Liquid Learning is delighted to present the National Higher Education Women’s Leadership Summit 2014 - the premier professional development, leadership and networking event for current and emerging female leaders in Higher Education. Featuring inspirational stories of success and expert leadership advice, the summit will provide practical strategies and solutions to address the unique challenges that women in Higher Education face to improve their leadership proficiency and potential.

**FEATURED SPEAKERS INCLUDE**

- **Professor Jane den Hollander**  
  Vice-Chancellor  
  Deakin University
- **Professor Ann Brewer**  
  Deputy Vice Chancellor, Strategic Management and Chief Executive Officer, Centre for Continuing Education and Sydney Learning Pty Ltd  
  The University of Sydney
- **Professor Celia Hammond**  
  Vice-Chancellor  
  The University of Notre Dame, Australia
- **Professor Jennelle Kyd**  
  Senior Deputy Vice-Chancellor and Provost  
  Swinburne University of Technology
- **Professor Gill Palmer**  
  Deputy Vice-Chancellor, Academic  
  Royal Melbourne Institute of Technology
- **Professor Eeva Leinonen**  
  Deputy Vice-Chancellor, Education  
  The University of Wollongong
- **Professor Denise Kirkpatrick**  
  Pro Vice-Chancellor, Student Experience  
  The University of Adelaide
- **Professor Kim Langfield-Smith**  
  Pro Vice-Chancellor, Academic Performance  
  Monash University
- **Professor Wai Fong Chua AM**  
  Pro Vice-Chancellor, Students  
  The University of New South Wales
- **Professor Jennie Shaw**  
  Executive Dean, Faculty of Humanities and Social Sciences  
  The University of Adelaide
- **Professor Carolyn Evans**  
  Dean, Melbourne Law School  
  The University of Melbourne
- **Professor Jill White**  
  Dean, Faculty of Nursing and Midwifery  
  The University of Sydney
- **Professor Bernadine Van Gramberg**  
  Dean, School of Business  
  Swinburne University of Technology
- **Associate Professor Kylie Message**  
  Head of School of Archaeology and Anthropology  
  The Australian National University
- **Dr Nina Maadad**  
  Associate Head Learning and Teaching, School of Education  
  The University of Adelaide
- **Dr Carol Adams**  
  Director Integrated Horizons  
  Professor  
  Monash Institute of Sustainability

**19 & 20 February 2014**  
The Marriott Hotel, Melbourne

**Plus One Full-Day Masterclass**  
21 February 2014

**EXPLORE**

- Inspirational leadership journeys and advice from successful senior women in Higher Education
- Skills and qualities of highly effective women in both professional and academic university functions
- Enhancing leadership capabilities for accelerated career progression
- Strategies to overcome common career challenges and improve leadership effectiveness

**EARLY BIRD DISCOUNTS**  
Book & Pay by 22 November 2013 to receive an additional Value Plus Discount!

**Phone:** +61 2 8239 9700  
**Fax:** +61 2 8239 9777  
www.liquidlearning.com.au
11.00 - 11.15 Official Welcome and Opening Remarks from the Chair

9.00 - 9.45 OPENING KEYNOTE CASE STUDY

Success and satisfaction - The challenges and rewards of a career in Higher Education

A career in Higher Education offers a unique array of personal and professional rewards to leaders unlike any other sector. There are however, a variety of challenges that face current and emerging female leaders that must be navigated. In this session, Kim reflects on her own personal journey to success as a senior leader in Higher Education and discusses the obstacles she overcame to progress and the lessons she has learned along the way. Explore:

- A leadership journey - challenges faced, lessons learnt and goals achieved
- The personal and professional rewards and benefits of a career in Higher Education
- Inspiration and advice for current and emerging female leaders

Professor Kim Langfield-Smith Pro Vice-Chancellor, Academic Performance
Monash University

9.45 - 10.00 Questions and Discussion

10.00 - 10.45 CASE STUDY

Valuing Gender Differences: How women can achieve success by harnessing and working to their strengths

Male and female leaders bring different qualities and skillsets to the working environment. It is essential that different approaches are valued; diversity is celebrated and individual strengths played to, in order to ensure strong academic leadership. Jennelle will explore the unique capabilities that women bring to leadership roles and how they can recognise, maximise and utilise their strengths to successfully lead and advance in their careers. Discuss:

- The importance of gender diversity in university leadership
- How can universities increasingly value gender differences and diverse senior leadership
- How can women identify their strengths and ensure they are employed for maximum effect

Professor Jennelle Kyd Senior Deputy Vice-Chancellor and Provost
Swinburne University of Technology

10.45 - 11.00 Questions and Discussion

11.00 - 11.15 Morning Tea

11.15 - 12.00 CASE STUDY

Frameworks that promote women's advancement in Higher Education

To ensure women are able to access leadership roles, universities need to develop frameworks and initiatives to support and promote women's advancement. Numerous frameworks and programs have been trialled over the years in a bid to improve gender equity, with varying degrees of success. In this session, Ann provides data for more than 40 universities surveyed in 2012, that investigates the number of women and men in key university positions, as well as the policies that were employed to support women's advancement. Examine:

- The various frameworks for supporting women's leadership and closing the gender gap in universities
- The challenges and obstacles that make it difficult for women to acquire senior leadership positions in Higher Education Institutions

Professor Ann Brewer Deputy Vice Chancellor, Strategic Management and Chief Executive Officer, Centre for Continuing Education and Sydney Learning Pty Ltd
The University of Sydney

12.00 - 12.15 Questions and Discussion

12.15 - 1.15 Networking Lunch

1.15 - 2.00 EXPERT COMMENTARY

Influencing skills and positive persuasion for increased leadership effectiveness

Leading groups and individuals successfully requires an ability to positively influence others. As a leader it is essential that your team understand and support the department's objectives and vision and are therefore willing to work towards these goals. In this session, Paddy discusses the key to positively persuading others, how to garner support for your decisions and the skills required to influence. Explore:

- Understanding the concept of influence and its impact in the workplace
- Improving your ability to positively influence others
- How effective leaders influence others and the skills required

Paddy Spruce Director
Integrity Learning

2.00 - 2.15 Questions and Discussion

2.15 - 3.00 CASE STUDY

Communication Skills and Techniques: Improving stakeholder relations and workplace politics

The way you communicate can determine how you are perceived and how effective you are as a leader. Different situations and different people require you to communicate differently so that your message is received as you intended it to be. It is therefore imperative that you consider and refine your communication skills to enhance your leadership capability. Improve various stakeholder relationships and navigate the workplace political landscape. In this session, Bernadine explores her own approach to effective and specialised communication and how she has used it through her career to become a more effective leader. Discuss:

- The importance of considered communication to match your audience, situation and message
- Leading through difficult workplace conversations, conflict resolution and diplomacy
- Navigating negative workplace politics and improving relationships using communication

Professor Bernadine Van Gramberg Dean, School of Business
Swinburne University of Technology

3.00 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea
Implementing sustainability in Higher Education
The Higher Education environment is becoming increasingly competitive, meaning that it is vital for universities to find new ways to enhance their performance in order to survive. Embedding social and environmental sustainability and community engagement across the organisation is increasingly accepted as being best practice and required for success. Understanding the concept and how it can be effectively embedded is essential for senior leaders. In this session, Carol explores how women can enhance their skills in sustainability to increase their leadership potential and ensure their institution can compete in an increasingly challenging environment. Discuss:

• The various approaches to embed sustainability across your organisation
• The importance of sustainability for future university success and competitiveness
• Challenges of embedding sustainability in the university context

Dr Carol Adams Director
Integrated Horizons
Professor
Monash Institute of Sustainability

Questions and Discussion

Building a successful personal and professional support network for increased success
Career success can rarely be achieved alone. Successful leaders effectively use the resources and people around them to progress in their careers, taking advantage of both personal and professional assistance. It is therefore essential that women utilise the support options and mentoring opportunities available to gain advice throughout their career journey. Explore:

• The importance of inspiring and attainable mentors and coaches
• Strategies for building a successful support network- at home and at work
• Mentoring - the pro’s and con’s of formal and informal mentoring
• Support resources available and how to use them to boost your career

Professor Jill White Dean, Faculty of Nursing and Midwifery
The University of Sydney
Professor Eeva Leinonen Deputy Vice-Chancellor, Education
The University of Wollongong
Dr Nina Maadad Associate Head Learning and Teaching, School of Education
The University of Adelaide

Concluding Remarks from the Chair

Networking Reception

SUPER SAVER DISCOUNT
Receive $300 off registration if you register and pay by 19 December 2013

EXPERT COMMENTARY

Career Resilience: Seizing opportunities, overcoming adversity, and adapting to change
Throughout any Higher Education career there will be opportunities to grasp, hurdles to overcome and setbacks to navigate. Successful Higher Education leaders have all learnt to manage the highs and lows of their career. In this session, Jane will explore the skills and personality traits necessary to be a long-term effective leader in Higher Education and strategies that can be employed to manage both the good times and the difficult. Explore:

• Managing significant career events - success, adversity and risk taking
• The common challenges that face Higher Education leaders
• How effective leaders manage change and look for opportunity
• The common skills and capabilities demonstrated by successful long-term leaders

Professor Jane den Hollander Vice-Chancellor
Deakin University

Questions and Discussion

Managing change as a senior leader in Higher Education
As a senior leader it is necessary to initiate, manage and support change at various times to benefit the institution, stakeholders and your team. It is therefore essential that leaders approach change effectively and successfully lead others through the period of change and uncertainty. In this session, Denise explores her own success in Higher Education, sharing how she has effectively managed and initiated necessary change throughout her extensive career. Discuss:

• Managing various types of change effectively and different approaches to change
• The importance of leading successfully through periods of change
• A diverse leadership journey in Higher Education - challenges and rewards

Professor Denise Kirkpatrick Pro Vice-Chancellor, Student Experience
The University of Adelaide

Questions and Discussion

Endurance and courage in your personal and professional life
Leading in a complex and ever-changing environment such as Higher Education requires a level of resilience to overcome challenges and courage to identify opportunities, take risks and stand by your decisions. In this session, Celia shares her personal journey to success in Higher Education and how she managed both personal and career challenges along the way. She discusses
Maximising Opportunities, Overcoming Barriers and Developing Skills for Success

2.15 - 3.30 Afternoon Tea

3.15 - 3.30 Afternoon Tea

3.30 - 4.15 CASE STUDY

Vulture Cultures: How to stop them ravaging your organisation's performance, people, profit and public image

Culture is the foundation of any workplace and team, making it vital that Higher Education leaders actively create and encourage a healthy, safe, productive and prosperous culture in their departments. In this session, Leanne will outline a typology of damaging and dysfunctional cultures, identify warning signs and symptoms and discuss practical and proven methods for improving negative culture.

• What are Vulture Cultures and what are the different forms they come in?
• Tell-tale signs of a toxic or dysfunctional culture
• Strategies for culling 'Culture Vultures' and restoring workplace health

Leanne Faraday-Brash Organisational Psychologist, Principal
Brash Consulting

Questions and Discussion

4.15 - 4.30

INTERACTIVE PANEL DISCUSSION

Managing and leading - getting the best out of your team by optimising both functions

Effective leadership is essential to ensure Higher Education departments are continually high performing, resilient and successful. There is a difference between effective leadership and management, both functions needing to be optimised in order for teams to operate successfully with superior productivity and output. Panelists look at:

• Strategies to ensure maximised team engagement and aligned workplace vision
• How to create high-performance teams to optimise your departments operations
• Communication strategies to enhance your management and leadership priorities

Professor Gill Palmer Deputy Vice-Chancellor, Academic
Royal Melbourne Institute of Technology

Professor Jennie Shaw Executive Dean, Faculty of Humanities and Social Sciences
The University of Adelaide

Professor Carolyn Evans Dean, Melbourne Law School
The University of Melbourne

Associate Professor Kylie Message Head of School of Archaeology and Anthropology
The Australian National University

Questions and Discussion

4.30 - 5.00

INTERACTIVE ROUNDTABLE SESSION

Changing directions for women in Higher Education

Australian universities are slowly starting to recognise the importance of supporting women in their leadership endeavours and working to remove traditional barriers that stop women from acquiring senior positions. Exploring the shifting directions for women in Higher Education and the push for equal gender representation at all levels, this session will investigate:

• Is there still such an under-representation of women in Higher Education leadership?
• How universities can continue to remove barriers preventing women from seeking and/or acquiring senior leadership positions?
• How women themselves can ensure they are able to advance to these senior level positions and assist in opening the door for future female leaders

Karen Morley Director
Karen Morley and Associates

Questions and Discussion

5.00

Concluding Remarks from the Chair and Summit Close

Follow this event on Twitter using the event hashtag #HLW14 and @LiquidLearning for daily industry updates!

Don't have time to read the brochure now?
Step 1: Download a QR Reader application for your phone.
Step 2: Scan this QR code to access the event details electronically.

WHO WILL ATTEND

Advocates, Decision Makers and Emerging Leaders in Higher Education – both academic and governance including:

• Deans / School Heads / Faculty Heads / Pro Vice-Chancellors (VCs) / VCs / DVCs
• Professors / Associate Professors
• Lecturers / Senior Lecturers
• Senior Management / University Governance
• Diversity and Inclusion / Gender Studies
• Women's Leadership Program Managers
• Workforce Planning / Human Resources

Phone: +61 2 8239 9700
Fax: +61 2 8239 9777
www.liquidlearning.com.au
Leadership and career advancement strategies to achieve your full potential in Higher Education

Achieving your career goals and progressing into the leadership roles you desire requires some planning and strategy. It is essential that women in Higher Education consider their current skills and strengths and develop strategies to enhance their leadership capabilities to refine their leadership style. In this session, Barbara and Jan will explore the skills required to lead in a complex and competitive environment and how current and emerging female leaders can develop a leadership plan to meet their career goals and develop themselves to meet their full potential. The Masterclass explores some of the strategies that women can use to navigate a successful career and advance to senior levels. Barbara and Jan will outline exactly how women can harness their individual skills and strengths to fulfil their career aspirations and achieve professional success and satisfaction. Explore:

- Creating a personal leadership plan
- Strategies for accelerated career progression
- Strategies to identify and work with your strengths and skills
- How to use your strengths to set your career agenda
- Finding a sponsor/mentor to maximise your professional opportunities
- Understanding workplace bias and how it can be navigated
- Moving beyond goals to achieve success
- Identifying and developing your own authentic leadership style

Expert Facilitators: Barbara Heilemann
Director
Jan Elsner
Director

Positive Leadership

Barbara Heilemann and Jan Elsner are Executive Coaches based in Melbourne. They focus on ‘performance, potential and purpose’ and ‘success and satisfaction’. They specialise in:

- Women’s Leadership and building a critical mass of senior women
- Global leadership and the sponsorship of diversity
- Strengths-Based Leadership, including Appreciative Inquiry
- Neuroscience of Coaching, with a specific interest in the impact of focus and questions
- Attentional Training and Mindfulness

Barbara and Jan have pioneered the application and teaching of Strengths, Positive Psychology, Coaching, Appreciative Inquiry and Positive Organisational Scholarship with application to senior women, diversity and global leadership: leading across all lines of difference. They use their knowledge of Strengths, Appreciative Inquiry and Positive Psychology to successfully reduce and shift gender bias, working with men and women in individual and group coaching, and their groundbreaking programs for sponsorship of women.

Barbara is a popular Associate Lecturer teaching Positive Psychology based MBA subjects at Monash University School of Management. Her academic research in 1995 explored the concept of Unconscious Bias, now a commonly used concept.

Jan is a Registered Psychologist and specialist executive coach and advisor in relation to leadership and talent, and is currently studying Interpersonal Neurobiology, with a specific focus on gender bias and providing a scientific basis for bias-focused interventions. Jan’s background is in business strategy, leadership development, organisational culture and performance improvement management consulting.

Jan and Barbara are adjunct faculty on the Certificate for Appreciative Inquiry Certificate in Positive Business and Society Change for Case Western Reserve University, Weatherhead School of Business, in Australia.

MASTERCLASS 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 Masterclass

ABOUT THE EVENT

Women are still significantly underrepresented in senior level leadership across Australian Higher Education Institutions. While there has been some progression in recent years, a diverse array of obstacles still continue to make it difficult for women to access and acquire these leadership positions. The National Higher Education Women’s Leadership Summit 2014 addresses these challenges and provides practical strategies and solutions to both existing and emerging female leaders to enhance their leadership proficiencies and potential and meet their career goals.

Inspiring stories from female Higher Education leaders and expert leadership advice will provide delegates with a range of tactics and techniques to overcome common career obstacles, develop an effective leadership plan and create a personal and professional life that provides both success and satisfaction.

To request an electronic version for easy circulation, email marketing@liquidlearning.com.au

SPONSOR TODAY!
Limited sponsorship and exhibition opportunities available. For your chance to brand yourself as a market leader, please call: +61 2 8239 9700 or email: partnership@liquidlearning.com.au
<table>
<thead>
<tr>
<th>Organisation Name</th>
<th>Address</th>
<th>Suburb</th>
<th>State</th>
<th>Postcode</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Registration Information</th>
</tr>
</thead>
<tbody>
<tr>
<td>Title</td>
</tr>
<tr>
<td>-------</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Phone</th>
<th>Fax</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Position</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Full Name or TBA:</th>
<th>Phone</th>
<th>Fax</th>
<th>Email</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>SUPER SAVER DISCOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive $300 off registration if you register and pay by 19 December 2013</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>EARLY BIRD DISCOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>Receive $150 off registration if you register and pay by 22 January 2014</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Fax this form to: +61 2 8239 9777</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please call us if you require any assistance on: +61 2 8239 9700</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>No. #</th>
<th>Options (per person)</th>
<th>Standard Rate</th>
<th>Early Bird Rate*</th>
<th>Super Saver Rate**</th>
<th>Value Plus Rate***</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Summit + 1 Full-Day Masterclass (3 days)</td>
<td>$3395 + GST = ($3734.50)</td>
<td>$2145 + GST = ($2359.50)</td>
<td>$1995 + GST = ($2194.50)</td>
<td>$2095 + GST = ($2349.50)</td>
</tr>
<tr>
<td></td>
<td>Summit Only (2 days)</td>
<td>$2955 + GST = ($3204.50)</td>
<td>$1895 + GST = ($2084.50)</td>
<td>$1895 + GST = ($2084.50)</td>
<td>$1995 + GST = ($2194.50)</td>
</tr>
<tr>
<td></td>
<td>1 Full-Day Masterclass (1 day)</td>
<td>$1265 + GST = ($1424.50)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td></td>
<td>** Receive $400 off registration if you register and pay by 22 November 2013</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>*** Receive $400 off registration if you register and pay by 19 November 2013</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Group Discounts Available:</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 – 4 people: 10% off Standard Rate</td>
</tr>
<tr>
<td>5 – 7 people: 15% off Standard Rate</td>
</tr>
<tr>
<td>8+ people: 20% off Standard Rate</td>
</tr>
</tbody>
</table>

| Conditions: Group Discounts apply for bookings made simultaneously and on one invoice only. Only one discount applies. Group discounts apply to standard rates only. Group discounts are not applicable to Value Plus, Super Saver and Early Bird rates. Value Plus, Super Saver and Early Bird Discounts are not applicable to the individual Masterclass, Discounts cannot be applied retrospectively and must be claimed at the time of booking. Liquid Learning Group reserves the right to have sole discretion on an organisation’s eligibility for discounts. |

<table>
<thead>
<tr>
<th>Fax this form to: +61 2 8239 9777</th>
</tr>
</thead>
<tbody>
<tr>
<td>Please call us if you require any assistance on: +61 2 8239 9700</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Please Note: Payment is required prior to attending this event.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Credit Card Details - Please charge my credit card for this registration:</td>
</tr>
<tr>
<td>Card Type</td>
</tr>
<tr>
<td>Card Number</td>
</tr>
<tr>
<td>Cardholder’s Contact Number</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Please invoice me:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase Order No. #</td>
</tr>
<tr>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Authorising Manager’s Details: This registration is invalid without a signature.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Name</td>
</tr>
<tr>
<td>------</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Disclaimer</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liquid Learning Group Pty Ltd has taken due care in selecting qualified professionals as its authors and course facilitators. The information provided by course facilitators is not produced by Liquid Learning Group Pty Ltd and should not be regarded as advice. Liquid Learning Group Pty Ltd accepts no responsibility for reliance on such information and recommends that its clients seek further professional advice.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Privacy Statement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Liquid Learning Group Pty Ltd is committed to your privacy. All information collected on this registration will be held in the strictest of confidence and in accordance with the Privacy Act 1988. Liquid Learning Group Pty Ltd will add your information to a secure database. This will be used primarily to contact you for ongoing research, product development and notice of future events and services offered by Liquid Learning Group Pty Ltd. Occasionally you may receive information from organisations associated with Liquid Learning Group Pty Ltd. If you do not wish to receive such information please tick this box.</td>
</tr>
</tbody>
</table>

© 2014 Liquid Learning Group Pty Ltd AON 108 415 354