



2019

# DIVERSITY AND INCLUSION & WOMEN IN LEADERSHIP ROADSHOW

**Brisbane** 12<sup>th</sup> March • **Melbourne** 20<sup>th</sup> March • **Perth** 13<sup>th</sup> March

**Sydney** 9<sup>th</sup> April • **Adelaide** 10<sup>th</sup> April • **Canberra** 5<sup>th</sup> June

# MORNING OVERVIEW: DIVERSITY AND INCLUSION



As corporate Australia has known for some time, maintaining a diverse and inclusive workforce makes good business sense, while extensive international research suggests significant bottom line profit increases are just one of the benefits organisations are gaining.

Diversity and inclusion drive a deep-seated cultural change which embraces

innovation; allowing for creativity, agility and productivity increases. While there are still hurdles to overcome, the benefits and impacts of a diverse and inclusive workforce on team performance, customer service and the bottom line cannot be understated.

Public Sector Network's Diversity & Inclusivity Roadshow 2019 focuses on building management practices in diversity and inclusion.

## WHO WILL ATTEND?

- ▶ C-Suite Executives
- ▶ Directors and Managers of Human Capital
- ▶ Workplace Diversity and Inclusivity Managers
- ▶ Organisational development & workforce
- ▶ People & Culture
- ▶ Recruitment & Retention
- ▶ Talent managers



Learn how to streamline your workplace diversity and inclusivity programs.



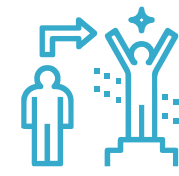
Develop and implement strategies to create a department-wide culture of diversity and inclusivity.



Strengthen management accountability by building up your leadership capabilities.



Discover how to ensure your recruitment processes and policies are discrimination free.



Gain insights into overcoming resistance to change and reinvigorate the social and cultural makeup of your department.

# MORNING AGENDA: DIVERSITY AND INCLUSION



8:15am	Registration Opens	10:30am	Morning Tea and Networking
8:45am	Welcome from Public Sector Network or Chairperson		
9:00am	<p><b>Keynote Opening Address</b>  <b>Diversity and Inclusivity in the Australia Public Sector: examining existing workplace policies to determine where to focus next</b></p> <ul style="list-style-type: none"> <li>- Developing an effective method of measuring how successful your existing Diversity and Inclusion (D&amp;I) strategies are and why D&amp;I is essential to your agency;</li> <li>- Understanding the critical economic factors supporting diversity and inclusivity as a departmental focus; and</li> <li>- Examining international best practice to enable a holistic approach to design new processes and policies to promote diversity in the Australian Public Sector.</li> </ul>	11:00am	<p><b>Developing and building a cultural capability</b></p> <ul style="list-style-type: none"> <li>- Understanding the skills, knowledge, and practices needed for staff to undertake their role in a culturally informed and supportive manner;</li> <li>- Developing appropriate mechanisms to regularly promote and facilitate discussions to improve cultural capability within your department; and</li> <li>- Highlighting how the Australian Public Sector Commission's Aboriginal and Torres Strait Islander Cultural Capability Framework can be used as a jumping off point when developing your strategies to support diverse and inclusive cultural capability in your agencies.</li> </ul> <p><b>Letitia Hope, First Assistant Secretary - Indigenous Affairs Group, Department of Prime Minister and Cabinet</b></p>
9:30am	<p><b>Strengthening management accountability by building leadership capabilities</b></p> <ul style="list-style-type: none"> <li>- What leaders need to know when managing diverse teams: it's not just gender diversity that needs to be part of the discussion;</li> <li>- Developing leaders who can avoid the risk of 'group-think,' and other limiting thought behaviours; and</li> <li>- Educating leaders on how to create high-performance business units by leveraging their team's diverse perspectives and backgrounds.</li> </ul> <p><b>Belinda Casson, Branch Manager - People, Culture and Capability, Department of Education and Training</b></p>	11:30am	<p><b>Panel Discussion: How to recruit &amp; retain without discrimination</b></p> <p>One of the most significant risks to a D&amp;I workplace is what is known as unconscious bias or hiring, and promoting, in our image. Extensive research, from local and international sources, has long proven the benefits of D&amp;I in the workplace both economically and in the areas of efficiency and problem-solving. This panel discussion examines how to;</p> <ul style="list-style-type: none"> <li>- Develop recruitment strategies to generate the most diverse pool of suitable candidates;</li> <li>- Link your talent management and succession planning to your D&amp;I strategy;</li> <li>- Use D&amp;I to increase your public recognition and enhance your agencies reputation;</li> <li>- Establish measurable D&amp;I KPIs, analytics and reporting for your current, and future, recruitment needs.</li> </ul> <p><b>Panellists:</b>  <b>Rachael Jackson, General Manager - People and Planning, Department of Industry, Innovation and Science</b>  <b>Robyn Beutel, Diversity and Inclusion Policy - Employment Policy Group, Australian Public Service Commission</b>  <b>Jamie Penrose, General Manager - People and Communications Group, IP Australia</b>  <b>Natalee George, Assistant Director, Department of Health</b>  <b>Ayesha Nawaz, Senior Executive Adviser to the Secretary, Attorney-General's Department</b></p>
10:00am	<p><b>Delivering more efficient execution of workplace diversity and inclusivity programs to increase productivity</b></p> <ul style="list-style-type: none"> <li>- Determining what makes an effective D&amp;I strategy and the positive impacts getting it right has on your team;</li> <li>- Defining the correct Key Performance Indicators (KPIs) to measure to deliver clear and concise reporting of department performance and Return on Investment (ROI);</li> <li>- Highlighting the importance of getting D&amp;I working by analysing existing programmes for opportunities for improvement.</li> </ul> <p><b>Melissa Hennessy, Assistant Director - People Capability and Recruitment, Department of Infrastructure, Regional Development and Cities</b></p>		
		12:15pm	Closing remarks from the Chair
		12:25pm	Lunch and Networking

# AFTERNOON OVERVIEW: WOMEN IN LEADERSHIP

**As politicians in Australia continue to focus on Quotas and whether they are useful or not the Australian Public Sector, at all levels of government, has gotten on with the job of ensuring gender equality and female leadership are given the importance they are due.**

A recently released report, Roadmap to 50x50 Power and Parity in Women Leadership, published by the Wilson

Centre in New York showed quotas are still needed as they 'appear to signal a genuine commitment to improving representation,' and that around the world, including Australia, the public sector is 'flourishing with women in leadership,' highlighting the need to 'leverage this success to break down glass walls to other sectors.

After a sell-out national roadshow in 2018, Public Sector Network is

pleased to be able to continue this vital discussion in 2019.

The Public Sector Network Women in Leadership Roadshow 2019 builds on the importance of developing clear policies and strategies to increase female representation at the most senior levels of the Australian Public Sector while laying a firm foundation for future leaders to follow.

## WHO WILL ATTEND?

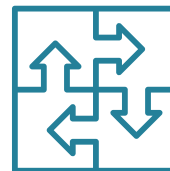
- ▶ C-Suite Executives
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Learn to communicate with authenticity and impact.



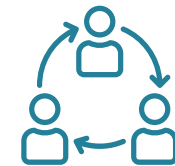
Gain exclusive insights into how female leaders navigated their way to the top.



Examine the difference between leadership and power to ensure true equality.



Develop knowledge of the most persistent barriers to gender equality in leadership and best practice strategies to overcome them.



Increase awareness of 'bias disruptors,' and how they can improve recruitment initiatives.

# AFTERNOON AGENDA: WOMEN IN LEADERSHIP



12:40pm	Registration
1:00pm	Welcome from Public Sector Network & Chairperson
1:15pm	<p><b>Opening Keynote</b>  <b>Future-proofing equality for the next generation</b></p> <p>This session focuses on the strategies and commitments the Public Sector is making to ensure gender equality for the future generations.  <b>Kate Carnell</b>, Ombudsman, <b>Australian Small Business and Family Enterprise Ombudsman</b></p>
1:45pm	<p><b>My Journey – One on One with a Public Sector Leader</b></p> <p>My journey brings to Public Sector Network's Women in Leadership Roadshow 2019 an intimate, personable, and insightful session detailing the challenges, mistakes, biases and persistent obstacles female leaders in the Australian Public Sector have faced and overcome. Each city will host a special guest from the Public Sector to take us on a detailed, and educational, journey through their careers, leaving attendees with insights into how to navigate their successful career paths.  <b>Kate Palmer</b>, Chief Executive Officer, <b>Sport Aus</b></p>
2:15pm	<p><b>Pathways to leadership: examining the policies and strategies advancing female leadership in the Australian Public Sector</b></p> <ul style="list-style-type: none"> <li>- Understanding and identifying the most persistent barriers to leadership; Recognising the successful policies and practices enabling women to attain leadership positions; and</li> <li>- Examining women's current representation at the executive and public administration levels of the Australian Public Sector and the steps needed to achieve accurate 50/50 representation.</li> </ul>
2:45pm	Afternoon Tea and Networking

3:15pm	<p><b>Creating power parity: gender equality only works if power is equally distributed</b></p> <ul style="list-style-type: none"> <li>- Measuring the power held by female leaders across the sectors of the Australian Public Sector;</li> <li>- Examining the capacity to influence decision-making by highlighting the formal power, public perception and governance of the leadership position; and</li> <li>- Smashing through the glass wall: ensuring female representation across a multitude of sectors not just the traditionally feminised sectors of the public sector.</li> </ul> <p><b>Elizabeth Carroll</b>, Chief Legal Counsel, <b>IP Australia</b></p>
3:45pm	<p><b>Panel Discussion: Building on past successes to further progress female leadership in the Australian Public Sector</b></p> <ul style="list-style-type: none"> <li>- Identifying systemic and structural barriers to increased female leadership and the reforms and drivers needed to overcome them;</li> <li>- Improving the understanding of department heads and front-line managers on female leadership and embedding workplace reforms to create a level playing field for new and existing recruits;</li> <li>- Examining how unconscious bias can manifest in the workplace and how the use of bias disruptors can be successfully implemented to improve the department's recruitment processes; and</li> <li>- The power of part-time: increasing the capacity, and usage, of flexible work arrangements for both male and female employees and the role this plays in helping to break down the glass ceiling.</li> </ul> <p><b>Panellists:</b>  <b>Cheryl-Anne Moy</b>, Deputy Secretary Corporate &amp; Enabling - Chief Operating Officer, <b>Department of Home Affairs</b>  <b>Kate Alberry</b>, Director of Environmental Services, <b>Cowra Shire Council</b></p>
4:30pm	Closing remarks
4:40pm	Conference close

# ABOUT US

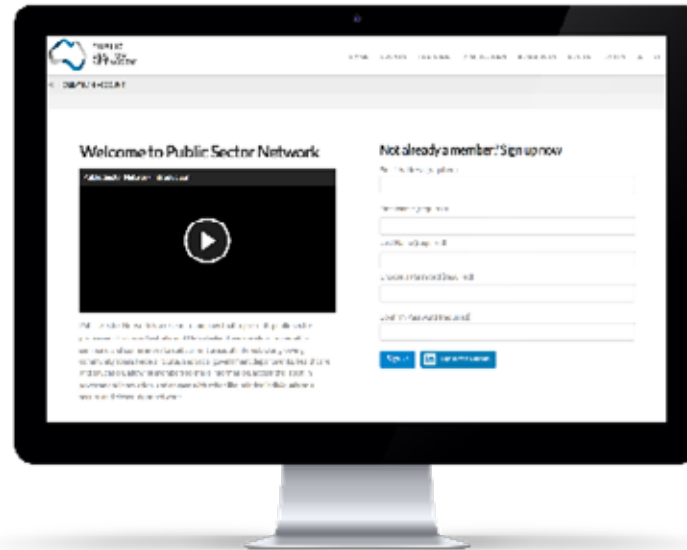
## About us

Public Sector Network is a young, diverse company that exists to help government break down silos, collaborate, and work together for better outcomes for citizens. We believe that public sector is forced to be one of the most innovative and resourceful industries in the world. Rather than constantly solving the same problem, government can improve citizen services whilst saving time - and money - by sharing and learning from other agencies, departments and councils.

## PSN Events Pty Ltd

A Subsidiary of Public Sector Network Holdings Pty Ltd

ABN - 46 617 870 872  
34/60 Margaret Street  
Sydney NSW 2010



“  
Excellent event, great conversations & a platform to interact with the right government contacts & partner community.  
”

“  
A very relaxed ambience... customers really letting down their guards not feeling as threatened by industry and vendors.  
”

“  
The roadshow was a great way to see what others are up to and provides invaluable networking opportunities to further our learning.  
”

“  
Great event from beginning (planning) to end. One of the best events we have sponsored in terms of conversations had at booth, opportunity to promote our brand. PSN did an amazing job of event management. Well done.  
”

**BOOK NOW:** [EVENTS.PUBLICSECTORNETWORK.CO](https://events.publicsectornetwork.co)