

LOCAL GOVERNMENT  
**LGPRO**  
PROFESSIONALS  
THE LEADING VOICE

# 2024 WOMEN'S FORUM & DINNER

**THURSDAY 17 OCTOBER 2024**  
**PULLMAN ALBERT PARK**  
**65 QUEENS ROAD, ALBERT PARK**

**WWW.LGPRO.COM**





## ABOUT

Join your sector peers and collaborate on the challenges and opportunities facing women in local government.

From council leaders to early career professionals of all ages, the 2024 Women's Forum and Women's Network Dinner are your opportunities to invest in your personal and professional self.

Receive the support you need to grow into your best self and learn how you can lend this support to your teams and colleagues to nurture the talent in your organisation.

Registrations are now open for the two events coming up on Thursday 17 October at the Pullman Albert Park in Melbourne.

# PROGRAM OUTLINE

From council leaders to early career professionals of all ages, the 2024 Women's Forum and Dinner are your opportunities to invest in your personal and professional self.

## **For you**

Unlock your hidden leadership strength and influencing power in sessions for professionals at all career stages. Learn the habits that build career change and how to adopt a financial mindset. Be open and supported in the transition through menopause and learn how to feel more empowered at work.

## **For managers**

Find out how leadership can be done differently, improving staff wellbeing, retention, productivity, innovation, and performance. Rethink the way you look at talent and learn how to get the best contributions from the hidden voices in your team. Learn the secret to motivating and engaging teams while fostering cultural safety.

## **For young professionals**

Learn how to handle difficult interactions at work and how to look and feel more powerful in the workplace. Challenge conventional wisdom on what it takes to become a successful leader, even if you are a quieter professional. Find out what 'career courage' means in your life and work right now, with techniques for dialling down self-doubt and making friends with your inner critic.

## **For bigger picture leaders**

Find out what cultural safety means for your council and how to create it. Discover strategies for maintaining integrity and wellbeing when faced with incivility in the workplace. Whether you are beginning your local government career or leading the next generation, there is so much you can be learning.

Ready to sign up? Tickets are on sale right now.

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## **KEYNOTE: DR ELLEN JOAN FORD (NELSON)**

Dr Ellen Joan Ford (Nelson) is terrifyingly ambitious about changing the working world for the betterment of people and organisational performance. When you see her track record for tackling the seemingly impossible and bringing people along with her, you will find it difficult to fault her logic.

Ellen helps organisations to improve staff wellbeing, retention, leadership, productivity, innovation, and business performance. Deeply passionate about improving the working world, Ellen provides a fresh perspective on how leadership can be done differently.

She draws on her practical experience across leadership, gender, wellbeing, and the future of work. The New Zealand Army veteran - whose volunteer team evacuated 563 people from Afghanistan to New Zealand - holds an MBA and PhD in leadership and has led national-scale leadership projects.



## **KEYNOTE: SONIA MCDONALD**

When Sonia speaks, everyone in the room feels like she is having a conversation with them as her audience will feel as if they are the only one in the room. She speaks from the heart. She is an impactful and motivational leadership expert and speaker that creates a life-changing experience. People call Sonia sassy, inspirational, real and a speaker who leaves a lasting impression. Her high-energy, authenticity and humour combined with actionable and practical advice, empowers her audience and provides them with great drive and confidence to take courageous action and inspire great leadership in all aspects of their lives.

She is also a renowned and award-winning author, having written several of her own books, *Leadership Attitude*, *Just Rock It!* and *First Comes Courage* as well as being a regular contributor in *The Australian*, *HRD Magazine*, *Smart Healthy Women* and *Women's Business Media*. She was named as one of the Top 250 Influential Women in the world as well as Top 100 Australian Entrepreneurs by *Richtopia*.

Through her leadership advisory and coaching work at *LeadershipHQ*, and founding the *Outstanding Leadership Awards*, Sonia is internationally recognised as an expert in leadership and culture, organisational development, neuroscience, kindness, and courage.

She is also a full-time single parent and has a passion for women in business and teenage mental health. Sonia travels and speaks across Australia and Globe, and she is on a mission to building a world of great leaders and leadership.



## **DINNER KEYNOTE: TRACY BARTRAM**

Comedian, broadcaster, and the creator of The Laughaholics podcast, Tracy Bartram is best known for her extraordinarily popular radio shows on Fox FM, Mix FM, and ABC Melbourne.

The global performer, nominated for Best Newcomer for her one-woman show at the prestigious Edinburgh Fringe Festival, has appeared at the Melbourne International Comedy Festival, the Adelaide Fringe, the Perth ArtRage festival, and as far afield as London, Singapore, and Los Angeles.

She has long been in demand as a keynote speaker where she focuses her lived experience on recovery from addiction, family of origin trauma, and mental health issues, all sprinkled with her own hilarious anecdotes.

# PROGAM

**8.30AM** Registration opens

**9.15AM** Welcome to Country & Official Opening

**9.25AM** **Opening keynote: Dr Ellen Joan Ford (Nelson)**

**10.30AM** Morning tea

**11.00AM** **CONCURRENT SESSIONS**

## **Masterclass: Dr Ellen Joan Ford (Nelson)**

### **Handling difficult interactions**

Dealing with challenging behaviours or difficult dynamics is part of every role. Research tells us we are seeing escalated levels of challenge from customers and colleagues though – and our experience backs this up. This session highlights the common types of challenges we experience and demonstrates how to apply a five-step model to diffusing emotion and solving problems effectively. We will learn how to manage anxiety and triggers, taking care of ourselves after tricky interactions in the process. We will walk through different types of responses and how they can help progress a difficult conversation.

### **Power Up! How to look, feel, and BE more powerful at work**

Gender equality has come a long way, but women who demonstrate power are still often penalised – in the media, our Council chambers, and our workplaces. Is it possible to be a ‘powerful woman’ without merely replicating the language, behaviour, body language, and vocal habits of men? This highly interactive workshop will demonstrate that the answer is unequivocally yes! This session includes practical tools to recognise power dynamics in the workplace and to exhibit powerful (and authentic) behaviour and language, even when you feel fearful or less confident. You will learn to employ your power to create positive outcomes for yourself, your colleagues, and your community.

### **What is cultural safety and how to create it**

What exactly is cultural safety, when would someone feel culturally unsafe, and why? We explore these questions in this engaging session that will tap into our shared experience and the group’s collective knowledge. You will receive guidance on how to encourage interpersonal respect and foster institutional, systemic change in your organisation. You will leave with tangible commitments to making improvements at your organisation as a changemaker in your workplace.

### **Shaping the future of women in leadership in councils**

In this interactive session, we explore the critical role councils play in fostering women’s engagement and leadership experience at work. Drawing on Gallup’s latest research and engagement data including Australian Council specific databases, the session will uncover how workplace trends like hybrid work impact female development opportunities and how councils can actively support women in navigating these challenges. With a focus on fostering resilience, confidence, and inclusivity, this session delves into how councils can support and empower female leaders in today’s evolving workplace.



**12.00PM** Lunch

**1.00PM CONCURRENT SESSIONS**

**Rethink Talent: Spot, develop and get the best contributions from your hidden talent**

You could be wasting a lot of talent. Worse still, you might be losing your best talent without even realising. Getting the best out of different types of people is the key to performance, growth, and innovation. When talented people do not feel included, listened to, valued, or engaged, their skills, experience, innovative ideas, and leadership all go to waste. This session explores how some of the most talented future leaders are overlooked, simply because they are quieter and do not fit the traditional 'alpha' prototype of leadership. We find out how you can find and develop the best of your hidden leaders; a critical leadership capability if you want an inclusive culture that harnesses diversity of thought.

**Influencing Power: How to influence for better outcomes**

Everyone in every role needs to be able to influence at some point – to champion a project, to achieve a better decision, or to support a worthy cause. This session will enable you to apply effective tactics to achieve better outcomes. We find out the importance of influence in building and sustaining relationships and achieving high performance. We explore the key components of influence, from the rational, the emotional, to the social. This session will help us set ourselves up for success by applying influence in our work by understanding and applying influence tactics.

**Tiny habits for building career change**

With the world telling women that being nice, polite, and accommodating is more important than being bold, brave, and tenacious, we do not always recognise our own courageousness. 'Career courage' will mean different things at different phases of our careers, from speaking up in meetings even when you are constantly interrupted, to pursuing a development opportunity or taking a massive leap into something completely new. This session explores what having more 'career courage' means in your life and work right now, techniques for dialling down self-doubt, making friends with your inner critic, and honouring your values (even when that feels really scary).

**Dealing with incivility when working in a political environment**

As the level of government closest to the community, local governments can be a target for incivility. Working in an inherently political space exposes you and your staff to experiences that can hinder your sense of wellbeing and confidence. Ongoing exposure to incivility and uncertainty can go on to wound the culture and productivity of an organisation. This session shares the personal stories behind dealing with incivility in the workplace and offers strategies for maintaining yours and your staff's integrity and wellbeing.

**Boundary Management: Mastering the art of saying no**

Effective boundary management is crucial for maintaining a healthy work-life balance and preventing burnout. Women in local government often face unique challenges in setting and maintaining boundaries, especially in environments that demand high levels of commitment and emotional labour. This session will explore the importance of saying no, how to establish clear boundaries, and strategies to maintain them without guilt or fear of repercussions.

## 2.05PM CONCURRENT SESSIONS

### **Quietly Powerful: Unlock your hidden leadership strength**

Ever feel overlooked because of your quieter nature? Is putting on a louder 'persona' exhausting? This session has answers for you. Trying to be someone you are not in the workplace is neither sustainable nor fulfilling. We join an award-winning author on quiet leadership to discuss how she found an authentic approach that harnessed her quiet strengths to achieve successes in her own career and in other leaders'. This session explores the research behind 'quietly powerful' leadership that turns the traditional view of powerful leadership on its head. You will learn that, far from being a weakness, your quieter nature can be your leadership advantage.

### **Giving and Receiving Feedback: The secret to a motivated and engaged team**

One of the keys to keeping a team motivated and engaged is providing dynamic, meaningful feedback. This session explores how to create a culture of feedback based on psychological safety, trust, and respect. We identify the methods, models, and techniques behind providing effective feedback and sustaining this feedback culture. We highlight how to ask for and receive feedback well, and how to bring a strength-based approach to feedback.

### **Masterclass: Leadership is an attitude**

Leadership is not just a position or a title – leadership is an attitude, a way of thinking, and a way of being that anyone can cultivate. This workshop is designed to redefine what leadership means, showing that true leadership begins from within and is accessible to everyone, regardless of role or experience. We explore the core principles of leadership as an attitude in this session, learning how adopting a leadership attitude can empower us to take initiative, inspire others, and create positive change in any environment. Through a series of interactive exercises, reflective activities, and group discussions, you will come away with a greater awareness of your strengths, values, and impact on others, a growth mindset, a deeper sense of resilience and adaptability, and a recognition of the importance of human connection in leadership. You will leave inspired to lead with intention, courage, and authenticity, with the tools to drive positive impacts wherever you go.

### **Build a money mindset**

Boost your financial confidence in this one-hour workshop, "Building Your Financial Confidence." Uncover how your past experiences influence your relationship with money and explore strategies for developing a positive money mindset and solid financial habits. This workshop covers everything from navigating financial relationships and understanding the impact of money on relationships to creating effective financial routines. Whether you're a young professional, mid-career, or planning for retirement, you'll gain practical tips to help you take the next step. This workshop will offer you an opportunity to reflect on your overall financial well-being and understand how it affects your financial decisions and goals.

### **Let's talk about menopause**

Making menopause a subject that no one is afraid or embarrassed to talk about helps everyone. It makes an organisation a great place to work and gives people confidence to ask for help and support when they need it. This session explores what menopause is and why it's a unique experience for every individual, what changes occur and how to recognise symptoms, and the different approaches to managing these. We discuss how you can get the support you need or how to help your family, friends, and colleagues find the support that is right for them.

**3.00PM** Afternoon tea

**3.30PM Closing keynote: Embrace our inner imposture syndrome**

Imposter syndrome is a pervasive and often hidden challenge that affects people at all levels of success. It is that persistent, inner critic that casts doubt on our achievements and questions our legitimacy, no matter how much we have accomplished. This session is a comprehensive exploration of imposter syndrome, delving into its origins, its impact on both individuals and organisations, and how to overcome it with courage and empowerment. We uncover the roots of imposter syndrome, exploring the psychological and societal factors that fuel this phenomenon and discussing its far-reaching consequences. Not just understanding the problem, we will explore practical strategies and insights to help you break free from the grip of imposter syndrome, drawing on neuroscience to understand how our brains work against us and how we can rewire our thinking to embrace our true worth. You will leave with actionable takeaways that you can implement immediately to help you face challenges with confidence.

**6.00PM Pre Dinner Drinks**

**7.00PM Women's Networking Dinner** sponsored by McArthur, Telstra, Maddocks and HR Legal

**Presentation of the ALGWA Vic Bursary Award** sponsored by Ventia

**Presentation of the Sally Isaac Memorial Scholarship Fund Award**

**Dinner keynote: Tracy Bartam**

**10.30PM Close**



**SPEAKER: BECK HENSHALL**  
**DIRECTOR & PSYCHOLOGIST, BECK HENSHALL COLLABORATIONS**

Beck Henshall is a consulting psychologist, facilitator, and coach with over 20 years in leadership development with a focus on leadership presence, influence, and wellbeing. Beck helps organisations develop their leaders and teams, with a special interest in assisting teams to create the right environment to foster team success.

Beck is sought after for executive, leadership, and team development due to her ability to help leaders build strong relationships that yield high performance. She cultivates psychological safety and trust, brings insight and awareness, and facilitates conversations that lead to improved team and organisational outcomes.

Beck holds qualifications in business administration, educational psychology, and organisation dynamics. A member of the Australian Psychological Society, she is a certified Level IV Workplace Assessor and Trainer and is accredited in various profiling tools, coaching methodologies, and the Global Leadership Wellbeing Survey.



**SPEAKER: JEMI JENG**  
**FOUNDER, PENNY**

Jemi Jeng is the founder of Penny, a finance platform and community dedicated to empowering Gen Z and millennial women to achieve financial independence.

Leveraging her background in social policy and digital transformation, Jemi created Penny to address the unique financial challenges women face, particularly when it comes to home ownership. Jemi and the platform offer advice for women at all stages of their careers.

Founded in January 2021, Penny strives to create a more equitable financial world for women and girls. Jemi offers guidance on building a money mindset, growing confidence with money, and developing financial literacy.



**SPEAKER: SONYA LOVELL**  
**MENOPAUSE FRIENDLY AUSTRALIA**

Sonya experienced induced menopause from treatment for breast cancer at 47. Overwhelmed, unsupported, and undereducated about menopause, Sonya struggled to understand what was happening to her rapidly changing health.

Facing anxiety and depression while weathering a storm of physical symptoms, Sonya set off on a mission to understand everything she could about perimenopause and menopause. The initial goal of helping herself feel healthy, stable, and happy again quickly led to a career using her lived experience to support, educate, and raise awareness for those transitioning through menopause.

Sonya now works with Menopause Friendly, an advocate for challenging societal stigmas and taboos around menopause. She has applied this insight to over 100 episodes of the popular podcast Dear Menopause, interviewing leading local and global experts in menopausal health, mental health, and government.



**SPEAKER: ANNA LEE**  
**FOUNDER, HACKS FOR HER**

A seasoned career navigation and executive coach, Anna Lee started her first business 15 years ago when her firstborn was six weeks old. Her mission: to support women to navigate their careers with courage and clarity in professional landscapes designed for and by men.

Anna's vision is a world in which career trajectories are determined not by professional networks, political savvy, or confidence, but by an individual's skills, knowledge, and contribution.

Anna has spoken to thousands of people across hundreds of organisations including local governments over 16 years. Anna sparks career courage, clarity, and conversations as a speaker and facilitator.



**SPEAKER: DIV PILLAY**  
**CHIEF EXECUTIVE OFFICER, MINDTRIBES**

A leader in diversity and inclusion practice, Div Pillay is a researcher and advocate with over 20 years of experience in gender, race, and cultural inclusion. Born, raised, and educated in South Africa, Div brings lived experience of racial segregation to her work.

Div has spent over a decade researching the covert nature of negative behaviours at work as experienced by women, migrants, refugees, and asylum seeker professionals. Backed by her behavioural science and economics background, Div has worked with boards and executive teams to realise long lasting change.

The leader of award-winning diversity and inclusion consultancy MindTribes and social enterprise Culturally Diverse Women, Div has been named in the Australian Financial Review's 100 Women of Influence, listed as one of 25 Global Influencers in Social Impact by the world's largest business-education alliance, and was selected as a Top LinkedIn Voice for Gender Equity in Australia.



**SPEAKER: MEGUMI MIKI**  
**AUTHOR**

Megumi Miki is a Japanese-Australian speaker, author, and consultant in leadership, culture, and diversity and inclusion with a background in strategy, economics, and finance.

Her award-winning book, *Quietly Powerful: How Your Quiet Nature is Your Hidden Leadership Strength*, challenges conventional assumptions about what it takes to be a successful leader. The book received the Australian Career Book Award for 2020 from RSA Oceania and Best Leadership Book of 2020 from the Australian Business Book Awards.

Megumi supports clients to unleash their hidden talent and collective potential by examining their thinking and beliefs as well as providing practical strategies.



**SPEAKER: JENNY SCICLUNA**  
**JENNY SCICLUNA FACILITATION**

After building a career in leadership within the local government and community sectors and earning a reputation for fostering others' success, Jenny has embarked on a new journey as a facilitator. Her focus remains on making a positive impact on people's lives, now through facilitation and support roles.

Jenny deeply values teamwork, collaboration, helpfulness, and kindness, and is passionate about transparent governance and empowering leaders to excel in their service. The majority of her career has been in service to the community through leadership roles in local government, and most recently as an executive in both the community and corporate services streams at different councils across greater Melbourne. She has led landmark projects throughout her career including digital transformation programs, Council Plan development and deliberative engagement, development of a financial sustainability strategy and significant community recovery programs after emergency events.

Jenny has held many Board positions and in 2020 was awarded a place in the top 50 Public sector women in 'recognition of inspiring accomplishments and pioneering leadership of Victoria's women'.



**SPEAKER: CAMILLA FRUMAR**  
**SENIOR L&D CONSULTANT, GALLUP**

As an expert in learning and development, Camilla leads programs in management and leadership development, employee engagement, wellbeing and strengths-based performance coaching and development. She shares her expertise with Gallup clients, leaders, managers and coaches throughout the Asia-Pacific region, helping them maximize individual, executive, team and organisational performance.

Camilla is a Gallup certified Strengths Coach and uses her expertise in positive psychology principles to support executives to be the best managers and leaders they can be based on their unique talents.

Camilla also contributes to research and course design in her key areas of interest which include women in leadership and wellbeing.