

## 2015 is an exciting year for NAWO

We have achieved a great milestone, appointing for the first time a dedicated leader to grow our impact on the pipeline of female talent. Please let me introduce you to Louise Weine, our new National Director of NAWO. This appointment, together with the appointment last year of Simone Robertson as our dedicated Program Manager and the continued support from Ira Holbrook as Co-ordinator/ Administrator, puts us in a fabulous position to deliver even more benefit for our members both individually and organisationally.

Guided by the Board and together with our state committees led by Lisa Archbold QLD (BP), Carolyn Schrotten NSW (Diageo) and Anna Dartnell WA (The Lonsdale Group,) we are committed to delivering focussed events and programs throughout the year that help women continue to develop in their careers.



Louise worked for BHP and Colgate Palmolive for 16 years in Senior HR and Supply Chain roles. In 2009/10, after her third child, Louise established her own consultancy, and her clients included ITW Residential, Colgate- Palmolive, Verbatim Asia Pacific, Roberts Confectionery, and NFP's including Bush Heritage

Australia and Uniting Care. As a consultant, Louise advised her clients in generalist HR matters, diversity management, communication skills, change management, corporate governance, one-on-one "personal effectiveness" coaching for leaders and employees and team development. Louise has a Bachelor of Commerce from Melbourne University, is an accredited NLP Practitioner and is accredited in Hermann Whole Brain Thinking Technology (HBDI).



Simone is a senior leader with a passion for driving change, with 20 years' experience in large and medium sized multinational corporations in the pharmaceutical industry including Hospira, Mayne Pharma and Faulding. Simone has held senior roles in HR and Supply Chain across Australia

New Zealand, Asia Pacific and globally with responsibility for leading complex organisational change initiatives as well as Sales & Operations

Planning, Demand Planning, Distribution, Production Planning & Procurement and New Product Launch functions. Simone is married with two young daughters, has an MBA from Monash University and Bachelor Chemical Engineering from RMIT.



Ira worked in the Oil & Gas Industry as a Project Engineer in Melbourne, Brisbane & Hong Kong, and then a technical writer. She lived overseas in the Hague and after raising three children completed studies in multimedia before returning to work. She has a Bachelor of Chemical Engineering from Monash.

Together these three will be working with our Volunteer Board and State Committees to take NAWO to the next level.

It is timely to note however, that we are in the position to be able to take this step because of the hard work of a number of very dedicated people who are passionate about our organisation's purpose.



Fiona Wilkes & Angela Tatlis

Fiona Wilkes has supported the terrific growth of NAWO through 2013 & 2014. On behalf of the Board, network Volunteers and Members, I wish to sincerely thank Fiona for all her achievements and for her dedication to NAWO's success. We wish her all the very best as she moves on

to new endeavours.

Special thanks to our Board, Corporate Partners and Network of dedicated Volunteers in each State who continue to support NAWO and have been instrumental in our success to date. Their active involvement in NAWO demonstrates their strong commitment to attracting, developing and retaining women in their operational careers.

I am very excited by what the future holds, and I look forward to seeing you at NAWO events in 2015.

**Angela Tatlis**  
Chair, NAWO

## Highlights from 2014

You have let us know there are five key areas you want to focus on and 2014 did just that. The 'big five' are:

Personal Courage and Confidence  
Career Management  
Corporate & Commercial Literacy  
Negotiating & Influencing  
Authentic Leadership

and here are the key highlights...

Our newest and most advanced program, **Transition to Executive Leadership**, was a terrific success with feedback exceeding expectations. Sydney and Melbourne kick off again in February 2015 - *hurry final places left*. Perth and Brisbane will start in July 2015.

[Apply for Executive Leadership program](#)

**Girls Experience Industry Day** was a great success attracting 110 14-17 year olds across the country who went along to hear more about what a career in operations is like at some of our best known companies including ABB, BP, Goodman Fielder and Mondelez. We look forward to this again in 2015 with groups running across school holidays around the country. More to come soon.

Register your interest if your company would like to be part of the fun.

[Girls Experience Industry Day](#)

**Simone Robertson**  
Program Manager, NAWO

## UPCOMING EVENTS

Sydney	5 February, 2015	Nurturing Your Network	Fujitsu General	Fully booked!
Perth	March, 2015	How to work out what you want to be, how to get the most out of where you are, and how to have productive career conversations.	NAB	Coming soon
Brisbane	March, 2015	Show me the Money!		Coming soon
Melbourne	March, 2015	Would the real you please stand up – How to lead your way!	BlueScope Steel	Coming soon

**Mentoring Circles** is making a mark as the leading mentoring program for women in our space with some of Australia's leading executives choosing to support our program. NAWO's mentoring program involves over 35 women across the country who are working with highly successful executives including Kylie Fraser, CEO BevChain, and Reg Weine, CEO Bulla Dairy. Feedback from mentors and mentees alike has been extremely positive and we will be running this program again in 2015.

If you would like to be mentored by talented leaders in operations, register now.

[Apply for Mentoring Circles](#)

Since July, we have held more than 11 events across four states. After the success of the Victorian events 'Nurturing your Network' and 'Show me the Money!', we are planning to run these in other states in 2015. Our events calendar is looking very exciting for the year. Download here.

[NAWO Events Calendar](#)

Sydney group (below); Melbourne group (right)



Show me the money!

BP Australia  
VIC PDE 28 November, 2014

**Commercial Acumen is consistently seen as a key capability to maintaining competitive advantage in business and one that is highly prized in employees. But what is commercial acumen? How do you develop this skill and apply it across your career?**

BP shared their Profile of Success! CFO Brooke Miller explained how she developed commercial acumen throughout her career. BP HR Director, Chris Lokum, provided a perspective on what roles to look for to develop these skills and Meagan King, Fuel Pricing Manager, shared her personal story. Included in the session were two practical hands-on 'mini skill building sessions' - to develop technical knowledge in NPV Payback and the role of cash in business, - and a panel discussion.



Presenters (l-r): Jodie Chadwick, BP Organisational Capability Advisor  
Marjory Ty, BP Cost Estimator, Project Engineering and Maintenance  
Angela Tatlis (NAWO Chair);  
Emma Hunt, BP Cash and Working Capital Advisor  
Chris Lokum, HR Director BP Australia and New Zealand  
Brooke Miller, CFO BP Australia and New Zealand  
Megan King, BP Fuel Pricing Manager, Mktg & Supply (pictured right)



Personal Branding - How to flourish as a Tall Poppy,  
without being cut down!

CUB, Matilda Bay Brewery VIC QB 8 September, 2014



**Every brand tells a story of how it makes a difference in people's lives. Your personal brand is the stories people tell about you. But are you helping or hurting your buzz? As women, this is especially relevant to us, as we are often afraid to blow our own trumpets.**

Building a successful brand requires careful crafting of its brand story, which is then enhanced by its loyal fans. Amidst beer tasting with complimentary dishes, NAWO members heard how CUB crafts these stories for their beer brands and gained insights on how to refine their personal brand.

Pictured (l-r): Dawn Griffiths, Head of Talent Management CUB; Tina Panoutsos, Sensory Programme Manager CUB; Jenny Carey, Insights Manager CUB; Angela Tatlis, NAWO Chair; Fiona Wilkes, NAWO Business Manager; Theresa Saldanha, Why Not!Innovate



Matilda Bay  
Brewery,  
Port Melbourne

## Exploring different experiences within the one increasingly diverse workplace!

How is the view and experience of workplace diversity affected by: • where we are on the corporate ladder? • where we are in our career? • where the business is in its diversity journey? Female development programs underpin the Australia Post gender diversity strategy to increase the pipeline of talented women into leadership roles. Three female leaders in operations, who are at different career points within Australia Post, uncovered their personal development experiences and how they are shaping their careers.



Pictured (clockwise): Sydney Parcel Facility site tour group; Q&B event; Presenters: Ros McCarthy, General Manager, Service Quality & International Ops - Parcel Services; Jackie Hogarth, Shift Production Manager; Rajdeep Kaur (not shown); Afternoon tea.

## Nurturing Your Network

Hassell WA QB 15 August, 2014

**Asha Stabback**, whose frustration with the networking scene in Perth led her to create a group to inspire and empower a cross-section of women in various roles and industries. Asha, a Leadership Specialist, as well as the Founder of Power of Circles, a Board Member, member of various committees and a devoted mother, is a voracious networker. **She shared her thoughts and experiences and provided practical tips for women operating in male dominated work environments.**



## Surviving Workplace Absences

Fremantle Ports WA QB 30 October, 2014

**Whether it is parental leave, a working holiday or career-break, how do you manage an extended workplace absence & maintain both your sanity and your career?** NAWO members considered a variety of circumstances that lead to extended absences, worked through practical advice and heard real-life success stories from those who have been there and lived to tell the tale! An additional site tour of Fremantle Ports included a full port operations overview and on-water time aboard the Fremantle Ports Response Vehicle (Emergency Response / Fire/ Work Boat).

Panel pictured right :

Megan McCracken, Head of HR & Corporate Affairs - BR  
 Brian Pereira, Chief Financial Officer - Brookfield Rail  
 Michael Naylor, Chief Financial Officer, Gryphon Minerals  
 Melitta Hardenberg, Capability Consultant - NAB



Pictured (far right): Megan McCracken; Dr Joyce Chong, Oars Across the Water; Anna Dartnell, NAWO WA Committee Chair



## I am very pleased to meet you... Learning how to sell your personal brand in 60 seconds

Caltex QLD 26 August, 2014

QLD

**The old adage of 'first impressions count' is just as relevant today as it was when the saying was first coined. The first 60 seconds of any interaction with another person is the most important and can help shape your future involvement with them.**

Three successful women leaders of Caltex Australia shared their stories and their personal brand material. Skills learned included a basic method for introducing yourself and how to encourage others to respond. The Presenters were : Teresa Booth-Oliveira, Group Manager Strategy; Lisa Roobottom, Production Manager, Lytton Refinery Deb Scown, Regional Operations Manager, Distribution - Caltex.

Incitec Pivot Limited

## A successful career across many sectors

Incitec Pivot QLD 15 September, 2014

QLD

**Kathryn Fagg, our keynote speaker, shared insights and experiences from her successful career across many sectors.** Kathryn started her career as an engineer in the oil and gas industry. She then worked at McKinsey, management consultants, before joining the ANZ Bank. Following a senior executive career where she led businesses based in Asia, including Linfox Logistics and BlueScope Steel, she progressed to her current role as board member of the Reserve Bank of Australia. A Melbourne resident, Kathryn is Chairman of the Melbourne Recital Centre; on the Business Advisory Council for World Vision; the Council of Chief Executive Women (CEW) and Chair of the Australian Academy of Technological Sciences & Engineering "Industry and Innovation" Forum. She is also on the boards of Incitec Pivot, DjerrivarrhInvestments and the Breast Cancer Network of Australia.



(Above): Incitec Pivot marquee

(Above right) Kathryn Fagg with Fiona Wilkes (NAWO)



## Nurturing Your Network

BP Australia QLD 27 November, 2014

QLD

**What does your personal brand say about you? Do you have a network to help achieve your goals? How can you extend your network and stay true to your personal brand? How can you extend your network outside of your current organisation?**

BP Head of Retail, Peri Hunter, and BP Manager for Strategic Projects, Mike Bailey, shared their career stories and experiences, and provided practical tips on Nurturing your Network. Networking skills were put to practice over an end-of-year celebratory afternoon tea provided by BP Win, BP Australia's women's network.

Presenters (pictured top left): Peri Hunter; Mike Bailey; with Debbie Phillips, Procurement Manager, BP Bulwer Refinery and Rebekah Leeson, Travel Centre Tenancy Relationship Co-ordinator, BP Australia.



(Above): Calm before the storm of massive rain, winds and hail leading to a "captured" audience!

# Want to become more involved?

Join a NAWO Committee  
Become a Corporate Partner  
Host an event

Contact the National Association of Women in Operations

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