

actionnews



NEWSLETTER OF THE EQUAL OPPORTUNITY FOR WOMEN IN THE WORKPLACE AGENCY

www.eowa.gov.au

women's champions lauded

There were smiles - and yes, even a few tears - as EOWA announced its annual honours list to those who go the extra mile to advance women in the workforce.

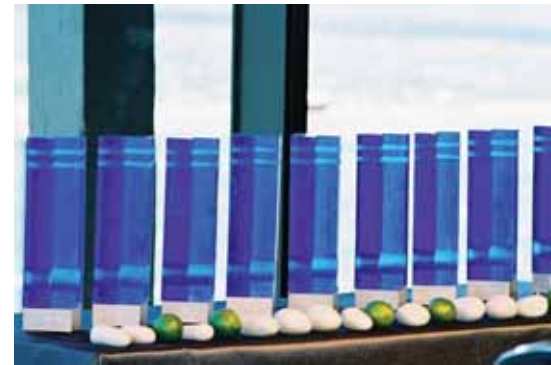
There aren't many CEOs in this world who would promote a female employee when she is pregnant, but McDonald's chief executive, Guy Russo, did just that. It is just one of the reasons he was named Australia's *Leading CEO for the Advancement of Women* at EOWA's 2003 *Business Achievement Awards* held recently in Sydney. The delighted 44-year-old father of three was lauded for his passionate and proactive championing of women's participation in his company at all levels of management.

Since Russo became chief executive of the giant food retail chain, women are represented across every department at a senior level for the first time and work in key operational roles such as IT, finance and construction. The number of female store managers and female middle managers has also skyrocketed during his tenure, while the company's most senior

team has an astounding 43% (nine out of 21) female executives. This is practically unheard of in most of Australia's "top 500" companies.

Accepting his award, a moist-eyed Russo gave a lot of credit to his wife, Deanne Bevan, for educating him about women's issues, and praised the contribution of his female employees to McDonald's record profit year in 2003. He also admitted that it had taken him a while to become aware of the barriers facing women in the workforce. 'These barriers are part of the culture of organisations and do not disappear without intervention. Positive action has to be taken to change the culture and practices introduced for employees with family responsibilities - most of whom are women', he said.

In another impassioned address at the awards ceremony, outgoing EOWA Director Fiona Krautil said she was heartened to note that more men in power were foregoing the traditional aspects of male collusion in favour of new, courageous leadership that assumes accountability for women's advancement. Every *EOWA Business Achievement Award* winner, she noted, recognised that women were critical to a business's strategy and



success - and believed that this attitude needed to be driven from the top of an organisation down.

The Australian economy, Krautil said, needed more business leaders to recognise at a fundamental level the importance of diversity in a workforce, including the complementary talents that men and women offer. To signpost the way forward, EOWA is publishing a book in early 2004, *Chief Executives Unplugged*, to showcase the strategies of chief executives who have successfully championed the cause of working women - and enjoyed concomitant business success. 'I challenge each of you to achieve workplaces where women feel valued and are given the opportunity to excel,' EOWA's Director asked the blue-chip awards ceremony audience.

Other guest speakers at the ceremony included Ernst & Young Australia CEO, Brian Schwartz, and The Hon. Kevin Andrews MP, Minister for Employment and Workplace Relations. The Master of Ceremonies was Helen Dalley of the Nine Network's *Sunday* and *Business Sunday* television programmes. ☺



HIGHLIGHTS

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from the director's desk



Fiona Krautil

As another exhilarating 12 months and my term as EOWA Director draws to a close, all of us at the Agency are finding it impossible not to notice the groundswell of support and progress we have achieved in our endeavours to assist Australian women

there is nothing that excites me more than the launch in March 2004 of the book, *Chief Executives Unplugged* in which 10 leading CEOs talk frankly about the business imperative of advancing women in their organisations.

reach their greatest potential in the workplace. Five years ago when I was instated as Agency chief, one of our most pressing goals was to transform the Agency's service from one of policies and processes to one that truly adds value. We not only removed the red tape that formerly insisted on employers filling out pages of forms, we built positive relationships with over 3,000 large and medium, private and not-for-profit sector employers. We redesigned our website to provide useful ideas,

tangible case studies and plenty of inspiration. The fact that six million individual page hits were logged in the first six months of 2003 alone is evidence of just how well we have succeeded.

In terms of guiding employers to harness the talent of their female employees, EOWA have been relentless, and while we are constantly dismayed at the number of toxic bosses still remaining in the workplace who hold back good women, we are also constantly encouraged by the progress we see. One of the most exciting achievements of my tenure has been the launch, in partnership with Catalyst in the United States, of our *Australian Women in Leadership Census*. This research is the first that tracks the number of women in executive management and on boards in Australia. Launched in 2002 and again researched and reported in 2003, it has already developed a life of its own in terms of catalysing business leaders and opinion-makers to ask the question, 'why aren't there more women on this senior team?'

Thankfully, there are business leaders who have long asked this question – and done something about the paucity of women in pivotal operational roles in their organisations that typically lead to the top echelons of management. These are the companies and CEOs we have been lauding since 2001 when we simultaneously launched our *Business Achievement Awards* and our *EOWA Employer of Choice for Women* citation. As more businesses realise the competitive advantage they can enjoy in the marketplace with an EOWA stamp of approval for female-friendliness, it's no surprise that more companies are jumping through hoops to meet the Agency's criteria. This year, 114 companies were awarded the prestigious citation; a significantly higher number than the previous two years.

To our delight, we find the momentum of many of the initiatives we have driven in the past five years speeding up. Wherever possible EOWA highlights leading practice, because it illustrates where we believe the Australian workplace can be. In this regard, there is nothing that excites me more than the launch in March 2004 of the book, *Chief Executives Unplugged* in which 10 leading CEOs talk frankly about the business imperative of advancing women in their organisations. As my swan song after five action-packed years, I hope you will all enjoy this book as much as I, and be inspired. Most of all, I encourage you all to demonstrate the kind of courage and honesty displayed by these executives and speak out when things are inequitable or plain unfair in your workplace. Thank you to all of you for your kindness and support; a toast to Equal Opportunity until we meet again! ☺

Warm regards,

Fiona Krautil, Director,
Equal Opportunity for Women in the Workplace Agency

many thanks to our award sponsors



the australian women in leadership census 2003

WHAT GETS MEASURED GETS DONE

The findings from the second EOWA Census of Women in Executive Management and Board positions in Australia's top 200 companies show that little has changed in the past 12 months.

EOWA is disappointed to find that of the 1575 managers who are either CEO's or report directly to CEOs, only 138 or 8.8% of these are women. In 2002 the figure was 8.4%; we have not seen any significant change.

More alarmingly, the Census revealed that 49% of companies do not have any women at all in these key decision-making positions. The figures are not much better for women occupying boards. In 2003 the representation of women was 8.4% (compared to 8.2% in 2002).

These are chilling statistics and a wake-up call for Australian business leaders to take action and encourage and support women into line positions. If women are in the wrong pipeline they will not be promoted to the position of CEO, Managing Director or Chief Operating Officer. Data from the Census revealed that only 4.7% of line roles, i.e. those roles with profit and loss or direct client service responsibilities were held by women. Overall, 62% of women occupy staff or support roles such as human resources, legal and corporate relations, however these roles don't generally lead to the top of the organisation.

Benchmark your organisation against your industry average using EOWA's online Women in Leadership Census tool at www.eowa.gov.au

Copies of The Australian Census of Women Executive Managers & Women Board Directors 2003 are available for purchase through EOWA. Phone 02 9448 8500 to place an order.



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eowa business achievement awards 2003

identify true champions of women's progress in australia



Guy Russo, McDonald's Australia Limited.

Leading CEO for the Advancement of Women

Winner - Guy Russo, McDonald's Australia Limited

The judges' decision was unanimous, Guy Russo has achieved enormous inroads for women in his organisation. In two years almost tripling the number of female executives in corporate head office to 12% and increasing female store managers by 24%. Guy understands all the issues that affect his workforce, he was the first to introduce parental leave for casual employees, he has also appointed women into senior management roles while they were on maternity leave and questioned the 'excessive' hours worked by his senior managers. The results of his EO strategy has seen the number of women managers triple through work redesign, increased staff retention, which is down to 14% and last year's profit is the best ever.

This award was supported by the Australian Industry Group.



Fiona Krauttil, EOWA; Alison Spencer, IBM Australia; Robert Franklin, Autoliv Australia.

Diversity Leader for the Advancement of Women

Winner - Alison Spencer, IBM Australia. Sponsored by Autoliv Australia

Constantly challenging the status quo is what Alison Spencer has been doing for the last two decades. Why can't part-time work be more meaningful? Why aren't women studying IT? And why is pay gender biased? These are just some of the questions Alison has raised recently within IBM. Many of her colleagues know that she has made a significant difference to the lives of many IBM employees. IBM are pleased with a 97% return rate from maternity leave (26% of which resumed on a part-time basis) but Alison will be continuing to look at increasing the opportunities for women in her organisation. Alison is a trail blazer and a true advocate for women.



Fiona Krauttil, EOWA; Tony Onsley, SC Johnson & Son Pty Ltd; Katrina Troughton IBM Australia.

Leading Organisation for the Advancement of Women

(less than 500 employees)

Winner - S C Johnson & Son Pty Ltd. Sponsored by IBM Australia

S C Johnson and Son Pty Ltd consistently recognises and implements values and strategies that are aligned with enabling women to reach their full potential. The company has initiated a wide range of flexible working arrangements. S C Johnson and Son visibly champion an inclusive workplace culture for all its employees and does not implement any programs that work to the exclusion of others. Senior management models flexible working practices and communicates this to all employees. S C John and Son as a result has enjoyed significantly improved business outcomes. In particular they are applauded for their comprehensive work on pay equity.



John Steward, American Express International Inc Australia; Helen Dalley (MC).

Leading Organisation for the Advancement of Women

(more than 500 employees)

Winner - American Express International Inc Australia

Sponsored by the Ford Motor Company

Women make up almost half of top management in the American Express organisation, 40% of top management and 61% of managers and professionals are female. The company has also achieved outstanding pay equity results. Women account for 61.5% of total transfers and promotions for the 2001-02 period. Equal Opportunity principles are well-embedded in the company's processes reflecting an active and well promoted policy on 'Freedom from Harassment'. The organisation secured its win with an annual employee survey indicating that 83% of staff felt management had created an environment that embraces diversity. Annually all employees are rated on valuing and integrating diversity as the key competency.

Flanked by spectacular views of Sydney Harbour more than 280 invited guests gathered for the 2003 Business Achievement Awards luncheon. Over 50 of Australia's leading CEOs filled the WatersEdge Restaurant in Sydney to honour and pay tribute to those companies and individuals who are leading the way in creating better opportunities for women in the workplace.

The judging for the 2003 Awards was made difficult by the high standard and improved practices and procedures being implemented by companies across Australia. The independent judging panel for 2003 comprised Margot Cairnes, Leadership Strategist, Susan Halliday, former Sex Discrimination Commissioner now a consultant, Dr. Graeme Russell from Macquarie University and Work + Life Strategies and Heather Ridout from the Australian Industry Group. Behind closed doors the judges deliberated over winners and in some cases a tie was conceded.

Before the Awards were announced, an inspiring key note address was delivered by Brian Schwartz, CEO Ernst & Young. Ernst & Young have a number of excellent policies in place within their organisation to promote women, many of which Brian has personally championed. Brian acknowledges that his three daughters have been a great influence on him and he will continue to keep issues relating to women's progress on the agenda.

EOWA's Director, Fiona Krautil, who will relinquish her role as Director in 2004, acknowledged that she was proud of the heightened attention of this year's Awards and was thrilled to see an increase in support from clients and sponsors. Fiona was also pleased that there has been an increase in the number of organisations applying for the coveted EOWA Employer of Choice for Women accolade. The Hon. Kevin Andrews MP, Minister for Employment and Workplace Relations, delivered a thought provoking speech, which included a forecast for the workforce in the year 2020.

Outstanding EEO Practice for the Advancement of Women

Winner - Autoliv Australia. Sponsored by McDonald's Australia Limited

A new initiative to increase skills and encourage the promotion of women has secured Victorian-based Autoliv a 2003 EOWA Business Achievement Award. Approximately 74% of Autoliv's 530 staff are women. The company's largest area of employment is the shop floor, with 91% of staff being women. Autoliv introduced a 'shop floor to frontline management' scholarship for women in engineering offering a Certificate in Engineering Production (Level I). Graduates could then undertake a Certificate II in Engineering Production. In 2003 nine staff completed the Frontline Management Program; six of these graduates were female.

Epworth Hospital received a special commendation for their *Senior Responsiveness Program*. Designed to assist older workers, the project recognises that older women will play an important part in our workforce in the near future. Often an invisible group, older women in our society have faced many forms of systematic discrimination throughout their working lives resulting in career and financial detriment. Epworth Hospital should be commended for their commitment to this group of working women.

Outstanding Result for the Advancement of Women

Sponsored by the Commonwealth Bank of Australia

Joint Winners - Cairns Region Group Training

To attract more women into the aviation industry, Cairns Region Group Training promoted an Avionics scholarship which would pay the trainees' wages for two days a week over two years. The company has recently employed its third female trainee, making a total of four trainees (three female and one male).

Uniting Church Frontier Services.

Uniting Church Frontier Services recently supported four indigenous women to complete a Certificate II in Community Services (Aged Care) by distance learning. Frontier Services will continue to provide support services to students in the Kimberley community to ensure the student can complete this important course, which equips them with skills and qualifications.

Most Promising Person or Organisation for the Advancement of Women

Sponsored by Alcoa World Alumina

Joint Winners - ING Australia Ltd

Shenaz Khan said she was proud to receive an Award for something she has been talking about her whole life, diversity. The judges agreed that Shenaz had achieved a lot in a short time for women in the ING organisation; an increase of 20% of women into management roles, holding senior managers responsible for developing female talent in the organisation and the development and a Diversity Scoreboard as a vehicle for presenting pertinent statistics on female representation within the company directly to the Board are just a few initiatives.

ANZ Banking Group

ANZ was recognised for its achievements in advancing women in the organisation in a short time. Sixty percent of ANZ's workforce are women. CEO, John McFarlane recognised that the bank needed to do more to promote women. He has set a target of reaching 20% representation of women executives by 2005. Senior managers are held accountable for driving change and line managers are responsible for developing female talent in the organisation. ANZ have taken a holistic approach and have demonstrated willingness to tackle, from the top down, more subtle bias and stereotypical thinking that impedes cultural change and opportunities to advance women.



Fiona Krautil, EOWA; Robert Franklin, Autoliv Australia; Guy Russo McDonald's Australia Limited.



Fiona Krautil, EOWA; John Winsor, Cairns Region Group Training; Jill Lester, Commonwealth Bank of Australia.



Fiona Krautil, EOWA; David Sullivan, Uniting Church Frontier Services; Jill Lester, Commonwealth Bank of Australia.



Fiona Krautil, EOWA; Shenaz Khan, ING Australia Ltd; Wayne Osborn, Alcoa World Alumina.



Julie Dudley, ANZ Banking Group

eowa employer of choice for women 2003 list

Agriculture

1. Meat & Livestock Australia Ltd

Community Services

2. Aldersgate

3. Bishop Davies Court Nursing Home

4. Eliza Purton Home for the Aged

5. Fullarton Lutheran Homes Inc

6. Somerville Community Services

7. The Frank Whiddon Masonic Homes
of NSW

8. Uniting Church Frontier Services

9. Villa Maria Centre

10. Cerebral Palsy League of Queensland

11. Southern Cross Care (Qld) Inc

12. Anglican Care

13. Warrigal Care

14. Churches of Christ Homes &
Community Services

15. Mt Olivet Community Services
Computer Consultancy

16. Agilent Technologies

17. Hewlett-Packard Australia

18. IBM Australia

19. Oracle Corporation Australia

20. Sun Microsystems

Consulting Engineers

21. Arup Australasia

Education

22. Canberra Girls' Grammar School

23. Curtin University of Technology

24. Edith Cowan University

25. Flinders University

26. Griffith University

27. Kilbreda College

28. La Trobe University

29. Loreto Mandeville Hall - Toorak

30. Loreto Normanhurst

31. Macquarie University

32. Monash University

33. Moreton Bay College

34. Overnewton Anglican Community
College

35. Pymble Ladies' College

36. Queensland University of Technology

37. Ravenswood School for Girls

38. Royal Melbourne Institute of
Technology

39. Santa Sabina College

40. The Friends' School

41. Toorak College, Mt Eliza

42. University of Melbourne

43. University of New England

44. University of Queensland

45. University of Technology, Sydney

46. University of South Australia

47. University of Sydney

48. University of Western Australia

49. University of Western Sydney

Education - Group Training

50. Cairns Region Group Training

Electricity, Gas & Water Supply

51. United Water International

52. TXU Pty Ltd

Employment Placement Services

53. Hays Personnel Services (Australia)

Finance and Insurance

54. AMP Limited

55. ANZ Banking Group

56. Australian National Credit Union

57. Citibank Ltd

58. Commonwealth Bank of Australia

59. Lend Lease Corporation

60. Savings & Loans Credit Union (SA)

61. Westpac Banking Corporation

62. J P Morgan Holdings Australia Limited

63. Royal Automobile Club of Vic
(RACV) Ltd

Food, Beverage & Tobacco

64. Southcorp Wines Pty Limited

Health Services

65. Austral Nursing Home

66. Boots Health Care Company

67. Brisbane Water (NSW) Legacy

68. Calvary Health Care Tasmania

69. Epworth Hospital

70. Royal Far West Children's Health

Scheme & Services for the Aged

71. St John of God Health Care Inc

72. Cabrini Hospital

73. Uniting HealthCare

Legal Services

74. Henry Davis York

75. Sparke Helmore

Manufacturing

76. Autoliv Australia

77. Basell Australia

78. Baxter Healthcare Australia/NZ

79. ION Automotive Systems

80. Ford Motor Company

81. IGT Australia

82. MasterFoods Australia New Zealand

83. S C Johnson & Son Pty Ltd

84. Saint-Gobain Abrasives Australia Pty Ltd

85. Sara Lee Household & Body Care
Australia

86. Motorola Australia Pty Ltd

Mining

87. Alcoa World Alumina

88. Energy Resources of Australia



Oil & Gas Extraction

89. BP Australia

90. Exxon-Mobil Corporation

Other Services

91. American Express International Inc.
Australia

92. Avis Australia

93. SingTel Optus

94. Sitel Pty Ltd

95. The Pharmacy Guild of Australia, Qld
Branch

Printing, Publishing & Recorded Media

96. John Wiley & Sons Australia

Professional Services

97. Blake Dawson Waldron

98. Deloitte Touche Tohmatsu

99. Ernst & Young

Recreation, Cafes, Restaurants and Accommodation

100. Cairns Colonial Club Resort

101. Royal Sydney Golf Club

102. Warner Village Theme Parks

103. Star City Pty Ltd

104. The Windsor Hotel

105. McDonald's Australia Limited

106. Sheraton Towers Southgate

107. TABCORP Holdings Ltd

Retailing

108. OPSM Pty Ltd

109. Nutrimetics International (Australia)
Pty Limited

Scientific Research

110. Illawarra Technology Corporation

111. Murdoch Children's Research
Institute

Transport

112. Melbourne Airport

Wholesaling

113. Avon Products

114. Pitney Bowes Australia

eowa employer of choice for women the 2003 honour roll of female-friendly organisations in Australia has been announced.


Do women want to work in your organisation? If you're one of the 114 companies granted the *EOWA Employer of Choice for Women* citation for 2003 announced at EOWA's annual *Business Achievement Awards* event, then you've got a definite competitive advantage in attracting one of the thousands of female graduates that complete their university degrees each year. More than half of all university graduates these days are women and almost half the workforce is female - with participation ratios for women in both sectors growing steadily. This suggests that the time has come for companies to think seriously about attracting, retaining and advancing female employees.

For companies seeking a recruitment advantage in the marketplace, there can probably be nothing more attractive than the branding offered by an *EOWA Employer of Choice for Women* citation. Established in 2001 to encourage more companies to develop practices across the board that harness women's potential in the workplace, 55 companies were presented with this prestigious citation. This EOWA stamp of approval is granted annually to organisations for the duration of one year. So in demand is the accolade that many more companies applied for it in 2002 with close on 100 organisations pronounced successful.

In this third year of *EOWA Employer of Choice for Women* citations, the number of female-friendly companies continues to grow and includes both big and small organisations in the food, finance, health, legal and manufacturing sectors, to name a few.

Companies whose achievements have been acknowledged by this award can use this citation in their recruitment, advertising and other company promotional material.

Robert Franklin, chief executive of the Victoria-based manufacturing company, Autoliv Australia, believes in the strategic importance to his business of the *EOWA Employer of Choice for Women* badging. 'When 80 per cent of your workforce is female, it doesn't take a rocket scientist to work out that it's an absolute business imperative to find ways to advance women in my organisation,' noted Franklin.


Franklin is one of many in corporate Australia to demonstrate a significant shift in attitude towards the *Equal Opportunity for Women in the Workplace Act 1999*. Many companies no longer treat the Act as simply a compliance issue, but rather as an opportunity to improve outcomes for women and to positively impact the business bottom-line. This is evident in the growing number of companies implementing 'real' programs to advance women at work, the increase in companies that report to the Agency and the significant decrease in recalcitrant companies. In 2003, only 15 organisations were named as non-compliant, compared to 26 the year before. 'We encourage school-leavers, university graduates and all working women to seek out organisations that value the talents women bring to the workplace,' EOWA Director Fiona Krautil urges. 

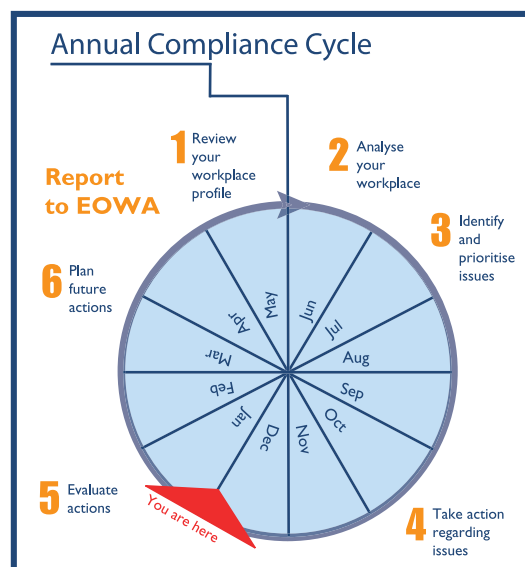
compliance cycle report

During this third year of reporting under the new Act, EOWA again placed significant focus on delivering quality client services. Providing direct feedback to organisations on their workplace programs gave EOWA and clients the opportunity to build on current relationships, establish new ones and work together towards progressing equal opportunity for women in the workplace.

The Annual Compliance Cycle provides a means of tracking the progress of current workplace programs. To assist organisations in this process, EOWA's website www.eowa.gov.au provides a wealth of information, covering all aspects of the annual compliance cycle, from tools to help with analysing the workplace, suggested issues to look for under each employment matter, and what to include in the annual **Public Report to EOWA due between 31 March and 31 May 2004**.

EOWA'S DATABASE OF REPORTS FOR 2003

Organisations wanting to benchmark themselves against similar organisations in their sector or obtain examples of initiatives that are working well in their industry, can access the 2003 public compliance reports on our website www.eowa.gov.au. 





releasing march 2004

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Tel 02 9448 8500 Fax 02 9448 8572


Email eowa@eowa.gov.au

Website www.eowa.gov.au



So dismal are the statistics regarding women's advancement in Australia that some positive direction had to be sought. *Chief Executives Unplugged*, a personal account of the journey of 10 maverick Australian business leaders, is the result of the search for inspiration.

Compulsive reading for anyone who thought that women had achieved equality at work – and for those of you who know that they have *not* – this collection of stories from prominent CEOs shines the light on what is positively possible. While the role of women in Australia's economic future continues to raise more questions than answers, there can hardly be a timelier contribution to the debate.

'The advancement of women is "a tough sell to men". It can be a divisive dialogue and women themselves are often uncomfortable discussing their negative experiences in the workplace...yet men need to hear about women's experiences in order to understand the issues'. *Guy Russo, CEO McDonald's Australia Limited.* 

“I’d like to congratulate you on the quality of your website. We are currently reviewing compliance to our EEO policy and honing our strategy for the future. The information and guidelines on your site have provided invaluable assistance. Thank you!”



this year over 273,000 people visited our website www.eowa.gov.au

Don't miss out on the wealth of information our website has to offer!

Visit the EOWA website for the latest information on women and workplace issues.

- Do you need help to comply with the EOWW Act or to report to EOWA? Our website provides valuable information from hot topics for employers to employment matters and solutions. You can also download a 2004 proforma to step you through the reporting process.
- Case studies and profiles – learn from real life examples how EO programs can make a difference in your organisation.
- EOWA workshops – a variety of tailor-made workshops to advance women and your business.
- Access to over 2,500 organisations' reports - find out what other companies are doing about EO.
- Want to know what your staff turnover is costing you? Use our Costing-Turnover Calculator to find out.
- Benchmark your organisation against your industry competitors from our Women in Leadership Census Tool.
- Upcoming events section keeping you up-to-date with what's happening!
- Key statistics, useful links and the latest news in equal opportunity.

These are just a few of the tools available at the EOWA website: www.eowa.gov.au

‘I just wanted to let you know that I think your new website is fantastic! Please pass on my congratulations to those at the Agency.’

‘Dear EOWA, I’d just like to thank you for all the things you do for women. This web page is fantastic and is set out in a easy to find way. I am a student doing a project on equal opportunity in the workplace and I found the student section most informative. Thank you very much...’

eowa 2004 workshops

brisbane

March, May, July, September, October, November, December 2004

sydney

February, June, September, November 2004

perth

Register your interest at www.eowa.gov.au

adelaide

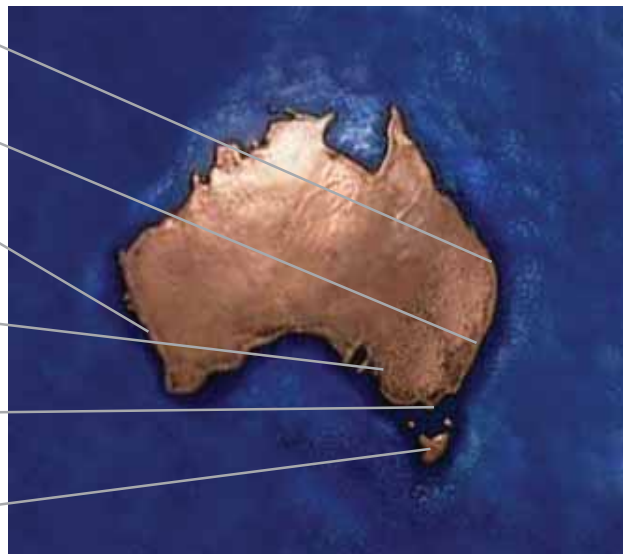
Register your interest at www.eowa.gov.au

melbourne

February, May, July, October, November, December 2004

tasmania

March 2004



Workshop 1 How to Develop an Effective EOWA program and prepare a Compliant Report

Designed for new report contacts and organisations new to reporting, this workshop provides all you need for successful reporting.

Sydney - February 23, September 7, November 1

Melbourne - February 24, October 18, November 29

Brisbane - March 9, September 2, November 30

Perth, Adelaide, Regional Areas. Please register your interest in this workshop at www.eowa.gov.au

Cost - Half day Workshop \$440 GST inclusive

Workshop 2 How to Position your Business for Waiving, EOWA Employer of Choice for Women and Business Achievement Awards

Designed for organisations that wish to develop their EOWA programs to a higher level and receive recognition for achievements, this workshop provides in-depth coverage of the requirements for Waiving, *EOWA Employer of Choice for Women and Business Achievement Awards* with examples from leading practice organisations.

Sydney - February 24, September 8, November 3

Melbourne - February 25, October 19, November 30

Brisbane - March 10, September 3, December 2

Perth, Adelaide, Regional Areas. Please register your interest in this workshop at www.eowa.gov.au

Cost - One day Workshop \$660 GST inclusive

Workshop 3 How to Move from EEO Compliance to Strategic Diversity in your business

Designed for organisations aiming to move beyond EEO to developing a diversity strategy. Learn how to create an inclusive workplace, develop the potential of your people and achieve business outcomes.

Sydney - June 7. Melbourne - May 24

Brisbane - May 18. Canberra - August 11

Perth, Adelaide, Regional Areas. Please register your interest in this workshop at www.eowa.gov.au

Cost - One day Workshop \$660 GST inclusive

Workshop 4a How to Get More Women into Management

Workshop 4b How to Get More Women into Non Traditional Employment

Designed for organisations that want to attract, develop and retain talented women to achieve business success. These two workshops provide models, strategies and leading practice examples to help your business win the war for talent.

Sydney - June 29, November 9, Melbourne - July 27, December 1

Brisbane - July 28, December 10, Canberra - August 12

Perth, Adelaide, Regional Areas. Please register your interest in this workshop at www.eowa.gov.au

Cost - Two half day workshops run on the same day for \$660 or \$440 each GST inclusive.

Workshop 5 How to Create a Harassment Free Workplace.

Designed for organisations that want to create a strategic approach to building a harassment free workplace this workshop provides strategies and leading practice case examples to assist you.

Sydney - September 21, Melbourne - October 20

Brisbane - October 1

Cost - Half day Workshop \$440 GST inclusive

Workshop 6 Hot Issues for Women in the Workplace - customised program for Tasmania

An interactive forum on the issues covered in EOWA Workshop including strategies and leading practice examples.

Hobart - March 11, Launceston - March 12

Cost - Half day Workshop \$440 GST inclusive

*Workshop Options

EOWA can offer you a customised workshop at your site, conducted by a Senior EOWA consultant for any number of participants. Phone EOWA for details on 02 9448 8500. ☎

Participants in Workshops 2, 4 & 6 receive a copy of the 2003 Australian Women in Leadership Census and EOWA's book *Chief Executives Unplugged* valued at over \$200. Participants in Workshop 3 receive a copy of EOWA's book *Chief Executives Unplugged*.

business solutions for successful workplaces

- ☰ Would your business benefit from more women on its management team?
- ☰ Could your company be more strategic in advancing women employees, but you need to develop the business case first?
- ☰ Do you want to do more to advance women, but need ideas on where to start?
- ☰ Would you like to engage men as equal partners in promoting work-life balance?
- ☰ Are you looking for innovative ways to help women realise their full potential?

If you have answered **YES** to any of these questions, then EOWA has the solutions to assist you.



NEW Consultancy Services – giving your business the leading edge!

To address issues for women in your organisation, take advantage of our new Consultancy Services. EOWA are now able to offer organisations specialist services designed to assist in advancing and retaining valuable team members.

An EOWA business consultant can show you:

- how to create an inclusive workplace culture to encourage women to reach their full potential.
- how to become a leading edge organisation for the advancement of women.

It could be the advantage that your business is looking for!

Choose the business solution that can be tailored to suit your industry type:

- **One-on-one Consultations.** Industry specific consultants are able to work together with your Human Resources Manager or CEO to deliver improved outcomes for women.
- **Workshops.** Informative and practical these workshops, can be carried out in house by one of our experienced consultants. e

For further information on EOWA's consultancy services phone 02 9448 8500.

Following the recent spirited public debate lamenting Australia's poor progress in encouraging women into leadership positions, three of the country's leading CEOs and two prominent diversity leaders shared their insights and experiences about driving innovative diversity and equal opportunity initiatives in their organisations.



Julie Dill, Managing Director, Duke Energy; Wayne Osborn, Managing Director, Alcoa World Alumina; Robert Franklin, CEO, Autoliv Australia.

an intimate conversation with leading Australian CEOs and diversity leaders

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Based on the success of last year's *Intimate Conversation* event, more than 80 people participated in a rare 'up close and personal' moment with Wayne Osborn, Alcoa World Alumina Managing Director, Robert Franklin, Autoliv Australia CEO, Julie Dill, Duke Energy Managing Director, Alison Spencer, IBM's Manager, Organisational Culture & Change and Shenaz Khan, ING's Head of Performance Management & Reward – People & Culture Group.

Based on Chatham House rules, which ensure that any information from the event remains confidential, the CEOs and diversity leaders were frank and honest in their assessments of the important issues for women in the workplace and the obstacles facing them, they talked openly and honestly about the issues they faced in driving EEO.

Facilitated by The Change Dynamic's International Leadership Strategist, Margot

Cairnes, the CEOs and diversity leaders were asked to comment on the personal issues that led them to champion women's progress, their thoughts about what needs to happen within corporate Australia to increase the pace of change and how they sustain such change.

Later at the Business Achievements Awards ceremony, Robert Franklin, Alison Spencer and Shenaz Khan were presented with awards. ☺

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Changed your contact details?
If so please email us at changes@eowa.gov.au



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