A showcase of leading business women

Program sponsor:

Program supporters:
With over 2,700 members and affiliates, Women in Technology (WiT) is acknowledged as a leading technology industry association. Since inception in 1997 WiT has been a pioneer in development of industry development programs such as Board Readiness™, CIO Executive Pathways, Mentoring, Outreach, Career development and the Annual WiT Awards.

WiT membership includes individuals from all strata of information technology and life sciences industry, from students through to senior executives and CEO’s. Along with a continuing role in breaking down the barriers to women working and progressing in the technology industries, WiT aims to increase the number of women with technology skills in Queensland boardrooms.

Released in October 2008, the EOWA Australian Census of Women in Leadership revealed that despite women occupying nearly half of managerial and professional roles in Australia, the number of women in board director and executive management roles in the ASX200 had dropped to their lowest levels since the Agency began collecting the data in 2002.

Commencing from January 1, 2011, ASX companies are required to disclose, in their annual reports, progress on the implementation of changes to diversity guidelines. These guidelines have been designed to improve representation of women on publically listed companies which had dipped to 8.4% in 2010. At the time it was widely recognised that inclusion of women at senior levels could improve financial performance. According to statistics published by Catalyst Census in 2009, “companies with the highest representation of women in their top management teams experienced better financial performance than companies with the lowest women’s representation”. This finding relates to Return on Equity (ROE) which is 35% higher and Total Return to Shareholders (TRS), which is 34% higher.

In September 2013, the Australian Institute of Company Directors (AICD) announced the results of the second year following the introduction of diversity disclosure for ASX200 companies. According to the AICD, 22% of all new board appointments in the previous 12 months were women and the directorship of women in ASX200 companies had increased to 16.4% the highest they have ever been in Australia. While this achievement is significant, the actual number of women appointed to ASX boards during 2013 was 25, down from 41 in 2012 and 68 in 2011. There also continues to be concern regarding the availability of potential women board candidates with the AICD stating that the pipeline of senior executive women is still alarmingly low at 8%. With such a small pool of appropriately skilled and experienced candidates, reaching desired levels of representation of women at board level will not be achievable or will result in underequipped women being appointed to board positions.

WiT has chosen to take positive and productive action to help prepare women and ultimately increase the number of women directors on boards. WiT recognises that many women are interested in board positions but not well equipped with the skills, tools and confidence to seek out and secure them. The Board Readiness™ program is designed for senior executive women wishing to apply their personal and professional skills as non-executive directors. Developed by WiT in 2002 and enhanced over time, the Board Readiness™ program offers a structured mix of skills development, practical advice, mentoring and opportunities for networking. The program is also unique in its recognition of the importance of technology skills at board level.

Many past candidates have gone on to secure roles as company directors. With the program undergoing a significant makeover in 2009, including partnerships with AICD and Women on Boards, WiT is confident that the 2015 Board Readiness™ graduates, to whom we introduce you in this booklet, will be equally as successful. We hope you enjoy meeting them and support them in finding placements on Queensland Boards and in doing so help us achieve our program goal: to increase the representation of women in the boardrooms of Queensland.

Fiona Hayes—President WiT
WiT gratefully acknowledges our sponsors who continue to support the development of women in the technology sectors:

PROGRAM SPONSOR

VIP LUNCH SPONSOR

WORKSHOP VENUE SPONSORS

Australian Institute of Management
About WiT

Women in Technology (WiT) is a not-for-profit organisation founded more than 18 years ago and provides professional development, information and networking opportunities to more than 2700 members and affiliates. WiT is the first technology industry association to bring together members from diverse technology disciplines, ranging from Biotech to Engineering to traditional Information Communications and Technology.

WiT is one of the leading technology industry associations for women in Australia. Some of the dedicated volunteers who run this organisation serve on special interest committees for ICT and Biotech. Since our inception in 1997 WiT has been a pioneer in the development of industry development programs such as:

- Board Readiness™
- Annual WiT Awards
- Outreach Program
- Step Up Program
- Professional Development workshops
- Mentoring Programs
- Scholarships

Women in Technology aim to create a sustainable network of members focused on the advancement of women in technology industries.

WiT Corporate Membership

Companies and organisations that have taken up WiT Corporate Membership include the University of Queensland, Datacom, PricewaterhouseCoopers, GBST, DWS, AIBN, Suncorp, Tatts Group, Data#3, IBM, GHD, The Creative Collective, Tatts Group and Origin Energy.

The WiT Corporate Membership Program enables organisations and their employees to easily participate in WiT Programs and provides many benefits:

- Your organisation learns more about the role of women in ICT and Life Sciences and how to increase participation of women in your organisation
- You learn strategies for attracting and retaining women and how to mentor and provide career development to women
- You help to fulfil community service obligations which can be identified in your annual report
- You provide clear evidence of your commitment to the advancement of women in your organisation, which can be reported in your EEO Report
- Membership allows talent retention within your organisation through your staff having opportunities for growth and professional development while actively representing your organisation in industry associations
INTRODUCING THE 2015 WiT BOARD READINESS GRADUATES
Kaisu brings to boards and organisations international experience and extensive knowledge of technology, corporate governance, strategic vision and passion for innovation from running her own company and working in top ASX and LSE 100 companies in Australia, Finland, UK, Belgium and Holland for over 20 years.

Kaisu’s skills as leader have been developed in a variety of industries from start-ups to multinational organisations in Finance and Insurance, Travel and Tourism, Retail, Telecommunications, Consultancy, Energy/Utilities with Oil and Gas, Government and Universities. In her roles she has led diverse, multi-vendor teams to deliver transformational change programs up to a c.$50M project portfolio under her management. She has wide experience in various levels of corporate governance from serving in management committees and board, to developing and implementing IT governance frameworks, including portfolio and program models.

Kaisu is an innovative leader demonstrated via her ability to stand up to innovative ‘rapid delivery’ frameworks and mobilise and develop highly collaborative teams which have delivered quantifiable benefits. Kaisu’s ability to identify and optimise operational efficacies coupled with solid negotiation capabilities, have led to significant savings in operating budgets. Kaisu has assisted organisations to define new strategies, especially focusing on new markets and channels, growth opportunities and products and services.

During Kaisu’s career she has been involved in promoting and improving diversity and corporate social responsibility within organisations, industry and in the community. She has successfully led initiatives that have helped organisations achieve their diversity goals, and contributed towards wider corporate benefits.

Recognition of Kaisu’s leadership and position have resulted in her being invited to be an expert panelist/speaker at industry events related to technology, fintech and leadership. She is results focused and brings enthusiasm, energy and power to a board, organisation and team. She is highly accountable and always has strategy and end goal in mind.

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**Professional Qualifications and Memberships**

**Board and Committees**
Board Director and Chair of ICT Committee, Women in Technology
Secretary and Member, Berowra Waters NSW Rural Fire Service

**Professional Qualifications and Memberships**
BA, Information Technology (Finland)
BA, Travel and Tourism (Finland)
Board Readiness Course, WIT (2015)
Women in Leadership, CEW (2014)
Certified Program and Project Mgmt, PMBOK (2007)
Member - Australian Institute of Company Directors, Women in Technology, Women on Boards
Michele is an experienced Senior Officer in government with strong leadership acumen driving meaningful change in ICT. She achieves results from her strength and experience in portfolio/program and project management coupled with strong staff management experience. Social and Community Housing experience gained at the coal face and in senior management roles ensures client centric outcomes in all the work she delivers. Michele has a passion for social justice, equality and women supporting women.

As a certified practising project manager currently managing a large scale multi-million dollar government program, Michele has gained significant practical experience across all areas of control and performance management, risk identification, profiling and management, resourcing, stakeholder management, budgeting and planning. Project size and complexity range from large scale IT projects, transformational change projects to service delivery reform projects and her experiences in these areas means that Michele’s strategic planning and client centric focus can bridge the gap between client needs, business requirements and technology improvements. Through these experiences Michele has acquired more than 10 years experience in briefing, influencing and negotiating with different boards and has attained a solid understanding of board roles, governance and responsibilities.

Michele drives results through establishing and maintaining successful, energetic and rewarding relationships across all sectors of business and espouses her communication and networking skills as the ‘tools for executive success’.

Combined with her small business experience in running a family engineering company Michele is a dynamic, resilient and capable board member who relishes challenges and looks for innovation at every opportunity.

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**Professional Qualifications and Memberships**

- P3O APMG-International License
- Managing Benefits APMG-International License
- MSP APMG-International License - MSPR/A007120
- MoR APMG-International License - MOR/A000123
- Prince 2 APMG-International License - PZR/A063888
- Graduate Diploma of Social Science (Housing Management and Policy) Swinburne University of Technology
With enthusiasm to achieve great outcomes, Bec searches for mutually beneficial solutions by not taking no for an answer. Bec has built a successful reputation as an ICT specialist through creating supportive networks, education and a persistent attitude. With an engaging disposition, Bec has excellent communication skills to engage with all personality types.

Bec displays high energy in every engagement whether its personal, professional or charitable. Within twelve months of working for Datacom, Bec had built a $2m business through her network. Her commitment to community is demonstrated by active involvement as a Pyjama Angel (Pyjama Foundation 2009 – Current), Boarders Breakfast volunteer (West End Community House 2014 – Current), ABCN Mentor to students (2014 – Current) and Habitat for Humanity building homes (India 2010 and Vietnam 2011). With a keen interest in investment, Bec is working towards building a diversified portfolio which demonstrates her ability to make decisions and build growth.

With solid business acumen across many verticals, ICT expertise and a vast network, Bec brings the proven commitment of success and support to any organisation.

**Current Employment:**

**ICT Business Development Manager – Optus Business**

Responsible for building the ICT business in a range of operational accounts from Not for Profits through to large Government entities. Bec achieves targets by becoming the trusted advisor for all aspects of ICT to organisations, enabling them to achieve their business outcomes through technology. The definition of technology can be vast. Bec is well versed in all aspects of ICT including Business Analytics, Communication Tools, Cloud Solutions, Business Processes (Fleet, Vendor and Asset Management) and more.

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**Professional Qualifications and Memberships**

**Board and Committees Positions**

- Member of South Brisbane Rotary Club
- Women in Technology ICT Committee member

**Awards**

- Women in Technology Professional Award 2013
- Datacom Quarterly Sales Person Award 2012

**Professional Qualifications and Memberships**

- Master of Business Administration (Major Project Management), USQ, 2013
- Certificate 3 Community Services, TAFE Queensland, 2012
- Member Women on Boards
- Registered Blue Card 2009 – Current
Lynda is an award winning and highly skilled business change consultant specialist with over 20 years experience in the health sector. Currently she holds a corporate position within Queensland Health, Health Service Information Agency (HSIA) working in the field of Information Communication Technology (ICT) consulting across Queensland Health to introduce lasting technology enabled change.

Lynda has strong communication and relationship building skills and can relate to people across all organisation levels clearly communicating information. Her success comes through developing detailed plans with a strong understanding of Queensland Health nuances.

In 2013 Lynda lead the change management activities associated with a successful state-wide solution orchestrating Queensland Health’s participation in the National, Patient Controlled Electronic Health Record (PCEHR). Today, Queensland Health transmits the highest percentage of patient discharge summaries to the PCEHR.

More recently Lynda led business change activities associated with Queensland Health hospital service information being displayed and maintained in the National Health Service directory (NHSD) providing consumers of health care with access to health service information. Today she is leading the business change management activities associated with an implementation of a new cancer care patient information system into Central Queensland and Wide Bay Hospital and Health services increasing the ability to delivery patient care closer to home.

Lynda will bring to boards energy, integrity, profound organisational skills and a healthy sense of humour.

**Executive Profile**

**Lynda Miller**

**Professional Qualifications and Memberships**

**Board and Committees Positions**
- Community Access Respite Services Inc. (C.A.R.S)
  A community based, not for profit supporting carers and people with a disability
  Secretary of C.A.R.S Management Committee (2014 - current)
- Health Information Service Agency (HSIA) Shared Electronic Health Record Board
  Board Member (2014 - 2015)

**Awards**
- Queensland Health Australia Day award for ehealth (2014)

**Professional Qualifications**
- Certification in OGC Gateway Reviews BTII Pty Ltd 2014
- Certification in Change Management APMG - International 2014
- Post Graduate Certificate Health Service Management QUT 2014
- Diploma of Practice Management University of New England 2004
- Certificate IV in Assessment and Workplace Training Childs Training Pty Ltd 2004

**Memberships**
- Australian Institute of Company Directors (2015 - current)
- Women in Technology (2015 - current)
- Brisbane Chapter - Change Management Institute (2015 - current)
Lynne is a highly experienced professional in International Education Recruitment and Marketing who has developed and managed a strong and successful enterprise in the private tertiary pathway sector. She has a strong track record of consistently achieving targets, meeting deadlines, satisfying clients and has a reputation for getting things done. Lynne brings to boards her energy, integrity, marketing and entrepreneurial skills and strong cross-cultural awareness and international networks gained through over 20 years in the international education sector.

Her capabilities are demonstrated through the 14 year stewardship of a small start-up company in the private tertiary pathway sector. Under her leadership, initially as Business Development Manager and later Director of Marketing and International Relations, enrolments grew from an initial 60 students to annual enrolment figures of over 500 students, despite the AUD reaching an all-time high against the US currency. She has developed and delivered workshops for training education agents across Central and SE Asia in collaboration with Australian Education International, Austrade and Queensland Trade, and has developed extensive networks with private companies, education institutions and governments across Asia and the Middle East.

Lynne is an accomplished writer and has authored an e-learning guide to best practice for education agents working with Australian institutions as well as funding submissions, and more creative expressions. Her creative and entrepreneurial skills are demonstrated in the development and ongoing coordination of Chrysalis Young Leaders Conference, a youth leadership program offered in collaboration with the University of Queensland.

Recently retired from IES (International Education Services), Lynne now provides consultancy in her area of expertise. She continues as organiser of Chrysalis as well as expanding her involvement in community events and festivals. She also remains a mentor in Austrade's WIGB (Women in Global Business) program.

### Professional Qualifications and Memberships

**Memberships**

- Member - Women in Technology
- Member - Women on Boards
- Member - IEAA (International Education Association Australia)
- Member (Hon) - TMCCI (Tamborine Mountain Chamber of Commerce and Industry Inc)
Jenine is an internationally renowned leader in the Information Technology industry, leading cutting edge research and practice on entrepreneurship and leadership.

Her previous experience in researching enterprise resource planning systems, distributed online communities and business models has led to the development of relevant strategies to manage risk and to implement accepted governance strategies.

While running her own start-up consulting company Adroit Research, Jenine works in a number of geographically dispersed research teams studying digital natives, digital literacy and social inclusion. Her research collaborations extend to Germany, Finland, Lichtenstein and US. Jenine also founded and runs a highly successful non-profit company, the Tech Girls Movement, which aims to increase the participation of women in Science, Technology, Engineering and Maths (STEM) industries. As a social entrepreneur, her novel strategies for sourcing funding (more than $100k) and for inspiring K-12 school girls has been recognised by leaders in government and industry.

Through her community campaigns, Jenine has distributed 30 000 free books to Australian school girls. Jenine has also won awards for her innovative research internationally, and for her excellent university teaching through which she has impacted thousands of students over the past decade.

Always looking for new opportunities, she has strong strategic leadership skills and commits herself to help others and finding ways to use technology to make lives easier. Her technology design and strategy background give her unique insight into value co-creation through sustainable systems. Her new position as a Vice Chancellor’s Research Fellow at University of Southern Queensland is an exciting challenge which will enable her to have more community impact in supporting women and youth through technology.

Professional Qualifications and Memberships

Professional Qualifications and Memberships

Doctorate of Philosophy (Information Systems), Griffith University
Graduate Certificate in Research Management, Southern Cross University
Bachelor of Information Technology (Hons 1), Griffith University
Diploma of Business, Southbank Institute of Technology
Queensland Authorised Trainer in NVivo software for QSR International

Committees and Boards

CEO Adroit Research
Founder and Director of the Tech Girls Movement (non-profit)
Asia-Pacific representative for the Association for Information Systems/National Centre for Women in Technology (NCWIT-US) partnership
United Nations PRME Coordinator of the global repository on gender and technology
Founding member of AWISE - Australian Women in IT and Science Entity (previous position)
Cate Butchers is a senior ICT professional, recognised for building partnerships and achieving outcomes in a highly complex, constantly changing public sector environment. She has built her career on solving problems and managing diverse functions.

She joined HPW after the 2012 Queensland State election and has led a large, diverse branch that includes ICT Planning and Architecture, Information Management and Security, Program Management Office, Program and Project Delivery and Business Engagement. Major programs of work include a $20M+ infrastructure reform program that recently delivered a Win 7 and Office 2013 rollout on budget and on time, attracting many accolades; G20 Information Security Remediation project; and the ICT Reform initiative that will transform how the department sources ICT services.

Cate sits on many program and project boards for ICT enabled initiatives across HPW providing governance assurance. She was invited to speak at the 2014 Ignite Software Quality and Testing Conference to present ‘HPW’s implementation of robust governance and test assurance post the Queensland Health Payroll’.

Before joining HPW, Cate held a number of senior positions in Queensland Government including Queensland Transport and the Department of Communities including Director, Strategy and Innovation, Director, Information Security and Director, Business Management.

After successfully developing a high performing, professional finance, HR and procurement team that supported an Information Services group of up to 700 personnel with a budget in excess of $129M, Cate changed career directions and took on a more strategic role. Major achievements include successful reinvigoration of the enterprise architecture function resulting in adoption of a business focused, contemporary, and holistic approach to ICT planning and innovation; and after highly critical audit reports, led the Information Security Branch, successfully driving a business focus and restoring executive confidence in Information Services’ capability to safeguard the Departments information assets.

Professional Qualifications and Memberships

Board and Committees Positions

Chair, Queensland Government Committee, Women in Technology
Chair, ICT Audit and Risk Committee, Information Services Directorate, HPW
Chair, Our Women in Leadership, Housing and Public Works
Program and Project Assurance on multiple ICT enabled programs and projects across HPW

Professional Qualifications and Memberships

Bachelor of Business (Accounting) Queensland University of Technology (1998-2004)
Management of Portfolios Foundation (2014)
CoBIT Foundation (2012)
Prince 2 Foundation (2012)
Emerging Leaders Program, Queensland University of Technology 2014/15
Leadership and Communicating for Results and leading Public Sector Contestability
Julia has over 30 years experience as a company director and board member. As an Information Technology consultant specialising in financial software Julia has expertise to understand both technical infrastructure and finances of medium to large sized companies. Her focus on finance allows her to drill down on financial information to better understand how organisations operate. She has been involved in the Information Technology industry since the first desktop computer and so can assist boards to navigate the complexities of ever changing Information Technology infrastructure.

As President of Wynnum Chamber of Commerce Julia initiated change from a one street traders’ association to an organisation now representing both small and large businesses such as the Port of Brisbane and Caltex. During this time Julia founded a computer club for seniors which, to date, has helped over 3,000 seniors remain connected to their families via technology. She also co-founded Bayside Women in Business which allows women to network and do business with like-minded female entrepreneurs.

Julia is the Founder and Director of Co-Mart Software which specialises in documentation, support and training to businesses particularly in the application and operation of accounting software. One client required us to evaluate their current accounting system; write a business plan and project manage the installation of a new accounting package. Another client asked us to redesign and automate more than 100 business process documents including one that was twenty pages long.

Co-Mart has written several software and process/procedure manuals and updated many more. For Absolute Domestics the company was involved in writing student resources and assessments for competencies in a new training package and working with trainers to validate and moderate the assessments. Julia has also written a book for Tertiary Press at Swinburne University on competency ‘Record Client Support Requirements’.

### Professional Qualifications and Memberships

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<tr>
<th>Memberships</th>
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<td>Australian Institute of Company Directors</td>
<td>CELTA Certificate in Teaching English to Speakers</td>
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<td>Chamber of Commerce and Industry Queensland</td>
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<tr>
<td>CCIQ Brisbane Bayside</td>
<td>TAA40104 Certificate IV in Training and Assessment, Southbank – TAFE Queensland</td>
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<tr>
<td>Women in Technology</td>
<td>Bachelor of Education, Deakin University</td>
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<td>Technical Writers Industry Association</td>
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<td>Bayside Women in Business</td>
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### Previous board and committee roles

- Wynnum and Districts Chamber of Commerce (now CCIQ Brisbane Bayside) – Treasurer & President
- Institute of Public Administration Australia (Queensland) – Assistant secretary
- Clyde Old Girls Association – committee member and editor of the school magazine The Cluthan
Julie has over 20 years’ experience in the Waste Industry, spending the last 12 of those working in the IT department in both New South Wales and Queensland. Starting from the ground up Julie has obtained an excellent working knowledge in all aspects of the waste industry specialising in Domestic collections. Her excellent customer service skills and knowledge of the industry allows her to be a valuable link between the Customer and the IT department understanding their needs and conveying them accurately ensuring the customers focus is always at the forefront.

Julie is actively involved in engaging business stakeholders and assisting with the change management of introducing new software applications across the various departments in the company.

Julie also works as the volunteer Treasurer at Bayside Community Radio (BayFM) and is currently in her 6th term on the Management Committee. During this time Julie has implemented strategies to reduce costs to the running of the station and introduced more automated processes to save time.

Julie brings to the radio station her passion for music and combined with her business skills has become a key member of the Management team. At the board level she has played a key role in making the tough decisions and a few years ago was part of the team that submitted the successful radio license renewal application.

Current Employment:
IT Product Specialist, J.J. Richards and Sons Pty Ltd

As the product specialist Julie manages the j-Track® Domestic suite of products available to both external and internal customers. This management includes implementation of new contracts with Councils in Victoria, New South Wales and Queensland. Julie also performs the Business Analysis to ensure the customer needs are fulfilled with regard to product enhancements and improvements.

Professional Qualifications and Memberships

Board and Committees Positions
Treasurer Bayside Community Radio Association
Annual Turnover ($200,000); FTE Staff 70 volunteers

Professional Qualifications and Memberships
Member of Women in Technology
Member of Women on Boards
Driven, passionate and an appetite for risk – are all characteristics associated with Elizabeth. Aggressively pursuing clients, she has dominated as a Director of Brisbane’s leading independent digital development house Zeroseven. Never shy to speak her mind, she regularly negotiates enterprise level projects and contracts to build large web applications in a variety of industries from bespoke Customer Relationship Management systems to start-up pure play e-commerce platforms.

Elizabeth has not always been a digital native; she studied classical vocal performance at University. Hence, she offers a unique perspective of matching cutting edge technology with an enthusiasm for creativity, flair and the arts.

Elizabeth is an advocate for maintaining a healthy lifestyle, open communication and active listening skills amongst her team at Zeroseven. A large part of her success is linked to excelling at professional proposal writing, financial literacy, international savoir faire and a laser focus on company growth.

If you require a high energy, young and ambitious perspective, with an informed view of digital technologies partnered with an independent spirit. Elizabeth may be that new life you need to jazz up your board room table.

Professional Qualifications and Memberships

Bch of Arts, The University of Western Ontario
Member of Women in Technology
Natasha is an accomplished digital and data marketer, applying a customer focused approach to digital experiences. She has worked for large commercial companies over the past 10 years and is currently working for Virgin Australia. Natasha has an international career spanning many industries including online retail, publishing and travel.

She manages a large onshore team, a $1.2M OPEX budget and a $2B dollar online channel, responsible for strategy and implementation of data driven, digitally focused and a customer-centric view to drive traffic, engagement and conversion across all online channels (web, mobile and app). She is performance driven and her daily job ranges from operational elements such as managing content across all online assets and leading the e-Marketing channel; more strategic programs driving ‘always-on’ personalisation strategy for all Virgin Australia online channels; through to complex projects touching multiple systems, such as the new Virgin Australia App and e-Marketing Preference Centre.

Throughout her career, Natasha has led and/or sat on many project committee boards one is a joint leading with Velocity Frequent Flyer, a $5M implementation of a Campaign Management Tool across the entire Virgin Australia and Velocity Frequent Flyer business. Another was on the committee for website consolidation of all Virgin Blue websites to one VirginAustralia.com, a $2M project. She is also her departments Business Resilience Coordinator and has many years of experience with Internal Audits, Business Risk and Compliance as well as business resilience in the case of airline aircraft incidences.

In her role, Natasha has won numerous awards, one of many for Virgin Australia’s Happy Hour, an existing concept she re-engineered and led from concept through to implementation. Now a large revenue generating channel surpassing the yearly initial target of $18M and all delivered for under $60k in 3 months. Other awards include Top Australian website for VirginAustralia.com and Top 10 for Travel.VirginAustralia.com.

Natasha loves leading a team and assisting in mentoring and building careers. She focuses on people, their value and core strengths to ensure they meet their personal and career goals, while meeting corporate targets and KPIs. She has a work hard, play hard approach to her team. In her personal time, she mentors aboriginal Year 11 students through AIME, on post school goals and aspirations and supports a charity raising funds for a South African orphanage. She is seeking a board position where she can add value.

**Executive Profile**

**Natasha Duerden**

**Professional Qualifications and Memberships**

**Professional Qualifications**
Bachelor of Social Science, Marketing, Media and Communication

**Memberships and Associations**
Member – Women in Technology
Mentor – AIME

**Awards**
VirginAustralia.com: Most trustworthy website in Australia (2014); Best flight website (2014); Top Australian website in the Digital Customer Experience Index Awards (2013)
Travel.VirginAustralia.com: Top Ten Website at the annual TRAVELtech Web Awards (2013)
Rae has a strong record of success as a leader in large and complex government organisations with outstanding leadership ability. Rae’s extensive experience across the government sector includes a strong background in strategy and policy implementation, service delivery, and client service. Rae has a proven track record as an agent of change in challenging environments and in fostering a confident and capable workforce.

Operating across many aspects of an organisation, Rae can take an idea into reality navigating day-to-day operational management requirements, while aligning with the high-level strategic direction of a portfolio. Rae’s 15 years of state government experience has focussed on providing policy advice and guiding strategic implementing of government priorities. Rae has worked across primary industries, education and training portfolios. She also previously worked within the Department of the Premier and Cabinet, Economic Policy Unit, in a policy advisory role, including Cabinet briefing process.

Most recently Rae followed her passion of enabling life long education opportunities for all Queenslanders and worked within the education and training portfolio, including in strategic implementation of the Senior Phase ‘Learning or Earning’ education and training reforms. As a senior executive, Rae has overseen development of a secure web and mobile app for parents of state school students to access their child’s key education information.

Rae’s passion for the importance of educational opportunities for all children and young people led her to develop a PhD research project through University of Queensland, focussing on policy ideas, networks and interventions focussed on Queensland Government, Education and Training Reforms for the Future: A White Paper, 2002. This research involved interviews, Hansard and key policy documents analysis. Now in its final stages this research will have academic significance in education policy-making.

Rae brings a well-grounded corporate governance framework to board positions, with an engrained ethical ethos making her a valued, trusted and respected member of a board team. Rae’s academic background and recent research enables her base decisions on a solid theoretical basis to ensure strong evidence-based decision-making.

### Professional Qualifications and Memberships

- Member Australian Institute of Company Directors
- Member of Women in Technology
- Member Australian Council for Educational Leaders

### Committees and Boards

- Program Director, Program Representative, QParents Program Board, Queensland Government
- President, Our Lady of Mt Carmel Primary School – Parents and Friends Association
Elena is a senior IT and project management professional focusing on successfully aligning technology solutions with business strategy to support effective change and enhanced business capability. With strong business acumen she understands IT architecture to be a strategic asset. Elena drives to always make a difference by enabling companies to transform IT from a cost center into a value creator for the business.

Her favourite role is to champion business transformation programs that affect all organizational levels by resulting in a changed mind-set and behavior of every person in the company and not only to realise a return of investment. Such initiatives require Elena to develop and foster a strong vision together with the executive team and to lead multi-disciplinary and multi-cultural teams. Beyond program delivery her key strengths are change management and development of effective delivery frameworks and strategies.

Originating in Germany, Elena studied economics and began her career with IT Management consulting firms such as Realtech and Accenture, with assignments in the engineering and resources industries. After transitioning to Australia, Elena completed a master’s degree in Information Technology and certifications in IT and project management specialising in ERP and CRM applications.

Elena currently leads GroundProbe’s Information Systems team. Her areas of responsibility include systems integration, Microsoft Dynamics ERP, business process reengineering, project management as well as more strategic topics of IT transformation planning, IT governance and security compliance.

Recently she implemented with her team a large-scale ERP project across five continents with great success. The project achieved replacement of 12 maintenance intensive legacy systems running Production processes, Finance and global Operations. The new platform created an improved user experience and excitement for the business leveraging of standardised processes and improved quality of data whilst greatly reducing risk and total cost of ownership. The company is now well positioned with reliable analytics and business intelligence tools and has a scalable and agile IT landscape that will easily adapt to growth.

Professional Qualifications and Memberships

### Professional Qualifications

- Master of Information Technology (MIT), Queensland University of Technology Brisbane
- Masters in Economics and Marketing (Dipl. Kauffrau), University of Applied Sciences Osnabrueck, Germany
- Bachelor in Business Administration, (Betriebswirtin BA), University of Cooperative Education Weserbergland, Germany
- Certified in Scrum Agile, Prince 2 Project Management methodologies and ITIL frameworks

### Memberships and Associations

- Member of Australian Computer Society (ACS)
- Member of Women in Technology (WIT)
Lisa has worked for over 20 years within Queensland Health and is currently working as project officer for the Telehealth team based in Toowoomba. Lisa has lead major change in the delivery of health care within a rural setting with a major focus on improving and ensuring Best Practice Service Delivery. Her strengths include the ability to engage multidisciplinary teams, rapidly acquire and utilise new skills. She is an innovative leader and change management facilitator who brings projects in on time and on budget.

This is demonstrated by her acknowledgement as statewide leader in the delivery of service in the field of Telehealth. Lisa achieved a service increase of 112% in a 12 month period. She led a team that has introduced the first TeleDentistry program in Residential Aged Care Facilities in Queensland Health which has attracted statewide and international interest. Lisa continues to push the boundaries in regards to bringing Healthcare opportunities to those in the rural setting.

Previous positions held include Picture Archive and Communication (PACS) Administrator in Medical Imaging (3yrs) where she managed the PACS system over 18 rural hospital sites and Rural Quality and Safety Officer (3yrs) where Lisa led a team through a successful full accreditation process and maintaining a procedure and work instruction repository.

Lisa is a competent speaker having presented abstracts at national conferences and presentations at Clinical Leaders Forums.

Lisa is a competent speaker having presented abstracts at national conferences and presentations at Clinical Leaders Forums.

**Professional Qualifications and Memberships**

**Board and Committees Positions Queensland Health**

- Chair of Telehealth Advisory Committee (April 2014 - Jan 2015)
- Committee member Rural Division HR and Finance (2014-current)
- Committee member Rural Division Safety and Quality (2014-current)
- Chair of Patient Safety and Quality – Rural South (2010-2011)

**Professional Qualifications and Memberships**

- Bachelor of Business, majoring Information Technology, USQ due to complete 2016
- Cert IV in Government – Project Management (TAFE) 2012
- Assoc Dip of Business (TAFE) 2010

**Publications and Presentations**

- Abstract pres; “Engaging and empowering Clinicians to provide a sustainable Telehealth service.” 13th National Rural Health Conference 2015
- Poster pres; “TeleDentistry for Residential Aged Care Facilities in DDHHS.” 13th National Rural Health Conference 2015
- Current research paper; “An integrated approach to oral health in rural and regional aged care facilities” due Aug 2015
Sarah-Jane is a multiple award winning technology entrepreneur and experienced company director having developed ATech from a shelf company in 2009 to a successful international business with an annual turnover of more than $1 million. ATech is an Australian cloud hosting company that provides end-to-end services to keep big businesses and mission critical systems online. Clients include eight airlines, major Telco’s, ICT and software providers and international manufacturers.

A highly experienced IT practitioner and digital marketer, Sarah-jane has personally developed websites that handle millions of visitors at a time, and lead teams in hosting mission critical systems which impact the operations of Australia’s top online retailers like Myer and ASOS. Sarah-jane’s products and services have helped her clients grow from start-up to $50 million funding rounds and others to maintain multi-billion dollar annual revenues.

In addition to building extensive commercial networks and establishing a reputation as an industry speaker on the topics of technology and entrepreneurship, Sarah-jane is recognised for her support of diversity and special needs.

Sarah-jane has a background in the property and investment field having managed and assisted with financial accounts, legal administration, and valuation of many large commercial assets and several small businesses. This has included Australia’s largest shopping centre and the world’s largest real estate investment trust ($40 billion).

Professional Qualifications and Memberships

Awards

International Business Development Achievement of the Year – Silver winner 2015
International Customer Service Department of the Year – Gold winner 2015
WIT Sue Wickendon Entrepreneurial Award 2014
International Website of the Year 2014 and 2 x Winner Australian Web Awards 2014
Cool Company Awards – Australia’s Top 100 Cool Companies 2014
Smart 100 – Top 100 Smart Products 2015
Lord Mayor’s Young Business Person of the Year – Finalist 2014

Professional Qualifications and Memberships

Bachelor of Information Technology (CQU), 2005
Master of Property Studies (UQ), 2009 – Dean’s Honour Roll
Innovation and Entrepreneurship Convenor, Australian Computer Society
Member, Women in Technology
Monica is an experienced program director and portfolio manager who has managed global multi-disciplinary teams of varying sizes and complex programs of work. She quickly builds strong relationships with stakeholders and enjoys the challenges of planning and executing programs. She is focused on creating the right structures to deliver outcomes.

Over the last 15 yrs Monica has worked in various project, program and portfolio management contract and permanent roles in a wide range of industries within Australia and the UK. A snapshot of the industries worked in are: financial services, insurance, telecommunications, airlines, information technology, government and oil and gas. She has successfully managed transition and transformation programs including the transitioning of IT services from organisations to outsource providers with Telstra and Fujitsu. Her recent achievements include the win of the Department of Human Services deal for Telstra valued at a $407M and win and delivery of the RailCorp deal for Fujitsu. As a business leader she also led a major change program for Transport for London assessing future ticketing options utilising leading edge technologies such as Debit/Credit cards and Mobile technologies for commuter fare payments.

Most recently at Origin Energy, she is working on a large scale business transformation with a $1 billion savings target. Her role focuses on identifying and delivering initiatives to ensure the $1 billion saving is realised.

Monica is a Certified Practicing Project Director certified by the Australian Institute of Project Management and an active member of the Business Relationship Management Institute. This enables her to keep up to date with project and relationship management practices. She is also focused on developing others, being a females in information technology and telecommunication mentor for the last four years, establishing a global mentoring program for the United States based Business Relationship Institute and as a Bardon Girl Guides leader.

**Current Employment:** Project Crystal Business Transformation–LNG–Origin Energy-Annual Turnover ($15M); Total FTE Staff (6000+); Accountable: identifying business pain points, developing and leading business initiatives to ensure $1 billion target business value.

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### Board and Committees Positions

- Equipment Manager - Great Bunya Gathering International Jamboree and Leader, Girl Guides Queensland; NFP; Annual Turnover ($2.4M); Staff(1800+)
- Global Mentoring Manager for Business Relationship Managers - Establishment and management of mentoring program, Business Relationship Inst, US; NFP; Staff(501+)

### Awards

- Pierre de Coubertin Award - recognises students who demonstrate values consistent with the Olympic Movement through participation in sporting activities.

### Professional Qualifications and Memberships

- Business Relationship Management Professional (BRMP), 2014
- Certified Practicing Project Director, 2013
- Advanced Diploma of Project Management (BSB60707), 2012
- Master of Business and Technology (MBT), 2007
- Diploma in Human Resources, 1999
- Business Relationship Management Institute Founding Member, 2013-2015
- Females in Information Technology and Telecommunications (FITT) Mentor, 2012-2015
- Member of Women on Boards, FITT, Women in Technology, 2013-2015
PAST BOARD READINESS GRADUATES
ENID HUGHES

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Enid is a strategic thinker and experienced management consultant bringing broad executive capabilities across; business strategy, HR and project management, brand management, organisational change and IT. Her experience covers private, public and not-for-profit sectors.

Enid has proven experience in building businesses; growing start-ups from small teams into global organisations. She has built the Qld division of Presence of IT from 5-50 and supported their positioning and expansion in specialists HR strategy and technology consulting to a large and global client base.

Enid is focused on performance; with a passion for business transformation through technology and managing associated organisational change. She led the process re-engineering, job design and intranet design for the works management component of a large local government contact centre. She reviewed the HR/Payroll and rostering processes for a state-wide not-for-profit community care organisation, and made recommendations in relation to process efficiency, service quality and the move to a shared services model. She has supported business transition to a single SAP business solution for a global mining company. Enid has managed multi-million dollar projects of multi-disciplined teams in large and complex organisations.

Enid is an inspirational leader and has proven experience in leading and motivating her staff and understanding workforce planning and talent management challenges of clients. Enid was Human Capital Client Director for Deloitte and has assisted a NFP with a successful grant application and is currently on the Branch Executive Committee for the Australian Computer Society.

CAROL VACHER

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Carole is founder and director of Carole V and Assoc. Over the past 20 yrs, her strategic planning, organisational development consultation, advice provision, facilitation, whole-of-government policy development and change leadership experience have enabled her to interact and cultivate valuable networks across all levels of public, private and NFP sectors.

Carole is passionate about conquering human performance risks, in particular employee disengagement, change resistance, retention and leadership renewal amid constant change. She effectively led a number of organisational service architecture restructures and cultural change reforms, and successfully managed the downsizing of a GOC with a 93% placement rate and reduced operational costs without any industrial action. She also implemented mapping of the Harvard online corporate learning and development programs to recognised Federal and State capability frameworks.

Carole’s proven ability to develop strategic connections and effectively foster working relationships with key stakeholders has positioned her for a number of leadership roles and sensitive performance facilitation. Clients continually comment on the quality and robustness of her process design, content knowledge and group management skills. She has led inter-governmental planning, strategic planning, operational planning, organisational development strategy design and leadership team renewal initiatives across a wide range of industries and sectors.

Her robust strategic and conceptual thinking, business intelligence, analytical decision-making and cross-cultural sensitivity combined with high energy levels and influencing skills, make Carole a resourceful board contributor who can engage all levels and achieve organisational goals.
FIONA HAYES

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Fiona is an experienced general manager with experience in Defence, Government, IT and Tourism. Fiona is currently part of the management team within Hewlett Packard Qld where she is responsible for managing all areas of business including strategy, finance, staff management and development, business development, negotiation and contract finalisation across multi-million dollar opportunities. This experience has provided Fiona with strong business acumen and core competencies in business development, strategic policy and governance across a number of sectors.

During the span of Fiona’s career she has acquired diverse real world experience commencing with photography in the defence force to managing hotels, call centres and managing the Qld Government portfolio for HP. These experiences have allowed Fiona to develop an extensive network within Australia and worldwide across a number of sectors. Fiona’s career in the airforce included creative experience in all aspects of aerial, technical, portraiture and marketing photography. The disciplines she gained in the airforce enabled Fiona to develop and manage her own successful photography business for 2 years.

Strong communication and management skills have enabled Fiona to manage large teams across multiple business units and skill sets to deliver successful project outcomes for customers. Fiona has successfully managed large projects totalling over $40 million dollars and employing over 30 staff including the largest Microsoft Windows 7 project for HP in Australia. During the course of these projects, Fiona developed strong relationships with company directors and executives to ensure that their strategic challenges were addressed.

In summary, Fiona has solid business credentials that allow her to engage in and articulate a shared vision for businesses and customers. Fiona’s cross discipline skills and practical management experience has developed in her a unique perspective in analysing problems and framing solutions to address business needs. She will be a valuable addition to any Board.

JANE FELTON

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Jane has been a Non Executive Director at the Queensland Council of Social Service and a committee member of Community Door for the past 4 years. She has a passion for equality and social justice.

From Jane’s background in finance, information management and audit, and her commercial acumen and strengths in a business advisory, finance and audit committee and NED capacity, she is able to offer your board a range of relevant skills and commitment to improving performance.

As a certified practising project manager, Jane has gained significant practical experience including control and monitoring performance, risk identification, profiling and management, resourcing, stakeholder management, budgeting and planning. Many of these have been large scale IT projects and her experience in this area means that Jane is skilled in strategic IT planning and architecture and is able to bridge the gap effectively between business and technology requirements to drive performance through improved systems and processes.
LAUREN HALL

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Lauren Hall - iVvy Pty Ltd Founder and CEO A passionate entrepreneur with more than 20 years’ business management experience at Executive and Board level across the Events, Retail (FMCG), Advertising and core technology industries in South Africa and Australia.

Following 5 years development Lauren Hall launched iVvy in 2010 with the view to revolutionise the events industry. Coupled with her programming, accounting and marketing background, Lauren has focused on driving the growth of technology-based companies with international market opportunities, contributing advice and direction as the CEO of this innovative company. iVvy is an award-winning company for Business Excellence in IT and Knowledge (2012) and was placed in the top 10 of the 2011 Anthill SMART 100 list.

iVvy’s Company Philosphy—To transform the events industry by bringing complex technology into a relevant mainstream format. To provide innovative, accessible and highly efficient solutions for the management of events and memberships, while standing as an industry leader in technological advancements, technical support and marketing of client events. iVvy sees the world as one big Cloud with location no barrier to access its simple, flexible and highly functional platform.

iVvy is an Australian cloud-based integrated Event Management solution, containing a range of tools important to today’s event organisers and PCOs, including email and SMS marketing, online ticketing and registration features, travel and accommodation, event and delegate management, and powerful reporting and analytics.

TERRY WOODCROFT

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Terry is an experienced Board Director and Chairman with more than twenty-five years international management experience. Her expertise in building technology-based businesses has been developed in start-ups through to Fortune 500 companies.

Terry provides the strategic insight and thought leadership required to guide a business to the next level. She is grounded by her operational management experience driving products and projects from concept through to profitability, and has a track record in achieving value growth for shareholders in private and public companies.

Terry currently leads Asset Management for UniQuest driving a portfolio of over 40 technology start-ups through to major funding and product launch milestones and subsequent investment returns. She is Chairman of Bioherbicides Australia, a Director of a number of other technology start-ups and Women in Technology.

The ongoing theme in Terry’s career is a passion for developing innovative Australian businesses into successful global enterprises, while managing financial and technical risk for stakeholders.
Kate Farrar has substantial energy market experience, with more than 15 years in the industry.

From 1999 to 2007, Kate held the role of Chief Operating Officer of Ergon Energy’s Powerdirect Australia business. Under Kate’s leadership, Powerdirect Australia grew to become one of Australia’s top five energy retailers, covering a diverse customer base ranging from domestic and small business customers to large mines and airports. In 2007 Kate led the sale of Powerdirect to AGL for $1.2 billion—$0.5 billion above expectations.

Previously a Director with ABN AMRO Morgans (now RBS Morgans), a national financial advisory firm. In 2006 Kate won Queensland Business Review’s Public Sector Women in Business Award and was a Qld finalist in the Hudson Community and Government Award category of the Telstra Business Women’s Awards. This year, Kate was finalist in the Entrepreneur of the Year awards.

Kate undertakes philanthropic work for the Mater Foundation and is also the Chair of the Queensland Music Festival.

In her role as Managing Director of QEnergy, Kate drives the company’s aspiration to become the retailer of choice for all Australian small businesses.

Sue has extensive strategic development and business improvement success with technology, analytical and management backgrounds across a diverse range of industry sectors, including banking, allied health, government and software. Her background has enabled her to develop strong core competencies in governance, risk management and organisational change which she has demonstrated during her career.

With 25 years of experience Sue’s career has included executive roles such as government CIO, and National Government Industry Manager for Microsoft. These roles have provided her with the opportunity to develop an extensive network at senior levels of government and industry.

As a Government CIO, Sue has developed and implemented strategies and solutions to support 11 client groups including the Premier and the Ministerial Group. She has successfully negotiated multi-million dollar outsourcing contracts. As an Industry Manager, Sue has designed and implemented new business models that have impacted on the bottom line of a major software organisation. She has also provided guidance and leadership to a number of technology companies to develop successful new market strategies for growth and significant gains in market share.

Sue’s strong communication and negotiation skills have enabled her to manage multi-disciplinary and virtual teams in Australia and across the Asia Pacific region. She has been successful at bridging the gap between business and technology.

Having established and chaired cross government committees and with more than 10 years experience in briefing and presenting to executives and boards, Sue has a solid understanding of governance principles and their application in a range of different industries.
SUE COLCLOUGH

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Sue is owner and Managing Director of InfoView Technologies. Sue undertook a management buyout of the TAMS practice in May 2012, previously a successful business unit at PricewaterhouseCoopers. All clients and the experienced team transferred to InfoView and Sue has since grown this team by 50% to service an increasing client base with a need for a diverse solution set.

Sue has over 17 years’ experience in establishing and improving technology based solutions for her clients, specialising in complex telecommunications management processes and commercially sensitive data exchanges. Sue has the ability to quickly understand a client’s key issues and needs, while taking a holistic approach to a solution that addresses more strategic objectives. This focus and ability has seen her often exceed expectations by incorporating both time and cost savings into complex projects. Sue advises extensively on sustainable cost management, contract compliance and information management and security.

Sue and her team specialise in vendor billing management solutions (telecommunications, fleet, leasing, print, electricity) and large scale business intelligence and data repository services. Sue has worked extensively with most Qld Govt agencies and many multinational organisations to provide robust, secure, flexible systems for large scale data management and reporting.

DANIELLE NEALE

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A serial entrepreneur Danielle is constantly innovating and has practical experience in starting, growing and selling SME businesses with turnover up to $2 mill. At 23 with a young family, she successfully launched and sold her first business in just 2yrs. Danielle has intimate and current knowledge of innovative brand and product development relevant to the digital age and a proven understanding of how to achieve productivity and profit from a business model on a shoe string budget.

With natural inclination for innovative business development, she has extensive experience in areas of software system design, development and integration, social innovation and enterprise development, organisational culture and efficiency, product innovation and change management. She also brings a full spectrum of skills in marketing, digital strategy and social media strategy, compliance and management having achieved over $500K revenue in just 4 mths with a marketing budget of less than 1% and lifting the conversion of online advertising campaigns by as much 8% in just 4 weeks.

Through effective leadership of complex software development projects, she managed onshore and offshore teams to deliver a variety of desktop and cloud based systems on time and on budget with up to 250 users per system. Her intimate knowledge of IT governance, accountability and leadership has enabled Danielle to introduce revolutionary new trading terms, service guarantees, development methodologies, and analysis techniques making custom proprietary software development more accessible, reliable and valuable to growing organisations.

Danielle was recently appointed as Vice President for Stepping Stone Clubhouse a non-profit organisation delivering targeted support to adults as they rebuild their lives and overcome the stigma of mental illness. She has an extensive network in Brisbane and across Australia and as a passionate advocate for young entrepreneurs, she also acts as an ambassador for The Enterprise Network for Young Australians and The League of Extraordinary Women and is an active member of Women in Technology and The Australian Institute of Management.

Danielle brings Boards a fresh perspective, an informed view of future tech and social trends and insights into management of the changing workforce and the evolving social and business landscape.
ALISON RICE

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Alison has worked as a research scientist specializing in complications of bone marrow transplantation and development of new therapies. She trained and worked with pioneers in bone marrow transplantation in Australia and France. As a research scientist in she has been responsible for initiating, developing, financing and directing innovative research projects.

The quality of her ideas and capacity for strategic thinking have been rewarded with significant grant funding and awards from local, national and international agencies. Her work has been recognised by publication in international refereed journals and cited by peers. She has been invited to speak and chair local, national and international meetings.

She regularly reviews applications for national and international funding bodies and participates in national grant review panels. She is a committed team player and considers any collaboration a long-term investment in development of an integrated research community.

She has held leadership roles at institute and university levels in management of education, compliance and strategic direction. She values education for development of critical thinking skills and has supervised research higher degree students to successful completion in Australia and France. Through an understanding of research higher degree governance and culture she has mentored students and staff and provided them opportunities to develop their careers.

LYNDA EDWARDS

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Lynda is an experienced IT and Risk professional with experience across many industries including Financial Services, Government, Technology and Retail. Her passion for travel and a desire to work with different groups has led her to varying companies across the globe working on major technological changes or acquisitions. She commenced her career in technology infrastructure services, specialising in data communications and security, which led her to set up her own independent consulting firm providing technical advice and services to a broad range of clients.

She has a systematic approach to problem solving and enjoys applying Lean and Agile techniques to improve operations and bring about customer-centric delivery. Her technical background and excellent analytical skills, combined with a desire to make things happen, has led her to achieve great results in rapidly changing environments. She has been successful at bridging the gap between information technology and the business and focuses on building successful working relationships.

She is currently an Executive Manager for the Chief Risk Office of Suncorp Metway’s Shared Services function where she provides assurance to the Board and Senior Leadership Teams on Technology, Outsourcing, Procurement and Workplace risk. She also works closely with key staff to ensure risk identification and management are embedded into front line operations.

Lynda has advanced leadership and people skills and a keen interest in strategy and its effective execution. Her competencies within program management, governance and strategy, combined with her industry experience, place her as a dynamic and capable board member.
Margaret is a successful entrepreneur who has over 25 years of experience in IT, education, retail and mining industries. She has built and sold a business as well as worked in Account Management, Business Development and Management roles. Her specialties are business development, strategic planning, lateral thinking and management.

Margaret has developed a unique combination of business management, technical expertise, account management, sales, marketing and training skills that have equipped her well to consult to a wide range of government and private sector organizations.

She has had the opportunity to hone these skills in various environments including her own computer software and peripherals distribution company, direct sales businesses and Education and State Manager roles in leading training companies.

Through the application of these skills, she has been able to produce desirable results in a variety of corporate environments. She successfully conducted her own sales and training business before joining RungePincockMinarco Ltd in the capacity of Global Training Manager.

As founder Education Manager of Control Data Institute (later Computer Power Training Institute) Margaret was responsible for development, testing and delivery of the first PC based courses in Australia, which was completed to budget and on time, and rolled out nationally.

As founder/director of Q*Soft, Margaret built an extremely successful software distribution company, doubling revenues each year. She actively sourced and was appointed Microsoft distributorship for Qld, NT and SA. Margaret negotiated the successful sale of the company at a profit with sales at $7M pa.

Since joining RungePincockMinarco Ltd in 2007, she has raised the profile of its Training Services arm and increased revenues more than tenfold. As well as managing day to day aspects of training, she has co-managed development of their new eLearning product Smartminer, including production of marketing materials and developing the marketing plan.

Margaret has a unique set of capabilities which combine IT, the ability to tie together the analysis of the numbers and big picture strategy, perspective to assess instinctively based on real life experience, and cultural change management to bring benefit to your board and company.
MAREE BEARE

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Maree is a forward-thinking leader in the ICT industry with over 30 years’ experience in project management, vendor/partner relationship management, technical and business analysis, change management and consulting. These roles have contributed to Maree’s extensive leadership and management accomplishments in the oil, gas, utilities and government sectors.

Highly-regarded by peers and clients alike, Maree has built a reputation for consistent excellence in the ICT industry. She has led many large and high-profile projects executed to meet company and government strategy, including the business systems required for the commissioning of a Greenfield power station for APA Group and AGL, the retail contestability project for Energex Ltd and a number of major government initiatives.

Maree has extensive strategic and change management experience in the fields of enterprise and business unit solutions for change. In these roles Maree has gained corporate governance and financial experience and has led and delivered major compliance, guidelines, policy and legislation changes in public sector organisations. Maree has the ability to strategically evaluate IT initiatives, develop an innovative approach to technology solutions and has a strong reputation for providing strategic advice that reduces risk and enhances business capabilities.

Maree’s leadership abilities are bolstered by her outstanding communication and relationship building skills. Others have commented on her ability to relate to people at all organisation levels and to clearly communicate complex details in business layperson’s language for senior executives and Board directors.

Her track record with success in strategic change management and extensive senior management experience has propelled Maree and ensures that she is a valuable asset as a Board director.

GABRIELLE GRAVELIN

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Gabrielle is a futurist and systems thinker with an inherent ability to see alternatives and opportunities for business success strategy. She unearths and dissects the unobserved in order to establish a nexus between these opportunities and the design of systems and processes.

Gabrielle co-founded a successful software start-up in 1989. Her natural empathy with people and willingness to empower others to find their voice has enabled her to link people and ideas to facilitate solutions that have contributed to the organisation’s success – it currently services $4 billion of the Australian Construction industry.

Increasingly Gabrielle has become aware of the need for transformational change to enable sustainable enterprises based on sound ethics and values. Her focus is on sustainable strategic management and creating value through sustainability. She has a keen interest in bringing her transferable skills and experience to other organisations at this critical point in history.

Gabrielle is a graduate of the Australian Institute of Company Directors.
HENRIETTE DRAAIJER
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Henriette is an experienced, multilingual business professional with a strong background in organisational and leadership development with leading international corporations. Her significant consulting experience leverages her MBA, her Graduate Certificate in Accounting and her Diploma in Neuroscience of Leadership to deliver quantifiable performance improvements. Originally from a European corporate background, her skills have been developed in a variety of industries, ranging from government organisations to multinational corporations in Oil and Gas, Publishing, Aviation and Consultancy. She has an acute awareness of the consequences of change and the interdependencies between governance, people, systems and processes.

She has successfully led the customer service and sales component of a showcase global project, which resulted in increased sales and customer satisfaction. The successful completion of this program lead to a global roll out of these improved systems and methodologies. Henriette is used to operating in fast-paced environments and industries that are in constant change. She is experienced in dealing with all levels of the organisation, including people with technical backgrounds through to the upper levels of management.

She is a trained Executive Performance Partner. Commitment to her own personal and professional development through participation in different programs, one of which was a fast track corporate management development program, has resulted in being a highly effective communicator. She is able to elevate productivity and team effectiveness through managing performance and facilitating others to achieve their potential. In various project management roles she has demonstrated quantifiable performance improvements and to steer organisations towards their strategic goals.

She has a passion for culture change and developing an empowered, enabled workforce. She is results focused and known for bringing enthusiasm and power to a board, organisation or team. Accountability sits high on her list of values. Organisations engaging with her are sure to partner with someone committed to always keep organisational goals and results at the forefront.

FIONA SHERIDAN
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Fiona is an IT professional with over 20 years’ experience in the IT sector. Fiona has grown revenue streams across corporate, government and education markets building strong and profitable business units.

As the National Licensing Business Manager Fiona holds one of the very few national roles in Datacom, an IT services organisation of over 1300 staff in Australia with offices in all mainland states. To meet the needs of customers in the individual states each office operates as a separate business so there is a significant challenge in co-ordinating the relationships, contracts and targets of major software vendor partners across all the Datacom entities. To meet this challenge Fiona liaises with stakeholders in all the businesses; creates and implements sales, marketing and training plans; communicates requirements and updates; and ensures contractual and partnership obligations are met.

Prior to Datacom, Fiona worked with a number of IT software vendors, including seven years with Microsoft in Sydney as a successful Key Account Manager responsible for several of Microsoft’s major accounts in Banking and Finance.

Fiona is currently sitting on the Women in Technology Board as a Director.
Possessing deep experience in government at a State, Federal level and large, complex not for profit service-based organisations, Helen has managed multimillion $/£, multinational initiatives. Helen’s experience involves the integration of technology and team to improve performance and operations. Her unique ability to bridge the gap between business and technology provides high-end results for large portfolios of national projects.

Recently ‘innovation’ has been Helen’s mantra where she has used her experience and lean thinking methodologies to achieve better outcomes for business. She has demonstrated a flair for success in commercialisation of new technologies and greenfield establishment of capabilities, departments, buildings or organisations. She achieves this by understanding the complex environment of standards development and implementation through vendor supply chains and commercial realities of innovation in the marketplace.

Helen was a foundation member of the National E-Health Transition Authority Ltd where she established many building block projects and subsequently led the formation of NEHTA’s engagement portfolios of industry, standards and clinical engagement.

Helen’s skills in transformational change mean she has often been called upon as a ‘turnaround’ specialist in crisis situations. With highly refined skills in negotiation, she has negotiated multimillion $ contracts, delivered highly complex initiatives and introduced highly sensitive technologies in politically pressured environments. After building an operational call centre in NZ in 12wks, Helen is highly attuned to ensuring technology investment achieves best results.

From recent experiences with Qld natural disasters she has used her skills in contingency planning, scenario analysis, rural and remote service delivery and disaster response, providing advice to other senior executives on topics of innovation, new technologies, social enterprise and harnessing social media to achieve organisational outcomes.

Helen has an acute eye for detail in the evaluation of new technologies including ensuring operational and financial impacts are considered. Helen is skilled in problem identification and resolution, she is able to distil forward actions from complex situations and navigate risk management and governance frameworks to implement transparent processes.

One of her core beliefs is to uphold ethics, equity, efficiency and justice. Whilst recognising these tenets are a good rudder, she sees that they are important ballast to achieving genuine success.
KIRRA HARRIS

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Kirra is an experienced Technology Leader having spent the majority of her career working internationally for blue chip organisations within the Investment Banking and Mining industries. Kirra has leveraged her technological training to develop a strong and effective management capability as evidenced by her wealth of senior management roles.

Kirra has managed technologists deploying and implementing global ERP applications. Her talents and drive have seen her lead teams for organisations such as Morgan Stanley, HSBC, Deutsche Bank and most recently Caterpillar. She has extensive experience with aggregating disparate global systems that move large volumes of money to most recently implementing mining fleet management systems to improve efficiency and productivity.

Kirra has driven strategic technology initiatives and successfully delivered to a global audience. Kirra is financially literate having strong international financial market experience – having worked in financial hubs such as London and Wall Street, NY. A solution orientated professional she has defined technology roadmap and strategies and designed and championed corporate IT governance ensuring compliance to industry regulators such as the U.S. Securities and Exchange Commission, FSA and other governing bodies.

Kirra’s extensive skill set includes vendor management, contract negotiation, SLA definition and negotiation, service delivery and risk management and analysis. Her ability to utilize her experience leads to streamlined business processes and improved process efficiencies.

The combination of a high level technical understanding, global financial market experience, international project management success and compliance expertise underlines her successes.

GLENIS GASSMANN

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Glenis is a recognised industry award-winning financial professional who has transitioned from Accounting Practice to Entrepreneur. With a variety of over 25 yrs experience in corporates, small and medium businesses and government, she recognises hurdles to success and develops strategies to overcome them and grow performance.

As a Business Owner, Chartered Accountant and Tax Agent, Glenis brings a breadth of knowledge and proven track record in business finance, compliance and management. Glenis has a unique skill set including accounting, business strategy, goal setting and life coaching which makes her an asset to business owners and teams wanting quantum leaps in performance and a competitive edge.

With experience ranging across industries as diverse as Manufacturing, Service, Retail and Hospitality, Glenis has managed programs, reviewing, monitoring and analysing all areas of the organisation’s performance from finance through to organisational behaviour and logistics, she has proposed initiatives which have quadrupled profit performance within 15 months on one project. Working with start-ups as well as large companies, Glenis’ solid understanding of business and innovative team design, improves existing performance and productivity which was responsible for a client being in the BRW Top 100 fastest growing businesses for 2010, coming in at number 40.

An entrepreneur who established, built and sold her business to become an independent consultant focussing on high performance leadership, she is a visionary in Leadership and understands organisational culture and how behaviour and culture affects performance providing partnership to designing teams that meet predicted outcomes and objectives of organisations.

She has practical experience in leadership and works with International Leadership Organisations to generate cultural change, designing organisations that deliver performance and profits.

Glenis’ knowledge and experience in effective communication and ongoing efficiencies particularly, are of benefit to any Board looking to improve commercial outcomes.
GLORIA VEGA

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Gloria Vega is a skilled professional with significant experience across several sectors. Combining horizontal strategy with vertical technical depth, she enables value realisation and repurposes products and services to produce new revenue streams and increase corporate productivity. Leveraging her integrated engineering, IT and business administration skills, she has a track record of effective risk management within major oil and gas, utilities and mining infrastructure projects. Gloria influences through insight, providing advisory services for water and environmental management, systems integration & application of new technologies.

Gloria led the establishment of Accenture’s water practice in Qld, growing it in 1yr from zero revenue to a multimillion dollar portfolio of consulting fees, which has continued to expand in declining markets. Central to her success is her ability to formulate and execute a differentiated strategy, critically appraise the competitive environment, build credibility with senior stakeholders, and grow high-performing teams. Through her work on operational models, capability-based roadmaps and process operationalisation for global corporations, Gloria has implemented corporate governance frameworks, helping executive leadership to operate across silos with adequate risk awareness and end-to-end accountability.

In previous Economics and Policy roles, Gloria honed strategic evaluation and economic analysis skills, assessing technical, financial and regulatory risks of diverse initiatives, including cost-benefit investment decisions. As past Chair of the Sustainable Engineering Society Conference of Engineers Australia, she oversaw project overall direction and financial position, built relationships with stakeholders across multiple levels and secured sponsorship funds.

Gloria brings business acumen, program delivery expertise and a strong focus on action. She has experience with industry associations, universities, NGOs and private sector committees. As part of the Wharton Business School Consulting Practicum, she has secured executive buy-in for offshore market expansion plans, and advised University of Queensland MBA teams completing international market entry strategies.

Having successfully led and implemented multidisciplinary growth campaigns, Gloria is at her best connecting people and ideas to deliver actions. Her goal is to create strategic vision, drive organisational performance and provide sustainable solutions to deliver value.

KELLY COVERDALE

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Kelly Coverdale is an engineer with experience across health, medical device and agricultural sectors. She is an outcomes focused strategist, who transferred her experience of operational engineering into capital planning and purchasing for organisations wanting to remain at the cutting edge of technology developments and use these advances to enhance quality of service. Kelly’s ability to analyse and extract key elements from detail has delivered productivity gains in excess of 35% from strategic purchases in hospitals.

A technically capable engineer with an exceptional ability to engage a broad spectrum of professionals, Kelly’s familiarity with regulatory, IP protection, commercialisation, manufacturing and accreditation processes has allowed her to lead global multi-disciplinary teams in major medical device product development projects. She has expanded the market opportunities for these and developed new intellectual property.

She is committed to developing entrepreneurship in Australia, especially in medical technology and is a regular mentor to students and young professionals and participates actively within her industry through board roles on professional societies. She also promotes entrepreneurship and innovation as Chair of the Industry Advisory Group of a leading engineering faculty.

Ms Coverdale is a highly active professional with international exposure and broad engineering experience. She is balanced and thorough in her assessment of opportunities. She is ambitious and a quick learner. She has a good ear for languages, is empathetic and enjoys cultural learning. She brings these and many more capabilities to any Board.
Meet the Women Behind Our Organisation

Fiona Hayes—WiT President

2015 Board Directors

President
Fiona Hayes

Vice President
Kristy Simpkin

Treasurer
Sue Colclough

Secretary
Michelle Cheong

Director
Sue Colclough

Director
Fiona Sheridan

Director
Sue Johnston

Director
Nina Meyers

Director
Jason Sorby

Infotech Chair
Kaisu Christie

Life Sciences Chair
Mathilde Desselle

Mars Comms Director
Sarah Smith

Operations Manager
Lisa Cawthorne

Board
Program
Sue Johnston

Collaborators and Presenters — Sarah Cobb (AICD), Susan Forrester (Board Matters), Anthony Cox (PwC), Kim Challenor (PwC), Ann Uldridge, Sandra Deane (Legal Aid and Energex), Elizabeth Jameson (Board Matters), Carrie Hillyard (CM Capital).

Also thanks for the many individuals who have so freely given their time and expertise to act as mentors, speakers and advisors since the WiT board Readiness™ program was first launched in 2005.
Testimonials

".. an absolutely invaluable experience. It really filled a gap between all the courses that are available on the obligations/duties of being a director and the practicalities of actually getting onto a board."

"The program exceeded my expectations in a number of ways, firstly I was very pleasantly surprised by the quality of presenters, participants and venues. I learned that there are no hard and fast 'rules'” **2009 Graduate**

"I found the mentoring, connections and content very thorough, insightful and valuable. The program provides a supportive and empowering framework and has opened my eyes to an array of exciting opportunities and allowed me to develop some practical tools I will continue to use in my career going forward. Before I had even worked my way through the full course, I was nominated and elected to my first Board Position as Vice President and invited to participate in two high profile management committees relevant to my industry. I would highly recommend the program to any women involved in strategic management and or business ownership and also those who currently sit on boards or wish to branch out into this arena. There is such a rich exchange of value to be had in participating in boards and the more women involved, the better!” **2013 Graduate**

Are you Board Ready?

Do you want to get involved with this Global Best Practice program?

WiT will be running another Board ReadinessTM Program in 2016.

Email secretariat@wit.org.au to express your interest to be included in the next cohort to graduate from this highly regarded program.