



Zoom In

Zoom Out

Print

Esc Full Screen

Next Page

# S N V

# Contents

## 2 | CARE-GIVERS MAKE BETTER MANAGERS

Diversity Council Australia recently released the results of its major new study

## 3 | GENDER DIVERSITY

With a female Prime Minister, a female Governor General and two female state premiers, the issue of gender diversity in the corporate world has well and truly shifted to the mainstream.

## 4 | A TRANSFORMATIVE LEADERSHIP JOURNEY – NEPAL 2010

In January 2010 Emma Laing, an Australian consultant, and Jeffrey Kottler, an American psychologist, took a group of twelve professional women on a "Transformative Leaders Journey" to Nepal.

## 6 | SNV - NEWS & VIDEO

## 7 | STEP UP 2010: SWB CONFERENCE

In 2010 we challenge both individuals and organizations to get out of their comfort zones, step up and be part of a new conversation.

## 9 | STEP UP TO HAPPINESS

By Sherry Strong

## 11 | TOP WOMEN WATCH

Reporting on women in top jobs in Australia and around the world

## 13 | REDEFINING BOARDROOM STYLE

A tale of fashion, boardrooms, being a mother and doing business your own way.

## CARE-GIVERS MAKE BETTER MANAGERS

Diversity Council Australia recently released the results of its major new study into the attitudes of Australians at work. DCA's Working for the Future: A national survey of employees, gives fascinating insights into key issues that affect women in the short- and long-term, like managers' skills and work-life balance.

The findings reveal a pressing need to build managerial capability around providing and managing flexible work with one exception! The study found that managers with children are consistently rated as better managers and had more satisfied staff. It appears it's time to challenge the popular view that managerial positions and care-giving responsibilities don't mix. The findings show that staff with such responsibilities should not be overlooked for further promotion, if for no other reason than their people management capability.

**The research, conducted by DCA, was in partnership with our members; AMP, Credit Suisse, IBM Australia, McDonald's, Stockland and Tabcorp and involved a national representative sample of 2,100 employed Australians.**

DCA's Acting Research Director, Lisa Annese, said the research cast valuable light on the organisational changes needed to move towards a more productive workplace.

"The research reinforced what we at DCA have long suspected. We need strategies to move from policy to practice," she said. "The findings highlight that management practice in areas like part-time work has to change significantly. They also indicate that skills developed by being a parent should be more highly valued at work. This doesn't mean people without children aren't good managers but it does mean parents, especially women, should not be ignored when it comes to people leadership roles."

### SOME KEY RESULTS:

**1. Managers with care-giving responsibilities are rated higher:** Their employees reported greater work-life satisfaction (51% extremely or very satisfied vs 42% of people whose manager had no care-giving responsibilities), greater access to flexibility, more positive work-life culture and their manager

and co-workers being supportive of work-life (78% strongly or somewhat agreed vs 71% of people whose manager had no care-giving responsibilities).

**2. Managerial capability on part-time work needs to improve:** Employees have to choose between advancing in their jobs or devoting time to personal life (51% strongly or somewhat agreed). The advancement and growth of part-time employees is actively supported (55% strongly or somewhat disagreed with this statement).

**3. Work-life is one of the top employment drivers:** Flexibility is more important for parents - it is the top employment driver (50% for parents vs 39% non-parents). Almost one in five employees (18%) strongly agreed or somewhat agreed that they had considered resigning in the last six months due to lack of flexibility.

**4. Gender matters with part-time work:** People with male supervisors were less likely to agree that the advancement and growth of part-time employees is actively supported (50% vs 60% people with female supervisors).

DCA's research has uncovered other interesting findings and expects to release more detail over time. For more information, call DCA on (02) 9035 2852 or email us at Sydney@dca.org.au.



# GENDER DIVERSITY

## BY ASX



With a female Prime Minister, a female Governor General and two female state premiers, the issue of gender diversity in the corporate world has well and truly shifted to the mainstream. Not only is it a topic that is being debated in the media, in households and in workplaces, it will now be a topic debated in the board rooms of all the publicly listed companies in Australia.

Some important gender diversity initiatives have come from the ASX Corporate Governance Council (Council). The Council recently released changes to the Corporate Governance Principles and Recommendations. It now recommends that entities listed on the ASX disclose a range of gender diversity measures in their annual report.

These include:

- *Their achievement against gender objectives set by their board.*
- *The proportion of women on the board, in senior management and employed throughout the whole organisation.*

The guidance commentary to the recommendations has also undergone change. It now recommends that boards:

- *Determine the appropriate committee for recommending strategies to address board diversity, considering diversity in succession planning, and having a charter that regularly reviews the proportion of women at all levels in the company.*
- *Disclose the mix of skills and diversity they are looking for in their membership.*
- *Ensure that there is an accurate and not misleading impression of the relative participation of women and men in the workplace.*

Council is supportive of a range of initiatives to encourage the development of women in executive management and to foster a governance culture that embraces diversity in the composition of boards of listed entities. As ASX chairman David Gonski has said:

***"This is an issue that transcends ASX or financial markets. It is both morally right and an economic imperative for the nation."***

So how will it work? Adopting the Recommendations is not mandatory. There may be recommendations that are not appropriate to a company's particular circumstances. If a listed company comes to this view, it has the option not to adopt it, on the proviso that it explains why it has not adopted it and what it has done instead. This is known as the 'if not, why not' approach.

**The essence is that the market is informed about a company's corporate governance practices. Council believes this approach provides a mechanism for increased market transparency and accountability.**

Transparency and accountability is what it is all about. This isn't an issue of quotas. There is no suggestion by the Council that quotas be adopted. Nor is it an issue of tokenism. Already, we are seeing change. The Australian Institute of Company Directors (AICD) has been monitoring the appointment of women to the boards of ASX 200 listed entities. According to data being collected by the AICD on a real-time basis, the percentage of women on ASX 200 boards as at 8 July 2010 was 9.3%.

What's more, the number of women being appointed to ASX200 boards has increased significantly.

In 2009, AICD found that only 10 women were appointed to ASX 200 boards. But during the first six months of 2010, 26 women have been appointed.

Although the changes do not take effect until the first financial year of listed entities beginning on or after 1 January 2011, the Council encourages an early transition to the changes from 1 July 2010.

ASX will be monitoring disclosure of the new recommendations and will be looking for meaningful disclosure of diversity matters that will enable shareholders to monitor company performance.



# A TRANSFORMATIVE LEADERSHIP JOURNEY – NEPAL 2010

In January 2010 Emma Laing, an Australian consultant, and Jeffrey Kottler, an American psychologist, took a group of twelve professional women on a "Transformative Leaders Journey" to Nepal for eight days. One element of the journey was to provide scholarships to young Nepalese girls to support them in their education.

Young, lower caste girls in Nepal face an uncertain future – considered 'worthless'. It is estimated that 12,000 girls are sold or abducted into the sex trade in India each year - some as young as 8 years old, where their fate is one of sexual slavery and a premature death from AIDS.

The Group, Empowering Nepali Girls, has worked tirelessly for the past 20 years sponsoring such girls and their education, keeping them in school and out of the brothels and sex slave trade. By fostering their education, the foundation empowers these girls and future generations.

***"never underestimate the power of a small group of committed individuals to change the world, in fact it is the only thing that ever has."***

## A personal account of the journey

I was aware that all it took was \$100 a year to keep a girl in school and safe from being sold into slavery which, in most cases, is sexual slavery. This is the destiny of 12,000 Nepalese girls who, each year, end up in the most brutal, impoverished slums of the major cities in India.

There are a number of moments from my trip that are now imprinted in my mind - images I will never forget. Looking into the eyes of a mother, dying of aids, who spent two hours a day walking her daughters to the village school in order to be part of the scholarship program. In seeing her gratitude, dignity, courage and humility, I felt as if my presence and financial assistance were insubstantial compared to the things she taught me about perseverance, courage and commitment.

I thought I was there to give, but when a young school girl whom I had been reading to in the communal library, came

and pressed a plastic necklace into my hands - most likely the only jewellery her family possessed. I learnt what it means to truly give and I treasure that necklace more than any of the possessions that surround me.

Before I took the group to Nepal, I was told that we would be role models for the girls, offering possibilities for where their lives could go. It was hard to imagine how we could be mentors in eight short days, yet this is exactly what happened. At each school we visited and in every interaction, the girls looked at us in wonder and awe as we described our careers and work.

For the group that made this journey, we have come back different people. We are still trying to unpack the experience and integrate it into our lives. Although it is still early days, I see ways in which we are all stepping forward. For me it is about keeping my life simple and holding firm to a purpose that includes serving those who are less fortunate than myself. To choose to keep challenging myself every time I seek to take the safe option, to play small or walk away from being a leader in my own life.

A month after returning home, I found myself sitting at an International Women's Day breakfast with senior, female, business leaders. We were discussing the impediments that face women here, in rising to positions of leadership and having true equality with our male counterparts and I thought about the contrast in challenges faced by the Nepalese girls. It does not make our challenges insignificant but instead reminds me of the subtleties and multiple ways social, political and gender differences play out around the world. I am reminded of my good fortune to be born a woman in a developed country that affords me the opportunity to contribute to those less fortunate.

I plan to return to Nepal after Christmas and visit the girls with my seven and nine year old boys, to provide them the opportunity to join in this circle of giving and receiving. I feel a refined and re energised commitment to playing my part as a global citizen, to continue to connect with like minded people and business leaders who feel drawn to extend beyond the day to day challenges and joys in their lives.

I am reminded of a quote by Margaret Mead, the well respected anthropologist, who said something to the effect "never underestimate the power of a small group of committed individuals to change the world, in fact it is the only thing that ever has."





## NGOs issue pessimistic report on women's rights in Turkey

Source : ISTANBUL - Hürriyet Daily News  
 As the Committee on the Elimination of Discrimination against Women prepares to discuss Turkey's sixth country report on women's rights, a 'shadow report' prepared by Turkish NGOs says little progress has been made since 2005 toward eliminating discrimination against women.

[More>>](#)



## UQ wins contract to evaluate Paid Parental Leave scheme

Source: University of Queensland  
 A collaborative research team led by Professor Bill Martin of UQ's Institute for Social Science Research will conduct the Federal Government's Paid Parental Leave (PPL) scheme evaluation

[More>>](#)



## Why women leaders are MIA from academic life

Source: Washington Post  
 Women described living in "survival mode," and "treading water," doing barely enough to hold on so they'd still be "in the game" when their children were older. Maternity leaves were pressured by what was NOT being achieved.

[More>>](#)



## Kristy Fraser-Kirk sues David Jones and former CEO Mark McInnes in sexual harassment case

Source: The Australian  
 THE woman at the centre of sexual harassment claims against ex-David Jones CEO Mark McInnes is suing the retailer for more than \$35 million.

[More>>](#)



## Gender not election issue:survey

Source: The Chronicle  
 TOOWOOMBA women don't think gender will play a role in the up-coming election and most are fans of our current Prime Minister.

[More>>](#)



## 14 Power Women To Follow On Twitter

Source: Forbes  
 If you are active on Twitter, you are likely familiar with @maddow, @oprah, and even @digitalroyalty. Perhaps these notables are already in your network

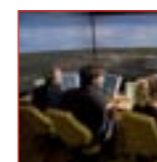
[More>>](#)



## Crying out for domestic duality

Source: The Australian  
 The ideal of sharing child-raising duties is much less than the reality for working mothers. ALL those critics who say Julia Gillard doesn't know what it's really like to juggle baby-making and income-earning in the 21st century? They're right.

[More>>](#)



## Air controllers claim sexual bias

Source: The Australian  
 TWO female air traffic controllers are seeking more than \$1 million each from their government-owned employer. The women allege they endured years of workplace bullying, discrimination and abuse. Among the allegations in the Federal Court action against Airservices Australia is that the two Melbourne controllers, Jacki Macdonald and Kirsty Fletcher, were exposed to pornography circulated by email by a manager.

[More>>](#)



## Successful women are a study in flexibility

Source: www.smh.com.au  
 Born in the '70s, the daughters of feminism were told they could do anything. Now in their 30s, many Gen X women have found that the freedom to do anything comes at the cost of doing everything.

[More>>](#)



## Gillard defends stance on leave

Source: The Australian  
 Ms Gillard said she would take the same hard-headed approach to spending decisions as Prime Minister that she did as Deputy Prime Minister, and she strongly rejected a claim that she opposed the plans.

[More>>](#)



## Successful women are a study in flexibility

Source: www.avert.org  
 At the end of 2008 it was, 1- estimated that out of the 31.3 million adults worldwide living with HIV and AIDS, around half are women. 2- It is suggested that 98 percent of these women live in developing countries. 3 - The AIDS epidemic has had a unique impact on women, which has been exacerbated by their role within society and their biological vulnerability to HIV infection.

[More>>](#)



## UN Creates New Structure for Empowerment of Women

Source: www.unwomen.org  
 In an historic move, the United Nations General Assembly voted unanimously today to create a new entity to accelerate progress in meeting the needs of women and girls worldwide.

[More>>](#)

# SNV VIDEO

Telstra Catalyst Awards Video



2010 NCCWSL Woman of Distinction Christina Lagdameo

Women, Ambition and (Still) the Pay Gap

Previous Page

Next Page

Zoom In  
 Zoom Out  
 Print  
 Esc Full Screen

# STEP UP 2010: SWB CONFERENCE

**"As we move into the twenty-first century, women's status in society will become the standard by which to measure our progress toward civility and peace." –Mahnaz Afkhami**

We believe the next generation of leaders cannot lean on the achievements of their predecessors.

Having the courage to move beyond the assumptions of the past and to consider new possibilities is the first step. Creating a new conversation is the next!

**In 2010 we challenge both individuals and organizations to get out of your comfort zone and step up and be part of a new conversation.**

SWB Step Up 2010 is a forum to inspire breakthroughs, create new opportunities, learn new skills, establish new relationships and discover new possibilities both professionally and personally. SWB is an investment in women's talent and a way to recognise and celebrate their diversity.

This is an opportunity to expand your understanding by investing attention and energy into building a repertoire of insights both practical and inspirational to help us all move forwards, an experience where what comes after will never be the same as what came before.

SWB is not an ordinary conference it is a 2½ day immersive experience. We innovate and reinvest year after year to deliver an authentic and meaningful experience that is designed to not only inform and inspire but reward and recognise.

Every aspect of the event from catering through to styling is carefully created with the intention to reach out to each individual who participates and provide a fully tailored

and inclusive conference experience. Our resident Food Philosopher and Wellness Guru Sherry Strong, works with the event team to create a range of menus to delight the taste buds and prove you can be healthy and treat yourself at the same time. Our speakers and program are simply second to none as rated by delegates year after year.

## Conference registration includes:

- All conference plenary sessions
- Choice of two workshops
- Welcome cocktail reception
- Morning tea daily
- 2 x seated networking luncheon
- Daily afternoon tea
- Gala dinner with entertainment
- Registration gift pack
- Experiential treats

**When:** Monday, 13 September, 2010 12:30 PM -  
Wednesday, 15 September, 2010 4:00 PM AUS Eastern Standard Time

**Where:**  
Melbourne Convention and Exhibition Centre  
South Wharf, Melbourne, VIC, Australia

[www.swb.com.au](http://www.swb.com.au)



## Dr. Edward de Bono - Effective Thinking



# 2010

step up +

Annual Conference 13-15 September 2010 - Melbourne

## Sessions in focus

### Choices and Consequences

(If you can choose your action – can you choose your consequence?)  
**"In the long run, we shape our lives, and we shape ourselves. The process never ends until we die. And the choices we make are ultimately our responsibility."**  
-- Eleanor Roosevelt

Each of us faces an ever increasing myriad of choices and decisions vying for our attention in today's society. In this session we explore lessons learned and perspectives gained on achieving your desired outcome and ultimately how to take responsibility for your choices – **they are your own!**

### Survive and Thrive in any Environment

(Change is inevitable)

In today's fast paced environment we need to find within us a place in which we can thrive amidst the often chaotic mix of work and life. It's more than surviving a turmoil, but actually emerging stronger at the end, gaining wisdom and strength along the way so that we can use this to our advantage when the next curve ball arrives.

**So what are the keys?** Responding quickly and effectively in times that threaten, seizing golden opportunities that position us well for the future. Perhaps more importantly, capitalising on periods of relative calm to contemplate the future. In this session our panellists will explore the lessons and strategies that have helped them not only survive but **THRIVE**

### Business Today & Tomorrow

(what you need to know)

**What are the key issues for the future of business and how will they affect us as employees and managers?** This panel will explore the latest ideas and innovations being designed to help Australian business thrive today and tomorrow. It will investigate the most important challenges facing business today and ascertain the role of business in paving a sustainable economic, social and environmental framework for the future. It will examine the importance of gender diversity in this framework and uncover the truths we need to step up to, address and overcome.



SWB 2010 supported by:



# Step Up to Happiness

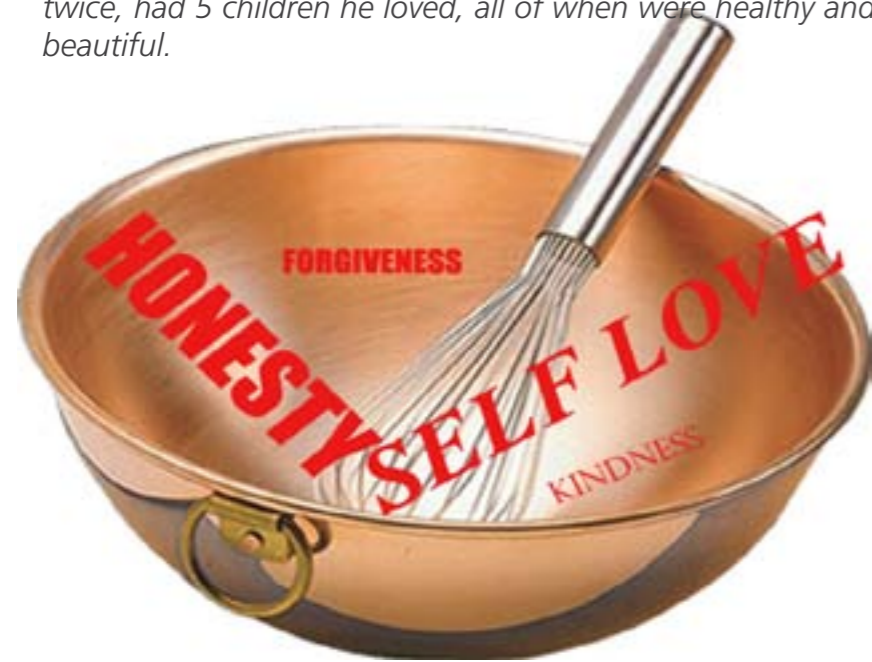
by Sherry Strong



I met an old friend recently after 24 years. Actually, he was my first real love. We had so much and so little to catch up on. When we met in 1986 he impressed me on many levels. He was handsome, dashing, funny, worldly, intelligent and unlike anyone I'd ever met, someone who I believed followed the beat of his own drum.

He'd completed a law degree and an economics degree which his father has sent him around the globe to attain. On completion he handed his two degrees to his father and announced that he was going to follow his passion to become a chef.

He was enormously successful in his career, had married twice, had 5 children he loved, all of when were healthy and beautiful.



After some reminiscing in a lovely bistro in Vancouver, the sun shining and exchanging chef stories, I asked him if he was happy. He paused and looked intently at me and said, "No".

He had observed a clear calm happiness in me and asked how I managed this as anyone who knew me before 1997 could clearly see that I was a deeply unhappy person. The contrast was conspicuous and he asked, "How do you become happy?"

He observed that I did not have very much of anything by the worlds standard, no life partner, no children (that he knew I'd always wanted), no assets or bank account anyone would covet.

My compassion and empathy ran deep for this man. He had worked incredibly hard with a view to being happy yet it eluded him. So in a language we both spoke and in memory of the hand written recipes he included in his love letters so many years ago, I said that I would write him, a Recipe for Happiness. I'm still working on it but thought I would share the start of it with you.

## Happiness - the Recipe Ingredients

**1 dose of Honesty each hour** - "this above all to thine own self be true"

- the skill to see yourself and things as they are and not how you'd like them to be is integral to happiness. Along with this, cultivate the practice of acceptance of who you are with all your complexities.

**1 Generous overflowing Cup of Self Love each day**- it starts with you, as you can only love others if you love yourself first. I'd read this in my days studying to become a missionary but I've only come to know this recently. Until you love yourself truly and deeply, not to be confused with narcissistically, loving others is a conditional exercise in getting your needs met through them rather than just giving love without expectation. This is integral to taking care of yourself as when you truly love yourself you meet its needs in the way of food, exercise and all forms of self care.

**Liberal dashes of Forgiveness as needed** - forgiving yourself and others equally which, just as with love, it is far easier to forgive everyone else when you can understand and forgive yourself.

One of the greatest gifts I've learned from John D. Martini is that when something someone has done has either annoyed or upset me, I ask myself where have I done this in my life, how have I acted this way in the past and then by understanding my limited thinking in that area, I've understood more easily how this person could have done such a thing and it is a powerfully healing practice where in the past I would have just dismissed them, yelled at them or acted out in a way that no good could come from.

**1 dollop of Kindness** - to yourself and others everyday, the quote love is that 'it is better to be kind than right'.

**Pinch of Finding the Good in 'What is'** - the ability to discover what is good about any situation has been enormously helpful, there truly is a silver lining in every cloud. The act of learning from every situation is a gift.

**1 act of Service each week**- the act of serving others without any expectation in return. The act of giving is your reward, everything else is a bonus.

## Method

As you gather, this is not a recipe that you can whip up overnight or get at a drive through. This recipe is a life long process but in the act of gathering the ingredients and mixing them up, you will find that happiness will be produced everyday in some form or another.

Compare Yourself to No One while you are preparing up this dish - a certain recipe for unhappiness is to compare yourself to someone with more or who's done more or you perceive to be more. You are enough and in the place you need to be with all you need and if you look more than you need.

Meditation, mindfulness and prayer - this is the most powerful act that helps me implement and apply all of the above. It is also one of the hardest things to implement consistently but am rewarded most by when I do.

**Each day follow your passion mindful that what you want may not be what you need or what will make you happy. Be driven by your intuition and the path that makes you feel good with no downside.**

Variations: mix them up and play with your ingredients in the spirit of, being here to learn, that not one recipe applies to all and the possibilities of happiness you can create with these ingredients are endless.

Feel free to pass this recipe along to others and pass it down through your family.

With love,  
Sherry

# Join The Tribe **Change your world** Attend the Summit

24 - 25 NOVEMBER 2010 - MELBOURNE

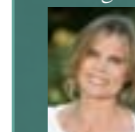


MICHAEL REYNOLDS

MARCI SHIMOFF

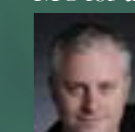
## 1ST-ROUND SPEAKER ANNOUNCEMENT

Living Wellness Wholistically



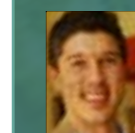
**MARIEL HEMINGWAY**  
For over 20 years, Mariel has been pursuing her passion for yoga and health and is now seen as a voice of holistic and balanced health and well-being.

MC for the Well Informed



**TERRY ROBSON**  
Terry Robson is a journalist, author, broadcaster and screenwriter. He is the co-editor of WellBeing magazine, appears on SKY News and ABC radio.

The Business of Wellness



**TED NING**  
Ted Ning is the Executive Director of LOHAS, a rapidly expanding market for goods and services focused on health, the environment, social justice, personal development and sustainable living.

The Spirit of Wellness



**BOB WILLIAMS**  
Bobby Williams is a nutritional expert, world class adventure-athlete, and practicing intuitive healer with deep ties to the world of alternative medicine and the raw food movement.

REGISTRATIONS NOW OPEN



World Wellness Project

WORLDWELLNESSPROJECT.COM



SWB

# Top Women Watch

## Reporting on women in top jobs in Australia and around the world



### Angela F. Braly

*Chair, President and Chief Executive Officer WellPoint Inc. - USA*

*Ms. Braly was named president and Chief Executive Officer in June 2007 and assumed the role of chair of the board in March 2010. Prior to becoming CEO, Ms. Braly served as executive vice president, general counsel and chief public affairs officer for WellPoint.*



### Elizabeth Jameson

*Ms Jameson is a corporate/commercial lawyer by background. After 15 years in legal practice, in 2002 she established Board Matters Pty Ltd, a corporate governance consultancy and associated legal practice, Board Matters Legal. Today Elizabeth's time is divided between her consulting work through Board Matters and a number of non-executive Directorships. She has held many board positions over the past two decades. These currently include directorships with BDO Group Holdings (Qld) Pty Ltd (as Chair), Tarong Energy Corporation Ltd, RACQ Ltd, FibreCycle Pty Ltd (as Chair) and Brisbane Girls' Grammar School (as Chair). Ms Jameson was appointed to the Board in April 2010.*



### Maggie Beer

*Senior Australian of the Year 2010. Maggie Beer is an Australian culinary icon whose passion for food brings joy to many Australians. Maggie's focus is on using seasonal ingredients and educating people to make informed food choices. To this end she opened the famed Pheasant Farm Restaurant in 1979. Maggie and her husband ran it for just short of 15 years, winning a host of prestigious awards, before moving on to focus on producing gourmet foods.*



### Kate McKenzie BA, LLB:

*Chief Marketing Officer. Kate McKenzie is Chief Marketing Officer, heading the group that is a focal point for product and marketing innovation in the company. Kate oversees product, promotion and pricing across Telstra, including the major product development units – Wireless, Voice, Fixed Broadband, Applications and Services, Data and IP, and Media. She was appointed to this newly established position on 29 March 2010.*



### Anne Weatherston

*is Chief Information Officer and Management Board member at ANZ responsible for the development and maintenance of the infrastructure and technology solutions that support ANZ. Prior to joining ANZ in 2010, Anne was Group Chief Information Officer for the Bank of Ireland for four years. In that role she was responsible for the delivery of IT to all Bank of Ireland business units including transformational and operational IT.*



### Catherine Brenner Director

*Catherine was appointed to the AMP Limited Board on 16 June 2010 and is a member of the AMP Limited Diversity Advisory Committee. She was appointed to the AMP Life Board in May 2009 and is a member of the AMP Life Audit Committee.*



### Robyn Archer AO

*In a major step forward for the centenary project, Ms Robyn Archer AO has been announced as the Centenary of Canberra Creative Director. Ms Archer is a singer, writer, director, artistic director and public advocate of the Arts.*



### Alison Watkins BCom, FCA, F Fin, MAICD

*Has been appointed CEO of Grain Corp*



### Farah Ramzan Golant

*CEO AMV BBDO - United Kingdom. Farah Ramzan Golant won the award Business Woman of the Year- 2010. Over the last 18 years, she has run a broad portfolio of the agency's clients including Sainsbury's, BT, Johnson & Johnson and Mars. In 1995, she was nominated a Campaign 'Face to Watch'. Just five years later in 2000, she was appointed Head of Client Service and co-founded the BBDO Worldwide Telecoms Hub. She stepped up to the job of Managing Director in November 2002 and succeeded to Chief Executive in November 2004. In 2007 she was elected to the BBDO Worldwide Board.*



### Nora Scheinkestel

*Telstra has appointed a second woman on its board Nora Scheinkestel*



### Ann Godbehere

*Ann was appointed as director of Rio Tinto and Rio Tinto Limited on 9 February 2010. Ann was elected by shareholders at the 2010 annual general meeting and at the conclusion of these meetings was appointed chairman of the Audit committee.*



### Carolyn Hewson

*was appointed as the Director of BHP Billiton Limited and BHP Billiton Plc with effect from 31 March 2010. Carolyn Hewson is a former investment banker and has over 25 years experience in the finance sector. Ms Hewson was previously an Executive Director of Schroders Australia Limited.*

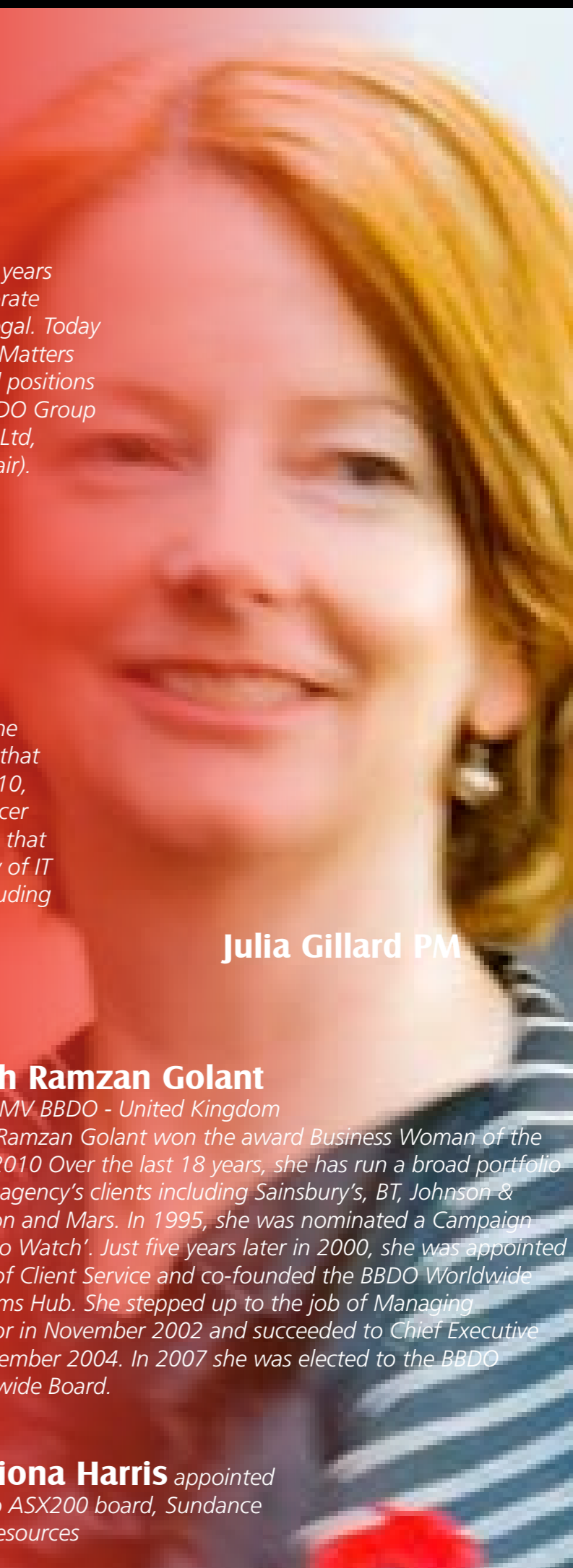


### Melinda Cilento

*(soon to leave BCA to focus on board commitments including Woodside)*



*Fiona Harris appointed to ASX200 board, Sundance Resources*



Julia Gillard PM

Zoom In

Zoom Out

Print

Esc Full Screen

Previous Page

Next Page

# REDEFINING BOARDROOM

## STYLE – a tale of fashion, boardrooms, being mum and doing business your own way..

Annette Coleman is not superwoman... she is a regular mum, a loyal friend, and an average cook despite her love of entertaining. Her personal style has been referred to as a bit "boho", but with an established board career this was not something she ever thought about shifting to "fit" the mould. She maintains her sense of style and individuality as part of her contribution to all aspects of her life.

After establishing a highly successful fashion label and being in business for 14 years, Annette's life changed and she decided to take a break and refresh. In 2005, she sold the nuts and bolts of her company and focused on helping others with their business ideas as a strategic advisor along with her commitment of board and committee roles along with being a mum.

During her sabbatical, Annette would periodically reflect on her career, drawing lists of pros and cons about business – anything from the intricacies of general administration to global markets. Ultimately proving worthwhile, these lists provided a basis for 'GATE uniques' – balancing the newly rediscovered merits of "having a life" with the adrenalin rush of business she had always loved. 'GATE uniques' needed to be profitable, manageable and fit in-between the school and social commitments of a joyful 7 year old.

Annette's strong sense of personal style was much to do with the way in which she famously accessorised - combining sterling silver charms or tokens on a chain or leather – it was a much admired personal signature. Over the years she began to believe strongly that

**"in life and business you need to be able to wear your soul on your sleeve. To be taken seriously you need to have a strong sense of self and be confident enough to bring that to the table, whether it be in the kitchen or the boardroom. If the self is not fulfilled, no-one wins. What is the point of helping others when it is not done with an open heart? Authenticity and peace are the driving factors for success in every aspect of life."**

After innumerable compliments on her neck adornments, Annette decided to help other women to develop their own signature and re-entered the world of fashion through jewellery – jewellery tailor made by the customer.

The rest, as they say, is history...the chance meeting with a kindly silversmith made the first samples to take home, a nod in the right direction to a more sophisticated silversmith in another country enabled greater scope with design and perfection. And, GATE was upon us on a global scale.

Working from the valuable lessons of hindsight, Annette realised that a key to the success of her fashion business was to take the product to the people, and make sure that the product is worth the trip - "I really can't see the point of going to all the effort of designing, sourcing and marketing an average product. Just like the customer, I want the biggest bang for my buck and that only comes from retailing a great product that I can be proud of" explained Annette.

Either it was being a fabric girl from the start or that undeniable entrepreneurial spirit, Annette just knew when she saw desirable, intricate hand embroidery from a village in Vietnam that she had to have more... and more! Once bedded under the delicious cotton sheets, it was only natural that Annette wanted to share this discovery with the world and so then came the GATE Uniques Manchester collection.

"What has been vital in sourcing product from the artisans, is that every item I sell goes towards making their lives better... a fact only slightly overshadowed by some of the most exquisite, elegant embroidered sheets, pillow cases, serviettes and handtowels in the world. I actually feel honoured to be part of such amazing talent!"

A lover of all things creative, Annette doesn't have categories in life - even as this is being written, the cd's playing on her stereo are from the Australian Chamber Orchestra, The Cure and some curious salsa music picked up at a village market.

Elegance, wit, uniqueness and style sum it up... a sense of fun and joy – that is what Annette brings to the table, that is what Annette doesn't compromise on – that is what, it seems, is what customers want a little piece of.

**"if we could all find a way to be ourselves in life, wouldn't it be so much easier?... imagine being placed on a board where you were selected not on gender, not on you being seen as a "yes" person, but for your beliefs, experience and life knowledge... imagine a business life where your personal development and time where understood and valued – but where you still delivered and exceeded expectations... wouldn't that make a better world?..."**

Annette Coleman has also chaired and advised on numerous boards and committees on a State and National level. She has also been nominated and won various business awards.

[www.gateuniques.com](http://www.gateuniques.com)



# GATE uniques

# SWB & COMMITTEE MEMBER - MEGAN DALLA-CAMINA INSPIRE THE INSPIRATIONAL

Source Article:  
Womens Health - July 2010

[Read full article>>](#)



Listed as one of 5 women who have inspired Naomi Wolf

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Previous Page

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'SWB is pleased to be supporting UNIFEM's International Women's Day. Please visit the website for further details <http://www.internationalwomensday.org.au/>

## SNV USEFUL LINKS

### Mindy Sotiri

Folk / Indie / Acoustic

<http://www.myspace.com/mindysotiri>

### Australia's leading careers centre and jobs board for working parents and parents returning to work.

<http://www.careermums.com.au/>

### The Australian Women Donors

**Network** is a community of women and men who give to projects which invest in women and girls with the ultimate aim of building a better world for all  
<http://www.womendonors.org.au/>

**1 Million Women** - A campaign of daughters, mothers, sisters and grandmothers - Committed to protecting our climate, our communities and our future, leading change for the better.  
<http://www.1millionwomen.com.au>

**Fitted For Work** helps women obtain work by providing business clothing, and presentation and interview skills  
[www.fittedforwork.org](http://www.fittedforwork.org)



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