

Invitation

to a

Gender Diversity Effectiveness Focus Group

We would like to invite you to participate
in a facilitated discussion on
gender diversity initiatives and approaches.

The group will focus on understanding what
organisational approaches are being taken to
address gender diversity, which have proved to be effective,
and on learning what the key enablers for successful results in this area are.

- Who** Leaders and senior managers with an interest in Gender Diversity
- What is included**
- A facilitated discussion on gender diversity using World Café methodology; learning what organisational approaches are being taken, which are and are not effective, and what improvement strategies to apply
 - The opportunity to share experience, knowledge and ideas with others who share your deep interest in this topic, and gain new insights
 - A paper which will be written up on the learnings from the focus group and distributed to attendees
 - A 10 point diagnostic tool for participants to use in their organisations to better understand how their firm is performing on key gender diversity metrics
 - A recent Australian report: on gender diversity research conducted with female business and professional leaders, "What Women Want: Harnessing Female Talent"
 - The opportunity to tap into the expertise of experienced practitioners
 - Lunch
- When** Tuesday 6 December 2011
- Where** Level 15, 379 Collins St, Melbourne 3000.
- Time** 12 noon to 2.00pm
- Cost** \$82.50 per person (including GST)
- RSVP** Andrea Durrant ph 0406 550 555; email andrea.durrant@columbardmd.com
Pollyanna Lenkic ph 0439 360889; email pollyanna@perspectivescoaching.com.au

The focus group provides the opportunity for participants to exchange learnings and cross-pollinate ideas within a structured setting. You will leave the session able to create greater impact from future gender diversity initiatives, having new collaborators with whom to brain-storm, and renewed momentum on this important work.

Gender Diversity Effectiveness

Focus Group

Your Facilitators



1. Pollyanna Lenkic

Pollyanna Lenkic is the founder of Perspectives Coaching and is a highly experienced facilitator, writer and successful business woman. She is a certified coach, Practitioner of NLP and clinical Hypnotherapist with a passion and dedication to advancing the careers of the men and women she works with. Pollyanna has extensive experience in both the corporate and private sectors providing individual and team coaching, keynote talks and designing and facilitating workshops. In 2006, Pollyanna identified the need for up-to-date information about how Australian women perceive success, conducted research on this topic and released a report: 'Women, Work & Success'. Responses were obtained

from a women across a broad range of industries working in professional and management positions. Pollyanna consults to some of Australia's largest organisations, is a regular writer for SmartCompany, and is interviewed regularly by business magazines and newspapers nationally on teams, motivation and women and success.



2. Andrea Durrant

Andrea Durrant is an experienced business leader and founder of Columbard Management Consulting and Gender-Wise. Andrea has held senior roles in management, business turnarounds and consulting with internationally respected companies such as Ernst and Young, Telecom NZ, and Nokia. As NZ Managing Director of Nokia Mobile Phones, she was responsible for growth in excess of US\$100m, and was also the first female country head for Nokia globally. Andrea is a consultant, facilitator and coach who helps CEOs, boards and senior managers to deliver on strategy, manage strategic change, and improve performance. In her work on gender diversity, she helps organisations to make gender diversity happen, become more profitable and productive, and better places to work

for all staff. She has conducted recent Australian research with professional women and released a report: "What Women Want: Harnessing Female Talent". Andrea is also a charismatic and skilled communicator who regularly presents at business forums and conferences.



3. Tania Phillips

Tania Phillips has extensive retail and corporate experience in the banking and finance sector. She has held senior leadership roles at ANZ Banking Group Ltd in the U.S. and Australia, and has been responsible for business turnarounds, building new business channels and driving major cultural change and sales transformations. Tania specialises in providing innovative results-focused strategies and problem solving combined with a strong risk management focus. In her work on gender diversity she helps organisations understand their current performance and develop solutions to achieve change. She is a member of the Australian Institute of Management and the Corporate Executive Board, and is a business

mentor. Tania is passionate about leadership, helping develop people to reach their full potential and supporting progress on gender diversity in organisations.

PLEASE NOTE:

1. Attendance numbers will be limited to enable meaningful discussion and contribution. Please register early to avoid disappointment.
2. Each attendee will represent a different industry sector to avoid direct competitors participating.
3. The Focus Group paper detailing learnings and improvement strategies will be distributed to attendees only.

For more information please contact Andrea Durrant

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M: +61 406 550 555

E: andrea.durrant@columbardmc.com

Gender Diversity Effectiveness

Focus Group

Registration Form

Name	Organisation
Title	Phone
Email	Mobile
Name	Organisation
Title	Phone
Email	Mobile
Number attending	Amount Enclosed \$
Special Dietary Requirements	

PAYMENT AND REGISTRATION

1. **Cancellations** must be made at least 24 hours prior
2. Registration fee of \$82.50 includes GST
3. **Payment can be made by:**
 - a) **cheque** - please make cheques out to Columbard Management Consulting Ltd Pty
 - b) **electronic transfer** to Columbard Management Consulting; BSB 083-187; Account 176608722
4. **Registration forms** can be:
 - a) posted to PO Box 2014 Brighton North, 3186, Victoria
 - b) faxed to (03) 8610 2799
 - c) emailed to info@columbardmc.com

THANK YOU AND WE LOOK FORWARD TO SEEING YOU AT THE FOCUS GROUP