

# 2018 ALGWA Victorian Conference



Friday 26 October to Sunday 28 October



**REALM**



A woman with dark, wavy hair is standing against a light-colored stone wall. She is wearing a long, open brown coat over a black turtleneck and grey plaid trousers. She is holding a small blue handbag in her left hand and a black tassel in her right hand. She is smiling and looking towards the camera.

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Government Women's  
Association Victorian  
Conference

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# WELCOME



## **Cr Nora Lamont** **Mayor of Maroondah**

On behalf of my fellow Councillors, I am very proud that Maroondah City Council was awarded the hosting rights to the 2018 ALGWA Victoria Conference.

Designed specifically for women in Local Government, delegates will hear from a selection of speakers including Libbi Gorr, Jo Stanley, change activator Michelle McQuaid and 'The Queen of Confidence', Erika Cramer.

We believe we've put together a program that will empower you to become a more effective, engaging and resilient leader in your community, while providing time for important networking opportunities with your fellow women leaders in local government and experience the offerings of our conference partners Eastland and Sage Hotel Ringwood.



## **Cr Coral Ross** **ALGWA National President**

As the National President of the Australian Local Government Women's Association I am delighted to join you at the Victorian ALGWA State conference.

ALGWA is a national peak body with branches in every state and territory, representing and supporting women in local government throughout Australia. ALGWA is also a member of two national women's organisations, the National Rural Women's Coalition and the Australian Gender Equality Council.

I look forward to meeting you at the conference!



## **Cr Michelle Kleinert** **ALGWA Victorian Branch President**

As President of ALGWA Vic Branch, I am delighted with the energy and enthusiasm of Maroondah City Council to put on this wonderful event.

The collaboration of councillors and officers has been fabulous.

Our hope is that this conference will challenge you, grow your skill set and encourage you to encourage another woman to step out, be brave but most of all supported.

Thank you to all that have been involved and thank you all for attending. I sincerely hope you enjoy our conference and look forward to hearing from you.

# PROGRAM

**FRI 26 OCTOBER**

**5.30PM - 6.30PM**

**REGISTRATION OPENS**

**6.00PM - 7.30PM**

**WELCOME RECEPTION**

**The Backyard, Ringwood Town Square**

**Welcome to Country by Auntie Georgina Nicholson**

**Performance by Djirri Djirri Dance Group**

**Welcome facilitator Sue Anderson, Co Squared**

Sue Anderson is well known in industry for connecting the diversity of stakeholders to the conversation. Sharing her creative thinking techniques, Sue will facilitate connections that will drive productivity and purpose throughout the conference weekend.

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## SAT 27 OCTOBER

8.30AM

**REGISTRATION OPENS (Realm Level 2)**

8.45AM

**CONFERENCE WELCOME**

**Mayor of Maroondah, Cr Nora Lamont**

**President of ALGWA Victoria, Cr Michelle Kleinert**

**Minister for Local Government, The Hon Marlene Kairouz**

9.00AM - 10.15AM

**KEYNOTE SPEAKER**

**Libbi Gorr, ABC Radio and TV Broadcaster, social commentator**

Libbi will open the conference with an engaging and motivating presentation, which will include participation by the delegates. Her presentation will explore issues of community, wellbeing, while providing some real take home messages about how women can empower and support each other. There will be plenty of time for questions, so come prepared!

10.15AM - 10.35AM

**MORNING TEA**

10.35AM - 11.25AM

**SESSION 1**

**Bullying & Sexual Harassment**

**Catherine Dunlop, Maddocks**

Claims of bullying or sexual harassment can have a long lasting, detrimental effect on an organisation's culture and persons productivity. It's essential for organisations to implement preventative measures and to have effective procedures to follow when a claim is made. This presentation will focus on the latest developments and best practices for councils and councillors when addressing bullying and sexual harassment.

11.25AM - 12.20PM

**SESSION 2**

**Playing the Political Game**

**Janet Cribbes, Former Mayor City of Port Phillip**

Playing the political game, also known as: how to get along with people and get things done.

We are often daunted by the political game. Janet is here to demystify the game and hopefully make it real in its application. She will focus on the art of negotiation, the key to life and politics, and demonstrate, with examples, successful negotiations that lead to a win - win outcome.

This session will have an experiential component that will have you thinking and having fun!

|                         |  |
|-------------------------|--|
| <b>12.20PM - 1.10PM</b> | <b>LUNCH</b>   |
| <b>1.10PM - 1.20PM</b>  | <b>AN UPDATE FROM THE NATIONAL PRESIDENT</b><br><b>ALGWA National President, Cr Coral Ross</b>   |
| <b>1.20PM - 2.00PM</b>  | <b>SESSION 3</b><br><b>Balancing Work Life and Expectations</b><br><b>Fran Boyd</b><br><p>Fran discusses whether the way we balance our work life with our home life is improving. How are organisations delivering on the expectations of their employees and are their strategies working for their employees and their business? She looks at what the evidence is revealing, whether this is a gender issue or better framed another way; and what is driving satisfaction and dissatisfaction.</p>  |
| <b>2.00PM - 3.30PM</b>  | <b>SESSION 4</b><br><b>Impacting Performance and Shaping Success</b><br><b>Michelle McQuaid</b><br><p>Did you know that research estimates 20 - 30% of business performance is determined by the mood of employees and that the number one predictor of the mood is ... their leader? Understanding the difference and how you can shape your mood is a simple, powerful and practical way to improve performance for yourself and others. Michelle's highly experiential appreciative enquiry workshop is underpinned by the latest research in neuroscience and psychology and will explore how mood impacts performance, how stories shape our success and how to set goals that cultivate 'grit' - passion and perseverance for long-term goals. You will walk away with the tools to measure mood and discover easy ways to short-circuit stress and negativity when it's undermining resilience.</p> |
| <b>3.30PM - 3.50PM</b>  | <b>AFTERNOON TEA</b>   |
| <b>3.50PM - 4.00PM</b>  | <b>GREETING</b><br><b>David Morris MP, Opposition Spokesperson for Local Government</b>  |
| <b>4.00PM - 5.15PM</b>  | <b>SESSION 5</b><br><b>Confidence</b><br><b>Erika Cramer, 'The Queen of Confidence'</b><br><p>Erika's step-by-step approach will teach you that the tools for your confidence transformation are found in your 'raw unravelling' which is the challenging yet incredibly rewarding space where you can extract the most valuable knowledge of self. Her coaching will help you to shed your skin, step into your power, unearth your true identity, and confidently move forward through owning your purpose, boldly. Her language is real, dynamic, raw and highly energising as she harnesses the power of unfiltered conversations that enable rapid shifting.</p>  |

6.30PM - 10.00PM

## CONFERENCE DINNER (Sage Hotel Ringwood)

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### GUEST SPEAKER

**Jo Stanley**

*"We are not our job, we are not our job titles, we are not what we do at work... we are so much more than that."*

*As a comedian, writer, actor and presenter Jo Stanley has been entertaining audiences for more than 30 years.*

*Jo was co-host of the No1 rated breakfast radio show "The Matt and Jo Show" for 10 years and most recently the "Jo and Lehmo Show".*

But Jo's life of rubbing shoulders with celebrities came to a very quick end, when she was axed from the radio program at the end of 2017, despite achieving a constant growth in ratings. While initially shattered, Jo overcame her feeling of failure and rebuilt her career with a new focus. She is now using her talent as a TV host and children's book author and supporting other people faced with a sudden job change.

Jo will share with us her journey of rebuilding herself from a position of vulnerability and despair and how embracing these feelings are the start of creating a stronger, more resilient and successful person in all aspects of life.

## SUN 28 OCTOBER

8.30AM

**REGISTRATION OPENS (Realm Level 2)**

8.45AM - 8.50AM

**CONFERENCE WELCOME**

**Mayor of Maroondah, Cr Nora Lamont**

8.50AM - 9.00AM

**GREETING**

**Samantha Dunn, Greens Local Government spokesperson**

9.00AM - 9.50AM

**SESSION 6**

**Managing Difficult Behaviour**

**Georgie Ward, Macquarie Local Government Lawyers**

In the current climate, all Councils are grappling with an increasing number, frequency and complexity of challenging and difficult behaviours.

Whilst in recent years the Victorian Ombudsman has released several reports designed at improving awareness and management of unreasonable and difficult complainants, Councils continue to struggle to implement this information in a practical and consistent way.

This presentation will consider a number of real-life case studies to assist and improve management of complaints and poor behaviour.

|                          |  |
|--------------------------|--|
| <b>9.50AM - 10.40AM</b>  | <b>SESSION 7</b><br><b>Social Media/Email Intimidation and Bullying</b><br><b>Rosalie O’Neale, Program Manager, eSafetyWomen, Office of the eSafety Commissioner</b><br><p>This workshop will provide information and resources designed to help women manage technology risks and abuse by giving them the tools they need to be confident when online. Safe access to technology is crucial for women so they can stay connected to their family and friends, engage with the world, and stay connected safely.</p>  |
| <b>10.40AM - 10.55AM</b> | <b>SESSION 8</b><br><b>Panel Q&amp;A with Georgie Ward and Rosalie O’Neale</b><br><b>Managing Difficult Behaviour and Social Media/Email Intimidation and Bullying</b>   |
| <b>10.55AM - 11.15AM</b> | <b>MORNING TEA</b>   |
| <b>11.15AM - 12.30PM</b> | <b>SESSION 9</b><br><b>Life After Council</b><br><b>Suzi Finklestein, Director, Women &amp; Leadership Australia</b><br><p>This engaging session will provide an opportunity to reflect and discover your “sweet spot” where your gifts, passion and purpose intersect. A framework will be provided that will support decision making, energy flow and possible directions ahead. In this session, Suzi will draw on her learnings from working with thousands of women across Australia. She will share the themes that have emerged whilst engaging participants with reflective opportunities to build awareness and insights into their own pathways.</p> |
| <b>12.30PM - 12.40PM</b> | <b>ANNOUNCEMENT OF 2019 STATE CONFERENCE HOST</b>  |
| <b>12.40PM - 12.50PM</b> | <b>PROMOTION OF THE BURSARY AWARD</b><br><b>Cr Raylene Carr, Whitehorse City Council</b>   |
| <b>12.50PM - 1.00PM</b>  | <b>CLOSING REMARKS</b><br><b>President of ALGWA Victoria, Cr Michelle Kleinert</b>   |
| <b>1.00PM - 2.00PM</b>   | <b>LUNCH</b>   |
| <b>2.00PM - 3.00PM</b>   | <b>OPTIONAL PUBLIC ART WALKING TOUR OF RINGWOOD ARTS PRECINCT</b><br><b>Presented by Maroondah City Council and Eastland</b><br><p>The Ringwood arts precinct brings community, culture and engaging arts experiences into the places where people shop, commute and access key services in the centre of Ringwood. Hear about how the concept was developed and how it is building links across the arts community, culture and business.</p>   |



# SPEAKERS



## **Sue Anderson, Co Squared**

After an expansive career in national and international retail brands across the fashion and lifestyle sectors, Sue co-founded Co Squared as specialist consultancy targeting advisory and tailored skills solutions. Sue's passion for balancing the commercial and creative elements within organisations is born out of decades of experience in supporting the transformation of business models in the disrupted retail industry. This has led her to specialise in facilitated creative problem solving, to shift thinking and help teams choose to collaborate and adapt for future opportunity.



## **Fran Boyd**

Fran Boyd is a senior human resources executive with over 20 year's experience in leading and managing the human resources function in a range of public, not for profit and private sector organisations. Fran has a depth of knowledge in contemporary HR and organisational culture strategies and issues, and a keen interest in leadership and organisational culture strategies and issues, with a passion for creating workplaces where people thrive. Fran has a strong values base and authentic leadership style.



## **Cr Raylene Carr, Chair, ALGWA Victoria Bursary Sub Committee**

Cr Carr is serving her third term as a City of Whitehorse Councillor. She is a strong supporter and long term member of ALGWA, and is in her 10th year of Chairing the Bursary Sub Committee. She is also an excellent photographer, and has recorded images of many ALGWA functions over the years.



## **Erika Cramer**

Wife, mother of 2 and confidence coach, Erika Cramer, The Queen of Confidence - is a bold stand for women reclaiming their self confidence, owning who they are and ending self judgment. Erika runs confidence masterclasses, speaks to groups of women on the topic of confidence and runs her own business where she coaches women around the globe to reclaim their confidence. She's on a mission to inspire women everywhere to stand in their fully expressed selves.



## **Janet Cribbes, Former Mayor City of Port Phillip**

Janet's career spans three decades, working in State Government, community services, the private sector and more recently NFP. Much of Janet's history has been initiating and operationalising creative responses to challenging social problems. In 2004 Janet was elected to Port Phillip Council, with a term as mayor in 2008. Following Council life, Janet established and managed the Community Bushfire Recovery Service after the Black Saturday 2009 Bushfires on behalf of the Archdiocese of Melbourne. Janet now works as a consultant, facilitator, coach and mentor and is Director and Chair of two not for profit boards.

## **Djirri Djirri Dance Group**

Djirri Djirri is the Woi wurrung (Wurundjeri) name for Willy Wagtail. Djirri Djirri is a little black bird who is well known to dance all the time. Djirri Djirri's dance is a contemporary interpretation of indigenous culture with the essence of traditional dance/ceremony. Their dances have a story about creation, family and Country. The children of Djirri Djirri are encouraged to take on a leadership role using language and knowledge exchange in dance creation.



## **Samantha Dunn, Greens Local Government Spokesperson**

Samantha is the Victorian Greens spokesperson for Local Government; Forests, the Great Forest National Park, Tourism, Emergency Services and Water; and Forests and Logging, Planning, Public Transport, and Roads. Samantha was first elected to the Victorian Legislative Council in 2014 and was the first member of the Greens to represent the Eastern Metropolitan Region.

She was previously a Councillor with the Yarra Ranges Council, until her election to the Upper House in 2014. During her time as a Councillor she was President of the Victorian Local Governance Association and the Eastern Transport Coalition.



## **Catherine Dunlop, Maddocks**

Catherine is one of Australia's leading lawyers in work/occupational health and safety (WHS) and leads the Maddocks safety practice. With her extensive experience in providing incident response advice, Catherine advises on government related employment matters and has particular experience in helping clients with bullying claims and workplace investigations. She has represented public sector clients in significant coronial inquests, government enquiries, ombudsman's inquiries and in parliamentary inquiries.



## **Suzi Finklestein, Director, Women & Leadership Australia**

With over twenty years of leadership development experience, Suzi has built a reputation for designing and delivering quality professional development with a particular focus on transforming the performance of women leaders and their teams. Passionate about nurturing talent in others, Suzi takes great pride in her work is deeply committed to helping women step up into leadership positions.



## **Libbi Gorr, ABC Radio and TV Broadcaster, social commentator**

Libbi Gorr is one of Australia's finest live hosts and broadcasters. Warm, witty and smart, she has an exceptional ability to entertain, inspire, challenge and motivate, bringing a unique blend of journalism and humorous observation to all her work. Libbi is well known and respected for her broadcasting work in radio on television nationally.



## **The Hon Marlene Kairouz, Minister for Local Government**

Marlene is the Minister for Local Government and Minister for Consumer Affairs, Gaming and Liquor Regulation. She was first elected to the Kororoit electorate in June 2008 (by-election), and was re-elected in 2010 and 2014.

During her time as a Member of the Legislative Assembly she has also served as Cabinet Secretary (December 2014-June 2016) and the Opposition Whip (Assembly) from December 2010 to December 2014.



## **Cr Michelle Kleinert, President of ALGWA Victoria**

Michelle was elected President of ALGWA Victoria in April 2018, Michelle has been a Councillor with Manningham City Council since 2012 and was Mayor in 2016/17. She is currently the Deputy Mayor, and represents the Heide Ward. Michelle is a member of Manningham's Integrated Transport Advisory Committee and the Manningham Community Fund Grants Panel. She is also Vice President of the Victorian Local Governance Association.



## **Cr Nora Lamont, Mayor of Maroondah**

Nora was elected in 2008 to Maroondah City Council and is currently in her third term as a Councillor, and her second Mayoral term. She served as Mayor in 2012-13 and chaired the Maroondah Disability Advisory Committee for seven years. She is an Age Friendly Champion, and a Victorian Local Government Women's Charter Champion. Nora represents Maroondah at the Eastern Regional Mayor's Group and Maroondah Community Safety Committee.



### **Michelle McQuaid**

Michelle McQuaid is a best-selling author, workplace wellbeing teacher and playful change activator. With more than a decade of senior leadership experience in large organisations around the world, she's passionate about translating cutting-edge research from positive psychology and neuroscience into practical strategies for health, happiness and success. As honorary fellow at Melbourne University's Graduate School of Education, she blogs for Psychology Today, Huffington Post and Live Happy and her work has been featured in Forbes, the Harvard Business Review, the Wall Street Journal, Boss Magazine, The Age and more. Michelle lives to help people discover their strengths, move beyond their fears and finally discover what it truly takes to flourish with confidence.



### **David Morris MP, Opposition Spokesperson for Local Government**

David Morris currently serves as Shadow Minister for Finance, Shadow Minister for Local Government, Deputy Chair of the Parliament's Public Accounts and Estimates Committee, and Deputy Chair of the Privileges Committee of the Legislative Assembly. David was first elected to the Legislative Assembly in November 2006, and re-elected in 2010 and 2014, representing the district of Mornington.

David was a Councillor of the Shire of Mornington from 1987 to 1994, and Shire President 1992-1993; a member of the Westernport Regional Planning Committee 1989-1994, and a member of the Peninsula Regional Library service committee from 1987 to 1995, including a number of terms as Chair. Prior to his election to Parliament David had over twenty-five years' experience in local small business.



### **Rosalie O'Neale, Program Manager, eSafetyWomen, Office of the eSafety Commissioner**

Rosalie has many years' experience in the development and delivery of online safety education programs. She also has a long-standing involvement in the conduct of research into the way Australians use and experience technology. Rosalie has recently developed eSafetyWomen - training for women to be safe online.



### **Cr Coral Ross, ALGWA National President**

Cr Coral Ross was first elected to the Booroondah Council in 2002 and has been re-elected four times. She has served as Mayor three times. Coral has served on the ALGWA Victoria committee since 2010, including the maximum of two consecutive terms as President.

She has also served on the National Board since 2012, and is currently in her second term as National President. She was made a Life Member on ALGWA in 2017. She has also served as Interim President of the Municipal Association of Victoria, and was on the MAV board for six years.

In 2014 Coral was named as one of the '100 Woman of Influence' by the Australian Financial Review and Westpac, recognising her service to local government. Coral is a qualified journalist and a Fellow of the Australian Institute of Company Directors.



### **Jo Stanley**

Jo Stanley has more than 17 years-experience in the media. Having started her working life as a comedian, Jo went on to successfully host breakfast radio for a number of years before extending her media to TV where she is currently a presenter on House of Wellness TV and a regular guest panellist on The Project. Recently, Jo has written a series children's books Play Like a Girl. Jo is a dynamic speaker, passionate about gender equality, creativity, literacy and using her various platforms to give women a voice.



### **Georgie Ward, Macquarie Local Government Lawyers**

Joining Macquarie Local Government Lawyers in 2006, Georgie has gained extensive experience providing specialist and strategic legal advice to local government clients in the areas of governance and regulatory matters. Her approachable manner and reputation for providing practical 'Plain English' advice has seen her develop a long standing client base who seek her assistance with local government issues.

**Realm** Ringwood Town Square (opposite Ringwood Station)  
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We thank our conference partners:

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*writer • teacher • change activator*



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