



**Leadership with Collaboration and Inclusion  
– Leading Together Conference**

**Centre for Professional Development,  
Bathurst Campus**

**21 – 22 November 2018**

**Day 1 – Wednesday 21 November 2018 – Centre for Professional Development (CPD) Building  
1286, Carpark 7**

**12.00 pm – 12.30 pm    Arrival and Lunch**

12.30pm – 12.40pm    Welcome to Campus  
Conference Welcome – Rosy Black (Chair of the LDW Steering Committee)  
Welcome to Country

12.40pm – 12.50pm    Message from the Vice Chancellor

12.50pm – 1.00pm    Getting to know who you are sitting with – take a few minutes to chat with people you do not know

1.00pm – 1.50pm    **KEYNOTE – Joanne McRae**  
Joanne's professional experiences include teaching and management roles in secondary school and university settings, and delivery of Leadership and Management courses with TAFE. She owns her own business, Mayten Consulting, is a co-founder and director of Co-Work Orange, and co-owner of a medical practice in Orange NSW. In September 2017 she was elected to Orange City Council and elected as Deputy Mayor. Joanne is an active member of the Rotary Club of Orange Daybreak and a consumer representative to the Western NSW LHD Health Care Quality Committee. She is passionate about informed and engaged communities, with a particular focus on education, inclusion, youth and LGBTIQ+ advocacy

1.55pm – 2.45pm    **Parallel Sessions**

**1A - Snakes & Ladders: competition v collaboration in leadership – Joanne McRae**

Topic: Sharing my insights into leadership, with examples from sport, education, business, community and local government experiences.

Outcomes - Participants will:

- Understand and recognise opportunities
- Encourage and support others to achieve and to lead
- Appreciate the value of diversity in leadership
- Understand isolation, and be able to identify support networks
- Recognise their leadership legacies

\*Workshops will provide an opportunity to develop and practice skills for collaborative leadership- assembling a toolbox of skills

**1B - Inclusivity at CSU – Workplace Gender Equity Strategy (2018-2022) and Unconscious Bias Training - Nic Steepe**

One of Nic's main role responsibilities has been developing, finalising and implementing the Workplace Gender Equity Strategy (2018-2022) for Charles Sturt University. In this session, an overview of how this was completed will be provided, challenges, successes and key learnings moving forward will also be discussed. A run through of the main features of the Strategy and how the Strategy aligns with other equitable initiatives within the University will also be provided.

One of the key strategies of the GE Strategy, as well as the Athena SWAN Action Plan, is the development and delivery of Unconscious Bias/Inclusivity Training. A summary of the training session plan will be provided, followed by a discussion of the content.

### **1C - Making a Difference to Domestic / Family Violence through Gender Equality – Marie Sullivan OAM**

As leaders in our community it is important to understand the interface between gender equality and violence against women. Gender inequality and stereotyping are known as the key drivers of violence against women. Gender equality is an important part of leadership with collaboration and inclusion.

West Women's Health Centre's two and a half hour early intervention/prevention This will be an interactive session briefly exploring some of the components of the Central workshop, "Making a Difference to Domestic/Family Violence". The workshop was developed as part of a project with the Rotary Club of Bathurst Daybreak.

A thought provoking session that will inspire you to explore strategies within our community to make a positive difference to family violence, at home, in the workplace and the community in general.

### **1D – Leadership and difference: beyond gender diversity - Hedy Bryant**

Beyond diversity, the construction of difference and how differences between people are mobilised are key challenges facing leaders today. "Difference is tightly interwoven with the dynamics of power" and taking a critical perspective on leadership and diversity is a way of engaging "more reflexively with power and privilege" (Sinclair & Evans, 2015). These authors ask us to consider the genealogy of privilege that is reinforced in contemporary society through social constructs like 'leadership'. By enacting diverse identities that challenge stereotypical and privileged perspectives of difference we can demonstrate a form of leadership.

In this experiential and reflective workshop, drawing on your own experiences of difference and leadership, we will explore questions of difference focusing on the practical organisational challenges arising when wanting to work together effectively and respectfully across lines of difference. We will examine definitions of difference and diversity; power and privilege; differences between managing and leading difference/diversity; challenges leaders face when working interculturally and globally; and identify personal acts of leadership that will make a difference to the difference others experience.

**2.45pm – 3.10pm**

**Afternoon Tea**

**3.15pm – 4.05pm**

### **Parallel Session**

#### **2A - Snakes & Ladders: competition v collaboration in leadership – Joanne McRae**

Topic: Sharing my insights into leadership, with examples from sport, education, business, community and local government experiences.

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- Understand and recognise opportunities
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\*Workshops will provide an opportunity to develop and practice skills for collaborative leadership- assembling a toolbox of skills

#### **2B - Leadership, collaboration and ethics: a question of responsibility - Jo-Anne Reid**

"Most of us want to behave ethically, and we also know when something isn't right. But it can be very hard to speak up in support of our beliefs" (Gentile, 2010).

In this workshop session participants will have the opportunity to reflect on the way we fashion ourselves as leaders. Using ideas from post-feminist theory we

will examine the position of the leader as a "responsible subject" within the power structures that frame our practice. The question of responsibility raises issues about 'who and what are we responsible to and for?', and allows us to consider how we might better 'walk the talk' of ethical collaboration and inclusion - using case illustrations of practice as the basis for discussion.

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This will be an interactive session briefly exploring some of the components of the Central West Women's Health Centre's two and a half hour early intervention/prevention workshop, "Making a Difference to Domestic/Family Violence". The workshop was developed as part of a project with the Rotary Club of Bathurst Daybreak.

A thought provoking session that will inspire you to explore strategies within our community to make a positive difference to family violence, at home, in the workplace and the community in general.

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4.10pm – 5.00pm

### **Parallel Sessions**

#### **3A - Making Sense of the YWCA Jigsaw - An interactive session - Ilana Young**

The vision that started the YWCA in some ways seems humble - women working together to support and nurture other women. But it is a bold vision, and one that works to transform communities.

In this interactive session we will explore how we successfully brought together 12 independent organisations, collaboratively creating a single cohesive feminist entity with the capacity to serve and advocate for women, young women and girls across Australia. YWCA Australia, as the umbrella organisation for YWCAs in Australia, was established in 1907. Over the past 110 years we've focused on supporting growth and raising the profile of our members work.

However the landscape for NFP's is changing, and in 2014 we identified the need to develop a new model that would enable the YWCA movement in Australia to become sustainable. In 2016, the National Merger Project (NMP)

was established by YWCA Australia to identify and co-ordinate the best model for a future national YWCA movement, to maximise our impact. The NMP enabled the Australian YWCA movement to better respond to trends affecting the NFP sector, securing long-term viability and growth in to the future.

The vision behind the NMP was bold - bringing together the YWCAs in Australia through working with the 12 Boards, 12 CEO's and 12 sets of members. The NMP, in collaboration with representatives from each YWCA organisation and expert consultants, finalised a compelling business case, did financial and legal due diligence, and set a target operating model for the new entity. Additionally the NMP finalised a new constitution and developed recommendations to harmonise the transition. A legal pathway to merge was decided and pro-bono legal support was secured to enable this to occur.

This work involved maintaining strategic intent whilst paying attention to detail; creating a framework for decision-making, designing a new constitution and exploring possible merger options. We needed to keep everyone on Board from small to large, regional to metro, those who wanted to go slowly to those who wanted this done by Xmas. Above all it included the challenge of balancing collaborative discussion with maintaining momentum, for if some fell out then we would all fall over. <http://www.ywcamerger.org.au/#the-case-for-change>

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### **3C - Taking a breath; Remembering where you have come from and celebrating where you are at. - Faye McMillan**

Reflecting on our past gives us all opportunities to plan for the future. However, as the saying

"Don't let the sadness of your past and the fear of your future ruin the happiness of your present." Unknown

This conversation will talk about my journey to being here with you and the happiness that is gained by telling our own authentic stories.

### **3D - From good to great! Applying the CSU Capability Framework - Fiona Murphy**

As leaders, we never stop learning. Explore how the new CSU Capability Framework can help you plan and create "what good looks like" for your team and yourself. The capabilities become more meaningful as you begin to apply them to your own work-team climate, goals and aspirations. Leave with insights and ideas of how your leadership style can help to lift team performance and achieve desired outcomes. Take away tips, tools and resources for managing your own development and inspiring others to work in ways that reflect our values and contribute to achieving the University Strategy. That's when our performance - both individually and as a team - goes from good to great!

<b>6.30pm</b>	<b>Conference Dinner – Rydges Bathurst</b>  <b>DINNER GUEST SPEAKER – Anita Heiss</b> Dr <b>Anita Heiss</b> is an Australian author, presenter and commentator. She is a prolific writer working across a range of areas: non-fiction, historical fiction, commercial women's fiction, poetry, social commentary, travel, extending her reader's knowledge and understanding of contemporary Aboriginal life in Australia. She is a regular guest at writers' festivals and travels internationally performing her work and lecturing on Indigenous literature. Anita is an advocate for Indigenous literature and literacy through her writing for adults and children and her membership of Boards and committees. She is a role model for the National Aboriginal Sporting Chance Academy and an Advocate for the National Centre of Indigenous Excellence and an Indigenous Literacy Day Ambassador.
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**Day 2 – Thursday 22 November 2018 – Centre for Professional Development (CPD) Building 1286, Carpark 7**

<b>8.30am – 9.00am</b>	<b>Arrival – coffee / tea provided</b>
9.00am – 9.15am	Welcome to Day 2 and Reflection on Day 1 Facilitated by - from the Leadership Development for Women – Conference Sub Committee
9.15am – 10.00am	<b>KEYNOTE – Fiona Nash</b> Having grown up in Sydney, Fiona has spent the last couple of decades living and working in regional Australia. For many years she was involved in a farming enterprise in the central west of NSW, which her sons Will and Henry are now running. She spent twelve years in the federal parliament as a Senator for NSW and also held ministerial positions including Rural Health, and in Cabinet the positions of Regional Development, Regional Communications and Local Government and Territories. She also held the position of Deputy Leader of the Nationals. Fiona is now Strategic Adviser - Regional Development for Charles Sturt University. Community engagement and the further development of regional partnerships are a key part of her role.
<b>10.00am – 10.20am</b>	<b>Morning Tea</b>
10.20am – 11.10am	<b><u>Parallel Sessions</u></b>  <b>4A - Making Sense of the YWCA Jigsaw - An interactive session - Ilana Young</b> The vision that started the YWCA in some ways seems humble - women working together to support and nurture other women. But it is a bold vision, and one that works to transform communities. In this interactive session we will explore how we successfully brought together 12 independent organisations, collaboratively creating a single cohesive feminist entity with the capacity to serve and advocate for women, young women and girls across Australia. YWCA Australia, as the umbrella organisation for YWCAs in Australia, was established in 1907. Over the past 110 years we've focused on supporting growth and raising the profile of our members work.

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#### **4B – Lessons from leadership in the political world - Fiona Nash**

The political world is one where leadership is in constant focus, both internally and externally. However lessons can be learned from that environment that can be utilised across many other occupations and sectors.

The session will be interactive, focussed on what is good leadership.

What makes a good leader, and how do you become one?

Why is good leadership important?

What are the challenges for good leadership? How do you address those challenges?

What are the opportunities? How do you take advantage of them?

Outcomes from the session will include participants having a greater understanding of the leadership role, and gain skills that enable them to become better leaders.

#### **4C - Exploring Collaborative Leadership through Serious Play - David Cameron**

This a 'hands-on/minds-on' session to explore individual and shared notions of collaborative and inclusive leadership. Participants will experience the LEGO® Serious Play® method for sharing ideas, challenging assumptions, and unlocking new ways of thinking about their identities as 'leaders'.

#### **4D - Embodying mindful leadership- where are we going and how will we know when we are there? - Penny Small**

*"Our world needs mindful leaders, people who embody leadership presence. We need leaders who not only understand themselves but who are not afraid to be open- hearted and who have the strength of character to make (the right) choices...."* Janice Marturano in *Finding the Space to Lead: A Practical Guide to Mindful Leadership*

In this workshop we will be looking at leadership from a fresh perspective and asking the questions:

1. What can we learn about the mindfulness journey to 'enlighten' and inform our leadership qualities?
2. How do we combine traditional leadership skills and our leadership experiences with mindfulness to improve our leadership?

3. What are the traits, typically associated with women that are observed in great leaders?
4. What are the tangible qualities that others will observe in us and will feel within ourselves, to know we are truly embodying mindful leadership?

In this experiential workshop we will be: a) using the collective wisdom of the group and what we observe in others and in ourselves to answer the questions. We will then: b) define a practical and hopefully inspiring blueprint for our own leadership development that has the potential to transform ourselves, those around us and the places we work.

11.15am – 12.05pm

### **Parallel Sessions**

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12.10pm – 12.55pm	<p><b>Jenny Roberts – Deputy Vice-Chancellor (Students)</b></p> <p>Influencing, networking and communicating to engage</p> <ul style="list-style-type: none"> <li>• Understand different communication styles</li> <li>• Communicate with purpose</li> <li>• Formal and informal network mapping</li> </ul>
12.55pm – 1.10pm	<p><b>LDW Program – 2019 – Hedy Bryant</b> - The aspects of mindfulness &amp; post heroic leadership</p>
1.10pm	<p><b>Conference Close</b></p> <p>Rosy Black - Chair LDW Steering Committee</p>
1.15pm	<p><b>Takeaway lunch</b></p>

Thank you to the Leadership Development for Women Steering Committee for the sponsorship of this Conference.