

Higher Education Women's Leadership Summit 2016

Practical Advice and Proven Techniques for Women's Leadership Development and Career Advancement Within Higher Education

Liquid Learning is delighted to present the Higher Education Women's Leadership Summit, the premier leadership development event for women working throughout the Higher Education sector.

FEATURED SPEAKERS



Professor Gilly Salmon Pro-Vice-Chancellor, Education Innovation
University of Western Australia



Professor Cobie Rudd Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President
Edith Cowan University



Professor Helen Bartlett Pro-Vice-Chancellor and President, Malaysia
Monash University



Professor Angela Goh Associate Provost, Faculty Affairs
Nanyang Technological University



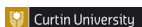
Professor Sara de Freitas Pro-Vice-Chancellor, Learning and Teaching
Murdoch University



Professor Tanya Monro Deputy Vice-Chancellor Research and Innovation
University of South Australia



Professor Julianne Reid Associate Deputy Vice-Chancellor, Learning and Teaching
Curtin University



Professor Selma Allie Pro-Vice-Chancellor, Head of Fremantle Campus
University of Notre Dame



Professor Helen Wildy Dean, Faculty of Education
University of Western Australia



Kerryne Batten Director Internal Audit and Risk
Murdoch University



Professor Lynne Cohen Executive Dean Faculty of Education and Arts, Pro-Vice-Chancellor: Engagement, Communities
Edith Cowan University



Michelle Hoad Managing Director
West Coast Institute



Associate Professor Lina Pelliccione Head of School, School of Education
Curtin University



Fleur Allen Master Networker
Out Of The Box Biz



Heather Harker Director
Metis Management Consulting



Natalie Lincolne Strategic Performance Consultant
Incredible People



Lynda Folan Managing Director
Inspired Development Solutions



Dr Abby Jandro Executive Coach and Leadership Consultant



Pre-Summit Workshop

9 February 2016

Summit

10 & 11 February 2016

Post-Summit Workshop

12 February 2016

Duxton Hotel, Perth

EXPLORE

Practical career advice from experienced female leaders and field experts

Strategies to identify, avoid and overcome common career obstacles

Proven techniques to reinforce leadership fundamentals and develop a stronger skill base

Professional networking and leadership growth opportunities

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Pre-Summit Workshop 9 February 2016

9.00 - 4.30

Executive Communication Strategies for Women in Higher Education

The ability to effectively manage conflict, clearly communicate expectations and engage with other staff are the marks of good leadership. Leadership doesn't exist within a vacuum; it is a necessary component of team dynamics, making the ability to communicate and assert your authority critical skills for leaders.

In the Higher Education space, staff must organise and coordinate academics from multiple streams, manage expectations from top managers and interact with students in a constructive manner. Each of these situations is vastly different from the last and each requires a different approach in order to get the best results. By mastering and modelling clear communication methods for your team, organisation and relevant stakeholders you have the potential to accelerate performance and your career.

Many of these skills come as a product of an assertive leadership style; knowing what you want to accomplish and clearly conveying this to those around you, and being confident in your decisions. This session will explore the role that assertiveness and communication play in leadership, and provide best practice techniques for both fields. Whilst this workshop is aimed at female leaders who have succeeded in academia and have subsequently taken on leadership roles, it is relevant to any female leader in the Higher Education Sector. Delegates will develop skills in the following areas:

Communication Styles for Leadership

- Engaging with involved parties
- Persuading and motivating staff
- Making messages strong and unambiguous

Developing assertiveness in a professional manner

- Building instant rapport
- Being a confident leader
- Setting clear expectations and sticking to them

Negotiating for leadership success

- Mediating and mitigating conflict
- Persuading and motivating staff
- Managing up

Expert Facilitator: Heather Harker Director
Metis Management Consulting

Heather was the Acting Commissioner for the Department of Corrective Services (DCS) in Western Australia (WA) prior to her retirement from public service at the end of March 2014. She was CEO in the National Probation Service for England and Wales for 6 years before migrating to Australia in 2006, at which time she was appointed Deputy Commissioner for DCS in WA.

Since establishing her consultancy business in early 2014, Heather has worked across Australia in areas such as developing Youth Justice strategies and providing strategic advice on organizational and cultural change initiatives. She has also been commissioned to undertake a range of Independent Inquiries into matters relating to workplace culture and practices that had prompted human rights concerns; leadership and organizational change management and offender employment program delivery. Her breadth of experience and ability to work at the highest levels in Government, NGO and private sector mean that her opinions and advice have influence and are well regarded.

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 |

ABOUT THE EVENT

As a statistic, women account for over half the academic and corporate staff in the Higher Education workforce, however this representation is not reflected in the occupation of senior leadership roles. Despite considerable progress over the past decade, the hard fact remains that something is holding women back from acquiring these leadership positions.

The Higher Education Women's Leadership Summit 2016 addresses the challenges women face in the Higher Education Sector, and assists to provide practical solutions. Inspirational women who have navigated their way to the top level will offer their own personal story of how to overcome obstacles and realise your career potential. They will also provide very valuable perspectives and reflect on what they could have done differently with the benefit of hindsight. This event aims to equip emerging and aspiring female leaders from across the University sector with the essential tools required to attain your personal career goals and to become a more effective leader.



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Day One 10 February 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**

Creating the future: Leaders as Emanators and Illuminators

Every university in the world is challenged by change in its educational practice. Gilly Salmon explores the complex nature of educational innovation in Higher Education and the associated nature of vision and action through leadership and collaboration. She explains how women leaders may have a special role in providing pathways to creating preferred and viable learning futures.

Professor Gilly Salmon Pro-Vice-Chancellor,
Education Innovation
University of Western Australia

9.40 - 9.50 **Questions and Discussion**

9.50 - 10.30 **CASE STUDY**

Leading as a woman in Higher Education

Women are reaching top-level roles within their organisations now more than ever before, but still face their own set of hurdles in the pursuit of these. In order to distinguish themselves as leaders, women are often required to stand out as being exceptional rather than simply competing for new opportunities. Many women feel it necessary to act in a masculine fashion in order to lead; an approach that yields its own set of problems. Drawing on personal experiences, Sara will discuss:

- The value of embracing authenticity
- The benefits of feminine leadership traits
- Surviving in a male-dominated space

Professor Sara de Freitas Pro-Vice-Chancellor
Murdoch University

10.30 - 10.40 **Questions and Discussion**

10.40 - 11.00 **Morning Tea**

11.00 - 11.40 **EXPERT COMMENTARY**

Cross-cultural perspectives on Higher Education Leadership

The Higher Education sector is becoming increasingly globalised, and with that come new opportunities and hurdles for women in leadership roles. In addition to the usual challenges facing top-tier women in Higher Education, cultural constraints also have to be navigated. Learning how to best engage with different cultures and successfully lead in a globalised profession is vital for the future. Professor Bartlett will use her experiences in Asia to offer an international perspective on women and leadership. The session will explore:

- Cultural constraints and challenges
- Leadership styles in a globally integrated community
- Fostering women leaders in a multicultural Higher Education environment

Professor Helen Bartlett Pro-Vice-Chancellor and
President, Malaysia
Monash University

11.40 - 11.50 **Questions and Discussion**

11.50 - 12.30 **EXPERT COMMENTARY**

Authenticity and resilience: Key leadership skills for Women in Higher Education

The most effective leaders have their own approach and style; they are transparent and honest in the way they conduct themselves. There isn't a singular model for good leadership, and emulating others' approaches is rarely an efficient technique. The key to exceptional leadership is in authenticity – Developing a personal style or brand and keeping to it. This individual approach emphasises personal strengths and emphasises the value of resilience as a leadership tool. This expert commentary will explain how to:

- Identify your strengths and weaknesses
- Develop your own leadership style
- Develop and maintain personal resilience

Lynda Folan Managing Director
Inspired Development Solutions

12.30 - 12.40 **Questions and Discussion**

12.50 - 1.40 **Networking Lunch**

1.40 - 2.40 **INTERACTIVE PANEL DISCUSSION**

Improving workplace culture and building a supportive base

Workplace culture plays an important role in the productivity and wellbeing of your team. Effective leadership means setting the tone for the workplace and building an environment where staff feel happy, capable and enthusiastic. Developing a desirable culture is the cornerstone of good leadership and also forms a foundation from which to progress your career. This session will explore techniques to develop and maintain an encouraging environment. Discuss:

- The effects of workplace culture on performance
- The value of encouragement and support
- Effecting a change in culture

Kerrynne Batten Director Internal Audit and Risk
Murdoch University

Professor Lynne Cohen Executive Dean Faculty of
Education and Arts, Pro-Vice-Chancellor: Engagement,
Communities

Edith Cowan University

Michelle Hoad Managing Director
West Coast Institute

Professor Selma Allix Pro-Vice-Chancellor, Head of
Fremantle Campus

University of Notre Dame

2.40 - 3.20 **CASE STUDY**

Change Management and Leadership: Leading through transformation

With the ever increasing cuts to funding, Higher Education in Australia faces a time of immense change and uncertainty. Adaptive leadership will be instrumental for academic institutions to undergo these changes and ultimately acclimate themselves to the rapidly changing landscape. Leading through change is not simply a reactive process however, and while the ability to adjust to new circumstances is key, a proactive model of leadership is far more effective. Professor Reid will examine change leadership and its core components. She will discuss:

- Planning for the future
- Thriving in uncertain times
- Adapting to new circumstances as a leader

Professor Julianne Reid Associate Deputy
Vice-Chancellor, Learning and Teaching
Curtin University

PLUS TWO WORKSHOPS!

Plus Two Separately Bookable Full-Day
Workshops on 9 & 12 February 2016



VALUE PLUS DISCOUNT

Receive \$400 off registration if you
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3.20 - 3.30 **Questions and Discussion**

3.30 - 3.50 **Afternoon Tea**

3.50 - 4.30 **CASE STUDY**

Inspirational leadership: Powering success through mentoring

Behind every great leader are the influential sponsors, great mentors, supportive friends, family and colleagues providing critical insight, guidance and assistance. All of these influences are crucial to the development of outstanding leaders. Professor Monro will reflect on her own career to explore the relationship sponsors and mentors have with the development of leadership capabilities, both in the development of leadership traits and the act of leading through mentoring. She will discuss:

- The role of mentors and sponsors
- How to find or become a mentor or sponsors
- The role of support in leadership

Professor Tanya Monro Deputy Vice-Chancellor Research and Innovation
University of South Australia

4.30 **Concluding Remarks from the Chair**

4.30 - 5.30 **Networking Reception**



Women in Leadership 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.

NETWORKING RECEPTION



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

8.30 - 8.55 **Morning Coffee**

8.55 - 9.00 **Opening Remarks from the Chair**

9.00 - 9.40 **OPENING CASE STUDY**

Resilience as a critical leadership tool

Higher education is a dynamic and challenging field, and women leading in this sector face increasing pressures and hurdles, and sometimes plans will go awry and goals will not be reached. The mark of true leadership is best seen by the way a leader deals with pressure, handles setbacks and make hard decisions. Resilience is a crucial skill for leadership success. Professor Rudd will explore the importance of resilience to leadership and provide insight into how resilience has played a key role in her career. She will discuss:

- The challenges on the horizon for women in Higher Education
- The role of resilience in effective leadership
- Resilience as a learned skill

Professor Cobie Rudd Deputy Vice-Chancellor (Strategic Partnerships) and Vice-President
Edith Cowan University

9.40 - 9.50 **Questions and Discussion**

9.50 - 10.30 **EXPERT COMMENTARY**

The fundamentals of exceptional leadership

Exceptional leaders are able to manage multiple planned and unplanned tasks while still maintaining progress toward the vision they are working to achieve. Mastering this balance is as much an art as it is a set of discreet skills, and like it is for all master artists, a solid foundational skill set is required. With the right processes in place women are able to not only operate efficiently, but build a reputation as a leader with dedication and integrity. This session will explore the fundamental leadership skills of Feedback, Follow-up and Follow-through and how they form the foundation for an exceptional leadership career. It will address:

- The three fundamentals of exceptional leadership
- Common pitfalls and their impact
- Fine-tuning your leadership skill set

Dr Abby Jandro Executive Coach and Leadership Consultant

10.30 - 10.40 **Questions and Discussion**

10.40 - 11.00 **Morning Tea**

11.00 - 11.40 **CASE STUDY**

Creating and exploring new leadership opportunities

There is no cookie-cutter model for leadership; it is an individual process that often requires a non-linear approach. Effective leaders don't conform to one ideology, nor do they all progress down the same path. Leadership extends beyond managerial skills, and the best leaders identify and cultivate the skills and talents they see in their team members. By identifying and nurturing these capacities, leaders inspire their staff and unlock new pathways for them to develop as leaders in their own right. In this session, Professor Wildy will discuss:

- Taking unexpected paths to leadership
- Nurturing the leadership capacities of your team



SUPER SAVER DISCOUNT

Receive \$300 off registration if you register and pay by 17 November 2015



EARLY BIRD DISCOUNT

Receive \$150 off registration if you register and pay by 14 January 2016

Evidence Based Methods for Career and Leadership Success

- Exploring alternate opportunities to advance your career
- Professor Helen Wildy** Dean, Faculty of Education
University of Western Australia

11.40 - 11.50 **Questions and Discussion**

11.50 - 12.30 **CASE STUDY**

Breaking the glass ceiling: Leading as a woman in Higher Education

The senior ranks of most Higher Education Institutes tend to be a male dominated area, with women comprising only around 30% of senior roles. Where women comprise around 12% of Executive Committee member spots in Australian businesses in general, in the Asia region they make up only 8%, a trend reflected in University Leadership. Breaking this glass ceiling takes tenacity, and even once the ceiling's been shattered, expectations around women's roles within the leadership team present further hurdles. In this session, Professor Goh will explore what it means to lead as a woman in Higher Education. She will discuss:

- Breaking through the glass ceiling
- Leading in a male dominated sector
- Overcoming problematic expectations

Professor Angela Goh Associate Provost, Faculty Affairs
Nan Yang Technological University

12.30 - 12.40 **Questions and Discussion**

12.40 - 1.40 **Networking Lunch**

1.40 - 2.20 **CASE STUDY**

Building the skills to excel as a leader in Higher Education

In order to overcome the challenges that populate the passage to leadership, one needs to master a particular skill set which reflects the nature of their work. These skills are not necessarily inherent or obvious, and developing a leadership tool kit can take time and experimentation, but taking a moment to consider your leadership approach and the skills you'll need to further your own abilities is a valuable process. Lina will offer lessons from her own career to examine:

- Overcoming challenges
- Developing a leadership tool kit
- Setting goals and working towards them

Associate Professor Lina Pelliccione Head of School, School of Education
Curtin University

2.20 - 2.30 **Questions and Discussion**

2.30 - 3.10 **CASE STUDY**

Best practice networking for career progression

Networking is a skill often taken for granted. Many professionals often assume networking is a natural process, an organic function of their day to day work, however this is rarely the case. Knowing how to build and maintain a strong network opens a variety of new opportunities and pathways both professionally and personally. This can be of great benefit when career mobility seems difficult or impractical, as it may present alternate avenues for career progression. Fleur will provide practical skills to build authentic, long-term networks. The session will explore:

- Developing meaningful and far-reaching connections
- Leveraging networks for new opportunities
- Maximising the value of existing networks

Fleur Allen Master Networker
Out Of The Box Biz

3.10 - 3.20 **Questions and Discussion**

3.20 - 3.45 **Afternoon Tea**

3.40 - 4.30 **INTERACTIVE CLOSING ROUNDTABLE**

Leadership pathways: Reflection on the key themes explored

This interactive session will provide delegates with the opportunity to reflect on the key take-aways from the event. Lead by the Summit's Chair Natalie, delegates will have the chance to offer their views, opinions and insights before Natalie brings the day to a close by summarising the most important themes explored throughout the conference. It will:

- Reflect on the presentations from the two days
- Offer further insight into the challenges facing Higher Education women
- Provide possible directions for women within the sector

Natalie Lincolne Strategic Performance Consultant
Incredible People

4.30

Concluding Remarks from the Chair and Summit Close



Follow this event on Twitter using the event hashtag **#HLW16** and **@LiquidLearning** for daily industry updates!

WHO WILL ATTEND

Advocates, Decision Makers and Emerging Leaders in Higher Education – in academic, senior management and governance positions including:

- | | |
|---|--|
| • Vice-Chancellors, Deputy Vice-Chancellors, Pro-Vice-Chancellors | • Senior Officers / Management / University Governance |
| • Deans, Heads of School, Faculty Heads | • Equity / Diversity and Inclusion |
| • Professors, Associate Professors | • Gender / Women's Studies |
| • Lecturers, Senior Lecturers, | • Women's Leadership Program Managers |
| | • Workforce Planning, Human Resources |

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Post-Summit Workshop 12 February 2016

9.00 - 4.30

Developing Practical Resilience Skills for Overcoming Stress and Setbacks

Women working in Higher Education face regular deadlines and pressure of work. The impact of decreased government funding and the ongoing need to be ahead of the game is the perfect environment to cultivate stress and may even lead to anxiety. Unexpected setbacks can be incredibly demoralising, and it can be difficult to stay focussed and motivated in the face of these types of challenges. Those women who excel as leaders share an ability to bounce back from adversity and keep moving forward while maintaining their health and wellbeing.

How an individual handles stress and disappointment has a huge bearing on how they cope as a leader, and in turn, how others relate to their leadership. The truly resilient leader will have the ability to utilise a transformational leadership style. Research has shown that in challenging situations and times of pressure a transformational leadership style is not only the most effective but it also energises and engages others. Resilient leaders have the necessary attributes to not only thrive under adverse circumstances, but also to engage and enable their team to do so as well.

Practical resilience skills are key to overcoming stress and facing difficult circumstances. This experiential workshop will equip you with the tools necessary to use resilience as a critical leadership skill, to minimise stress and maximise the efficiency of both themselves and their team. It will address:

The importance of resilience

- Dealing with setbacks and hurdles
- Resilient leadership in times of change
- Taking back control

Minimising stress

- Identifying triggers
- Developing relaxation techniques for leaders
- Staying positive and planning for the future

Building the foundations of strong resilience

- Self awareness and management of a healthy self concept
- Emotional intelligence and emotional stability
- Constructive thinking and healthy cognitive processing

Expert Facilitator: Lynda Folan Managing Director Inspired Development Solutions

Lynda has extensive experience in Leadership and Organisational Development with a highly successful track record of strategically developing and managing international Human Resource teams. Her experience includes board level executive roles in organisations such as: the Hard Rock Café, Tesco, Wyndam International (Hotels) and The number (Telecoms). For the past 8 years Lynda has worked as a consultant in both the public and private sector assisting organisations to enhance the people aspects of their operations. With over 25 years of experience working with businesses across the globe, Lynda has considerable expertise in: Strategic Human Resources, Leadership Development, Organisational Change, Organisational Development, Team development, Facilitation and Executive coaching.

WORKSHOP SCHEDULE

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|-----------------------------|-----------------------------|-----------------------------|
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| • 10.40 - 11.00 Morning Tea | • 1.30 - 3.00 Session Three | • 4.30 Close of Workshop |

ALSO AVAILABLE



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Novotel Perth



**The APAC Women in
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<input type="checkbox"/>	Summit Only (2 days)	\$2495 + GST = (\$2744.50)	\$2345 + GST = (\$2579.50)	\$2195 + GST = (\$2414.50)	\$2095 + GST = (\$2304.50)	
<input type="checkbox"/>	1 Full-Day Workshop (1 day)	\$1295 + GST = (\$1424.50)	N/A	N/A	N/A	

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Note: Course materials, refreshments & lunches are included. Travel and accommodation are NOT included. Registration Options are per person only.

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