The 9th National Higher Education Women’s Leadership Summit 2017

Identifying strategies to position yourself for promotion and take the lead in the competitive higher education space

FEATURED SPEAKERS

Ms Jillian Broadbent AO
Chancellor
University of Wollongong

Professor Susan Elliott Deputy Provost and Deputy Vice-Chancellor (International)
University of Melbourne

Professor Joanne Wright
Deputy Vice-Chancellor (Academic)
University of Queensland

Nick Burton Taylor
Chancellor
Southern Cross University

Professor Katherine Belov
Pro Vice-Chancellor Global Engagement
University of Sydney

Professor Liz Burd
Pro Vice-Chancellor Learning & Teaching
University of Newcastle

Fiona Docherty Vice President, International, Marketing & Communications
University of New South Wales

Nicole Gower
Director, Human Resources
Macquarie University

Professor Belinda Tynan
Deputy Vice-Chancellor (Education) & Vice President
RMIT University

Professor Peter Shergold AC
Chancellor
Western Sydney University

John Abbott
Chancellor
CQUniversity

Trisca Scott-Branagan
Executive Director, Marketing
Deakin University

Professor Adam Shoemaker
Vice-Chancellor
Southern Cross University

Professor Keitha Dunstan
Pro Vice-Chancellor (Learning and Teaching) & Interim Pro Vice-Chancellor (Research)
Bond University

Professor Marcia Devlin PhD
Deputy Vice-Chancellor (Learning and Quality)
Federation University Australia

Professor Frances Shannon
Deputy Vice-Chancellor (Research)
University of Canberra

Professor Karen Dodd
Acting Pro Vice-Chancellor
La Trobe University

Ann Brewer
Dean
University of Newcastle, Sydney

Dr Jane Wilkinson
Associate Professor Educational Leadership
Monash University

Lisa Baker
Executive Coach Consultant
Kaleidoscope Consulting

Lisa Cutler
Director
The Butterfly Program

2017 Theme: ‘Stepping Up’

Pre-Summit Workshop
13 February 2017

Summit
14 & 15 February 2017

Post-Summit Workshop
16 & 17 February 2017

Rendezvous Hotel Melbourne

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Establishing a Foundation for Career Success - Refining Your Personal Brand and Defining Your Leadership Style

Aspiring and emerging leaders who progress into senior leadership positions within Higher Education have not simply been promoted by chance. Rather they have taken the opportunity to position themselves as a leader and made it a priority to develop their leadership skillset. This takes time and conviction, and consequently, necessitates some goal setting and forward planning.

In order to acclimatise to a new role and show suitability for promotion, leaders must ensure a healthy balance between personal and professional priorities. Creating this work/life balance is imperative to success in leadership; without a calm and organised leader, team productivity will derail.

As a result, while defining their unique professional profile, aspiring and emerging leaders must take into consideration their personal goals and brand.

This highly interactive workshop will equip women with essential tools and practical strategies to help them to reflect on their goals and ambitions, so they can effectively identify their personal leadership style. Participants will refine their leadership skill set and hone in on the key skills needed to excel as a female leader. This is the premier opportunity to gain key insight into what aspiring, emerging and existing leaders need to further advance their career and set clear goals for that progression. Explore:

Lead with conviction and confidence
- Recognising your strengths and weaknesses in leadership
- Creating a positive workplace culture by leading your team with confidence
- Maintaining a foundation of self-belief and composure

Building your personal brand and improving your profile
- Establishing your unique professional profile
- Allowing your leadership style to reflect your personal values
- Harnessing your unique personality traits to enhance your leadership capabilities

Boost your communication skills
- Mastering the art of clear communication
- Strategies to influence and negotiate with all levels of colleagues and stakeholders
- Adapting your communication to suit your audience

Stepping up as a female leader
- Ensuring the essential balance of work and life
- Identifying areas for improvement to assist you in planning the next steps for your career
- Seeking advice, mentoring and coaching expertise

Expert Facilitator:
Lisa Cutler
Director
The Butterfly Program

Lisa Cutler is the Founder and Director of Cutler Coaching Pty Ltd and Founder of The Butterfly Program, a highly successful personal and professional development program for women. Lisa is a certified Coach and Practitioner of NLP, a certified Life Coach and Advanced Practitioner of Coach Mastery.

TEAM BOOKINGS AVAILABLE

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## Day One 14 February 2017

### 2017 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.

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<td>9.00 - 9.35</td>
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**Leveraging your Strengths and Mastering your Value**

### 11.30 - 11.45 Questions and Discussion

**CASE STUDY**

**Leading change - Encouraging innovation and growth**

Stepping into a leadership role comes with many perks. One of which is the opportunity to lead innovation and create positive change. However, driving change is not an easy feat and more often than not, leaders need to manipulate team culture to have a positive reaction to change. Belinda has held executive leadership positions in higher education for the past 8 years and will reflect on her expertise in innovation. Explore:
- Creating an organisation supportive of growth and innovation
- Encouraging innovation and new thinking in your team
- Influencing to gain stakeholder buy-in

**Professor Belinda Tynan** Deputy Vice Chancellor (Education) & Vice President RMIT University

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**INTERACTIVE PANEL DISCUSSION**

**Navigating workplace politics and positioning yourself for promotion**

The average professional spends 128 months of their lifetime in the office and in that time, have the potential for an array of promotions. However, office politics and the internal workings of an organisation may create barriers for emerging leaders. Consequently, aspiring leaders must develop a skillset to manage unsupportive superiors and use office politics to their advantage. This panel of experienced leaders will reflect on some of their experiences and lead a discussion on:
- Establishing your own authentic leadership brand
- Using ethical workplace politics to accelerate your career
- Being a support for aspiring and emerging female leaders

**Fiona Docherty** Vice President, International, Marketing & Communications University of New South Wales

**Professor Keitha Dunstan** Pro Vice-Chancellor (Learning and Teaching) & Interim Pro Vice-Chancellor (Research) Bond University

**Ms Jillian Broadbent AO** Chancellor University of Wollongong

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**CASE STUDY**

**Enabling your passion to drive your legacy**

Successful leaders are passionate. Without passion and drive, it is significantly more difficult to establish a meaningful career and excel. Nick has a passion for the transformational power of education on people’s lives and was co-founder with his wife Julia in establishing the Country Education Foundation of Australia. Now, as Chancellor, he strives to make being a part of SCU a positive experience for both students and staff. He will explore:
- Leading with authenticity
- Establishing diversity of thought in executive leadership - Empowering teams
- Mentoring and sponsorship with emerging female leaders

**Nick Burton Taylor** Chancellor Southern Cross University

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**Professor Belinda Tynan** Deputy Vice Chancellor (Education) & Vice President RMIT University

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**PLUS TWO WORKSHOPS!**

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ABOUT THE EVENT

In recent years there has been a significant drive towards achieving equilibrium at the top levels and while progress has been made, there is still a long way to go. Aspiring leaders looking to step up in higher education need to thoroughly prepare themselves on a personal and professional level for promotion. It is essential to develop a robust leadership skill set and maintain a focus on seizing career opportunities as they arise.

The 9th National Higher Education Women's Leadership Summit 2017 is the premier event for aspiring female leaders in the sector to develop essential skills and equip themselves with strategies to enhance their capabilities in a changing environment. The Summit will be filled with inspirational stories and guidance from female front runners and experts. It will provide a platform for discussion as well as networking opportunities to potentially build career-defining relationships and help you on your way to obtaining your professional ambitions.

Register teams and qualify for generous discounts and by doing so ensure you are recognising their potential and future-proofing the leadership pipeline in your organisation!

8.30 - 8.55 Morning Coffee
8.55 - 9.00 Opening Remarks from the Chair
9.00 - 9.45 OPENING CASE STUDY
Tackling adversity with resilience
The higher education sector is one of the most competitive spaces for aspiring female leaders, but often leads to a very rewarding career. Whether you are heading down the academic path or emerging in the corporate area, the road is not straight and narrow and women will be confronted by a variety of challenges in their journey. Kathy will reflect on how she has managed various transitions throughout her career. Explore:
• Challenging crisis and ambiguity with resilience
• Managing the inevitability of workplace politics
• Bouncing back from setbacks and instability
Professor Katherine Belov Pro Vice-Chancellor Global Engagement University of Sydney

10.00 - 10.45 CASE STUDY
Higher education leadership - What it really takes to reach the top
All successful leaders understand that promotions and career progression will not be handed out on a silver platter. In order to move into the executive suite, aspiring and emerging leaders must have a firm understanding of their industry and stand out from the crowd. Although John’s professional background and experience is in engineering, he has developed a relationship with CQ University for the past 30 years and became a key contributor before stepping into the role of Chancellor. He will explore:
• Understanding the higher education sector and what it takes to excel
• Maintaining mutually beneficial relationships
• Highlighting your capabilities to position yourself for promotion
John Abbott Chancellor CQ University

11.00 - 11.15 Morning Tea
11.15 - 12.15 INTERACTIVE PANEL DISCUSSION
Managing personal and professional priorities
It is often assumed that due to the term structure of higher education, leaders in this space are able to manage a higher quality work/life balance. However, emerging leaders face this challenge as aggressively as many other industries and must set priorities when managing personal and professional commitments. This interactive panel will explore:
• Creating a list of inflexible personal commitments
• Managing competing expectations and priorities
• Delegating work effectively
• Avoiding distractions to engage fully during personal or work commitments
Professor Adam Shoemaker Vice-Chancellor Southern Cross University
Professor Karen Dodd Acting Pro Vice-Chancellor La Trobe University
Seizing Opportunities and Embracing Challenges to Step Up in your Career

Professor Marcia Devlin PhD Deputy Vice-Chancellor (Learning and Quality) Federation University Australia
Professor Frances Shannon Deputy Vice-Chancellor (Research) University of Canberra
Professor Liz Burd Pro Vice-Chancellor Learning & Teaching University of Newcastle

12.15 - 1.15 Networking Lunch

1.15 - 2.00 CASE STUDY
Fostering a positive workplace culture and enhancing the benefits of diversity
The importance of positive culture cannot be underestimated, especially when attempting to drive behavioural change in the workplace. Although professional environments are becoming more and more diverse as women step up into senior leadership positions, unconscious bias and workplace culture can present barriers. Nicole will reflect on her experience in higher education human resources and explore:
• Highlighting key benefits of diversity in the workplace
• Engaging both genders to build a positive culture that nurtures diversity
• Reflecting on personal experiences of unconscious bias

Nicole Gower Director, Human Resources Macquarie University

2.00 - 2.15 Questions and Discussion

2.15 - 3.00 EXPERT COMMENTARY
The real politik in University leadership - Reclaiming the ‘f’ word in higher education
Universities, like all workplaces, are highly gendered organisations. Feminists have spent many years examining how issues of gender, power and more lately, ethnicity and “race” get played out in the micropolitics of day to day work practices and leadership. So what can aspirant and emerging leaders learn from this research about how these workings of power operate? In this session, Jane will explore this provocative topic with encouraged interactivity. Discuss:
• What does it mean for women who have traditionally been positioned in the academy as ‘outsiders’ within?
• What does it mean for women striving to gain leadership positions?
• Gaining and asserting power and authority in more inclusive and collaborative ways

Dr Jane Wilkinson Associate Professor Educational Leadership Monash University

3.00 - 3.15 Questions and Discussion

3.15 - 3.30 Afternoon Tea

3.30 - 4.30 INTERACTIVE CLOSING ROUNDTABLE
Stepping up and leading effectively as a women in Higher Education
This interactive discussion will provide delegates with an opportunity to revisit the themes and topics covered over the course of the event. This will provide scope to continue conversations on issues raised, brainstorm solutions to common challenges faced and reflect on the advice that resonated with them most. Discuss:
• Strategies to step up in your career
• The piece of advice that resonated with you the most
• Your goals and action plan to step up

Lisa Cutler Director

also available

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Finding the Leader Within - Developing an Authentic Leadership Skillset and Strategies for Career Progression

16 February
Stepping into a leadership role is an important and exciting part of career progression, but it is a major transition that usually requires a completely new skill set. Higher education professionals are often promoted into leadership roles based on their value as a team member. However, these skills that allowed them to excel as a team member do not align with those of a successful leader. As a result, emerging leaders must assess and develop their leadership skill set.

With so many inspirational female leaders in higher education, it is easy for aspiring leaders to mimic leadership traits they find attractive. However, it is imperative for them to define their own unique leadership style, building on their strengths and acknowledging their weaknesses. As both an academic and corporate leader in higher education, it is not uncommon for leaders to put a surplus emphasis on their technical knowledge, rather than focusing on their leadership skill set. Although it is important to have an up to date understanding of their discipline, managers looking to progress must invest in the development of the skills and strategies necessary to self lead and effectively lead teams.

In today's workplace, female leaders face many challenges and demands. These can prevent them from using the opportunity of reflection to reflect on our role, actions, experiences, results and the opportunities before them. This workshop will empower and inspire emerging leaders to invest time and thought into reviewing and committing to their leadership potential. This aims to enable participants to bring more of their authentic selves to the way they lead.

Developing self-awareness and authenticity
- Values-based leadership; what it means to be an authentic leader
- Identifying your key strengths and potential derailers as a leader
- Identifying how best to utilise your optimal leadership style within the context of your organisation

High level communication, influence and negotiation
- Managing emotions for positive and assertive communication and relationships
- Developing techniques of persuasion, negotiation and influencing with coaching skills and “conversational intelligence”
- Preparing for and having difficult conversations with confidence

Developing self and others with “reflective leadership”
- Clarifying the benefits of reflective practice in leadership
- Developing the skills and capacity for reflective practice
- Using reflective practice to influence the quality of the culture through the quality of relationships

Strategic career progression
- Everyday career management practices and creating a personal leadership plan
- Maximising existing relationships and networks and building new ones for professional opportunities
- Skills and approaches in managing your image and visibility without feeling you are “selling yourself”

Expert Facilitator:
Lisa Baker
Executive Coach Consultant
Kaleidoscope Consulting

Stepping Up as a Leader - Driving Change and Managing a Team through Crisis

17 February
Leading and managing in higher education brings challenges few other professions experience. In this constantly evolving sector, the ability to provide visionary and innovative strategic leadership is essential. Higher education sector leaders have the opportunity to drive positive workplace culture, improve staff engagement, and implement innovative change. Executed successfully, this can create heightened productivity among students and staff, resulting in improvements to the bottom line and satisfied stakeholders. However, in order to do so, leaders must develop strategies to effectively influence under pressure and manage a team through turbulent times.

In higher education, where gender diversity is still an issue at the executive level, female leaders play an important role in leading transformation, facilitating transitions and driving high performance. While change may be different from one scenario to another, understanding the key skill-set of a change leader will enable female leaders to drive team performance in diverse situations and emerge as an influential leader.

This interactive workshop will focus on providing leaders with the tools they need to tackle adversity and lead change. Expert facilitation and encouraged interactivity will allow delegates to explore the unique skills required to lead a team effectively and add value to their University. Practical and interactive sessions will equip delegates with the strategies and techniques that will enable them to drive change, lead a team through crisis and take their leadership to the next level.

Transformational leadership strategies to accelerate team performance
- Leveraging team dynamics to enhance performance
- Challenging, supporting and empowering others
- Managing uncooperative staff members

Driving change and innovation as a female leader
- Recognising and overcoming hurdles to change
- Trusting your intuition and stepping outside your comfort zone
- Influencing positive change culture in an organisation

Remaining productive in a crisis
- Building resilience to thrive under pressure
- Supporting your team and engaging others to deliver
- Debriefing after crisis - providing and accepting feedback

Action planning for leadership
- Developing a personalised approach: short and long term
- Understanding challenges
- Sharing approaches

Expert Facilitator:
Ann Brewer
Dean
University of Newcastle, Sydney
The 9th National Higher Education Women's Leadership Summit 2017
13, 14, 15, 16 & 17 February 2017
Rendezvous Hotel Melbourne
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