

Welcome to the



THURSDAY 7TH MARCH 2013 • DOLTONE HOUSE • Sydney

Celebrating *emerging*
FEMALE LEADERS, *and*
the men and women
who help women
ACHIEVE

Editor's *Welcome*



Welcome to the very first NAB Women's Agenda Leadership Awards.

Today, we're here to celebrate our emerging female leaders, and the men and women who help women achieve.

At *Women's Agenda*, it's been an absolute privilege to work on this new awards program and hear from so many talented, inspiring and truly remarkable women who proudly told us about their achievements during the nomination process.

We were blown away by the volume and calibre of the nominations we received. It reminded us that Australian women are at the forefront of change in business: we're driving innovation, challenging the status quo and leading a dramatic shift on diversity, flexibility and leadership that will see "work" in the future finally work for women.

So today we not only announce the winners, but invite you all to celebrate and share in the success of Australian women, and the men and women who are driving the momentum for change.

Special thanks to Samantha Dybac and the hardworking team at Private Media for putting in the extra hours to organise our first awards event, and to the Women's Markets team at NAB for their excellent support.

Good luck to all the finalists today. And to all our nominees – and women everywhere – well done.

Angela Priestley

Editor, *Women's Agenda* (Private Media)

A Message From Our *Partner*



At NAB we believe every woman deserves a life plan full of choices so she can strive to be the best she possibly can be

Whether she's focused on her career, taking time out for herself, starting a family, choosing to be a full-time carer or juggling any combination of these, her life plan should be underpinned by a healthy relationship with money.

Our vision is for all Australian women to be confident with their money so they can lead rich and rewarding lives.

We know that when women are in control of their money they feel in control of themselves.

Joining forces with *Women's Agenda* to celebrate Australian women and men who are driving the agenda for women was an easy decision for us. When we first met the team we felt an instant connection and knew we both shared the same passion for seeing women succeed and helping them feel empowered economically.

The awards also gave us a platform to raise the awareness of women who are doing amazing work, but go largely unnoticed.

While I was confident we'd get some traction, I certainly didn't expect the high volume of entrants, especially in the first year, and such a high calibre too. It has been no easy task arriving at a winner for each category.

That said I feel every woman who either put their hand up or was nominated by someone else for an award today is a winner.

I congratulate all involved in bringing these awards to life and particularly the entrants for your leadership, courage and passion – this is what realising potential is all about.

Jacinta Carboon

Head of Women's Markets, NAB

Order of *Proceedings*

Welcome

Angela Priestley, Editor, Women's Agenda

Guest Speaker

The Hon Nicola Roxon MP

MAIN COURSE SERVED

Partner Message

Jacinta Carboon, Head of Women's Markets, NAB

Emerging Entrepreneur Award

presented by Jillian Segal, AM

Regional/Rural Entrepreneur
or Manager of the Year Award

Emerging Leader in the Public
or Not-for-profit Sector Award

Emerging Leader in
the Private Sector Award

DESSERT SERVED

Inspirational Ambassador Award

Presented by Elizabeth Renkert, Editor, Madison Magazine

Change Champion Award

Agenda Setter Award

Hall of Fame Award

Awarded to Wendy McCarthy, AO

Our *Judges*

Tara Moss

Novelist, TV Presenter, Journalist

Helen McCabe

Editor in Chief, Australian Women's Weekly

Wendy McCarthy

Chair – Circus Oz, McGrath Estate Agents,
Headspace (Australia's National Youth Mental Health Foundation),
Pacific Friends of the Global Foundation;
Patron of the Australian Reproductive Health Alliance

Nareen Young

CEO, Diversity Council of Australia

Yolanda Vega

CEO, Australian Women Chamber of Commerce

Jane Caro

Social commentator, Writer & Lecturer;
Board Member NSW Public Education Foundation, Bell Shakespeare

Sam Mostyn

Non-executive director Transurban Citibank Australia,
Virgin Australia; Commissioner AFL Board Member Diversity Council of Australia,
Sydney Theatre Company,
Australian Volunteers International President
The Australian Museum

Peter Strong

Executive Director Council of Small Business of Australia,
Retailer, Former consultant to The World Bank

Jacinta Carboon

Head of Women's Markets, NAB

Kath Walters

Editor, LeadingCompany

Emerging *Entrepreneur* of the Year Award

Awarded to a woman who has demonstrated **innovation** and **achievement** in establishing or growing her own business

Tessa Court

INTELLIGENCEBANK

Tessa Court was working with start-ups for ten years before she launched IntelligenceBank, a cloud-based information and management platform that helps businesses manage and share their documents. Her business straddles three of the biggest trends ready to disrupt how we work: cloud-based information, big data and using your data on any device.

Alison Hardacre

HEALTHKIT

In the four years since Alison Hardacre conceived the idea to make health effective, efficient and accessible, HealthKit has grown to become a global business and a high-growth technology venture, playing a part in finding cures for some of the world's diseases through big data.

Anita Lincolne-Lomax

BABES IN ARMS

As the first company in Australia and New Zealand to specialise in the supply of baby carriers, Lincolne-Lomax's Babes in Arms venture has since expanded to include a wholesale network that comprises over 350 retailers and promote an advocacy focus that seeks to strengthen and support a baby-wearing community.

Monica Meldrum

WHOLE KIDS

Monica Meldrum launched Whole Kids, a provider of high-quality children's health products, as a means to tackle what she sees as a rise in food-related allergies and illnesses. The company has developed a range of 22 fully-certified organic, additive-free, allergen-friendly snack foods since launch.

Regional/Rural Entrepreneur or Manager of the Year Award

Awarded to the most **inspirational and successful female entrepreneur or manager who runs her own business or business unit in a regional or rural location**, and makes a contribution to the **local community**

Eliza Brown

CEO, ALL SAINTS ESTATE AND ST LEONARD'S VINEYARD

Eliza Brown credits the recent revival and growth of her winery to her team's ability to breathe new life into a traditional business, particularly by establishing an online presence, new product channels and better communication links with customers. Brown recently joined the board of Tourism North East and chairs the Winemakers of Rutherglen Association.

Alison Page

FOUNDER AND EXECUTIVE OFFICER, SALTWATER FRESHWATER ARTS ALLIANCE

Alison Page launched the Saltwater Freshwater Arts Alliance in 2008 as a social enterprise that could facilitate the employment of hundreds of Aboriginal contractors, and strengthen the cultural identity of artists and their communities. Page has recently been appointed a non-parliamentary member on the expert panel for Constitutional Recognition of Aboriginal and Torres Strait Islander people.

Jo Scard

FOUNDER & PRINCIPAL, FIFTY ACRES – THE COMMUNICATIONS AGENCY

Jo Scard established Fifty Acres on a farm in rural NSW as a unique and original business that could provide communications services to not-for-profit organisations. The company now employs seven staff who all work remotely from their homes across Australia. Scard is also the co-author of *The Working Mother's Survival Guide*.

Margot Spalding

JIMMY POSSUM

Nine years after establishing homewares and furniture company Jimmy Possum, Margot Spalding is leading a manufacturing enterprise that employs 150 staff and holds nine retail stores across Australia. In addition to managing the company, Margot also spends time mentoring other women in business and is part of a start-up team for women within the Bendigo Business Council.

Emerging Leader in the Public or Not-for-Profit Sector Award

Awarded to an
inspiring leader
within the public
or **not-for-profit**
sector who has
demonstrated
a **positive and**
measurable impact
in her field of
expertise

Layne Beachley

FOUNDER & DIRECTOR, AIM FOR THE STARS FOUNDATION

Layne Beachley may be a familiar name in competitive surfing, but few would know that for the first eight years of her sporting career she worked four jobs to fund her competitive pursuits. Beachley set out to counteract a lack of financial support for women in sport by launching the Aim For the Stars Foundation, providing financial and moral assistance to upcoming stars to help them achieve their ambitions.

Dr Kimberley Clayfield

EXECUTIVE MANAGER, SPACE SCIENCES AND TECHNOLOGY, CSIRO

Dr Kimberley Clayfield is an emerging leader in an industry where women represent less than 10% of the national engineering workforce. Clayfield played a key role that led to a four-year, \$40 million Australian Space Research Program, and dedicates her personal time to inspiring high school students to get into science and engineering.

Natalie Collard

CHIEF EXECUTIVE OFFICER, AUSTRALIAN DAIRY FARMERS LIMITED

Natalie Collard joined Australian Dairy Farmers during a period of extreme upheaval that would have seen the small not-for-profit cease operations within four years on its then trajectory. With a bold restructuring plan, Collard was able to turn its fortunes around and achieve, by end of 2012, a 50% increase in income, as well as new and diversified income sources and a sustainable future.

FINALISTS CONTINUED OVER PAGE ...

Emerging Leader in the Public or Not-for-Profit Sector Award

continued ... **Jane Hunt**

CEO, FITTED FOR WORK

Jane Hunt launched Fitted for Work after identifying a need for a more personal approach to assisting disadvantaged women improve their confidence and find gainful employment. FFW has helped 11,500 women find work since 2005 and, over the past 12 months, has seen 70% of the women using its services secure work within three months.

Natalie Isaacs

FOUNDER AND CEO, 1 MILLION WOMEN

Drawing on 20 years of experience as a natural skincare and cosmetics manufacturer, Natalie Isaacs developed the concept for an environmental charity that aims to create a more sustainable way of living by harnessing the collective power of women. Three years on and 1 Million Women has 80,000 registered members.

Claire Mallinson

NATIONAL DIRECTOR, AMNESTY INTERNATIONAL AUSTRALIA

Since joining Amnesty in 2007, Claire Mallinson has developed a range of internal programs to keep more women in the NFP's workforce, while leading the organisation to success in critical domestic and international human rights initiatives. Recently appointed to the Amnesty Global Management Team, Mallinson is currently leading a regional growth development strategy in the Asia-Pacific region.

Emerging Leader in the Private Sector Award

Awarded to an
inspiring leader
within the **private**
sector who has
demonstrated
a **positive and**
measurable impact
in her field of
expertise

Melanie Brock

REGIONAL MANAGER JAPAN, MEAT & LIVESTOCK AUSTRALIA

Melanie Brock is responsible for the marketing of Australian red meat in Japan, and is using her position to empower women working in a conservative, male-dominated industry. She is also chair of Australian Business Asia and the Australian and New Zealand Chamber of Commerce in Japan, and a board member of the Australian Japan Foundation.

Megan Dalla-Camina

DIRECTOR OF STRATEGY, IBM AUSTRALIA AND NEW ZEALAND

At IBM Megan Dalla-Camina has led the development and execution of a new wave of leadership based on positive psychology. An international speaker, she spends time mentoring and coaching women, and is a committee member and speaker for Sustaining Women in Business. She's also just published her first book: Getting Real About Having it All.

Milo-Arne Peady

HEAD OF ACADEMY & EDUCATION, AMP FINANCIAL PLANNING / HORIZONS

At AMP Milo-Arne Peady heads up an award-winning learning institution for financial planners. Over the past 12 months, her innovative thinking around leadership styles – she runs forums discussing “doing” versus “leading” – has driven results that have far exceeded business expectations.

Antoinette Totta

DIVERSITY AND INCLUSION NETWORK MANAGER, NAB

Antoinette Totta has been responsible for chairing and leading the Connecting Women (CW) forum at NAB for several years. Her work has contributed to the bank becoming more inclusive, increasing its workforce participation of women, and seeing more executive and senior leaders promote gender diversity by participating in CW events.

Inspirational Ambassador Award

Mentor award:
Awarded to a
successful woman
whose achievements
and high profile
are **inspiring more
young women
to excel**

*(Nominated by
a mentee this
ambassador has
personally mentored)*

Megan Dalla-Camina

DIRECTOR OF STRATEGY, IBM AUSTRALIA AND NEW ZEALAND

NOMINATED BY MANUELA SCHMID

At IBM, Megan Dalla-Camina has led the development and execution of a new wave of leadership based on positive psychology. She also spends time mentoring and coaching women within IBM and the wider business community. As a mentor, Dalla-Camina provides passionate and committed guidance in helping to steer other women forward.

Dr Megan Davis

EXPERT MEMBER, UNITED NATIONS PERMANENT FORUM ON INDIGENOUS PEOPLES AND DIRECTOR, THE INDIGENOUS LAW CENTRE

NOMINATED BY AIMEE FERGUSON

Legal expert Dr Megan Davis is committed to protecting the rights of marginalised members of society, and has used her position with the UN to encourage and inspire other women to be influential leaders in male-dominated industries. She was the first Indigenous Australian woman to be elected to a UN body and in 2011, joined the Expert Panel on the Recognition of Aboriginal and Torres Strait Islander Peoples in the Constitution.

Samantha Gash

NATIONAL CRUSADER AT LEAGUE OF EXTRAORDINARY WOMEN,
LAWYER AT BAKER & MCKENZIE

NOMINATED BY SARAH RIEGELHUTH

In addition to being a lawyer, ultra-marathon runner and corporate speaker, Samantha Gash is committed to motivating and empowering other women. Working closely with causes important to her and actively seeking out ways to pursue social change while encouraging others around her to do the same, she runs a non-profit organisation to establish positive connections between Indigenous and non-indigenous Australians.

Inspirational Ambassador Award

continued ...

Julie Shuttleworth

GENERAL MANAGER, GRANNY SMITH MINE, BARRICK GOLD CORPORATION

NOMINATED BY REBECCA COLLETT

Julie Shuttleworth has received plenty of awards for her hard work and strong leadership in the mining sector, but she's also quick to recognise others around her for their achievements. She is a supportive advocate for young professionals, encouraging them to continuously excel in their chosen career paths.

Naomi Simson

FOUNDING DIRECTOR, REDBALLOON

NOMINATED BY KRISITIE BUCHANAN

When Naomi Simson left her corporate career in 2001 to establish RedBalloon, she wanted to create a business that gave her the flexibility to spend more time with her family. Now she lives and breathes the RedBalloon value of integrity and is an ardent supporter of her employees. As a business owner and entrepreneur, Simson keenly, freely and frequently shares her business knowledge with anyone who wants it.

Change Champion Award

Impact award:
Awarded to a man
or woman whose
**determination,
commitment and
dedication** has
made a **significant
contribution**
to making the
workplace a more
inclusive one for
women

Professor Marian Baird

PROFESSOR OF EMPLOYMENT RELATIONS, THE UNIVERSITY OF SYDNEY,
DIRECTOR OF THE WOMEN + WORK RESEARCH GROUP

Marian Baird has played a leading role in reshaping the national discussion around paid parental leave and women's engagement in the workforce. She also established the Women + Work Research group in 2005, which remains the only group to have a specific focus on women's work in Australia.

Claire Braund

EXECUTIVE DIRECTOR, WOMEN ON BOARDS

Claire Braund helps women acquire board positions across all industry sectors, and is a leading figure in raising public awareness for the business case for diversity. In 2012, she became a Churchill Fellow for her research into the impact of quotas and other initiatives to move women onto boards, and opened a new WoBs branch in London to facilitate change on the other side of the world.

Sally Macindoe

PARTNER AND HEAD OF DIVERSITY, NORTON ROSE AUSTRALIA

Sally Macindoe was the first woman to be elected to Norton Rose's governing board. Through her leadership, the company has doubled the number of women working flexibly, increased the rate of women returning from parental leave from 50% to 75%, and doubled the number of women at its partnership level.

Julie Shuttleworth

GENERAL MANAGER, GRANNY SMITH MINE, BARRICK GOLD CORPORATION

Julie Shuttleworth is an advocate and role model for young professionals, regularly mentoring and supporting other women in the mining and resources sector to get ahead. She is proactive about raising the profile of women in resources and leadership, which has helped to make the mining industry a more inclusive workplace for women.

Agenda Setter Award

Innovation award: Awarded to an inspirational and successful female innovator who is making a measurable difference, provides real solutions in the world today, and is instrumental in building a smarter planet

Jen Dalitz

CEO AT SPHINXX

As a gender diversity consultant, speaker and blogger, Jen Dalitz has long been a leading participant in the many conversations about empowering women to achieve the highest levels of career success. Chairman of Peer Support Australia and a mentor to many women, Dalitz founded the Make Care Fair Alliance as a lobby group aiming to reform the childcare system so that it's flexible, accessible and affordable, as well as tax deductible.

Destroy the Joint

(COLLECTIVE ENTRY)

Destroy the Joint is a social media movement run by a collective of women's rights campaigners, now boasting nearly 24,000 Facebook fans and 5000 Twitter followers. Launched after Sydney radio personality Alan Jones commented on air that women were "destroying the joint", the collective started organically as the hashtag #destroythejoint took off on Twitter, and has continued the fight against sexism ever since.

Dr Cathy Foley

CHIEF OF MATERIALS SCIENCE AND ENGINEERING, CSIRO

Dr Cathy Foley has been a trailblazer and fierce advocate for women in science for nearly 30 years. In 2007 she became the first female president of the Australian Institute of Physics and was later elected President of the Federation of Australian Scientific and Technological Societies (now known as Science and Technology Australia), an organisation representing more than 68,000 scientists. She was recently appointed to the Prime Minister's Science Engineering and Innovation Council.

Hall of Fame Entrant

Awarded to an inspiring and long-time achieving board director or senior business leader, as chosen by a *Women's Agenda* panel



Wendy McCarthy, AO

Wendy McCarthy is a chair and director of multiple organisations, author, entrepreneur, mentor, change agent, consultant and campaigner for women's rights.

A former teacher, she was founder of the Sydney Women's Electoral Lobby and built up a successful portfolio career that included serving as the chancellor of the University of Canberra, being the global vice-chair of Plan International and sitting on the board of the ABC for eight years.

She's long been a passionate advocate for education, and an active and vocal voice in getting more women into leadership positions. She helps mentor and empower women to achieve career success.

As businesswoman Carol Schwartz tells *Women's Agenda*: "Wendy is an exemplar of a successful Australian business leader: focused, commercial, courageous and generous.

"She has probably had more of an impact than anyone else I know in creating equality of opportunity for leadership for women in this country."

Anne Summers says she's proud to have known Wendy for most of her life. "Wendy McCarthy brings a strongly creative and strategic energy to her long and dedicated commitment to improving the lives of women and girls."

Phone Wendy regarding a board opening and she'll give you the names of five women she knows are qualified for the job.

Ask her when we can truly celebrate the number of women in leadership positions and she'll say we need to remain vigilant until we reach the 50/50 mark.

She continues to champion better and fairer working conditions for women.

Congratulations Wendy. We are all the beneficiaries of your excellent work.

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*“Do not stop thinking of life
as an adventure.*

You have no security unless you can live
bravely, **excitingly**, imaginatively;
unless you can choose

A CHALLENGE

instead of competence.”

ELEANOR ROOSEVELT

The NAB Women's Agenda Leadership Awards
are brought to you by

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