

IEEE Women in Engineering Leadership Summit



**26-27 November
2018**

Website: <http://sites.ieee.org/wieils-aus-2018/>

Chief Executive Name
Chief Executive Title
Date



PROGRAM SUMMARY

IEEE WIE International Leadership Summit is a global initiative and its purpose is to motivate, inspire and empower women in technology. The summit is a part of WIE's portfolio and it creates opportunities for networking, mentoring and collaboration. The WIE leadership summit is organised for the first time in Australasian region and it was a successful event and was attended by than a hundred women from STEM in the region. The two days program was well arranged with key note speech by two leading women from industry, workshops, activities and panel discussions.



Day#1: 26th November 2018

The summit started with the welcome and introductory speech on Trish White by Karen Whelan, assistant dean of learning and teaching, Queensland University of technology. She introduced SAGE and GEMS. The Science in Australia Gender Equity (SAGE) Initiative is a partnership between the Australian Academy of Science and the Australian Academy of Technology and Engineering. SAGE's vision is to improve gender equity in STEMM in the Australian higher education and research sector. She further spoke about GEMS which is an organisation lead by students aimed at gender equality. She mentioned the importance of role of women in policy making and organisational culture. She motivated women in STEM to focus on small things, be brave and be vigilant against unconscious bias.

Keynote Speech: Leadership: Some Lessons Learned

By The Hon. Trish White (National President and Board Chair Engineers Australia)

Trish spoke about her career and the lessons that she learned from different facts of her career being a woman. She spoke about the change that a woman can bring into people's lives. She mentioned that leadership is demanding, complex, time-consuming, brings a lot of responsibility and is very complex so why would a person want to lead? Bringing this question on floor, she



mentioned that it is important to know that what we want to lead and why. From her lessons learned, she pointed out that a woman needs to be very careful when she makes assumptions of how she is perceived because not every time what she assumes is right. It is equally important to take advantage of the opportunities. One major challenge is the less percentage of girls studying pre-requisites subjects for engineering.

She emphasized that in order to move to next level in leadership role it is important to focus on your mode of leadership. A woman's strength may become his limitation when she doesn't change the mode of leadership based on the team. Leadership changes as you progress in the career. Let go the amount of focus you put on technical mastery and focus on the business objectives, strategic skills and financial acumen. It is important for a women to be clear in vision, ignited by a purpose and influence to add a real life value. She concluded the speech saying that when you are in a leadership role, develop leaders not followers.

Session 2:

Workshop 1: Transforming the Culture of Engineering - The Role of Male Engineers in Supporting Gender Diversity

Speakers: Peter Price, EQL, Head of Strategy & Executive General Manager for Asset safety and performance Julie Martin, EIC Activities

The session started with the introduction of Peter Price and Julia Martin. Both of the speakers spoke about the difference between diversity and inclusion. Peter mentioned that gender imbalance in engineering has been existing for quite long in Australia and it's a legacy of long history. Peter motivated women to create a better version of themselves when offered a leadership role and shouldn't be hesitant to take charge. It is important in the organisations to provide unconscious bias training to the employees because we all have unconscious bias from our upbringing, culture and environment. Peter mentioned several case studies from Energy Queensland where he encouraged women from engineering to take charge and step forward in leadership role. He further elaborated the mind set of different women that he witnessed in the work environment and the barriers that these women face because of their mind sets. He also explained how more generally men market their expertise in much smarter way while women focus on perfection. The session was followed by a series of questions and answers from the audience related to the role of men in supporting gender diversity.



Workshop 2: CV for Success in Executive Roles and Higher Management (avoid pitfalls, interviews for higher positions)

Moderator: Dr. Janina Mazierska, Speakers: Ms. Anne Kealley (CEO CAUDIT) Ms. Kate Hamilton (Manager People Services and Analytics, Powerlink Queensland)

This was a very productive workshop where Anne and Kate highlighted some key pitfalls in women when they apply for a vacancy. Anne highlighted the importance of mind set and body language in an interview. The body language can change depending on mindset of a person and the way the person thinks. She shared that according to



the research by forbes women feel that they need to be 100% perfect to apply for a job. She focused on transferrable skills and stated how these skills are so important for employers. Women hesitate to apply for technical jobs if they think they partially meet the job description where as men have courage to go forward and put their applications in place even if they meet part of the job description. Research says that women are more concerned about failure than men. This was an interactive session where the participants were involved in three activities after the speaker's notes. The first activity focused on the visualization of a women being executive and her attributes in that role. The second activity was about the leadership role and the key qualities of a good leader. Later the speakers concluded the session by sharing the research on the attributes of a good leader from different angles.

Session 3: Panel Discussion 1: Diversity on the work floor

(Acceptance of culture diversity, focus on gender diversity, counter effects/parameters etc.)

Moderator/Session Chair: Prof. Chennupati Jagadish (Distinguished Professor at ANU and president of the IEEE Photonics Society)

Panel Members/ Speakers:

Ms. Belinda Watton, EQL (Chief Transformation Officer), Ms. Julie Martin (EIC Activities), Ms. Emily Hughes (Boeing Phantom)



Day-2: 27th November 2018

Keynote Speech:

Why Diversity and Inclusion Matters: the business case and why it is hard to achieve

Speaker: Cathy Foley (Chief Scientist CSIRO Australia)

Dr. Cathy Foley, CSIRO Chief Scientist, has made distinguished contributions to the understanding of superconducting materials and to the development of devices using superconductors to detect magnetic fields and locate valuable deposits of mineral. She introduced herself and explained the ups and downs of being a female in engineering industry. She mentioned that twelve percent of females in engineering sector are simply not enough. There is no fundamental reason of why women should not be in engineering. She further discussed the importance of diversity and inclusion in engineering industry. The talk covered several surveys and the statistics in those surveys which were about women in science and technology, need of women in engineering workforce, nepotism and sexism.

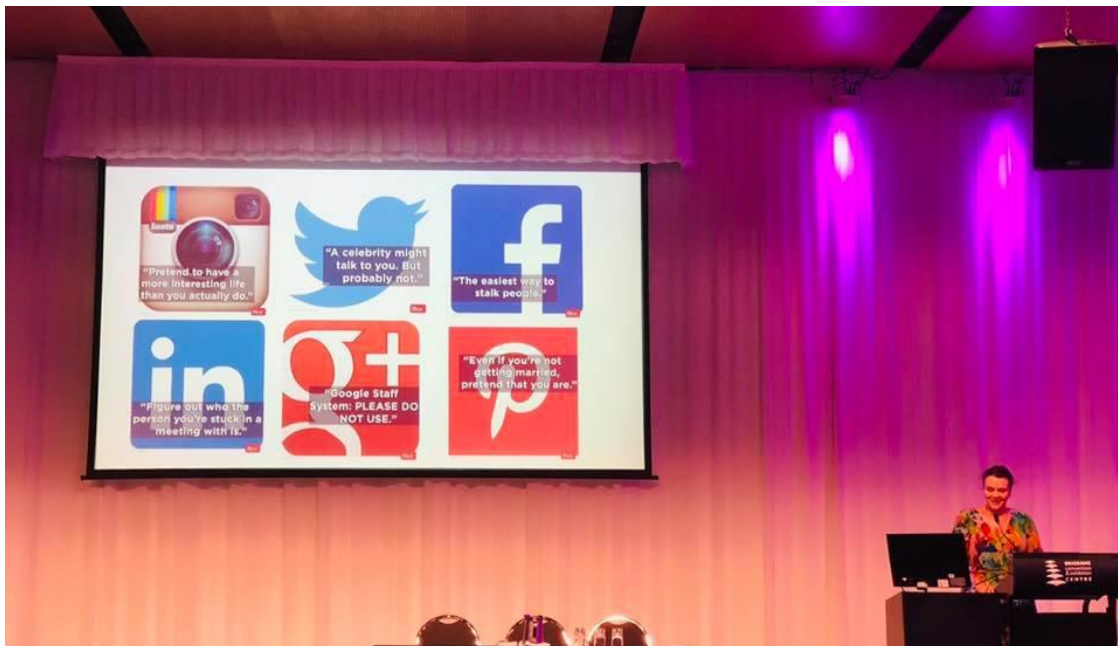


Workshop 3

The Power of Social Media - How to Enhance Your Online Profile

Speaker: Katie Rowney (UQ, Senior Communications Officer)

This session was about empowering ones social presence with the help of technology. The speaker discusses Twitter, Facebook, Linked in and personal blogs website. The workshop kept the participants engaged with different set of questions.



Workshop 4

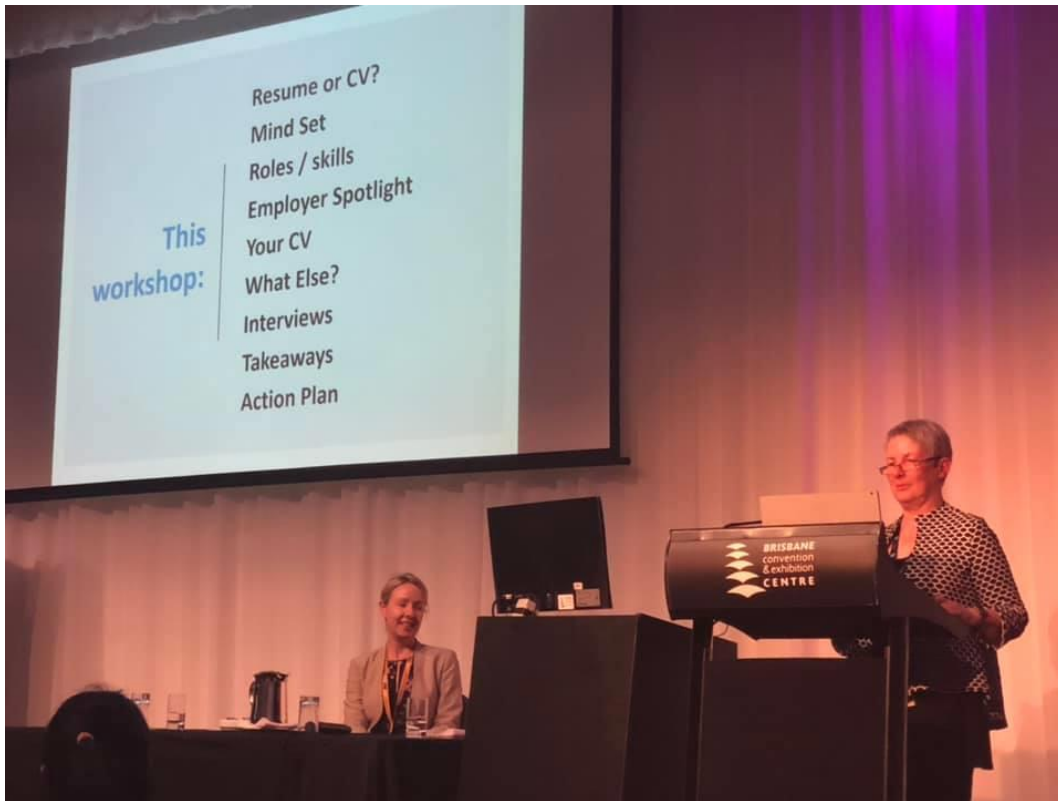
Personal Development Needs for Female Engineers as Leaders

(best practices on empowerment of female employees, legal protections against discrimination)

Speakers: Jyoti Sharma (Senior Consultant to Government of India), Anne Kealley (CEO CAUDIT)

This was a very interactive session where a couple of activities were introduced by the speaker to engage participants in progressing towards a leadership role. Anne mentioned that most of the females in engineering drop out during their first year of engineering and it is one of the main reasons of not having enough female population in the industry. According to a survey (referenced in her slides), 26.8% of the females are sexually harassed in the course of their employment. In the first activity, the participants formed the groups and highlighted key attributed of a great leader in terms of attitude, communication and behavior. The second activity focused on representing the skills and expertise in the resume and during an interview. The importance of body language was explained by the speaker with the help of a TED talk

video by Amm Cuddy. The last activity was about making a persona action plan of each participant based on self reflection.



Panel Discussion 2

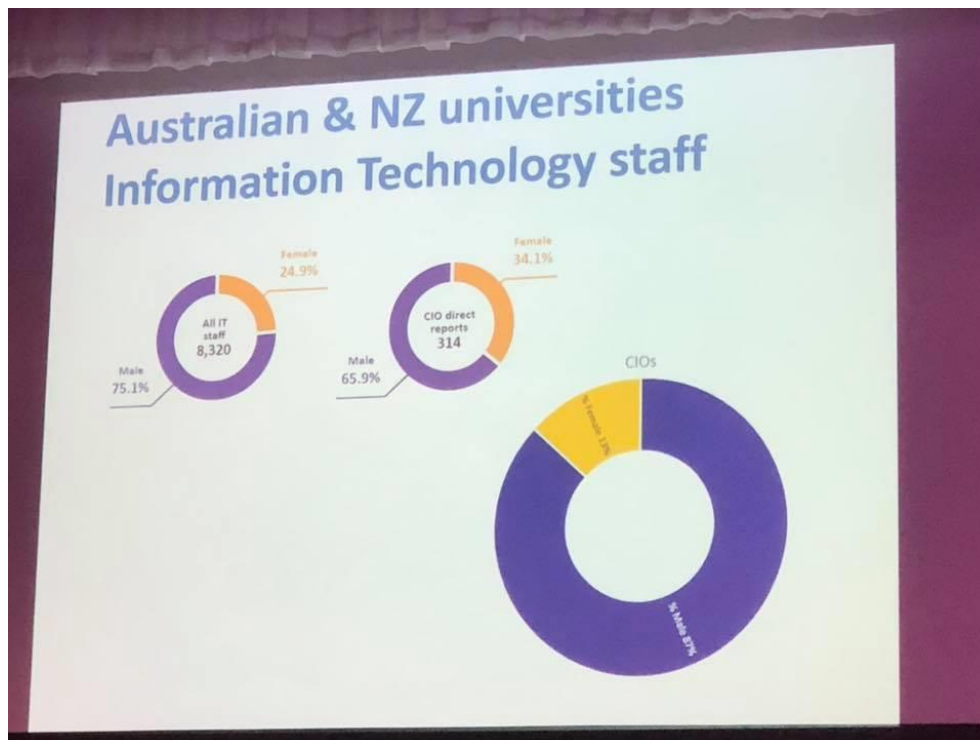
Gender Equity

(In politics, in STEM Industry and Academia)

Speakers/Panel Members:

Anna-Maria Arabia (CEO Australian Academy of Science), Dr. Sue Keay (Chief Operating Officer, Australian Centre for Robotic Vision) ,Jyoti Sharma (Senior Consultant to Government of India)

In this session, each of the speaker presented a short talk on the gender equity along with some valuable examples. The panel discussion highlighted the problems of women engineers being a mother. The speakers shared the storied of mammography, airbags in the cars and a couple of other examples to highlight how important it is for a female to be involved in design of the products which will be used by females. The speakers discusses policies of different organizations and surveys related to the topic.



HIGHLIGHTS

Here is IEEE NZ Central Section Women in Engineering Coordinator in her Power Pose!



The photographs of the professional photographer are available here:

<https://app.snappr.co/gallery/9603e8cc-69bd-4ae4-8356-1c83a91b66f4>

The photos that were taken throughout the event are available here:

<https://drive.google.com/open?id=1V3Ep7vQrBmj5feAxf9DwtqO-vU71jRkZ>

The PDF version of the presentations are available for download on the website

<http://sites.ieee.org/wieils-aus-2018/presentations/>