



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

Wednesday 12th June  
6:30-8:30pm

### LOCATION

Level 36  
Tower Two  
Collins Square  
727 Collins  
Street  
Melbourne

### TICKETS

Available on Eventbrite  
<https://www.eventbrite.com.au>

[www.the100percentproject.com.au](http://www.the100percentproject.com.au)



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## THE PANEL



### **Scott Wyatt, Chief Executive Officer at Viva Energy Australia**

Scott has over 30 years' experience in the downstream oil industry across Australia and New Zealand, including roles within strategy, marketing, oil supply and distribution operations.

In mid-2013, Scott was appointed the head of country for Shell's downstream businesses in Australia before he transitioned to the role of CEO of Viva Energy following the sale of the business.

Scott's previous positions with Shell include General Manager of Supply and Distribution for Australia, and an assignment in Singapore to lead a regional strategy team.



### **Carmel Mortell, Senior Partner and Victoria Chair for KPMG**

Carmel is the Office Chair of KPMG in Victoria and a senior partner in KPMG's advisory practice. As Office Chair, Carmel has oversight of the 160 partners and 2,600 staff that reside in Victoria. She has responsibility for all Victorian client facing activities and major events.

Carmel specialises in the banking and finance sector and since joining KPMG in 1989, Carmel has gained significant experience in the financial services industry particularly their finance, risk and internal audit functions. She has provided a range of advisory services to Australia's leading financial institutions and has working experience across the UK and the USA.

Carmel has a strong passion and belief in equality and particularly the inequality representative in the government and corporate sectors from a lack of diversity in leadership. Carmel devotes her time to numerous organisations such as Women Corporate Directors and the 30% Club. Carmel is a director of Women Corporate Directors Australia Ltd and a founding member and Steering Committee Member of the 30% Club in Australia.



### **Lauren Trethowan, Head of OD at MYOB and Board Director at the 100% Project**

Lauren is the Head of Organisational Development at MYOB. She is a registered Psychologist with over 15 years' experience in HR and transformation advisory roles, specialising in: organisational development, talent and performance, leadership development and ultimately building great workplace cultures. Prior to MYOB she led the Enterprise Culture team at Australia Post and worked across multiple industries as a Senior Manager at PwC. Lauren leads diversity and inclusion in her current role and passionately champions diversity in her role on the Board of The 100% Project.



### **Moderated by Paul Starr, Director at People Measures**

Paul Starr is a Director at People Measures. He has 25 years' experience in leadership development, assessment and talent. He has worked in internal roles, as a General Manager HR, as well as in consulting roles, in Australia and the UK. His core expertise lies in Leadership, Assessment, Talent and Engagement. Paul has a Masters in Organisational Psychology and has worked with numerous public and private sector clients in Australia, Europe and Asia. Prior to joining People Measures Paul was the General Manager HR, Corporate for Orora, an ASX Top100 company, and Chair of the Orora Diversity Council. Paul has conducted leadership work at senior levels, in both the public and private sectors.

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