



THE ONE HUNDRED
PERCENT PROJECT

Gender balance in leadership? What leadership?

Since its inception in 2008, The 100% Project has been at the forefront of women and leadership research and an active initiator of productive debate on the issue of gender leadership imbalance and related topics.

Leadership is said to be a major contributor to culture and organisational culture in turn determines whether women are supported and encouraged to fulfil their potential and ascend to the most senior positions. But what does 'leadership' actually mean? How does it translate into actions that are visible and measurable in an organisation? And is there a 'type' of leadership that facilitates women attaining their equal share of leadership positions?

Building on our 2014 Adaptive Leadership study which found a significant link between an organisation's adaptive capacity and its record on gender equality in senior leadership, The 100% Project has now delved into that finding further by examining how adaptive leadership compares with other leadership styles. Can the effect found in the previous research be generalised to day to day leadership or does adaptive leadership offer a unique advantage for cultivating an organisational culture that is supportive of women in senior leadership?

What does our latest research say about these questions and what this means for you and your organisation? The results may surprise you (or maybe not); show your leadership, come and find out.

DATE
Friday 3 April
7:15am–9:30am

LOCATION
Mapien
Level 10
340 Adelaide Street
Brisbane

TICKETS
\$22
Available on Eventbrite
<https://www.eventbrite.com.au/e/gender-balance-in-leadership-what-leadership-tickets-98957541671?aff=affiliate1>

www.the100percentproject.com.au

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THE PANEL



Lisa Paton, Associate Director at Mapien

Lisa is an Associate Director at Mapien and passionate about developing solutions that enhance people and organisational effectiveness. She specialises in developing leaders and creating positive cultural change in organisations. She recognises the important role that work plays in our lives and builds the capability of individuals, teams and broader organisations to cope with the changing demands of the workplace.

As a manager, a leader, a Psychologist and a valued advisor, Lisa understands the complexities, challenges and rewards of working in senior leadership positions and is highly skilled in transforming negative behaviours that impact organisational effectiveness.



Dr Edwin Trevor-Roberts, CEO at Trevor-Roberts

Edwin is the Chief Executive Officer of Trevor-Roberts and sits on the Advisory Board for Griffith University's Centre for Work, Organisation and Wellbeing. Edwin has over two decades experience in career and leadership development, team development and facilitation and his career journey has seen him work in the UK and Canada and present to a wide range of audiences in Australia and internationally.

Edwin's working life has been devoted to understanding the critical intersection between individuals and their work. This deep immersion in research and practice has centred on how the world of work is evolving in response to changes in society, technology and organisations.



Hilary Lamb, Chair at The 100% Project

Hilary has been Chair of The 100% Project for four years and held concurrent roles as Managing Director of CROSSMARK HOST and Director People & Culture for CROSSMARK Asia Pacific until the end of 2018.

Having worked in large Corporations, and owned and built medium sized businesses, Hilary's multiple perspectives give her unique insights, assisting her to coach and mentor executives in developing diversity and gender equality initiatives. With two young granddaughters and a grandson, it is Hilary's personal, as well as business goal to contribute to changing the environment to provide equal opportunity and choice for everyone.



MODERATOR

Tim Scholefield, Director and Research Committee Chair at The 100% Project

Tim is a director and senior executive with over three decades of corporate experience in Australia and internationally. He has led small and large cross functional technical, commercial, financial, legal and operations teams, chaired culturally and linguistically diverse technical and management committees, developed and led behavioural and cultural change initiatives and worked on the diversity council of an ASX 20 listed company.

Tim is passionate about developing leaders of the future and, as the father of two boys and two girls, creating equality of choice and opportunity regardless of gender.

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