

aieec
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ICC Sydney

Empowering a new generation

  #aiec2018
www.aiec.idp.com

REDEFINING THE ROLE OF WOMEN IN LEADERSHIP FOR THE NEXT GENERATION

Dr. Davina Potts

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Dr. Martha Johnson

Mr. Kirk Doyle

Ms. Dawn Hewitt



Setting the Scene

The AIEC 2017 Challenge

Planned Happenstance

Planned Happenstance Theory

“a conceptual framework extending career counseling to include the creating and transforming of unplanned events into opportunities for learning.”

Five skills and the accompanying definitions are as follows:

1. Curiosity: exploring new learning opportunities
2. Persistence: exerting effort despite setbacks
3. Flexibility: changing attitudes and circumstances
4. Optimism: viewing new opportunities as possible and attainable
5. Risk Taking: taking action in the face of uncertain outcomes

Promoting Access & Support

What is an ally?

As Minister
for Women I
will...



Ally

- One united to another by treaty or league
- Anything associated with another as a **helper**; an auxiliary.
- Anything akin to something else by structure
- (taxonomy) A **closely related species**, usually within the same family.
- A person or group that provides assistance and **support in an ongoing effort, activity, or struggle**
- A person who is **not a member** of a marginalized or mistreated group but who expresses or gives support to that group
- (obsolete) A relative; a kinsman.











9 out of 35

26 %



Ally – professional development

- Learn about your **own organisation's objectives**, opportunities and provisions
- **Talk (...and keep talking)** to your team members about **personal goals**
- Don't be reactive – **put forward and seek out** ideas
- Understand what is possible
- **Plan ahead** (don't miss out due to poor planning, lack of budget or conflicting commitments)
- Foster **mentoring opportunities** – and encourage a “train the trainer” approach
- **In-house** and **external** links

Ally – working arrangements

- Learn about your **own organisation's provisions** (enterprise agreements, policies, criteria)
- Seek out proposals
- Consider the **impacts** (workload, expectations, benefits and opportunity costs) on other team members, other departments, students, partner organisations
- Explore tools (especially communications), systems, **ways of working**
- Don't be afraid to **trial or pilot** new arrangements
- Clarify timeframes and **review**
- **Celebrate successes** and be **honest about challenges**

Australian Catholic University

- **60%** of leadership roles held by women
- **50%** of senior leadership positions
- **50%** women on our governing body (almost double the Australian average of 25.3%)
- **12 months** paid parental leave for primary carer – 13% increase in recipients in 2018
- Up to **5 years** “Child-rearing leave”
- **Flexible working provisions** are taken up by a large number of staff
- **6 years** Employer of Choice for Gender Equity (2012-2018)



International Relations and Partnerships at ACU

- Most staff have **parental/carer** responsibilities
- **More than half** staff working with flexible arrangements
- **One** resignation in 7 years





What next?









Plan ahead together



Don't be
overwhelmed



Don't ignore opportunities....



You can't plan for everything

yet



We won't always get it right



Give it a shot



People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

-Maya Angelou



Questioning the status quo can effect major change



Empowering Women in Global Engagement

www.globalleadershipleague.org

**SUPPORTING
ANOTHER'S SUCCESS
WON'T EVER
DAMPEN YOURS.**