

Australasian
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2018

WOMEN IN LAW

S U M M I T

25 September • Amora Hotel Jamison

FEATURING



Michelle Dixon,
CEO,
Maddocks



Chris Freeland,
Managing Director - Asia Pacific,
Baker McKenzie



Ruveni Kelleher,
Partner,
Johnson Winter & Slattery



Katrina Rathie,
Partner in Charge,
King & Wood Mallesons

Official publication

Organised by

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8:00am

Registration opens

8:50am

Opening remarks from the chair

The chair will reflect on the past, present and future of women in leadership positions in the legal profession.

- How far have we really come since the days of the old boys club?
- What does the future look like for the next generation of female lawyers?
- How can we create an inclusive culture that embraces women from diverse ethnic backgrounds

Claire Bibby, *Non-Executive Director, Marist 180 and Australian Property Circles*

9:00am

PANEL: When gender and culture meet – diversity and inclusion in law

Gender diversity programs need to be coupled with broader diversity initiatives. Organisations that have successfully incorporated diversity and inclusion initiatives that involve gender and cultural aspects have reaped significant benefits.

- Overcoming real and perceived barriers to career progress for women from different cultural backgrounds
- Diversity and inclusion initiatives that empower women from various backgrounds
- How can women show their support for broader diversity initiatives?

Panellists:

Katrina Rathie, *Partner in Charge, King & Wood Mallesons*

Lee-May Saw, *Barrister, Frederick Jordan Chambers*

Kathryn Viegas, *Director, Nomos Legal*

Ourania Konstantinidis, *Partner, Dentons*

10:00am

Leveraging your legal career

Thinking strategically about your career means looking beyond traditional legal roles. In this inspiring keynote, go beyond the boundaries of traditional career paths and be inspired by Emma and how she moved from being a corporate lawyer to working in a senior role as a regulator.

- How to leverage your qualifications and experience in an alternative career
- How to become an authentic and resilient leader in a new area
- Empowering advice to help you to meet your goals for your career

Emma Curtis, *Group Senior Manager – Insurance, Australian Securities and Investments Commission*

10:30am

Morning refreshment & networking break

11:00am

PANEL: Leading change to achieve gender equality at the top

Even though there are more women than men in the Australian legal profession, only 18% of law firms have female partners. What can we do to promote career advancement opportunities for women?

- Shifting cultural expectations through meaningful conversations around flexible working arrangements for men and women
- How to navigate the legal career ladder as a female lawyer
- Sponsorship programs – how do they work and are they worthwhile?
- Involving men in the conversation: what does gender diversity look like to men?

Panellists:

Michelle Dixon, *Chief Executive Officer, Maddocks*

Chris Freeland, *Managing Director –Asia Pacific, Baker McKenzie*

Sally Macindoe, *Partner and Global Head of Diversity, Norton Rose Fulbright*

Justine Rowe, *General Counsel, Telstra*

12:00pm

Incorporating flexible and agile work practices to achieve positive outcomes

Flexible work arrangements can be problematic for female lawyers due to systemic issues such as the persistent law firm culture of long hours, and competitiveness in the profession.

- How to manage the demands of family with a successful legal career
- Balancing billable hour pressures with carer responsibilities
- How to gain buy-in from champions, mentors, peers, male colleagues and managers
- Engaging male colleagues to support flexible work practices

Fay Calderone, *Partner and Flex Work Day Ambassador*, Hall & Wilcox

12:30pm

Networking lunch

1:30pm

Conquering discrimination to advance your legal career

Many women still leave the legal profession due to harassment, bullying and discrimination. This session will share career development tips to help you overcome real and perceived barriers empower you to achieve your goals.

- Overcoming the odds to progress and succeed in reaching your desired goals
- Creating a positive workplace culture to prevent discrimination and harassment
- How to constructively address unconscious bias if you encounter it

Ruveni Kelleher, *Partner*, Johnson Winter & Slattery

2:00pm

How to successfully navigate pay discussions

Gender pay inequity exists at all levels of the legal profession. This session will examine the current paradigm and suggest strategies for change, including:

- Recognising and overcoming gender bias in merit-based selection and promotion
- How to prepare for the conversation to get the outcome you want
- Understanding your compensation expectations, incentives and career progression
- Alternative compensation models that value performance and outcomes

Jeannette Scott, *Consultant Counsel – Privacy and Regulatory*, Moulis Legal

2:30pm

Afternoon refreshment & networking break

3:00pm

PANEL: Championing change for women in the legal profession

Achieving any change also takes commitment from every leader within the company not just senior managers. In this inspiring session, we will discuss practical strategies for a leadership culture that champions diversity.

- What strategies can firms incorporate to actively promote change?
- Reflecting on your own organisation's leadership and actively promote the heart of the issue
- How anyone can be a role model for an inclusive culture
- What does the future hold for women in law?

Panellists:

Joanna Brand, *Chief Legal Counsel*, Jetstar Airways

Richard Dammary, *Chief Legal Officer & Company Secretary*, Woolworths

Kate Jordan, *Deputy Chief Executive Partner*, Clayton Utz

Vered Keisar, *Vice President and General Counsel Asia Pacific*, Resmed & Chair of the Diversity and Inclusion Committee of the Association of Corporate Counsel

Janine Webster, *Chief Counsel*, Fair Work Ombudsman

3:50pm

Closing remarks from the Chair

4:00pm

End of conference

TEAM PASS OFFER

Register 4 delegates for the price of 3

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Company _____ Industry _____ No. of employees _____
Postal address _____ Suburb _____
Region _____ Postcode _____
Email _____ Business phone number _____

ADDITIONAL DELEGATES

First name _____	First name _____	First name _____
Surname _____	Surname _____	Surname _____
Job title _____	Job title _____	Job title _____
Phone _____	Phone _____	Phone _____
Email _____	Email _____	Email _____
_____	_____	_____

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