

CONTENTS

In session order

Effective Strategies to Encourage Progression of Women in Senior Roles

Effective Strategies to Encourage Progression of Women in Senior Roles..... 1
Michelle Dixon

Women of Influence

Women of Influence 53
Nicky Benson

The Power of Positive Framing

Discover the Benefits of Positive Framing 11
Ava Gibson

The Pointy End of Conversations

The Pointy End of Conversations – avoiding conflict is not the answer! 67
Presenters

Changing Law Firm Culture

Changing Law Firm Culture – the challenge of promoting diversity 21
Andrew Poole

Changing Law Firm Culture

Turning the Tide to Make More Women Law Firm Partners in New Zealand 29
Stacey Shortall

Changing Law Firm Culture

Changing Law Firm Culture – be the change 43
Ngaroma Tahana

From Grad to Grey – securing your financial freedom

To be issued.....
Carmel Fisher

CONTENTS

Alphabetical by author/presenter

Author		Title	Page
Benson	Nicky	Women of Influence	53
Dixon	Michelle	Effective Strategies to Encourage Progression of Women in Senior Roles	1
Fisher	Carmel	From Grad to Grey – securing your financial freedom	Hand out
Gibson	Ava	The Power of Positive Framing	11
Poole	Andrew	Changing Law Firm Culture – the challenge of promoting diversity	21
Ratcliff	Brenda	The Pointy End of Conversations	67
Shortall	Stacey	Turning the Tide to Make More Women Law Firm Partners in New Zealand	29
Tahana	Ngaroma	Changing Law Firm Culture – be the change	43

CHAIR



Cathy Quinn, Chair, Minter Ellison Rudd Watts, Auckland

Cathy is chair of Minter Ellison Rudd Watts. She is also a corporate and commercial lawyer and leads its mergers & acquisitions and private equity teams. Cathy served on the Securities Commission for nine years and was a member of the Capital Markets Development Taskforce. She is a member of the commercial advisory board to the Treasury and on the Executive Board of the NZ China Council. Cathy was awarded Veuve Clicquot Businesswoman (New Zealand) in 2010.

SPEAKERS



Nicky Benson, Partner, Step Up, Auckland

Nicky specialises in assisting people, leaders and organisations across Australasia to drive change and performance through their organisations and in developing courage, flexibility and resilience in their own leadership style; supporting them in building flexible, resilient, high performing cultures, teams and people. After heading up training for The Body Shop, and running her own successful Body Shop franchises in North Yorkshire, Nicky moved to New Zealand in 2002 where she set up her own thriving consultancy and coaching business. Along the way she worked as a Business Coach, a Director at PwC in the area of performance improvement, as a consultant with a global communications consultancy, and more recently, part time as Learning Director for the NZCSI Social Entrepreneurs School.



Michelle Dixon, Partner and CEO, Maddocks, Melbourne, Australia

Michelle was appointed as CEO after 18 years at the firm, including 13 as a partner and eight as leader of the firm's commercial disputes team. Under Michelle's leadership, Maddocks received citation as an Employer of Choice for Gender Equality from the Workplace Gender Equity Agency (WGEA) in 2014 and 2015. She is a strong advocate for the progression of women into leadership and also a champion of the Maddocks Women Initiative. Michelle is an ambassador for the WGEA's 'In Your Hands' initiative for pay equity. Michelle was recognized by the AFR and Westpac as one of 2015's 100 Women of Influence.



Carmel Fisher, Managing Director, Fisher Funds, Auckland

Carmel Fisher is the founder and Managing Director of one of New Zealand's largest investment managers and KiwiSaver providers, Fisher Funds. Since its establishment in 1998, Fisher Funds has grown to manage over \$6 billion for more than 250,000 clients. Carmel has nearly 30 years' experience investing and has been a longtime supporter of investing in our own backyard. One of Carmel's goals when setting up Fisher Funds was to demystify investing and make it enjoyable, understandable and profitable for New Zealanders. Carmel is well known for her candid opinions on anything investment related and is a regular media commentator.

SPEAKERS



Ava Gibson, Managing Director, Orb Solutions, Wellington

Ava is an experienced coach and facilitator in leadership, communication effectiveness, and personal change. She particularly enjoys assisting professional women to flourish and thrive in their careers. Through applying research based techniques, Ava assists women to identify and manage their thought processes and find the courage to take action. She facilitates a number of groups including “Take a Deep Breath: A professional development group for women in law” with Mary Scholtens QC. A conflict resolution and communication specialist, Ava also provides workshops on having “hard-to-have” conversations and assists diverse groups to have more positive and effective discussions.



Andrew Poole, Chief Executive Partner, Chapman Tripp, Auckland

Andrew is responsible for the overall leadership of the firm and driving forward the firm’s strategy and growth. In addition to his role as Chief Executive Partner, Andrew specialises in Corporate and Commercial law with a particular focus on intellectual property, technology and the gaming sector. He is a graduate of the Harvard Business School executive education course “Leading Professional Services Firms” and has completed the Center for Creative Leadership (Colorado) “Leadership at the Peak” course.



Brenda Ratcliff, MindMeld Coaching, Wellington

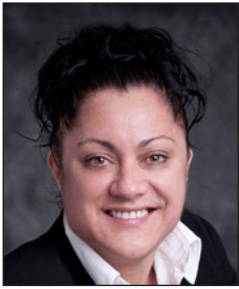
Brenda is an experienced trainer and leadership coach using techniques based on how successful communicators get the results they want and applying those skills to situations that require change. She runs training in presentation skills for important moments and has published two practical training books on Amazon. Two career highlights were winning a Fellowship to Stanford University to study Leadership and the Effective Use of Power, and winning two IPANZ leadership awards. Brenda coaches senior executives to secure their own dream study adventures.



Stacey Shortall, Partner, Minter Ellison Rudd Watts, Wellington

Stacey has broad experience successfully representing financial institutions, other companies, public sector entities and directors & officers in significant litigation and regulatory matters. She returned to the firm in 2010 after spending 11 years as a Wall Street litigator in New York. Stacey has been recognised as a leading lawyer in New Zealand by Chambers, The Legal 500, Legal Media Group and NZ Lawyer. She maintains an active pro bono practice. Stacey won the Community & Not-for-Profit Westpac Woman of Influence Award in 2015. She seeks to promote the retention and promotion of female lawyers, including by actively recruiting and mentoring team members who work flexible schedules. Most importantly, Stacey is the mother of three young children.

SPEAKERS



Ngaroma Tahana, Solicitor, Gordon and Pilditch, Rotorua

Ngaroma completed a law degree after qualifying in business management. Her legal career began at Simpson Grierson in Auckland where she practised in the local government and environment team. Wanting to extend her litigation practice, Ngaroma joined Gordon Pilditch in Rotorua as a Crown prosecutor. She is passionate about Maori development and seeing Maori succeed. Outside her legal practice Ngaroma has held various governance roles within both social and commercial entities. These roles have included being a trustee for Taikura Trust, chairperson of Te Rūnanga o Ngāti Pīkiao, director of Te Arawa Fisheries Limited, a trustee for Rotoma Incorporation and a ministerial appointee to the Council at Waiariki Institute of Technology.