two  27 July 2016

8.30 - 8.55  Morning Coffee

8.55 - 9.00  Opening Remarks from the Chair

9.00 - 9.40  OPENING CASE STUDY

Strategies for Accelerated Leadership Advancement

9.50 - 10.30

9.40 - 9.50

8.55 - 9.00

11.30 - 11.40

11.40 - 12.00  CASE STUDY

Stepping up and performing under pressure - Ensuring optimal performance regardless of circumstance

Change in the Australian Public Sector is constant and the working landscape ever evolving. Workplace restructuring and organisational change is a common element, as is job consolidation and the regular redefining of roles and departmental responsibilities. Effectively maintaining peak performance and delivering under extreme pressure is imperative to success. In this session, Sally explores:

• Lessons learnt and the skills and strategies required to ensure peak performance in any situation
• The importance of positivity, passion and clear communication when leading a team and managing change

Sally Basseter Executive Director, Ministry for the Arts Department of Communications and the Arts

12.00 - 12.10  Questions and Discussion

12.10 - 1.10  Networking Lunch

1.10 - 2.10  INTERACTIVE PANEL DISCUSSION

Stepping up during times of change, evolution and chaos

Change relentless theme in the Public Sector landscape and demands that leaders have the ability to manage, initiate and lead change often on an extensive scale with a multitude of complex obstacles to overcome and risks to control. In this session, panelists will share their experiences in managing change and the key attributes such as confidence and resilience that are required to be successful. Discuss:

• Overcoming major personal and professional obstacles
• Developing your ability to manage, lead and adapt to change
• Key attributes of successful female Public Sector leaders

Rhondra Dickson Deputy Secretary, Office of Climate Change and Renewables Innovation Department of the Environment
Paula Ganly First Assistant Secretary, Ministerial Support Division Department of the Prime Minister and Cabinet
Kerryn Vine-Camp First Assistant Secretary, Health Provider Compliance Department of Health
Jamie Lowe First Assistant Secretary, Countering Violent Extremism Centre Attorney-General’s Department
Helen Robson Program Manager, Technology Infrastructure Branch Australian Bureau of Statistics
Nadine Williams First Assistant Secretary, Community and Economic Development Department of the Prime Minister and Cabinet
Maureen Cahill General Manager, Corporate and Research Division Australian Communications and Media Authority
Jamie Lowe First Assistant Secretary, Countering Violent Extremism Centre
Suzanne Duffy Superintendent Chief of Capability Operations Border Force Capability Division Support Group Australian Border Force

11.00 - 11.30  CASE STUDY

Mastering a Holistic Array of Business and Leadership Skills

11.30 - 11.40  Questions and Discussion

Register and pay by 16 June 2016

Receive up to $300 off registration if you register and pay by 5 May 2016

Receive up to $150 off registration if you register and pay by 16 June 2016
2.10 - 2.50 CASE STUDY

Women in Treasury – An organisational and personal leadership perspective
In order for more women to be able to take on senior leadership roles, departments and agencies need to implement initiatives that support women and provide more opportunities for them to access and acquire the necessary experience and capabilities. In this session, Meghan will explore aspects of The Treasury’s diversity policies and some of the key lessons learnt during these initiatives. Meghan will also share her personal leadership journey and the contributors to her success. Explore:
• Future approaches to advancing women’s leadership
• The capabilities and characteristics required of current and emerging female leaders

Meghan Quinn Division Head, Financial System Division
The Treasury

2.50 - 3.00 Questions and Discussion

3.00 - 3.20 Afternoon Tea

3.20 - 4.00 CASE STUDY

Develop the skills for authentic influencing - Courage, conviction and executive communication
A successful career in the Australian Public Service calls for a nuanced balance of abilities, blending the highest level of technical expertise with a keenly developed communication skillset. Demonstrating authentic leadership, accepting ownership and accountability, confronting the tough conversations and learning to influence up, down and sideways are all critical strengths to master. In this expert skills session, Louise explores the practical expertise necessary to navigate these complex and dynamic relationships. Discuss:
• Handling tough conversations courageously
• Understanding accountability and authentic leadership
• Developing practical skills to achieve your executive potential

Louise Carter Chief Executive Officer and Founder
Performance Partnership

4.00 - 4.10 Questions and Discussion

4.10 - 4.30 INTERACTIVE CLOSING ROUNDTABLE

Stepping up to leadership- Reflections and new directions for current and emerging female Public Sector leaders
This interactive discussion will provide delegates with an opportunity to revisit the themes and topics covered over the course of the two-day conference. This will provide scope to continue conversations on issues raised, brainstorm solutions to common challenges faced and reflect on the advice that resonated. Discuss:
• What are the strategies that can be employed when you want to step into senior leadership?
• The best piece of advice you have taken away?
• The take-away lessons you can put into practice

Catherine Nolan CEO
Gender Gap Gone

4.30 Concluding Remarks from the Chair and Summit Close
Maximising Your Influence and Engagement for Optimal Public Sector Organisational, Behavioural and Cultural Change

Optimising your leadership capability to influence and engage a multitude of internal and external stakeholders is vital for success as a senior female Public Sector leader in 2016 and beyond. Your capacity to influence and engage employees, ministers, the community and other executives allows you to foster organisational buy-in for new initiatives and achieve traction for sustainable transformational change.

Exceptional communication and influence is the cornerstone of effective leadership and is a crucial skill to ensure the long-term profitability, sustainability, productivity and quality service delivery of Public Sector departments and agencies. Women often possess a natural ability to communicate so this innate strength should be harnessed and employed at all stages of leadership to gain support, engage stakeholders and create change.

This workshop explores the power of communication and how it can be employed to achieve your leadership and career goals as well as other key executive skills and practices to help you maximise your influence and engagement. An essential skill in its own right, effective communication enhances other leadership capabilities such as decision making, influence and managing culture, change and people effectively in complex environments. In this interactive workshop, Catherine will provide practical tools for:

- Emotional intelligence for improved influence and engagement
- Elevating your communication skills from average to exceptional
- Retaining your uniqueness and authenticity
- Gaining influence with team members, stakeholders and potential supporters
- Optimising stakeholder engagement
- Leading change and tackling difficult conversations and situations
- Decision making, influence and operating with diverse stakeholders

Expert Facilitator: Catherine Nolan CEO
Gender Gap Gone

Cath Nolan is the CEO and Founder of Gender Gap Gone. An executive coach she is renowned for her expertise in individual and organisational development. With over 16 years experience consulting to over 500 businesses globally, Cath has coached over 2000 individuals and worked with some of Australia’s best loved and most recognised brands.

Cath is a frequent key note speaker nationally, invited to share the stage with leaders of industry on Leadership and Career Advantage and Diversity.

WORKSHOP SCHEDULE

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

Women in Leadership and Management Australasia

All WILMA Members receive 10% off the Standard Rate
Sign up today at www.wilma.net.au

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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- [ ] Summit + 2 Full-Day Workshops (4 days)
- [ ] Summit + 1 Full-Day Workshop (3 days)
- [ ] Summit Only (2 day)
- [ ] 1 Full-Day Workshop (1 day)

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  - MasterCard
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- Card Number

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- Full Name as on card

- Cardholder’s Contact Number

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### Authorising Manager’s Details:
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