



NAWO  
inspiration at work

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# National Association of Women in Operations

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## Annual Report **2015-16**

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*Image courtesy of BP a Gold  
NAWO Corporate Member*

## About us

NAWO is the peak body championing women in operations.

NAWO is an incorporated not for profit organisation lead by an unpaid board of dedicated senior professionals who are driven by NAWO's vision.



### VISION

A world where women and men can be equally represented and valued at every level.

*Image courtesy of BP a Gold NAWO Corporate Member*

### MISSION

To inspire and support women to reach their full potential and achieve their chosen career goals.

To inspire and support organisations to create inclusive workplaces, to attract and retain the best talent and reach their chosen objectives.

### PRIORITIES

1. Developing the pipeline of female talent in operational environments (increase # of promotions, decreased dropouts, increased # female recruits).
2. Equipping women with the tools, resources and networks they need to successfully drive and navigate their own careers.
3. Working actively with organisations to achieve step-change progress in their attraction, development and retention of women.

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## Chairperson's report

In the five years since NAWO registered as a not for profit we have moved from a small volunteer band of women from five organisations to a national association spanning five states. We now boast a central support team of 5 (part-time) talented experts and over 80 volunteers (female and male), all pulling together as Board Members, Ambassadors, State Committee Members, hosts, speakers, mentors, etc.

In the 2015-16 financial year we again delivered outstanding results:

- 21 new major employers got on board, taking us to a total of 48.
- Over 2800 women are now in our community, doubled from last year.
- Over 95% of feedback respondents thought it was well worth their time attending events.
- Over 96% would attend the next event and/or recommend attending to friends and colleagues
- 91% were confident they could apply what they learnt in their workplace.

In previous years we had focused on supporting women, however providing support for employers working to set and achieve gender diversity targets is critical if we are to achieve a real and lasting cultural shift. To this end, we shifted our focus in 2015 to an 80/20 split – with the majority of our attention on supporting women, and 20% on supporting their employers.



We continued our fantastic program of high-calibre events hosted by members, the very popular Mentoring Circles lead by executives, and we kicked off our new Industry Solutions activities with executive breakfasts attended by more than 150 leaders, more than half of

*“NAWO is a wonderful example of good people collaborating to do good things, delivering great outcomes together.”*

whom were men. We also introduced other programs developed with our key partners, fit for consistent national roll-outs; as well as our first webinar which was significantly oversubscribed. This was all delivered on budget, keeping to the minimum cash reserve policy of \$110k.



## Chairperson's report

For the coming financial year our focus moves to a 70/30 split as we introduce new programs like "Reverse Mentoring" for senior male leaders, as well other innovations like "Project i" for graduate females to have internship opportunities for specific projects in member companies.

The NAWO Board has been an incredibly cohesive and productive unit since its inception in 2011. So it is with both sadness and celebration that we farewell three of our founding Board members as part of our time phased renewal of the Board: Lis Mannes (GWF), Rebecca Roberts (ABB) and Tim Hart (Ridley Corporation). They have been inspirational, determined, collaborative and selfless in building NAWO to a level where finding their successors was challenged not by a shortage of talent, but an abundance. All will be part of NAWO's fabric for a very long time, and in practical terms will continue to be part of the NAWO community – Lis and Rebecca as Founding Life Members and Tim joining our team of NAWO Ambassadors. On behalf of the NAWO Board, I take this opportunity to thank them sincerely for their outstanding service to NAWO.

We have welcomed five new executives to our board: Carolyn Schroten (Diageo) in 2015 and in 2016 Stephanie Christopher (TEC), Tim Wall (Caltex), Simon Bromell (Orora) and Kylie Fraser (BevChain). We look forward to benefitting from their combined wealth of knowledge and experience as they carry on the great work of their predecessors and grow NAWO's impact even further.

Our optimism for the coming year is unconstrained - the feedback from our members on our pragmatic and positive approach is outstanding, and the women we support are delighted.

NAWO is a wonderful example of good people collaborating to do good things, delivering great outcomes together.

On behalf of the Board and myself I want to thank and congratulate our National Director, Louise Weine, and her team for continuing to take NAWO onwards and upwards. To our member companies I thank you for sharing our vision, your action, and your unwavering commitment to what is ultimately a long-term solution.

Angela Tatlis  
National Chairperson





## National Director's report

**In 2015/16 we have achieved great results aligned to our 2015 Strategic plan. We focused on our three strategic objectives, Be Known, Be Effective, and Deeper Engagement. Our end of year financial result reflects our investment in our brand, our systems and our programs. This investment has positioned NAWO very well for ongoing growth in our corporate and individual memberships.**

Our objective through this growth is to build greater momentum. More members means more knowledge share, networking, mentoring, role modelling, professional development & problem solving, and we believe that this will result in more female talent in operational leadership roles.

True to our motto "inspiration at work" NAWO can be very proud of its differentiating qualities;

- Multi-industry insights and connections
- A deep understanding of operational workplaces
- A positive and pragmatic approach to change
- The active involvement of men
- The support of highly regarded volunteers

The breadth of operational industries NAWO supports has increased. Our membership now spans Manufacturing, Mining, Transport, Postal, Utilities, Retail, and Agriculture and we are well placed to expand into the sectors of IT, Media and Telecommunications. This breadth establishes NAWO as the peak body



*Louise Weine*

championing women in operations. The number of women in key management positions across these industries varies from a low of 12.3% (construction) to a high of 27.4% (mining and utilities) (Source: WGEA 2015). It is these statistics that NAWO aspires to help change by supporting our member organisations in the attraction, retention and development of female talent.

NAWO's vision is clear – a world where women and men can be equally represented and valued at every level. Seems to state the obvious, and some would argue that this world already exists. However, only 27% of key management positions are held by women in Australia across all industries.

Female workplace participation is influenced by a broad context, over which we have little direct

# National Director's report

control. The vagaries of Australian politics, the economy, and societal values and paradigms, have an impact on progress towards our vision. To illustrate;

- In Australian politics, female representation is very slowly increasing, however there are examples of greater commitment to change such as the Victorian Government setting a target of 50:50 representation on Government appointed Boards.
- In Australian sport it has been a year of wins – the introduction of a women's AFL league, more women's sport featured on free to air television and some spectacular wins by our female teams on the international arena, including the brilliant Matilda's soccer team. However, we had to support the Matilda's when they went on strike to demand a pay rise – not for wage parity with men, but for the minimum wage.
- In Australian boardrooms 42% of boardroom hires onto the ASX200 this year have been female. Compared to only 5% in 2009, this is good progress but still a long way short of what is needed to achieve the target of 30% of women on boards by 2020.

- Economically, business and consumer confidence is low, the resources boom is over, and commodity prices remain low. Real wage growth is minimal and unemployment and underemployment in various geographic and demographic groups, including women, is of concern.
- Societal assumptions about the family unit, and systems that continue to support these assumptions result in the majority of primary carers being female. This, together with lower average rates of pay for women influences workplace participation in many different ways.

I pose these reflections on the broader context as a reminder that this is not an easy problem to solve. NAWO's focus is on practical and pragmatic actions that each and every one of us can initiate and control.

The events and programs facilitated by NAWO encourage us to identify where we can improve in our behaviours and our choices, such as

*“NAWO's focus is on practical and pragmatic actions that each and every one of us can initiate and control.”*

the language we use (in the workplace and at home), the opportunities we seek for ourselves and others and the systemic support we



## National Director's report

can provide within our organisations. NAWO members are part of an association full of exceptional people, all leading within their own "circles of control" to attract, retain and develop women in operations.

Looking forward, as NAWO's membership continues to grow and we focus on delivering to our 2016-18 strategic plan, establishing baseline measures of our success is a key priority. In the next year we will implement systems to ensure that we can measure step change progress with respect to the number of women in our network achieving their chosen career goals. Additionally, our increased focus on knowledge share between NAWO's member companies in identifying practical, industry solutions and initiatives will deliver even greater value to our members.

On behalf of the NAWO operational team I thank our Board for their ongoing support, dedication and passion, and of course our wonderful volunteers and members for their exceptional support and participation in 2015/16.

Finally, a huge thank you to the small dedicated team of part time contractors. You are all a true example of what can be achieved with a shared passion, a plan and a highly flexible work environment.

Louise Weine  
National Director







*Image courtesy of Brookfield Rail a Silver  
NAWO Corporate Member*

## Our year in numbers

# 21

NEW CORPORATE  
MEMBERS

### GOLD

Bunnings  
Linfox  
Officeworks  
Parmalat  
Programmed  
Rio Tinto  
Toll

### SILVER

APA Group  
ARTC  
Asaleo Care  
Cheetham Salts  
Gale Pacific  
ITW  
Kimberly-Clark  
SPC Ardmona  
SunRice  
Unilever  
Workwear

### BRONZE

Colgate-Palmolive  
Coriolis Consulting  
Patties Foods  
Select Harvests  
UGL Limited



3 UPGRADED  
CORPORATE  
MEMBERSHIPS



12 NEW INDIVIDUAL  
MEMBERS

NAWO REACH:

# 2,700

**Executive  
Mentors  
2015/2016:**

**Lee-Anne Bruin**  
BHP Billiton  
WA

**Michelle Francis**  
Australia Post  
QLD

**Angus McKay**  
7-Eleven  
VIC

**Grant Peck**  
CUB - SAB Miller  
VIC



## Our year in numbers



EVENTS PER STATE

TOTAL NAWO  
EVENT  
PARTICIPANTS

1250

2 WEBINARS  
139 SUBSCRIBERS



### PARTICIPATION PER STATE:

NSW	340
VIC	317
QLD	237
WA	274
WEBINAR	83

**POSITIVE FEEDBACK STATS:** The balance was right between speakers and opportunities to network 87.90% I have a much better understanding of the topic 86.84% I am confident I can apply what I learnt today 91.04% I met people I could learn from now and in the future 77.56% There was the right mix of people from different businesses and functions/roles 83.58% It was well worth my time to attend 95.64% I would recommend this event to my friends & colleagues 96.61%

Melinda Smith  
Woolworths  
NSW

Kerrie-Anne Turner  
VM Ware  
NSW

Reg Weine  
SPC Ardmona  
VIC

David Whitehead  
Australia Post  
NSW

David Wooldridge  
Yarra Valley Snack  
Foods - VIC



# Highlights

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- Significant growth in our corporate memberships, enabling us to reach almost 3000 professionals across our network.
- Growth and stability in our volunteer resources, with our State Committees delivering an impressive schedule of events in QLD, WA, NSW, and VIC.
- Establishment of the new SA State Committee who are now working to launch NAWO SA on August 5.
- Delivering a more planned 2015/2016 Event Calendar and achieving targets.
- Piloting our inaugural Webinar with the objective of developing our regional member services. Incredibly, this was fully subscribed within 2 hours of bookings opening!
- Facilitating four Industry Solutions events, sharing dialogue at CEO level and generating and distributing Key Learning reports.





- Continuing the positive involvement of men in all of our activities and programs – including our Board & Ambassadors, mentors, speakers, and event/program participants.
- Completing groundwork for launching the pilot of Project i “project based internships for female university students” in partnership with Path4Graduates in July 2016.
- Introducing a suite of new Professional Development Programs for members – with a curriculum based approach aligned with our 5 learning priorities.
- Re-branding and launching our new website, enabling us to deliver a more consistent and professional message, and capacity to develop our member offering with a dedicated login section.
- Supporting 50 mentees and 9 Executive Mentors through our Mentoring Circles Program.





# Our people

## OUR BOARD



**Angela Tatlis**

O-I Glass



**Simon Bromell**

Orora Limited



**Stephanie Christopher**

The Executive Connection



**Catherine Fitzsimons**

WardAir Flight Training



**Neil Fleming**

Workwear Group



**Kylie Fraser**

BevChain



**Chris Lokum**

BP



**Ros McCarthy**

Australia Post



**Megan McCracken**

Brookfield Rail



**Carolyn Schrotten**

Diageo



**Tim Wall**

Caltex Lyttton Refinery

## OUR STATE COMMITTEES

**NSW** Carlee McGowan, Julian Buttenshaw, Julie Cox, Tania Montesin, Abby Phillips, Diane Utatao, Kamini Wijekulasuriya **QLD** Kartini Oei, Hong Cao, Julie Evans, Josephine Hansen, Lisa Meader, Jessica Perry **VIC** Dawn Griffiths, Jenny Gillam, Hiti Taluja, Peggy Kalantzis, Christina McIntosh, Virginia Stannus, Rachel Wolfe **WA** Anna Dartnell, Tiffany Chown, Karleena Clarkson, Raheleh Janfaza-Haidary, Athanae Lucev, Gordana Medvesek **SA** Jenny McAuliffe, Amanda Cech, Amanda Charalambous, Belinda Grant, Linda Medder



# Our people

## OUR AMBASSADORS



**Annette Carey**

Linfox



**Kathryn Fagg**

Non Executive Director



**Kathy Hirschfeld**

Non Executive Director



**Rebecca McGrath**

Non Executive Director



**Phillip Austin**

CHEP Asia Pacific



**James Fazzino**

Incitec Pivot



**Tim Hart**

Ridley Corporation Ltd

## OUR NAWO TEAM



**Louise Weine**

National Director



**Allison Dodd**

Programs Consultant



**Sharon Grosvenor**

Administrator



**Ira Holbrook**

Co-ordinator



**Elizabeth Lindner**

Communications  
Consultant



## NAWO stories



### *Inspiring Women - Hiti Taluja*

**As a new immigrant and a single mum with no local family support, Hiti Taluja's employment prospects could have been limited... if Hiti wasn't a passionate 'can-do' woman who is not afraid to dream big!**

Born and raised in the bustling city of New Delhi, India, Hiti learnt about surviving in a competitive environment at a very early age and benefited from the very best role models.

Her first job was at the age of 10, assisting her father in his successful business activities. "In a country where females are considered home makers, my father always treated us like sons. He instilled in me the importance of always believing

in yourself and making it happen."

"My mother was a strict mathematician. I only had to score well in maths to make her happy!"

Which she did, achieving top marks academically at school and then completing a double degree at university.

Hiti is currently IPL's Chartering Operations Manager and was acknowledged for her achievements as part of IPL's

International Women's Day 2016 celebrations. This capped off a year of career highlights, including becoming a member of NAWO's Victorian State Committee (Sept 2015) and accepting an offer for the position of Education Officer with the Institute of Chartered Shipbrokers in August 2015.

"I am quite amazed that the Australian shipping industry has formally recognised my talent," is her modest response.



## NAWO stories

Hiti's professional career commenced working for a family-owned management consultancy, PHR Consultant.

In 2002 she gained her first operational role, with India's Interocean Group of Companies. One of her key contributions was to assist them in gaining ISO 9000 certification for their ship broking and agency division.

She then joined their chartering division as a post fixture operator and worked to gain Membership to the Institute of Chartered Shipbrokers (London).

career opportunities that brought Hiti to Australia in 2006.

"To step foot into a global diversified industrial chemicals company headquartered in Australia, with no local experience, was not easy. I started with a Shipping Admin role with Incitec Pivot Limited."

Her work again saw her inclined towards assisting the operations team, and gradually progressing upwards through different roles.

"With my shipping team support and continuous

Throughout my career I have experienced that being a young woman in a chartering role isn't an easy ride, but I want to set an example for the future generation to always dream big, let nothing stop you.

"As someone wisely said, 'Winners don't do different things, they do things differently'."

"Coming from a culture where the man as the main bread winner is so entrenched, I don't know that I would have enjoyed the same opportunities if I had remained in India."

***"Throughout my career I have experienced that being a young woman in a chartering role isn't an easy ride, but I want to set an example for the future generation to always dream big, let nothing stop you."***

Hiti's focus moved to chemicals and fertilisers when she took on the role of Commercial Officer with Mosaic Fertilizer. But it was the quest for better

guidance and empowerment by some wonderful mentors, I was able to achieve my personal goal."

"Attending QuickBite and Professional Development Events has been great for networking and it is so inspiring to hear that other women are facing the same work issues and scenarios – it is like a sisterhood! They are also incredibly valuable for professional development. IPL has terrific internal training programs, but listening to external people and how different organisations' approaches and ideas are working is also really helpful."



## NAWO stories

### *Inspiring Leadership - Claudine Ogilvie & Tim Hart*

**Claudine Ogilvie is familiar with pushing the boundaries. She found a like-minded ally in Ridley CEO, Tim Hart.**

Training with the Australian Institute of Sport as an Olympic Sailing hopeful, Claudine has learnt a lot about pushing her personal and psychological boundaries. So when she was offered the position of CIO with Ridley Corporation, she knew her skills were a great match for the position and didn't hesitate to take it on – despite the fact that her skills had been honed in strategy, sales operations and marketing roles.

Tim, one of NAWO's founding Board Members, is a powerful advocate for the business benefits of gender diversity. Having worked with Claudine previously when she managed KPMG's Consumer and Industrial Business, he knew that her

strong skill set would be a tremendous asset to Ridley, a Silver NAWO Corporate Member.

"I was extremely excited when Claudine accepted the role of Ridley CIO," said Tim. "I believed that her drive, processes, and influencing abilities were transferable to this role and I was delighted that this proved to be the case."

Similarly, Claudine has great admiration for Tim's commitment to actively seeking new ways to achieve greater gender diversity within the business. "Tim recognised that my skill set was transferable, but he also understands the value that diversity brings an organisation's perfor-





## NAWO stories

mance and shareholder value. He is relentlessly 'thinking outside the box' to find, attract and develop female talent. The more exec males who can 'take a leaf' out of his approach, the closer we get to 'closing the gap' and leveraging the growing amount of female talent that exists in industry, however may not fit the traditional mould".

It was terrific to see Claudine featured as a 'new breed of CIO' on cio.com.

The feature highlights the importance of women having the personal courage and confidence to pursue unconventional career paths, and oper-

ational executives and businesses having the foresight to recognise the business imperative for pursuing gender diversity and willingness to adopt 'new' approaches to reach their diversity goals.

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*As a post script to this story, Claudine will be moving to the role of CIO with Jetstar in August. While the move is a loss for Ridley, it does have a silver lining. Claudine is moving into an even bigger role and it again demonstrates Tim's exemplary leadership – he identifies talent, develops talent and sponsors talent into bigger and better roles.*

***"I was extremely excited when Claudine accepted the role of Ridley CIO. I believed that her drive, processes, and influencing abilities were transferable to this role and I was delighted that this proved to be the case."***

***- Tim Hart***



*Claudine Ogilvie speaking at a NAWO Quick Bite event hosted by Ridley, June 2015*

## Our volunteers

### *Inspiring Volunteers*

**“We need not wait to  
see what others do”  
– Mahatma Gandhi**

NAWO is incredibly fortunate to have a large, and growing, group of volunteers - women and men - who live by these words. Through their work towards greater workplace gender diversity and equity, they demonstrate that the way to create change is to lead change. Our Board Members, Ambassadors, State Committee Members, hosts, speakers and mentors are all volunteers. We invited NAWO's State Committee Chairs to share their thoughts on volunteering and to comment on their 'state of diversity' in 2015-16...



**Anna Dartnell**

WA State Committee Chair  
Director, Continuo



**Dawn Griffiths**

VIC State Committee Chair  
Leadership Development  
Manager, Sportsbet

### **What led you to volunteer with NAWO?**

**The response to this was unanimous - all of the State Chairs shared NAWO's vision. They had all also taken up the challenge when invited to become involved.**

*“I loved the dynamic in the room and the team of people working to understand the issues being faced by women working in non-traditional roles and operations at some of NAWO's very first events in 2010/11. This inspired me to put up my hand when I was asked to get involved.” – AD*

### **What do you enjoy most about your role as NAWO State Chair?**

*“Working with a fabulous committee and being part of and growing an organisation in Queensland that actively supports*

## Our volunteers



**Jenny McAuliffe**

SA State Committee Chair  
Executive General Manager People,  
Australian Rail Track Corporation



**Carlee McGowan**

NSW State Committee Chair



**Kartini Oei**

QLD State Committee Chair  
Transformation Manager – ANZ, BP  
Australia

people to reach whatever career goals they have. It is a tough world out there and so it is important to me that where I have something to offer I do and equally that I have an avenue to turn to if I need something. I love nothing more than comments on feedback forms that state an event was useful or valuable or meeting someone at an event who can give me some advice on an issue I'm facing." – KO

**"The opportunity to create networking circles for women in South Australia. The NAWO SA branch will provide female professionals a forum in which to share experiences, learn from one another and make strong connections without having**

**to travel Interstate to establish these networks."** - JM

### **What have been the highlights for your State Committee over the past 12 months?**

"The Victorian committee was refreshed in early 2016, a highlight for me was our kick-off call to hear the broad and vast experience and passion of each of the committee members. Each of our events is a highlight, we love seeing our members and hearing the value they receive from the events." – DG

"The feedback from people when they come to the events" - CM



## Our volunteers



*Image courtesy of BP a Gold  
NAWO Corporate Member*

### What do you think were the biggest challenges facing women in operational business in 2015-16?

“In recent years, WA has been going through an economic downturn and I suspect that women have been hit disproportionately hard. Anecdotally, women tend to be found more in project based/non-core roles when they are looking for flexibility, and it would seem that these are the first to be cut. This reinforces the argument for women to remain in operational leadership roles and the need for greater flexibility in leadership roles or we will always have an exposed group of people who are at risk.” - AD

**The unconscious bias. I hear so many stories of organisations who have a great focus and D&I agenda but then I hear stories of individuals’ experiences within that organisation and you realise there is still work to be done.” – KO**

“Progression into senior leadership roles continues to be a challenge for females working in operational organisations. Organisations need to ensure they create the right environments for females to progress and succeed in these roles.” – JM

“I believe that the economic climate is making it harder for everyone at the moment. I continue to think that women feel like they need to be it all and have it all and this is unachievable.” - CM



“I loved the dynamic in the room and the team of people working to understand the issues being faced by women working in non-traditional roles and operations at some of NAWO’s very first events in 2010/11.

This inspired me to put up my hand when I was asked to get involved.”

**ANNA DARTNELL**

WA STATE COMMITTEE CHAIR



## Event & program highlights

### NAWO STATE EVENTS:

NAWO offers on average 25 state based events each year, consisting of Quick Bites, Site Tours and Professional Development Events, each aligned to the NAWO Learning Principles. These events are always well attended. The State Committees are to be congratulated for their efforts in bringing such high calibre events to life.



Bluescope team

*“the most important takeaway is it’s up to you to manage your own career and there are many strategies and people to assist you to be successful”*

*“This was the first ever session that I’ve attended with NAWO and it was a fantastic opportunity to network with others and listen to two great speakers”*



Bluescope team

## Event & program highlights

*“I will champion this event through my business”*



QLD - Australia Post team



VIC - ITW team

### NAWO BRANDING RELAUNCH: Are you ready for the next level?

This was the question posed as we celebrated taking NAWO to the next level at the launch of our new corporate identity at Kooyong in September 2015. The event brought together senior leaders from within our network to facilitate discussions and develop practical solutions around taking operational businesses to the next level of gender diversity.



L-R: **Louise Weine** – National Director NAWO **Angela Tatlis** - Founder & National Chair NAWO; **James Fazzino**, NAWO Ambassador; Managing Director & CEO, Incitec Pivot **Kathryn Fagg** NAWO Ambassador; board member Reserve Bank, Boral, Djerriwarrh Investments, Incitec Pivot and Breast Cancer Network. Chair, Melbourne Recital Centre **Brooke Miller**, Chief Financial Officer, Brooke Miller, Chief Financial Officer, BP Asia Pacific **Michelle Loader**, Chief Executive Officer & Managing Director, Chandler Macleod



## Event & program highlights

### PROFESSIONAL DEVELOPMENT PROGRAMS:

NAWO Professional Development Programs are meticulously researched, trialed and selected by women in operations for women in operations and align with our 5 key learning priorities. NAWO partners with highly regarded providers to ensure our members achieve their desired learning outcomes.

We provide our members with professional development options in two ways; 1) by offering bookable NAWO programs facilitated by our partnered providers and 2) by endorsing providers who can deliver superior in-house programs and services for our member companies, at a special member only rate.

The professional development highlights for 2015/2016 include:

#### Transition to Executive Leadership (TEXL)

The following women from the NAWO network participated in TEXL in NSW, VIC and QLD in 2015. Facilitated by Reyna Mathes from Executive Central these programs received exceptional feedback. Executive Central worked with NAWO to design a program that touched on all 5 learning priorities to prepare participants for their transition to more senior roles.

- |                   |                      |
|-------------------|----------------------|
| • Mary Callaghan  | • Anita Holdsworth   |
| • Nirupa Chander  | • Sandra Chaplin     |
| • Diane Keough    | • Morag Booth        |
| • Jane Phillips   | • Kristen De Nardi   |
| • Jane Furphy     | • Joanne Reichardt   |
| • Anna Reid       | • Nicole Bernoff     |
| • Kym Cunningham  | • Megan McGhie       |
| • Roberta King    | • Donna Gray         |
| • Alysha McKenzie | • Gabrielle Liston   |
| • Theresa Smith   | • Linda Ross         |
| • Claudia Sclosa  | • Bileen Nel         |
| • Rachel Stringer | • Svetlana Markovic  |
| • Sarah Sanders   | • Chrystalla Parperi |
| • Gaynor Witts    | • Bronwyn Sigmund    |
| • Robyn Hudson    | • Lucinda Inturrisi  |



## Event & program highlights

### Career Management

“Understanding Personal Brand” and “Communicating with Authority” were introduced to the women of NAWO in 2016, facilitated by Andrea Clarke and the feedback has been phenomenal. 87% felt the content was relevant and practical and 100% of attendees felt that they would be able to make changes both professionally and personally as a result of participating in these workshops.



*Communicating with Authority workshop*



*Practical Resilience workshop*

### Personal Courage and Confidence

Based on very positive feedback from our Professional Development Events featuring Peta Sigley from The Resilience Institute we have partnered with TRI to offer a one day “Practical Resilience” program and we are very much looking forward to the first of these one day programs in July 2016.

*“NAWO has on many occasions provided me with networking and development opportunities over the last few years, which have been invaluable to my career development. Thank you”*

*– Communicating with Authority participant*

### Forward Plans

In the pipeline for 2016/17 are programs aligned to Commercial Acumen and Influence and Negotiation.



“I learnt more in 6 hours  
than I have in 20 years.”

**M. JOHNSTONE**

ASAHI BEVERAGES

PARTICIPANT IN COMMUNICATING WITH  
AUTHORITY WORKSHOP





## Our members & supporters

### GOLD MEMBERS



### BRONZE MEMBERS

Cochlear Ltd, Colgate-Palmolive Pty Ltd, Coriolis Consulting, Patties Foods Ltd, Select Harvest, UGL Ltd

### OUR SUPPORTERS

We would very much like to thank the following organisations who have supported NAWO with significant donations and in kind services:



## Our members & supporters

### SILVER MEMBERS



Kimberly-Clark



LION



# Our Future

GENERATION 1	GENERATION 2		GENERATION 3
<b>(Pre 2015)</b> Set the foundations.	<b>(FY 2015/16)</b> Develop systems, focus effort to support growth.	<b>(FY 2016/17)</b> Accelerate growth, establish measures, increase support for organisations.	<b>FY 2017/18</b> Sustain growth, demonstrate results and recognise progress.
<b>GOALS</b> <ul style="list-style-type: none"> <li>Built membership to 30+ organisations</li> <li>Reach to 1400 women</li> </ul>	<b>GOALS</b> <ul style="list-style-type: none"> <li>Built membership to 45 organisations (8 gold, 31 silver, 6 bronze)</li> <li>Extend reach to 2000+ women</li> </ul>	<b>GOALS</b> <ul style="list-style-type: none"> <li>Built membership to 60+ organisations</li> <li>Extend reach to 3000+ women</li> <li>100 individual members</li> <li>&gt;20% of women participating in NAWO progress their career each year</li> <li>10% of member companies (&gt;2 years with NAWO) are in top 35% of WGEA data.</li> </ul>	<b>GOALS</b> <ul style="list-style-type: none"> <li>Build membership to 80+ organisations</li> <li>Extend reach to 6000+ women</li> <li>200 individual members</li> <li>&gt;30% of women participating in NAWO progressing their careers each year</li> <li>20% of member companies in top 35% of WGEA data.</li> </ul>



“No one person has all the answers, nor the ability to come up with the answers in isolation all the time.

A career is a marathon and like all athletes one needs a support crew.”

**KARTINI OEI**

TRANSFORMATION MANAGER – ANZ, BP  
AUSTRALIA. MEMBER, NAWO MENTORING CIRCLE.



# Our financials

## Balance Sheet

### National Association of Women in Operations As at 30 June 2016

30 Jun 2016

#### Assets

Bank	138,230
Debtors	49,378
Fixed Assets	362
<b>Total Assets</b>	<b>187,970</b>

#### Liabilities

Current Liabilities	28,569
<b>Total Liabilities</b>	<b>28,569</b>

<b>Net Assets</b>	<b>159,401</b>
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#### Equity

Current Year Earnings	(17,636)
Equity	73,093
Historical Balancing	103,945
<b>Total Equity</b>	<b>159,401</b>



# Our financials

## Profit & Loss

### National Association of Women in Operations 1 July 2015 to 30 June 2016

30 Jun 16

**Income**

Bank Interest/Government Income	3,508
Membership Income	271,450
NAWO Program Income	93,870
State Event Income	10,232
<b>Total Income</b>	<b>379,060</b>

**Gross Profit**

379,060

**Less Operating Expenses**

Bank Fees & Insurance Expenses	1,820
General Expenses	56,328
NAWO Contractors	236,665
NAWO Program Expenses	74,140
State Event Expenses	19,034
Travel Expenses	8,709
<b>Total Operating Expenses</b>	<b>396,697</b>

**Net Profit**

(17,636)





*Filling the pipeline of female talent in operations.*



**National Association of Women in Operations**

Want to find out more about membership?

[www.nawo.org.au](http://www.nawo.org.au)

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