

The Women Lawyers' Practical Toolkit for 2017

Obtain your CPD/CLE points for Ethics and Professional Responsibility, Professional Skills, and Practice Management and Business Skills by attending this two-day connected forum
7-8 Feb 2017, Rydges World Square, Sydney, Australia

Day One:

Diversity in the Australian Legal Profession

Lee-May Saw, Vice President, Australian Women Lawyers; Member, NSW Bar Association Diversity and Equality Committee

Tuanh Nguyen, President, Asian Australian Lawyers Association

Stephanie Milione, 2016 Convenor, Victorian Women Lawyers

*Cassandra Heilbronn, President, Women Lawyers Association of Queensland
Cassandra is also a Senior Associate at Minter Ellison*

Amy Challans, Immediate Past President, Women Lawyers' Association of South Australia; Business Partner, Department for Water Environment and Natural Resources

Fay Calderone, Partner and Practice Group Leader, People & Workplace at DibbsBarker; Deputy Chair, Sport NSW

Biya Sun, Co-chair, Cultural Diversity Committee, Victorian Women Lawyers

Day Two:

Leadership in the Australian Legal Profession

*Kate Ashmor, Principal & Managing Director, Ashmor Legal
Past President of Australian Women Lawyers*

Catherine Brooks, Principal, Accredited Specialist – Workplace Relations, Moores; Co-founder and Director, Natural Supply Co

Katie Miller, Executive Director, Legal Practice (Victoria Legal Aid); GAICD; LIV Accredited Specialist (Administrative Law)

Anne Winckel, Managing Director, Delta Partners Legal & Executive Search; Member, Victorian Women Lawyers, and The Australian Corporate Lawyers Association

Caroline Counsel, Collaborative Practitioner/ Accredited Family Law Specialist, Counsel Family Lawyers

Suzanne Mercier, Founder and CEO, Purpose to Profit

Days are Separately Bookable

Practical, immediately actionable learnings on:

Mission critical positive workplace culture

Finding your voice

The impact of women in helping younger generations

What innovators are doing, and what lawyers are doing about it

Generation Y's influence on the market and creating change

Creating change from within

Closing the gender pay gap

Lessons from the mumpreneur phenomenon

Cultural identity in the legal profession

Pay negotiation: rules of the game

Intersectional diversity for females from culturally diverse backgrounds

Social media and networking skills for women lawyers

Future directions for intersectional diversity in the legal profession

Tips and tricks for establishing a practice

Leave the event with a purpose!

Supported by:



Australian Women Lawyers



Asian Australian Lawyers Association Inc



VICTORIAN WOMEN LAWYERS



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The Women Lawyers' Practical Toolkit for 2017

7-8 Feb 2017, Rydges World Square, Sydney

Day 1: Diversity in the Australian Legal Profession

Strong, courageous and authentic leadership is extremely important for addressing issues relevant to the advancement of women and diversity in the workplace. Such leadership is key to attracting and retaining talent in legal workplaces, as well as channelling the business benefits that research shows can only be generated by diverse legal teams.

This business roundtable is for those who work with potential, current and future leaders in the legal profession.

Day 2: Leadership in the Australian Legal Profession

The second day will take you through workable examples for networking, leadership, innovation, technology, entrepreneurship, pay negotiation, client-facing skills, marketing, social media engagement, public speaking, and business development. Attend Day 1's sessions on diversity, and get ready for a practically-focused event - a "women lawyers toolkit"!

Past Feedback

"Continued to be wowed by enthusiastic well rounded practitioners (all high achievers); able to relate across all fields. I am so glad I was here today!"

"Excellent energy and fun approach"

"Thought provoking topics"

"Excellent, thought-provoking content!"

"Very inspirational, educational & quote worthy speakers. Absolutely fantastic!"

"Learned a lot, very relevant, and engaging"

"Enjoyed the topics, very well organised, amazing speakers & insights shared were extremely valuable!"

"Thank you for organising, very professional. This is my first conference & it was very well organised with inspiring & accomplished women speakers & professionals."

The Women Lawyers' Practical Toolkit for 2017

Tuesday, 7 February 2017

DIVERSITY

8.30 Registration and refreshments

9.00 Chairperson's opening remarks



Lee-May Saw, Vice President, Australian Women Lawyers and Member, NSW Bar Association Diversity and Equality Committee @wlansw

9.15 **Positive workplace culture is no longer a 'nice to have' – It's mission critical!**

- ▶▶ Working beyond compliance on discrimination, bullying and harassment – reaping the value of a positive workplace culture
- ▶▶ Assessing the cost of the revolving door and 'rogue' employees
- ▶▶ What can and should female leaders do to promote a diverse and inclusive workplace culture?



Fay Calderone, Partner and Practice Group Leader, People & Workplace at DibbsBarker; Deputy Chair, Sport NSW @FayCalderone

Fay has been recognised as an emerging leader in the 2014 NAB Women's Agenda Leadership Awards, and was highly commended by the esteemed judging panel of NSW Women Lawyers' Association at the 2013 Achievement Awards, and was selected as a finalist for Mentor of the Year in the 2016 Lawyers Weekly Women In Law Awards. She is routinely sought after for commentary and insights on emerging issues affecting the modern workplace. In her spare time, Fay chases her sons around soccer fields and gives back by assisting to build "healthy and connected communities" in her role as the Deputy Chair of Sports NSW.

10.00 **It starts with me...**

- ▶▶ Our personal roles in the advancement of cultural and gender diversity
- ▶▶ What we can do to promote cultural and gender diversity



Tuanh Nguyen, President, Asian Australian Lawyers Association @OrgAALA

Tuanh is a private practice corporate lawyer and the first female President of the Asian Australian Lawyers Association. She is also an animal lover, and in her spare time, she volunteers at the RSCPA.

10.45 Morning refreshments and networking #womenlegal

11.00 **Diversity: Why Generation Y is the key to inclusion**

- ▶▶ Why organisations need to lean in as a whole
- ▶▶ How Generation Y is going to influence the market and create change
- ▶▶ The impact of women in helping younger generations



Cassandra Heilbronn, President, Women Lawyers Association of Queensland; Senior Associate, Minter Ellison @LawyerCas

Cassandra is the current President of Women Lawyers Association of Queensland, Social Media Manager for Australian Women Lawyers and a Board Member of Squash Australia. She was named in the 2015 Who's Who List of Australian Women and is regularly asked to provide comment on gender equality issues in the legal profession.

11.45 **Diversity in the legal profession**

- ▶▶ Cultural identity in the legal profession
- ▶▶ Intersectional diversity for females from culturally diverse backgrounds



Biya Sun, Co-chair, Cultural Diversity Committee, Victorian Women Lawyers @EYnews

Biya is also a tax lawyer at Ernst & Young. In her spare time, Biya likes to read books on feminism and popular psychology. She enjoys the occasional board game night with her friends and exploring the eateries around Melbourne.

12.30 Networking lunch (Please let us know two weeks prior of any dietary requirements)

FORUM DAY CONTINUED ON THE NEXT PAGE...

1.30 **Panel Discussion: Diversity Fatigue – let's talk inclusion instead**

- ▶▶ Creating space for inclusive leaders: sponsorship and mentoring
- ▶▶ Flexibility and teams: making it work together

Facilitated by:

Amy Challans, Immediate Past President, Women Lawyers' Association of South Australia; Business Partner, Department for Water Environment and Natural Resources

Panellists:

Tuanh Nguyen, President, Asian Australian Lawyers Association

Stephanie Milione, 2016 Convenor, Victorian Women Lawyers

Fay Calderone, Partner and Practice Group Leader, People & Workplace at DibbsBarker; Deputy Chair, Sport NSW

2.15 **Closing the gender pay gap: pay transparency, what it is and why you should care about it**

- ▶▶ Women working full time in Australia are paid 17% less than their male counterparts- Pay transparency can improve this
- ▶▶ Pay transparency is better for women and better for business
- ▶▶ What can employers do?

Stephanie Milione, 2016 Convenor, Victorian Women Lawyers @StephMilione

2016 Women Lawyers Convenor, 2017 Women Lawyers Immediate Past Convenor, Stephanie is also a Management Consultant at Nous Group where she combines strong analytical and research skills with a keen interest in strategy development.



3.00 Afternoon refreshments and networking [#womenlegal](#)

3.15 **Where will intersectional diversity take gender diversity in the legal profession?**

- ▶▶ The intersection of cultural and gender diversity
- ▶▶ The value of addressing multiple aspects of diversity simultaneously
- ▶▶ Case examples of where it went wrong
- ▶▶ Future directions for intersectional diversity in the legal profession

Lee-May Saw, Vice President, Australian Women Lawyers and Member, NSW Bar Association Diversity and Equality Committee @wlansw



4.00 **Interactive Module: New Age Leadership (Prelim for Day 2)**

This session will enable delegates to share their own experiences and hear from panel members how they would exercise their own leadership skills and approaches. Please feel free to submit questions before the event.

Some topics to discuss:

- ▶▶ Tap on to inherent qualities and circumstances that make you leaders
- ▶▶ Are you primed to drive organisational and cultural change?
- ▶▶ Connect the dots and understand how to apply these qualities to lead and influence your workplace and the legal profession

Facilitated by:

Amy Challans, Immediate Past President, Women Lawyers' Association of South Australia; Business Partner, Department for Water Environment and Natural Resources

Panellists:

Tuanh Nguyen, President, Asian Australian Lawyers Association

Stephanie Milione, 2016 Convenor, Victorian Women Lawyers

Fay Calderone, Partner and Practice Group Leader, People & Workplace at DibbsBarker; Deputy Chair, Sport NSW

4.45 **Closing remarks from the chair**

The Women Lawyers' Practical Toolkit for 2017

Wednesday, 8 February 2017

LEADERSHIP

8.30 Registration and refreshments

9.00 Chairperson's opening remarks



Kate Ashmor, Principal & Managing Director, Ashmor Legal @KateAshmor

Kate founded the Gen Y firm in July 2014, after working as a lawyer in the public, corporate and private sectors for a decade. When she's not chasing her two young daughters, or tweeting, Kate serves as Chairman of Caulfield Park Bendigo Bank. She's a Past President of Australian Women Lawyers and a finalist in the Women in Law Awards and the Law Institute of Victoria Awards.

9.15 **Leadership, courage and 'finding your voice'**

- ▶▶ Leadership – defying definitions and gender differences in leadership
- ▶▶ Courage and vulnerability
- ▶▶ Finding your voice and authenticity



Caroline Counsel, Collaborative Practitioner/Accredited Family Law Specialist, Counsel Family Lawyers @CCounsel

Caroline is an inaugural board member of the Victorian Legal Admissions Board (appointed by Victorian Attorney General June 2015), inaugural board member of the Australian Association of Collaborative Professionals (May 2016 and is a past President of the Law Institute of Victoria (2011), past Chair of the Family Law Section, current Chair of the LIV Bar Residential Committee and Family Violence Portfolio holder for the Institute.

10.00 **Innovation and technology in the legal profession**

- ▶▶ Adapt to change and digital disruption
- ▶▶ Quality, fairness and innovation
- ▶▶ What innovators are doing, and what lawyers are doing about it



Katie Miller, Executive Director, Legal Practice (Victoria Legal Aid); GAICD; LIV Accredited Specialist (Administrative Law) @Natural_Justice

Katie is the Immediate Past President of the Law Institute of Victoria. As President, Katie was the sixth woman, second youngest person and first government lawyer to hold the role since 1859.

10.45 Morning refreshments and networking [#womenlegal](#)

11.00 **Intrepreneurship – creating change from within**

- ▶▶ Understanding the business model so you can flip it on its head
- ▶▶ Get paid for your value not your time
- ▶▶ What we can learn from the mumpreneur phenomenon



Catherine Brooks, Principal, Accredited Specialist – Workplace Relations, Moores; Co-founder and Director, Natural Supply Co @LegallyBrooks

The law is in Catherine's blood – "My grandfather had a law firm in Geelong, my uncle has a law firm in Bendigo, my mother is a lawyer and so is one of my brothers" – but besides law she has many other strings to her bow. A talented musician, Catherine plays violin and viola, and she has been active on the boards of several not-for-profits, including the Jane Austen Literacy Foundation and Victorian Women with Disabilities.

11.45 **Getting to the top and negotiating your pay rise**

- ▶▶ Planning and preparing for the future
- ▶▶ Overcoming obstacles and executing a negotiation
- ▶▶ The rules of the game and closing the deal



Anne Winckel, Managing Director, Delta Partners Legal & Executive Search; Member, Victorian Women Lawyers, and The Australian Corporate Lawyers Association @anne_winckel

*After a career in academia, Anne went into legal recruitment 15 years ago, and she now runs her own recruitment business in Melbourne. Anne has been the inaugural Convenor of two groups for business and professional women – Beyond the Glass Ceiling in Adelaide, and the Soul Food Breakfast Club in Melbourne – groups aimed at encouraging business and professional women personally, spiritually and professionally. Anne is also the author of "Time Poor Soul Rich" (**discounted 20% for attendees at the event**). Keep in touch with Anne's progress by joining her on facebook, or visiting [annewinckel.com](#)*

12.30 Networking lunch (Please let us know two weeks prior of any dietary requirements)

1.30 **Interactive Module: New Age Leadership**

Continuation from Day 1 to include learnings and discussions from both days

- ▶▶ Tap on to inherent qualities and circumstances that make you leaders
- ▶▶ Are you primed to drive organisational and cultural change?
- ▶▶ Connect the dots and understand how to apply these qualities to lead and influence your workplace and the legal profession

Facilitated by:

Amy Challans, Immediate Past President, Women Lawyers' Association of South Australia; Business Partner, Department for Water Environment and Natural Resources

Panellists:

Tuanh Nguyen, President, Asian Australian Lawyers Association

Kate Ashmor, Principal & Managing Director, Ashmor Legal @KateAshmor

Fay Calderone, Partner and Practice Group Leader, People & Workplace at DibbsBarker; Deputy Chair, Sport NSW

2.15 **Practical marketing, networking and social media tips for women lawyers**

- ▶▶ Networking skills for women lawyers
- ▶▶ Practical and low cost marketing ideas include blogging
- ▶▶ How to gain clients through social media
- ▶▶ Tips and tricks learned when establishing a practice



Kate Ashmor, Principal & Managing Director, Ashmor Legal @KateAshmor

When she's not chasing her two young daughters, or tweeting, Kate serves as Chairman of Caulfield Park Bendigo Bank. She's a Past President of Australian Women Lawyers and a finalist in the Women in Law Awards and the Law Institute of Victoria Awards.

3.00 Afternoon refreshments and networking [#womenlegal](#)

3.15 **Survival tips for the time poor pandemic**

- ▶▶ Where did all the time go?
- ▶▶ Time management without self sabotage
- ▶▶ Reclaiming the casualties of your busy life



Anne Winckel, Managing Director, Delta Partners Legal & Executive Search; Member, Victorian Women Lawyers, and The Australian Corporate Lawyers Association @anne_winckel

Anne has been the inaugural Convenor of two groups for business and professional women – Beyond the Glass Ceiling in Adelaide, and the Soul Food Breakfast Club in Melbourne – groups aimed at encouraging business and professional women personally, spiritually and professionally. Anne is also the author of "Time Poor Soul Rich" (discounted 20% for attendees at the event). Keep in touch with Anne's progress by joining her on facebook, or visiting annewinckel.com

4.00 **"Purposeful leadership" – finding your organisation's heartbeat'**

- ▶▶ Why **"Purpose"** is the path to customer-centricity, competitive advantage, sustainable business and profit
- ▶▶ Why leaders are critical to bringing **"Purpose"** into the business, embedding it into their everyday business practices
- ▶▶ Why it's so important that women recognise the value of their skills and capabilities
- ▶▶ The unique contribution women can make to ensure **"Purpose"** is on the agenda and embedded in the organisation's culture



Suzanne Mercier, Founder and CEO, Purpose to Profit @Purpose2Profit

With an advertising and marketing background – along with a little dabble in law – Suzanne is fascinated by people's motivations and behaviour. She is a staunch optimist and advocate of possibility thinking. Life's challenges are simply opportunities for us to learn about ourselves, develop our character and step up as the leaders we have the potential to be. She's busy practicing what she preaches.

4.45 **Closing remarks from the chair**

5 WAYS TO BOOK YOUR PLACE AT THIS EVENT

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+61 (02) 8913 4000

FAX: +61 1300 550 663
+61 (02) 8913 4099

EMAIL: aga@arkgroupasia.com
WEB: www.arkgroupaustralia.com.au

POST: Send the completed registration form to Ark Group Australia Pty Ltd, Unit 2, 69 Carlton Crescent, Summer Hill, NSW 2130

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Standard Pricing	<input type="checkbox"/> save \$200 \$1990 + GST = \$2189	<input type="checkbox"/> \$1095 + GST = \$1024.50	<input type="checkbox"/> \$1095 + GST = \$1204.50
Early bird (exp: 8/01/2017) Not valid with any other offer	<input type="checkbox"/> save \$300 \$1890 + GST = \$2079.00	<input type="checkbox"/> save \$100 \$995 + GST = \$1094.50	<input type="checkbox"/> save \$100 \$995 + GST = \$1094.50
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4th				

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I have read and accepted the booking conditions

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Expiry date

Cardholder's name

Cardholder's signature

Payment enclosed (Cheques should be made payable to Ark Group Australia Pty Ltd)

Please invoice me

Booking conditions

- Bookings can be submitted at any stage prior to the event, subject to availability. A limited allocation is being held and booking early is therefore recommended. In the event of the booking not being accepted by Ark Group Australia the total amount will be refunded.
- Payment must be received in full prior to the course.
- All speakers are correct at the time of printing, but are subject to variation without notice.
- If the delegate cancels after the booking has been accepted, the delegate will be liable to the following cancellation charges:
 - Cancellations notified over 45 days prior to the event will not incur a cancellation fee.
 - In the event of a cancellation being between 45 and 30 days prior to the event, a 20% cancellation fee will be charged.
- For cancellations received less than 30 days prior to the event, the full delegate rate must be paid and no refunds will be available.
- All bookings submitted by e-mail, fax, or over the telephone are subject to these booking conditions.
- All cancellations must be received in writing.
- Ark Group Australia will not be held liable for circumstances beyond their control which lead to the cancellation or variation of the programme.
- All bookings, whether Australian or overseas will be charged Australian GST at the prevailing rate at the time of booking.
- Delegates are responsible for their own travel, accommodation and visa requirements.

We occasionally allow reputable companies to mail details of products we feel may be of interest. If you do not wish to receive this service, please tick this box

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Event venue and accommodation

Preferential rates are available at

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