



2007 EOWA Business Achievement Awards Summary of Achievements

Please Note: This document *only* includes summaries of finalist organisations that have provided EOWA with approved copy. Finalist organisations whose summaries do not appear below have yet to provide EOWA with the permission required.

Award 1: Leading CEO for the Advancement of Women

Winner: Gino Butera, Cummins South Pacific Pty Ltd

As a result of a comprehensive strategy, female representation has increased to 17% and high potential women to 31%. More than 64% of leadership positions have females identified as part of succession plans. At Cummins, targets are set to achieve greater female representation at all levels, with regular updates given on the status of individual development plans to ensure female employees have plans in place for both their current role and future interests. Gino chairs and participates in a company wide Leadership Diversity Council and was the catalyst for the creation of the Women's Leadership Network Group which has seen increased paid maternity leave, retention of company car and return to work bonuses for participants. Under Gino's leadership, Cummins South Pacific has driven a second generation of diversity training and on-line discrimination and harrasment training - leading Cummins globally on training completed. These actions have resulted in increasing female representation, promotion and satisfaction rates, including a doubling of representation in senior management roles.

Media Talent

Ainslie Perkins - Service Process Specialist - Chair Women's Leadership Network Group
(02) 9616 5347

Sylvia Ryan - Diversity Leader and Director of Quality, OH&S and Environment
(03) 9765 3165

Rachel Bargh - Engineering Manager - Recon and Manufacturing Operations, Committee Member Women's Leadership Network Group (03) 9765 3208

Media Contact

Michael Knowles
(03) 9765 3054

Finalist: Rob Coombe, BT Financial Group

Rob leads by example by showing that flexibility and status of women is a priority. A number of direct female reports have formal working from home arrangements with many senior women fulfilling senior roles in a part-time capacity. Several programs have been developed to foster a work/life balance including @Home Agents, which allows call centre employees to work from home, Flexi-time employees & Voluntary Time Off giving staff the opportunity to take between 1 – 7 hours off at short notice. The organisation's talent management program, which provides a variety of different experiences to build professional and personal development, including travelling to Cape York to provide service to Indigenous communities, is committed to developing opportunities for women. Four of

the seven participants in this year's program are women, with support given accordingly to ensure women are able to participate fully in development programs.

Media Talent

Rob Coombe, CEO

Cathy Graycon (Head of People and Performance) - one of Rob's direct reports and working one day from home.

Kylie Smith - Head of Corporate Communication (works three days)

Any number of senior women in the organisation

Past DWF (talent management program) female participants

Participants in the @home program

Jason Flanagan - Head of Customer Relations - introduced a range of flexible programs.

Media Contact

Allison Davis

(02) 8253 2735

Finalist: Stuart Davis, HSBC Bank

Stuart established a business case for diversity linked to corporate strategy to ensure that it was embedded at all levels of the organisation and that managers were held accountable.

Stuart chairs the Diversity council and is establishing four different networking groups

including one for working parents and a mentoring group for women and flexibility. HSBC has introduced a flexible working policy including running a pilot work from home program.

Stuart visibly supports career breaks, with one senior staff member having taken three and he has helped ensure their return from maternity leave is now a seamless process, with an open dialogue, allowing HSBC to retain valuable staff members.

Media Contact

Kate Epworth

(02) 9006 5682

Finalist: James Laussen, Overnewton Anglican Community College

Mr Laussen's empowering personal philosophy and inclusive leadership style have brought about a climate of open and respectful communication across the college. James identified a need to review working arrangements for mature-aged staff to assist them to transition to retirement. Since becoming Principal, the number of part-time and job-sharing staff has increased from a mere handful to 24% of all staff in 2007, enabling retention of quality staff. Rates of return from family leave have also increased.

Media Contact

Shirley Seit

(03) 9334 0140

Finalist: Doug Snedden, Accenture

Since Doug was appointed CEO of Accenture Australia over three years ago, he has personally championed a range of initiatives to improve the standing, recruitment and input from women at Accenture. He has also set goals in this area, against which management is held accountable. Accenture's varied and flexible working policy, set out in the 'Accent on Parents' program, is communicated internally, as well as to clients. Career breaks are encouraged for parents, as well as for staff who want to pursue other activities, e.g. sporting, volunteer or cultural activities. Staff members that undertake volunteer work are paid half their regular salary, they can keep their laptops and airfares may also be provided. Accenture has put policies in place to ensure that career breaks are successfully managed by providing a career manager and mentor, as well as personalised support until 6 months after a staff member has returned to work. In early 2007, Doug appointed an Inclusion and

Diversity Program Lead, to ensure these new initiatives were implemented in a way that would lead to immediate and widespread impact.

Media Talent

Doug Snedden, CEO, Accenture Australia

Ann Burns, Inclusion and Diversity Program Lead, Accenture Australia

Media Contact

Stephanie Witts

(02) 9928 1505

Award 2: Diversity Leader for the Advancement of Women

Winner: Heather Cameron, Griffith University

In her role as Principal Adviser and Secretary to the University's Equity Committee Heather was responsible for establishing a child care working party which resulted in changes to timetabling processes and the establishment of a child care referral service for staff. She was instrumental in changing the nature of funds available to staff on overseas or interstate placements, with more flexible funding available to ensure the *essential care of dependents*. This extends to elder care and to parents with disabled family members, enabling them to hire a carer for the period of time they are away. Heather has also coordinated a very successful Women in Leadership program for female staff in the University, which has seen over 100 academic and general staff women develop their skills and confidence in providing leadership in a variety of ways. For the past 2 years Heather has been the National Convenor of EOPHEA, a body of practitioners particularly concerned with equity in the higher education sector. In both roles, but particularly the national role, Heather has been involved in monitoring trends and suggesting strategies to improve the situation for working women at Griffith and in the Higher Education sector generally.

Media Talent

Janine Walker

Director of Human Resources Management

Media Contact

Sara Collins

(07) 3735 6458

0418 799 544

Finalist: Eva Freedman, HSBC Bank Australia Limited

Eva co-chairs the Diversity Committee and influenced business managers to participate in a behaviourally based cultural change initiative focussed on diversity. She successfully lobbied the Executive committee to establish a childcare centre with 85 places, runs networking groups on flexibility and mentors other women in the organisation. She has been instrumental in co-ordinating the provision of 2-3 month international secondment opportunities (as opposed to 2 year positions) to make it easier for women to take advantage of these opportunities and gain relevant expertise to progress into more senior positions.

Media Contact

Kate Epworth

(02) 9006 5682

Finalist: Marisa Mastroianni, Uniting Care Ageing South Eastern Region

Marisa co-ordinated the expansion of job roles for individuals to enhance job satisfaction, reduce attrition, provide succession planning and professional development plans for women with little previous formal education. Marisa encourages a "no guilt workplace" through the

provision of sound structures to ensure that taking time off does not compromise how employees are viewed and treated at work, or limit their career development. She has implemented self-rostering and leave rosters to ensure that leave is taken, and investment has been made in a technology integrated network to support staff working from home. She has created a clear career path, promoting leadership and career development for women.

Media Contact
Grahame Sweeney
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Finalist: Kate McCormack, Mercy Health & Aged Care Inc

Kate commenced at Mercy Health & Aged Care over six years ago, when the organisation was non-compliant in terms of reporting to the Equal Opportunity Workplace Agency. In this female dominated workforce, Kate saw the opportunity to influence key decisions toward an agenda that ensured diversity became an organisational priority. Kate initiated a comprehensive analysis of the environment, which identified issues such as gender pay equity, study leave usage by gender; parental leave usage and return rates. From this Kate developed and implemented policies and programs that now attract, retain and promote women in the workforce. Kate initiatives included: the analyse of sick leave data, which identified a higher than usual occurrence of sick leave by women during the school holidays; the introduction of a Nurse Bank Program, to build the workforce capacity, as well as support women to gain work on a casual basis without affecting their maternity leave provision; and a mentoring program to assist and support women to return to the workforce in a supportive environment. Kate has also driven the diversity agenda at a senior level. Through extensive consultation with the Chief Executive Officer and senior executives, Kate was able to raise awareness and influence the organisation's leaders toward an increase in female representation on both the Mercy Health & Aged Care Board, and at Executive level.

Media Contact
Annmarie Faulkner
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Finalist: Louise McKenzie, ExxonMobil

Louise plays a central leadership role in supporting diversity and Women in Engineering initiatives. She has initiated various programs to support employees early in their career whilst also leading the Engineering Graduate Recruiting Team. Louise is an active mentor of our female engineers. Louise, as a member of our senior management team, was instrumental in designing and facilitating Supervisory Workshops to help Supervisors work effectively with our expanding diverse workforce. She is currently involved in the development of the Australian ExxonMobil Women in Energy Network which aims to provide an opportunity to mentor and develop women across all departments, and provide opportunities to educate all of our workforce on key issues to support our workforce diversity. Louise currently leads our Gippsland operations, with a workforce of around 700, and importantly is a role model in her demonstrated ability to balance work with family requirements as a spouse and mother of two children, aged four and just 12 months.

Media Contact
Anne Rix
03 9270 3436

Award 3: Leading Organisation for the Advancement of Women (< 500 employees)

Winner: Cancer Council of NSW

The Cancer Council New South Wales provides up to eight weeks paid leave per annum for employees with cancer or who are primary caregivers of someone with cancer including up to five days paid leave per annum for casual staff. A gradual return to work approach is

available, together with an employer funded cancer specific counselling program for staff. The CEO and Executive strongly supported increases to paid leave and the expansion of the eligibility for accessing parental leave, by requesting a revised proposal for the Board to significantly increase the paid leave component that was originally recommended. 30% of appointments to new positions are internal staff and over 80% of managerial appointments are women.

Media Talent

Liz Yeo, HR Manager

Since the mid 1980s Liz has worked extensively in the not for profit sector in a range of roles in social work and adult education, before moving into Human Resources. Liz has a particular interest in the not for profit sector and prior to coming to The Cancer Council she managed programs such as a volunteer carers program for people living with HIV/AIDS and a program for young volunteers working in community development and human rights in developing countries.

Liz Yeo became the HR Manager at The Cancer Council NSW in 2003 after 4 years as the Learning and Organisational Development Consultant.

Liz believes most people want to make a difference and if they can be paid to do it, that's a bonus. But not everyone can, so volunteering is the next best thing!

Liz has a Bachelor of Social Work Degree from Sydney University and a Masters in Adult Education (HR Major) from the University of Technology, Sydney.

Media Contact

Karen Kalpage
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Finalist: Loreto College Marryatville

Females hold 90% of leadership positions at the college and out of hours school care for parents is offered at no cost to facilitate staff carer responsibilities to enable them to attend professional development activities. The college looks to provide diverse role models for students. Women are well supported to stay in the workforce while taking on study, child-rearing and aged care responsibilities.

Media Talent

Cheryl Hamilton – Principal
Anna Fitzpatrick – Executive Assistant
Penny Minchin – Head Senior Years
Susie Bond – Head Years 6 -9

Media Contact

Rachel Elgar
(08) 8334 4207

Judith Ratican
(08) 8334 4260

Finalist: Overnewton Anglican Community College

All staff members have equal access to career development planning as part of the 'Developing Leaders' program designed to support succession planning and professional growth for both teaching and non-teaching staff. All staff are informed of positions as they arise, and actively encouraged to apply. Being female, or a part-time member of staff, or on maternity leave, is not perceived as a barrier to making a successful application for a leadership position. Part-time and job-share opportunities have been greatly expanded to create increased flexibility. Primary care givers are provided with 14 weeks paid parental leave and up to 156 weeks unpaid leave with possibility of up to an additional 52 weeks if

the employee has another child during that time. Free childcare is provided for staff for meetings after school hours or on weekends. Teachers are free to leave the campus at the end of their teaching and other scheduled commitments for the day; as a result many are able to depart early on at least one day per week.

Media Contact
Shirley Seit
(03) 9334 0140

Award 4: Leading Organisation for the Advancement of Women (> 500 employees)

Winner: Mallesons Stephen Jaques

At Mallesons 20% of partners are women, up from 17% in 2004, which is higher than industry average of 14%; 50% of Executive Directors and Directors are women; 47% promotions to senior associate were women; 38% of special counsel are women; 33% of promotions to partner were women; 63% of the firms management roles (excluding partners) are held by women, and of these 20% are working part-time. In 2007, a female was appointed for the first time to the role of Managing Partner and relocated to Hong Kong with her family. In 2007 the firm launched the Mallesons Women in Leadership Forum (WILF) focusing on the advancement of women and several women's networks have been established in the past 12 months such as the senior mother's network and the women's business network for women in senior roles.

Media Contact
Kris Barry
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Finalist: Deloitte

Deloitte has the largest percentage of female partners and has appointed the largest number of new female partners of the big four accounting firms. It has 13 women as lead Client Service Partners and 20% of women at manager through partner level work on a part time basis. Staff above Manager level are paid two months salary at the start of their primary carer's leave and a further two months salary when they return. Below manager level, staff are paid two months salary at commencement of their leave. Childcare subsidy policy includes payment of childcare for people called into an approved meeting on a day they do not have childcare in place. The CEO personally mentors women.

Media Contact:
Devena Kukulj
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0422 268 280

Finalist: HSBC Bank Australia Limited

Since launching its diversity strategy in 2005, HSBC has made significant progress in promoting equal opportunities in the workplace. HSBC's Diversity Committee is chaired by the CEO and meets quarterly to formulate new initiatives and already results are evident. There have been several key female appointments in the past 12 months and an increase of females in executive and middle manager positions. Female salaries have increased across all categories. Networking events are scheduled every quarter, mentoring lunches for senior females monthly and two career expos have been held this year to increase retention and engagement. HSBC has established an on-site childcare facility at its head office in Sydney and has obtained a private tax ruling by the ATO to allow employees to salary

sacrifice fees. The number of employees working part time (both men and women) has increased and a pilot work-from-home program is being implemented.

Media Talent

Stuart Davis - chief executive officer of HSBC Bank Australia
Lynn Wood - board member for HSBC Bank Australia
Amanda Parshall - general counsel
Eva Freedman - head of HR
Bridget Powell - deputy general counsel
Wendy Booth - head of payments and cash management
Janie Wanless - director, corporate and institutional banking
Charlotte Middleton - senior manager, credit risk management

Media Contact

Kate Epworth
(02) 9006 5682

Finalist: The Shell Company of Australia

The Shell Companies in Australia are focussed on developing a culture which supports diversity and flexible policies to attract, retain and progress women. Since 2004 the number of women in senior management and management positions has increased by 23%. Shell now has two female senior managers leading businesses for the first time in its Australian history. One of these women was appointed to the role whilst pregnant. Senior women also lead the Risk and Insurance, External Affairs/Communications and Human Resource functions. Shell is utilising initiatives such as sponsoring university scholarships for female engineering students and establishing programmes with secondary schools to encourage female students to look at non-traditional career opportunities in its refineries.

Media Contact

Edwina Pribyl
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Award 5: Outstanding Initiative/Result for the Advancement of Women

Winner: UBS AG, Australia Branch

BS designed and hosted the "UBS Young Women's Leadership Academy" which is a four day residential course run in conjunction with Women's College, Sydney University and the NSW Secondary Schools Association, to give 40 female students from public high schools in ACT, NSW and Victoria the chance to explore the possibilities of further education and a career in business. The objective of the Academy is to provide leadership skills to recognised emerging and potential women leaders in the school and community. A secondary objective is to promote the Financial Services industry as a career choice for women, some of whom would not normally have this exposure. As a result of the Academy a number of students have expressed interest in studying economics and finance.

Media Contact

Caroline Gurney
(02) 9324 3335

Finalist: Catholic Education Office Sydney

The cutting-edge program entitled 'Leaders for the Future' was a strategic leadership initiative developed by the Executive Director of Schools for teachers under 30. The initiative was developed as an early-intervention strategy to respond to the increasing

number of school principals in Sydney (aged between 50-65 years) retiring each year, and with only 4 Principals under the age of 41. The Executive Director of Schools challenged the current Principals to "grow the next generation of leaders" as part of a "Leadership Legacy". A total of 84% of young graduates from this program were women, with two who have already been appointed to Assistant Principal positions and more than 15% moving into Co-ordinator roles. More than 240 teachers under 30 were engaged in the total program.

Media Contact:
Ted Myers
(02) 9568 8224

Finalist: Deutsche Bank

Deutsche Bank has improved the return to work rates of employees on parental leave and facilitated the greater attraction and retention of employees, especially women, by the introduction of two new childcare related benefits.

1. The ability to salary package childcare costs at the bank's on site childcare facility, The Playroom, as a result of a Private Ruling by the ATO obtained by the Bank.
2. The introduction of a return to work payment, after paid parental leave, of \$10,000 per child per annum (paid monthly) until the month in which the child turns three. The payment is designed to help employees with their childcare costs upon their return to work following parental leave.

Since the introduction of these initiatives, return to work rates of employees on parental leave has increased from around 60% to almost 100% and occupancy of the Playroom has increased from 45% to 85%.

Media Contacts
Monika Lancucki or Kate Abrahams
(02) 8258 2792 (02) 8258 8216
0413 440 236

Finalist: GM Holden Ltd

The GM Holden Women's Council was established with a mission to drive Holden business performance and brand by championing the contribution of women. As result, the Council has enabled open discussion, managed events, projects, research and formulated plans to better reach female consumers and to attract and retain talented female employees. GM Holden's Women's Council continues to develop working groups that focus on key areas that affect women in the workplace such as recruitment, mentoring, networking and marketing to women which are all considered critical to GM Holden's core business. The success of the Council has given women the opportunity to attend focus groups, working parties, 'Development Days' and a series of breakfasts/luncheons with guest speakers. These networking opportunities have proven invaluable, especially to women working in very male dominated parts of the organisation.

Media Talent:

Several senior Holden female employees from various fields and Holden Women's Council members are available for comment. These are as follows:

- Michelle Symons - Senior Planning Analyst and Holden Women's Council President
- Narelle Stack - Marketing Manager, Small and Medium Cars and Holden Women's Council Vice-President
- Fiona Harden - General Counsel
- Joanne Markham - Engineering Group Manager
- Louisa De Vires - Program Quality Manager
- Alison Terry - Executive Director of Corporate Affairs

Media Contact
Kate Lonsdale
(03) 9647 2293
0409 629 608

Finalist: University of Technology Sydney

Media Contact
Robert Button
(02) 9514 1734

Award 6: Outstanding EEO Practice for the Advancement of Mature-Aged Women

Winner: Busways Group Pty Ltd

The transport industry is traditionally a male dominated environment. Busways identified that in order to attempt an image change of the industry and to attract more women into the non-traditional roles (drivers, mechanics etc) a clear pathway of recruitment, attraction and retention needed to be mapped. The solution was found in the untapped market of mature-aged women. These women came with existing skills and amazing 'life credentials'. Busways set out to attract and support this group of women into their workforce. Ten new female staff over the age of forty-five have commenced employment in the last twelve months including one senior manager and eight bus drivers. This strategy is now the springboard for recruitment, marketing, business innovation and design concepts within the organisation.

Media Contact
Ms Kirsty Street
(02) 9497 1884
0432 185 403

Finalist: Anglican Aged Care Services (Benetas)

Media Contact
Sharon McGowan
0438 020 786

Finalist: Overnewton Anglican Community College

James identified a need to review conditions for mature-aged staff which resulted in the development of a program for staff members over 50. The program provides the option of a one-on-one meeting with the principal to discuss working conditions, and to assist employees in making the transition from full time to part time work. The school has created positions to cater for those who aren't ready to retire, recognising mature age workers contributions to the education industry.

Media Contact
Shirley Seit
03 9334 0140

Award 7: Outstanding EEO Practice for the Advancement of Women in a Non-Traditional Area/Role

Winner: Rio Tinto Coal Australia – Hail Creek Mine Pty Ltd

A key component of the Employment Strategy of Hail Creek Coal Pty Ltd was to focus on encouraging women to apply for various positions, particularly in non-traditional roles. This was initiated by creating a campaign in the local and regional press seeking a mix of experienced and inexperienced mobile equipment operators, as well as specific advertisements for inexperienced women to apply for operator roles. The results of this strategy has seen the significant growth of female operators and all females across the site.

Media Talent

- Fiona Nicholls, Tinto Coal Australia's General Manager External Relations
- Tom Palmer, former General Manager Operations at Hail Creek Mine when the recruitment campaign was started. (He is still with RTCA, but has moved from Hail Creek during the year to a new position)

Media Contact

Alison Smith
(07) 3361 4223
0438 787 038

Finalist: Barro Group Pty Ltd

Media Contact

Ms Rhonda Barro
(03) 9663 1333

Finalist: Heidelberg Graphic Equipment

The inaugural 'Women in Print' initiative was instigated by the Managing Director of Heidelberg Australia as part of the organisation's desire to further support the development of the print media sector in an attempt to recognise and improve the profile of women in this traditional male dominated industry. The 'Women in Print' initiative is the only event in Australia aimed at women within the industry and 300 women attended five events held in Brisbane, Sydney, Melbourne, Adelaide and Perth during March 2007. Plans are well underway for the 2008 events with the initiative achieving a higher profile this time round with two major corporate print production houses, GEON and Blue Star Printing Group in Australia having now aligned to the initiative as major financial contributors.

Media Contact

Glenn Plummer
(03) 9263 3380
0409 959 948

Finalist: SP AusNet

SP AusNet have implemented many strategic, effective and innovative practices as part of their commitment in advancing EEO for women in a non-traditional industry. They have achieved significant outcomes in recruiting and promoting women into non-traditional roles.

Media Contact

Natasha Whalley
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0400 470 800

Finalist: Veolia Transport Perth t/a Southern Coast Transport

The Managing Director of Veolia Transport Perth championed a recruitment initiative to widen the scope of potential employees, attract an often under-utilised group within the community and increase the workforce participation of women in the male dominated heavy vehicle industry. The organisation sought exemption from the Equal Opportunity Commission to advertise specifically for female drivers, implemented and promoted a range

of job-share roles and held Open Days which were promoted by local radio and TV stations. In the first six months only of this initiative 40 additional women drivers had been employed and the gender balance of women in the organisation increased from 11% to 19%.

Media Contact
Ray Cochrane
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Award 8: The Minister's Award for Outstanding Workplace Flexibility Achieved Through Job Design

Winner: Campbell Arnott's

Campbell Arnott's has put in place a number of successful flexible working arrangements to assist women at all levels of the organisation. Jobs have been designed / redesigned for a Strategic Planner, Administration Officer, job-share Group Marketing Managers, job-share Team Leaders and job-share maintenance planners.

Media Contact
Toni Jones
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Finalist: Chevron Australia Pty Ltd

Chevron Australia participates in significant energy projects offshore Western Australia including the Gorgon Gas Project and the North West Shelf Venture. 'The Chevron Way' – the company's vision and strategic approach to business -values an inclusive, respectful, innovative and high performance work environment. It embraces diverse people, ideas, talents and experiences allowing the company to benefit from the uniqueness of individuals and the varied perspectives and talents they provide. Through this approach, and in the context of a booming WA resources sector, Chevron Australia understands the importance of balance between work and home life and has introduced flexible practices to ensure employees, particularly women, have access to initiatives such as flexible working options, professional development opportunities, parenting course for new parents and an onsite carer's and lactation room to help manage work/life balance and career development. The principles of equal opportunity are aligned with The Chevron Way and help underpin the effective, safe and transparent manner in which the company conducts business and successfully attracts and retains employees.

Media Contact
Scott Walker
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Finalist: IBM Australia

IBM is seeing very senior women starting to avail themselves of IBM's flexible work practices. This has very interesting implications regarding a new generation of women employees. Women are increasingly able to balance their careers with family life at IBM and this does not have negative consequences on their access to career progression. While more organisations are offering flexibility options to employees, these are not often available to staff at executive level. IBM Australia is concentrating on overcoming this issue, so that all employees at all levels of the organisation have equal access to flexible working conditions.

IBM Australia is a leader within Australia in driving change across *all* levels of the workplace and is also proud to be an international leader throughout IBM international. For example, IBM Australia's CEO regularly works from home one day per week.

Media Talent:

Megan-Dalla Camina, Director of Strategy (reports directly to the CEO and on the GM leadership team). Megan works part-time on a compressed work week. She was Director of Marketing and Strategy and decided she wanted to cut down her hours, so she was able to split up her hours.

There are two executive women job-sharing a role in IBM's sales organisations (this is a people management role). These women are considered to be HIGHLY successful in sharing this role.

The newly appointed Director of Audit for Asia Pacific works full-time but is very passionate about the fact that women without children also need to achieve work/life balance. She has staff reporting to her from throughout the region, and she herself reports to someone in the US: this is a BIG job. She would be able to discuss working from home issues, or managing working in a different country from the majority of her staff. She also has some interesting 'boundaries' which she has set to make sure she still has a life despite the high level and demand of her job. She goes to lengths to make sure she does not work extremely long hours and that she can still serve on the board she is on while pursuing her personal goals.

IBM has many other senior people/women who work part-time. Contact the media contact for more details.

Media Contact
Sue Craig
(02) 9478 8217
0411 199349

Finalist: United Water

To accommodate the return to work of a senior administrative professional following maternity leave United Water redesigned two roles to facilitate this staff member and a job share partner. This led to the creation of another job-share role. United Water sees this initiative as providing a benchmark for their competitors.

Media Talent

Amanda Murphy - HR Manager - Amanda can provide an overview of our EOWA status and our policies regarding workplace flexibility.

Kathryn Allen - Workers Compensation Claims Manager - Kathryn has been assisted by our workplace flexibility and job design policies, adapting her role to suit her changing lifestyle and responsibilities

Media Contact
Jim Tsacalakis
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ENDS