



**WOMEN IN
LOCAL GOVERNMENT
CONFERENCE**
8 - 9 MARCH 2023



Wednesday 8 March 2023

08.00am **Coffee on arrival and registration**

08.30am **Seated**

08.45am **Welcome**

09.00am **Keynote Presentation - Monica Bradley**

Lessons from an accidental career



Monica Bradley

Monica is a communicator with exceptional strategy and technology investment experience. She is a sought-after media commentator, speaker and facilitator who advocates for inclusion in all its forms.

Her personal anthem of “Growth without compromise” expresses her ambition for ventures to design for inclusion, impact, zero carbon and deliver financially. “Women don’t need fixing. The system is broken AND when we design for women the experience is better for everyone.”

Monica helps organisations transform and thrive in the innovation economy by designing business models that are anchored in purpose, enabled by technology, inclusive by design and centred around problems aligned to the SDG’s.

Monica’s exceptional ability to engage people with her compelling fresh approach, transforms executives’ mind-sets. She is an articulate communicator with a dynamic personal style, effective influencing skills, affable personality, and healthy sense of humour. Her well-honed strategic and analytical skills, coupled with her ability to build rapport quickly, mean Monica is a highly effective mentor, advisor, director, investor, leader and chair.

10.00am **Morning Tea**



10.30am Competence and Confidence – Fiona Cullen

It makes intuitive sense that an individual's level of confidence would correlate with their levels of competence. But this is not always the case. How can you ensure that your competence is not hidden behind a lack of confidence or, if your confidence outstrips your competence, that your confidence is not leading you into trouble? This session will consider alignment of the two and how to build both.



Fiona Cullen

Fiona has had an interesting career path, split between pursuing elite amateur sporting dreams and developing her skills as a leadership development facilitator and communications professional.

With over 20 years' experience working with a wide variety of organisations in the commercial, not-for-profit and public sectors, Fiona has worn many hats including strategic marketer, events manager, business development lead, communications officer and now leadership coach and professional development facilitator.

In her role at LGMA, Fiona facilitates leadership development programmes for local government officers to develop the skills they need to lead and shape themselves, their teams, their organisations and their communities.

11.30am Making the Big Shifts – Martine Care

In this new world where squiggly careers are becoming more common (and necessary) sometimes we have to make shifts away from what we know in order to grow and build the experience we desire. In exploring the benefits and challenges of a squiggly pathway, Martine will offer tips to thrive when making any transition.



Martine Care

Martine has over a decade of experience in local government and industrial relations law. Martine has spent several years working at Cairns Regional Council, first as a property officer and later as a HR officer. With this experience, Martine has seen first-hand the types of challenges and opportunities that local governments face and knows how to achieve quick, favourable and low-cost solutions to their legal issues.



Acting for a range of local governments, Martine advises on issues involving general compliance with the *Local Government Act 2009* and Local Government Regulation 2012, rating issues, local laws and tendering and contracting.

She has acted in complex land tenure issues and has extensive experience in managing Indigenous matters. Martine assists Aboriginal and Torres Strait Islander councils with leasing, land management, land trust and council meetings.

Martine also has significant experience advising councils on employee and industrial relations issues. She not only provides general advice but also regularly undertakes workplace investigations, advises on complex contractual issues and applies a practical approach to managing employees. She regularly appears in the Queensland Industrial Relations Commission on behalf of her clients and provides training on a variety of industrial and workplace matters.

12.00pm Lunch

12.45pm When was the last time you were proud of yourself?



Derek Percival

Derek lives by his mantra of; It's never not now. (The past was never anything other than now and the future will never be anything other than now).

Derek has overwhelming curiosity and a desire to help individuals, teams and organisations to find new insights to challenge and potentially break the moulds of deeply ingrained patterns of thinking. For this to transpire, there must be an authentic exploration which, in most instances, is uncomfortable and requires some real vulnerability.

Derek's aim is simple; it's to encourage us all to pause more and to look at situations through different lenses. It's not about continually adding things to our already complicated and busy days; a powerful

solution or insight can occur by merely letting something go. These new insights have the power to create the change we want in our lives.

Derek grew up in the country, served in the armed forces, played in the AFL, grew a beard and slept on the streets with the homeless and, for fun, swam 10km's in Melbourne's chilly waters in winter and ran the Great Wall of China Marathon. He is a certified behavioural analyst and emotional intelligence practitioner.



1.45pm **Panel Session – Empowered Approaches**

Susan Jarvis, Alison Smith, Jae Lancaster

In this panel session, delegates will hear from three successful women who will share their approaches to their careers. Whether it is continuous learning, building and working networks, having a plan or finding great mentors, what have they done to keep their careers developing, interesting and satisfying?



Alison Smith

As CEO of the LGAQ, Alison is responsible for leading a diverse team of professionals. The LGAQ has been advising, supporting and representing councils since 1896, enabling them to improve their operations and strengthen relationships with their communities.

Between 2007 and 2020, Alison worked with ASX-100 companies, heading their corporate affairs functions. Alison was Group Executive External Affairs at the Star Entertainment Group and previously held media and corporate affairs roles at Rio Tinto's coal and uranium businesses in Australia, Africa and Canada.

Alison has worked in the public and private sectors in ICT, transport, energy, police and corrective services. She also spent 14 years as a journalist, working in newspapers, radio and television, before being a senior media advisor in the Queensland Government for two terms.

Alison's current external appointments include Chair of the Brisbane Festival board and Vice President of the Queensland Futures Institute Corporate Affairs Council.



Jae Lancaster

Jae's experience includes over 25 years in the public sector with a stint in consultancy. The last 15 years have been with various iterations of the State Development, Infrastructure and Local Government portfolios. Jae is currently the Acting Deputy Director General, Local Government.

Her recent years in the Department of State Development, Infrastructure, Local Government and Planning involved working with the Regional Organisation of Councils, Local Government Association of Queensland, Remote Area Boards and various regional economic development organisations. This work is dedicated to delivering regional economic development strategies, the State Infrastructure Strategy and Regional Infrastructure Plans.

Jae also has extensive experience working in Queensland's State Disaster Management Framework leading the economic recovery function. This experience saw Jae called upon to lead the Binna Burra Recovery Taskforce and the economic recovery function within the COVID-19 Taskforce.



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Susan Jarvis

Fifth generation, proudly born and reared in outback Queensland, Susan commenced her working career with the Queensland Police and was the recipient of the Police Service Medal PSM for Ethical and Diligent Service.

Susan's senior management career commenced in private enterprise as a senior executive with a multinational company in Queensland, NSW and Victoria. Her 26-year local government career began in a rural Queensland council as a customer service and library assistant and then later as the General Manager of Community and Organisational Capacity. She is passionate about local government and giving back to the community.

Currently employed by the South Burnett Regional Council in the role of General Manager of Finance and Corporate Services,

Susan has been a Director of the LGMA since 2013 and was President of LGMA from 2017-2019. Susan is the current delegate on the National Board of Local Government Professionals Australia.

Susan also holds volunteer roles on the National Breast Cancer Density Research Board and the Queensland Breast Cancer Screening Board.

2.45pm **Afternoon Tea**

3.15pm **Empowered through Reflection**

The reflection session is an opportunity to consolidate the learning and experience of the day. A critical part of knowledge retention, this session will ensure that you remember the great information you have heard and can take away lessons to apply to your daily life and work.

4.00pm **Networking Function**

6.00pm **Evening at Leisure**



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Thursday 9 March 2023

08.00am **Coffee on arrival**

08.45am **Welcome Back**

09.00am **Work/Life Satisfaction – Peta Irvine**

While the term work/life balance is bandied about frequently, it is not a simple thing to define, as balance means different things to different people. Given that, how do you strive to find the right formula for you? How do you find the balance between all the different aspects of your life that lead to contentment and satisfaction? Explore this to identify pathway towards life satisfaction.

10.00am **Morning Tea**

10.30am **Learning – Brett de Chastel**

Learning is an important tool for empowerment but how do you apply a continuous learning approach to your busy lives? How do you know what learning is available, what form it can take and how to access it? To explore this, Brett de Chastel will provide insight into applying a continuous learning philosophy to your career.



Brett de Chastel

Brett de Chastel is well known in the Queensland local government sector with over 30 years of experience across a broad range of government disciplines and has experience at executive management level in a number of Queensland councils.

Most recently, he was CEO of Noosa Shire Council for 8 years and also held a range of other executive level positions in various Councils. Brett was on the LGMA Board for 6 years and resident for 2 years.

Brett is now “semi-retired” but is still actively providing pro bono support to a number of indigenous councils and also provides mentoring and leadership courses for councils across Queensland.

Brett is a Fellow of the LGMA and a Fellow of the Australian Institute of Company Directors. He has a Bachelor of Law, a Bachelor of Arts and a Masters of Business Administration.

In his spare time, Brett is a lifesaver at the Noosa Heads Surf Club, is a mad keen mountain biker and dedicated yoga practitioner.



11.00am **CEO Panel – Leisa Dowling, Kiley Hanslow, Mica Martin, Jodie Taylor**

The CEO Panel is a favourite feature of the Women of Local Government Conference. Hear from our CEOs about how they ended up in their roles, what critical skills and approaches they have brought with them and what advice they would give those following in their footsteps.



Leisa Dowling, CEO, Gladstone Regional Council

Leisa has almost 20 years of senior leadership and executive experience in the State and Local government sectors, across diverse portfolios. She was appointed as CEO of Gladstone Regional Council four years ago. Leisa has a Bachelor of Leisure Studies as well as a Graduate Certificate of Public Sector Management and has recently graduated from the Australian Institute of Company Directors course.

Throughout her career, Leisa has successfully led organisational change to deliver value and more effectively respond to the needs of customers and communities. Leisa leads with a culture of care and

believes in the importance of building genuine and purposeful connections. Her strengths lie in the management of change, strategy, customer relationships and improvement of business processes.

The Gladstone Region has been Leisa's home for 15 years and has been a wonderful place to raise her children.



Jodie Taylor, CEO, Western Downs Regional Council

Jodie Taylor has a wealth of local government knowledge and experience, having worked across the sector for more than 25 years. For the past 15 years, Jodie has worked at Western Downs Regional Council where she's been guided by her core values of integrity, transparency and a fierce dedication to her region.

Jodie worked as General Manager for Liveability with WDRC for six years before being appointed as Chief Executive Officer in December 2021. With this promotion, Jodie officially became the first female GM *and* the first female CEO in WDRC's history. Jodie is focused on driving investment and growing her region, reducing red tape across the organisation, improving the liveability of the Western Downs and, perhaps most

importantly, ensuring a positive culture of communication for both her staff and her region as a whole.

Jodie was born in Dalby and considers herself a true Western Downs local. That's why Jodie is extremely committed to making a lasting difference in the Western Downs and improving the outcomes and experiences for everyone who lives, works or travels to the region.



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Kiley Hanslow, CEO, Wujal Wujal Aboriginal Shire Council

Kiley is an experienced CEO, leader and director with 15 years working in the business, protective services, resources and environmental services sectors within government. Kiley is skilled in leadership, executive management, strategy, policy and governance. Kiley works within a First Nations Indigenous Council and continually strives to make a difference to First Nations community.

Prior to commencing as Chief Executive Officer Wujal Wujal Aboriginal Shire Council, Kiley's career included roles as Director, Senior Executive and Senior Business Manager and Senior Investigation Officer for the most part within the Northern Territory Government. Kiley grew up in Yirrkala and Gove, then spent some time in boarding school in Ravenshoe, where she developed a love of the region and the natural environment. She then returned to Gove to complete her education, before moving to Darwin to raise a family of five boys. During that time Kiley spent a lot of her spare time volunteering in sports and community service to others as well as fishing, camping and growing their own fruit and vegetables to share in their local area.

Kiley holds a range of qualifications, including a Graduate Diploma of Strategic Leadership, Graduate Certificate in Business, Diplomas in Business, Human Resources, Government, Project Management, a Certificate IV in Work Health and Safety and Government Investigations and more. Kiley enjoys personal and professional development and is currently studying her Bachelor of Accounting.



Mica Martin, CEO, Cairns Regional Council

Mica is the CEO of Cairns Regional Council, where she strives to create an organisation built on the values of trust, responsibility and safeguarding what makes Cairns, Cairns. This is demonstrated by a deep commitment to honouring the trust of our residents, staff, and community, and ensuring that the organisation operates with transparency and accountability, as we deliver on our vision of 'Shaping the Future'.

With extensive experience at the senior executive level leading substantial organisational change, reform and improvement, Mica has held varied roles including Partner of 30 years, Mother of 4, Grandmother of 3, Daughter, Sister, Niece, Friend, Mentor, Coach, Colleague, and CEO Cairns Regional Council.

Mica holds a Bachelor of Business (Tourism), Associate Diplomas in Neuroscience in Leadership and Competitive Systems and Practices (Lean), is formally qualified with the International Coaching Federation at PCC level and is a graduate of the Australian Institute of Company Directors.

12.00pm Lunch



12.45pm **Mentoring in Focus – Rachel Brophy and Melissa Dower**

Mentoring is often thrown around as a panacea for stalled development. But is it really all it is cracked up to be? What are the elements that make a mentoring relationship successful and is mentoring something that you should be considering? Hear from a mentoring pair about their experiences and what they have learnt about themselves and each other along the way.



Rachel Brophy is a highly qualified executive and was appointed as CEO of Douglas Shire Council in February 2022.

Rachel is an accomplished strategist and change agent, with strong political nous and a focus on people and stakeholders. Having worked across State and Local Government and NGO's, she has a breadth of policy and service reform experience including community, aged, disability and youth services, tourism and economic development, sport and recreation and major events.

She holds an MBA, Graduate Certificate in Management, AICD course, Bachelor of Management (Marketing) and has completed an Executive Masterclass in influencing Human Behaviours at ANZSOG. Rachel is also studying a Master of Laws at Australian National University (ANU).

Rachel is a Board Member of LGMA and Tourism Port Douglas Daintree (TPDD) and has previously held other board roles. In her spare time, Rachel enjoys hiking in the rainforest, baking and jazz music.



Melissa Dower is an authentic leader with extensive experience in championing significant cultural shifts, driving improved efficiency across teams and the wider organisation.

With more than 10 years of experience in public sector leadership, Melissa is currently the Community Development Manager at Ipswich City Council. Melissa's career success has been shaped around her ability to lead industry skill development, connect industry trends and identify needs in vocational training and employment pathways to influence progressive change.

Most recently, Melissa was awarded the Ipswich City Council Leadership Service Excellence Award in recognition of her collaborative leadership style. She holds Graduate Certificate in Business Administration, Bachelor Business and Commerce (Human Resource Management) and a Bachelor Vocational Education and Training and is currently studying a Masters in Business Administration and the AICD Foundations of Directorship course.

Melissa proudly volunteers her time to the community and is a Committee Member for Wide Bay Sexual Assault Services (Trauma Assist).



1.15pm **Round Table Workshop**

This workshop will cement the relationships you have started building during the conference. We will collate the lessons offered by our presenters as well as those delegates bring to the table. An interactive way to consolidate all the learning from the 2023 Women of Local Government conference.

2.00pm **Afternoon Tea**

2.30pm **Keynote presentation – Janette Comish**



Janette Comish is a highly sought-after keynote speaker, MC, educator and award-winning author. She is acclaimed in the business world for her passion, her integrity, her sense of humour and her ability to simplify difficult concepts into language that is easy to comprehend.

As a professional speaker, Janette has been called to speak at conferences throughout Australia, where she imparts her own unique flair and optimistic themes. Participants depart energised, driven, and inspired.

Janette began her career as a schoolteacher but quickly realised that her strengths lay in business and presenting. Since then, she has held positions such as global marketing manager for a major hotel chain, executive director of the Northern Territory National Heart Foundation and postgraduate lecturer in business and marketing at Central Queensland University.

Janette is able to infuse her presentations with vitality and relevancy by drawing from her rich and varied job experiences. Her vibrant and energetic personality will inspire any audience. Janette will make a difference to any audience with her motivational and business presentations.

3.30pm **Closing Remarks**



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