

THURSDAY 19 APRIL 2012 @ THE SEBEL ALBERT PARK, MELBOURNE

The National Assembly on Gender Equity & Inclusion

Highlighting the significance of gender equity for workplace
productivity, economic prosperity & social well-being



PRESENTING ORGANISATIONS:



WOMEN & LEADERSHIP AUSTRALIA



Deloitte.

Egon
Zehnder
International



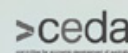
UQ BUSINESS SCHOOL



FINANCIAL REVIEW



MERCER



NATSEM
UNIVERSITY OF CANBERRA

Date: Thursday, 19 April 2012
Venue: The Sebel Albert Park, Melbourne
Time: 8:15 am to 4:35 pm

During this important national event participants will have an opportunity to uncover the facts about gender equity and its importance in the continued economic and social growth of Australia.

Coming together for the first time, key stakeholders will talk openly around the current state of the nation vis-à-vis gender equity. This day will provide actual global comparisons and explore expert theories on where we are heading.

Organised by Women & Leadership Australia in consultation with a wide variety of industry bodies, government agencies and independent experts this event will aim to ensure all Australian employers have an opportunity to stay abreast of critical socio-economic developments and potential legislative changes.

Assembly objectives

Responding to a widespread need for accurate and up to date information on this heavily debated issue, The National Assembly on Gender Equity & Inclusion will;

- Offer attendees key insights into the nationwide move toward improved gender equity and how this will affect the future of the entire Australian business community and the Australian economy
- Provide up to date, accurate information on the where we are and where we need to be in terms of gender equity
- Explore proven strategies to assist & support Australian businesses to make informed, beneficial changes in their organisations enabling them to create a culture of sustainable change and improved accountability in relation to gender equity.



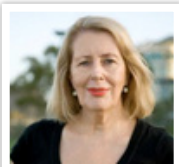
The 2012 National Assembly is a must attend for the following people

- » Chief Executive Officers
- » Diversity Specialists
- » People & Culture Managers
- » Learning and Development Managers
- » General Managers
- » Human Resources Managers
- » Operations Managers
- » Recruitment Managers
- » Independent HR Consultants
- » Organisational Development Managers



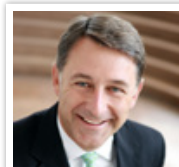
Speakers and Presenters

A unique line-up of academics, industry leaders & government representatives will address the assembly including;



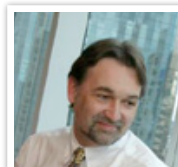
Dr Anne Summers

Author, Journalist & Former
Advisor to Prime Minister
Paul Keating & Prime
Minister Bob Hawke



Andrew Stevens

Managing Director, IBM
Australia & New Zealand



Dr Terrance Fitzsimmons

Post-Doctoral Research
Fellow, University
of Queensland
Business School



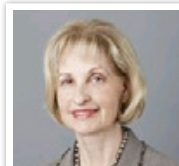
Catherine Fox

Deputy Editor AFR,
BOSS Magazine



Deborah Waterhouse

Vice-President and General
Manager, Australia and New
Zealand, GlaxoSmithKline



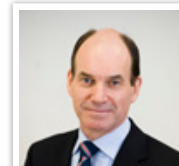
Jillian Segal AM

Non-Executive Director, ASX Ltd
and National Australia Bank



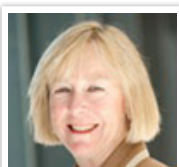
Professor Robert Wood

Director, Centre for Ethical
Leadership, Melbourne
Business School,
University of Melbourne



Philip Bullock

Chair, Skills Australia



Fiona Reed

Principal, Melbourne,
Mercer Human Capital



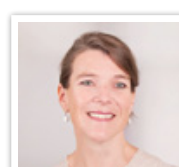
Rebecca Truong

General Manager,
The 100% Project



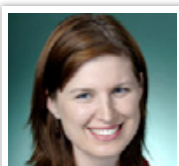
Chris Thomas

Partner, Egon
Zehnder International



Juliet Bourke

Partner, Human Capital
Deloitte Australia



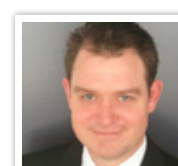
The Hon Julie Collins MP

Minister for the Status of Women
Minister for Community Services
Minister for Indigenous
Employment and Economic
Development



Alan Duncan

Director, The National
Centre for Social and
Economic Modelling
(NATSEM)
University of
Canberra



Nathan Taylor

Chief Economist
CEDA – the Committee for
Economic Development
of Australia



Agenda

- 8:00 - 8:30** Registration
- 8:30 - 8:45** Welcome
◆ **Suzi Finkelstein** Executive Convenor
Women & Leadership Australia
- 8:45 - 9:10** Opening Remarks
◆ **The Hon Julie Collins MP** Minister for the
Status of Women
- 9:10 - 9:40** Exploring the ASX Guidelines & the broader implications
for the Australian business community
◆ **Jillian Segal AM** Non-Executive Director
ASX Ltd and National Australia Bank
- 9:40 - 10:20** Legislated Quota's vs Guidelines - The European Story
◆ **Chris Thomas** Partner,
Egon Zehnder International
- 10:20 - 10:40** **Morning Tea**
- 10:40 - 11:10** A Case Study from the EOWA Business Achievement Awards
◆ **Deborah Waterhouse** Vice-President and General Manager,
Australia and New Zealand, GlaxoSmithKline
- 11:10 - 12:10** Addressing gender equity for the Australian Economy -
productivity, skill's shortage & the 'hidden resource'
◆ **Nathan Taylor** Chief Economist,
CEDA
◆ **Philip Bullock** Chairman,
Skills Australia
◆ **Juliet Bourke** Partner,
Deloitte
◆ **Professor Alan Duncan** Director, The National Centre for
Social and Economic Modelling, University of Canberra
- 12:10 - 12:30** What Men Want & the Quota's debate
◆ **Rebecca Truong** General Manager,
100% Project
- 12:30 - 1:10** **Lunch**

Agenda cont.

1:10 - 1:50

What role does the government play in addressing gender equity in Australia?

- ◆ **Dr Anne Summers AO** Author, Journalist & Former Advisor to Prime Minister Paul Keating & Prime Minister Bob Hawke

1:50 - 2:50

Society, culture & the unconscious bias - a panel discussion on overcoming societal and cultural barriers to gender equity

- ◆ **Suzi Finkelstein** Executive Convenor, Women & Leadership Australia
- ◆ **Professor Robert Wood** Director, Centre for Ethical Leadership, Melbourne Business School
- ◆ **Dr Terrance Fitzsimmons** Post Doctoral Research Fellow, University of Queensland Business School
- ◆ **Fiona Reed** Principal, Melbourne, Mercer Human Capital

2:50 - 3:10

Afternoon Tea

3:10 - 3:50

Picture Australia in 2030 having achieved gender equity... now picture Australia in 2030 remaining at the point we are at today? Which picture do you prefer?

- ◆ **Catherine Fox** Deputy Editor, AFR BOSS Magazine

3:50 - 4:30

Leading by example; from the top and from the beginning

- ◆ **Andrew Stevens** MD, IBM Australia & NZ

4:30 - 4:35

Closing Comments

- ◆ **Suzi Finkelstein** Executive Convenor Women & Leadership Australia

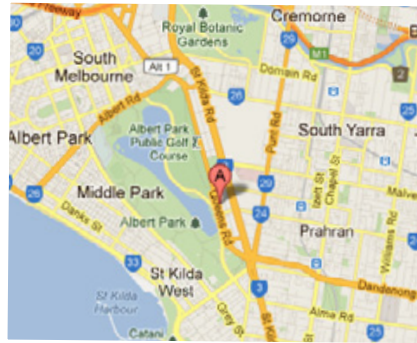
Assembly Topics & Themes

- » **Legislated Quota's vs Guidelines - The European Story** will provide an overview and comparison of the approaches Europe has made to managing gender equity and female participation rates on boards. Discussing & exploring Norway's journey as the first country to introduce a quota for women on company board, highlighting others who have followed suite and also those that are more aligned with Australia's guideline approach, this presentation will dissect what has been successful, what has not & what Australia could learn from our European counterparts.
- » The **EOWA Business Achievement Awards** highlight industry leaders who are knocking down barriers facing women wishing to excel and replacing them with ladders to success. Hear from the 2011 winners as they lead the way in creating a culture of sustainable change and improved accountability in relation to gender equity.
- » **Jillian Segal AM**, Non-Executive Director, ASX Ltd and National Australia Bank, will share her key insights & experience as she explores the ASX Guidelines & the broader implications for the Australian business community.
- » Hear from prominent author, journalist & former political advisor, **Dr Anne Summers**, as she addresses the key question 'What role does the government play in addressing gender equity in Australia?'
- » **Catherine Fox**, will provide a thought provoking keynote address as she asks Australian businesses to Picture Australia in 2030 having achieved gender equity... now picture Australia in 2030 remaining at the point where we are today? Which picture do you prefer?
- » **EOWA Employers of choice for women - leading by example; from the top and from the beginning** IBM Australia has been recognized as an EOWA Employer of Choice for Women for 10 years. IBM has been making the business case for investing in women a long time before the 'if not, why not' guidelines. Advancing women as leaders in the workplace and embedding diversity within their workplace culture is seen as a key business imperative. Hear from **Andrew Stevens**, Managing Director, IBM Australia & New Zealand as he shares his experience of leading the way, rather than following the pack.
- » **Addressing gender equity for the Australian Economy - productivity, skill's shortage & the 'hidden resource'** With productivity levels decreasing and Australia facing a looming skills shortage, the time is now to stop underutilising our 'hidden resource' of female workers. Our expert panel will explore the significant impact achieving gender equity will have on the Australian economy and why it is of such importance to Australia's future economic well-being that this issue is addressed.
- » **Society, culture & the unconscious bias - a panel discussion on overcoming societal and cultural barriers to gender equity.** Thought leading academics & industry leaders will explore how societal and cultural beliefs and attitudes act as barriers to the progression of women in leadership roles. They will focus on how to raise the awareness of the 'unconscious bias' to help shift attitudes & behaviours, thus allowing organisations to focus at a conscious level on developing a gender equitable organisation.

Venue:

The Sebel Albert Park Melbourne

Grand Ballroom 1 & 2
65 Queens Road, Albert Park VIC 3004



About Women & Leadership

Women & Leadership Australia (WLA) is a national initiative committed to supporting the increased representation of women in business and community leadership roles.

WLA is based on the belief that women represent an enormously under-utilised national resource. Through supporting a greater percentage of talented women to progress into leadership positions, tremendous cultural and economic benefits will follow.

The initiative comprises a range of professional development programs, advisory services, and research endeavors. Since its inaugural forum in 2003, over 35,000 women have participated, making WLA Australia's peak leadership initiative for women.

Each year thousands of women continue to benefit from the program, ensuring the initiative is widely accepted by business leaders as critical to the ongoing development of Australian leadership.

WLA was first developed - and continues to operate - under the auspices of the Workplace Training Advisory Australia. The scope and quality of WLA's services are the result of the dedicated work of the WTAA in conjunction with a broad group of stakeholders spanning government, private industry and academia.

Supporting the National Breast Cancer Foundation

Since its inception, WLA has been a proactive and committed supporter of the National Breast Cancer Foundation, Australia's leading community funded organisation raising money for research into the prevention, detection and treatment of breast cancer.



Contact

Laura Cheail
Program Director

Email: lccheail@wtaa.edu.au
Phone: 1300 138 037

The National Assembly on Gender Equity & Inclusion

Thursday 19 April 2012 @ The Sebel Albert Park, Melbourne

Today's date: _____

Phone: _____

Organisation name: _____

Fax: _____

Contact name: _____

Email: _____

Title/position: _____

Postal address: _____

Names of participants	Title/position	Email (required for confirmation details)
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____

Fees GST Incl.		
Early Bird Rate (Ends 17th Feb 2012) \$550 per person	Standard Rate \$750 per person	Group Rate \$2200 group of five

Totals	
Number of participants _____	Total registration fees due: \$ _____

Tax invoice will be sent upon enrollment

Return via fax: 1300 451 031

Payment Methods			
<input type="checkbox"/> Please invoice me			
Credit Card: Visa and Mastercard Only			
Credit Card <small>Visa and Mastercard Only</small>	Name	Amount \$	
	Card Number	Signature	
	Expiry Date	Verification Number	<small>3 digit number on card signature strip</small>
EFT	A/c Name: Workplace Training Advisory Australia P/L	Bank Name: Westpac, Melbourne	BSB: 033-002 A/c No. 380159
<small>*Please email remittance advice to registrations@wtaa.edu.au</small>			

Further Information
Telephone: 1300 138 037 Email: lcheail@wtaa.edu.au Post: PO Box 4079, Melbourne University, VIC 3052
Workplace Training and Advisory Australia Pty Ltd - ABN 39 127 679 010

Payment in full must be made prior to event. Submission of this registration form indicates your intent to make full payment. Cancellation Policy – A substitution delegate is always welcome with written notification. Cancellations received up to 6 weeks prior to the event will incur a 50% withdrawal fee. For cancellations received within 6 weeks of the event no refund will be issued. Every effort will be made to contact each attendee should an event be rescheduled or cancelled by WTAA for any reason. If an event is rescheduled or not held for any reason, WTAA's liability is limited to the event fee only. Indemnity - WTAA reserves the right to change the venue and/or speakers of any event due to circumstances beyond its control. In the event of changes to venue or speakers, or cancellation of the event, WTAA is indemnified against any or all costs, damages, expenses, including legal fees, which are incurred by the attendee/s. In the case of venue change, all reasonable efforts will be made to inform attendees. I understand that by registering myself and/or others as attendees at this event, photos or video may be taken by WTAA of this event, which may be used for marketing purposes.

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