

"Vulnerability is the birthplace of innovation, creativity and change."

~ Brené Brown

Authentic Leadership

Creating Highly Engaged Organisations

Sydney, November 30, 2016



humanity
in business

Event partner:

collaboratehr
support • structure • strategy

Collaborate HR manages all facets of the HR space in your business. We offer a tailored on site solution which will provide Support, Structure and Strategy for your business. Collaborate HR will assist to ensure that not only is your business functioning well from the usual HR strategies, it will work with you and your people to build EQ. As Warren Bennis said 'Emotional Intelligence is much more powerful than building IQ, in determining who emerges as a leader. IQ is a threshold competence. You need it, but it doesn't make you a star. Emotional Intelligence can'.

In the highly competitive world of big business, the idea of a leader being authentic (especially if that involves vulnerability) is unheard of. Traditionally we have put business leaders on a pedestal and given them a 'god-like' status where they have all the power and can seldom be wrong. And even if they do make the wrong call, they deflect responsibility to other factors.

For most traditional leaders, having control is critical so the idea of demonstrating any vulnerability would be perceived as loss of control and therefore failure as a leader, which is unacceptable in most organisations.

However, there is a new leader that is emerging. A leader who takes responsibility for his own actions and not shy to say 'I was wrong or I don't know'.

This leader leads with a strong sense of humility balancing strength and vulnerability with the team. The authentic leader has a high level of engagement in their team because the team sees someone like them, with similar fears and insecurities, taking on the challenge of leading by example. Authentic leaders build loyalty and create great business outcomes with their teams because they create an environment of trust and collaboration.

So what does authenticity look like in the world of big business and everyone is paranoid of how they are perceived? What does it take to be authentic and how can we cultivate this quality? What is that fine line where vulnerability translates into strength vs. weakness? And most importantly what is the business impact of authenticity on business outcomes?

Join us for a fascinating conversation when business and thought leaders sharing perspectives on what it really looks like to lead with authenticity and how this creates better outcomes for all.

For more info please see program on back.

Special offer for Leading Happy Workplaces attendees!

Pre-Register on September 6th for Discounted Access. We will contact you with the full program to confirm your registration and payment.

\$310 +GST (Standard Fee \$500 +GST)

Team Table \$2080 +GST for table of 8 (Standard Fee \$2400 +GST)

We will donate \$10 of every ticket towards St. Laurence House to help support homeless teenagers.

Please complete your details and hand to one of our volunteers

Name: _____

Company: _____

Email: _____ Phone: _____

Program

Workshop

The #1 Leadership Challenge & What's Mindfulness Got to Do With It?

Heather Albrecht, Mindful Well Being, Openground

We'll explore how recent research into mindfulness has shown it to be one of the most systematic ways to evolve vertically and that involves working with the whole self of the leader. This can offer a fresh perspective for developing leaders capable of responding to the complex problems facing their organisations and the world at large.

Workshop

Leading Authentically: Why it is fundamental to engagement and performance and how to do it right.

Michael Bunting, Director, WorkSmart

Natalie McNeil, HR Director, Novartis

This workshop will lay out the path for how to get that balance right, so you can ensure the highest levels of trust and engagement in your team, just as Novartis did.

Discussion

The Authorship of Authentic Leaders

In this discussion, we will help leaders:

- Develop the emotional intelligence of strategic vision
- Develop the yin yang of resilience and flexibility, openness but focus
- Allowing chaos to reign in order to reign chaos in
- Bringing out the best in others
- Leading in the unknown

Professor David Rooney, Macquarie University

Dr Steven Segal, Macquarie Graduate School of Management

The Place of Vulnerability in Creativity and Innovation.

Steve Pozel, Innovation Strategist, former CEO and Creative Director of the Australian Design Centre

What if we've got motivation all wrong? Shaping greatness: Performance and Vulnerability

Lisa Forrest, Olympian

Case Study

Transformational Leadership in Practice

Tim Ebbeck, (ex Group MD) Oracle Australia & New Zealand

Tim transformed the local operations of some of the world's largest companies. From his early days as a CFO, to his time at SAP & NBN and his recent role as MD of Oracle ANZ and with CPA Australia, his focus on people, teamwork, and making the right decisions at the right moment were the keys to his success. Returned business to +30% growth after years of stagnancy
Returned business to 100% staff capacity from a period of very high attrition
Grew cloud business by 200%

Case Study

How Transparent and Authentic Leadership can Enable Business Transformation

Mark Bilton (ex) Group MD, Gloria Jeans Coffee

Leading with transparency, vulnerability, and collaboration led to a dramatic turnaround, not only for the shareholders with a \$163M transaction, but also for the Franchisees seeing an average 10% growth in revenues and a 25% increase in profitability.

Leadership Panel Discussion

Peter Chun, GM, Colonial First State

Nick Dasek, Leadership Recruiter, Atlassian

Andrew Fell, GM Westpac Premium

Gabrielle Curtin, Executive Officer - Safety, People & Services Snowy Hydro (TBC)

How can we create a culture of authenticity in the workplace?

What does authentic stakeholder engagement look like?

How do we recruit, train, educate our future leaders so they develop into authentic leaders?

How can we be more authentic in large organisations?