



## Women in Mining Leadership Program

The global context for the mining sector is changing rapidly. Shifting societal expectations, emerging technologies such as automation, and increasing environmental pressures are combining to create a dynamic and challenging environment. To succeed, leaders will need to be able to think quickly and in innovative ways, understand diverse perspectives, and lead with courage.

In many industries, including the mining industry, women in leadership roles face the additional challenge of having to work through the proverbial glass ceiling. Women continue to be substantially underrepresented in leadership positions, and do not always achieve parity with their male colleagues. Leading mining companies are now seeking to address this imbalance through various initiatives, but challenges remain.

With an emphasis on exploring personal values, building a vision, and developing leadership styles, the Women in Mining Leadership Program will allow you to access new ideas and inspirational ways of thinking about leadership issues. You will also gain insights into women's leadership, influencing models, and the power of a supportive peer network. The program is fully contextualised to address the issues facing women in executive leadership positions in the mining industry.

### Explore current trends for women in leadership in the mining sector

As a participant in the Women in Mining Leadership Program you will:

- learn about the changing global context of the mining sector
- explore the concept of sustainable development and the role of mining in this context
- share your leadership story and experiences with a dynamic group of female leaders
- learn about power and influence, and how to identify and leverage both within your network
- explore your unique leadership style and the double bind women leaders face
- develop strategies for dealing with different people, but still remain authentic in your approach
- examine the impacts of culture and politics within an organisation
- master the skill of navigating the organisational political terrain

### Why women only?

Women-only programs help to create the context and dialogue necessary to stimulate new thinking around the shared gendered experiences of participants. You will have the opportunity to reflect on your own personal and workplace experiences, and hear the experiences of other participants. This allows for a holistic view of the mining industry from a gendered leadership context.

### Program details

**Duration:** 5 days

**Date:** 19-23 March 2018

**Location:** Isidora Goyenechea 2800, 43rd Floor, Las Condes, Santiago (Salon San Cristobal)

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## Program facilitators



**Professor Polly Parker**

Polly is a Professor in leadership and human resource management and Director of Education at UQ Business School. She has established a national and international reputation in the fields of career management and development, peer coaching, leadership development, and human resource development.

Polly holds a PhD in business and a Master of Philosophy in career management from The University of Auckland, as well as diplomas from Christchurch College of Education and Otago University.



**Tessa Raeburn**

Tessa is the owner of Raeburn Keslake International, a global organisational development agency, boasting a line-up of blue-chip clients, including Mars, Sony, Glaxo Smith Kline, and Coca Cola. In addition to her work with Raeburn Keslake International, she has held senior leadership positions in Fortune 500 multinationals, including 3M and British American Tobacco.

Tessa holds a Bachelor of Science majoring in occupational psychology from Cardiff University.



**Professor Neville Plint**

Neville is the Director of the Sustainable Minerals Institute (SMI) at The University of Queensland. His career has focussed on delivering improved operational performance on mining sites by developing and implementing new technologies, whilst establishing a global network of research professionals in academic institutes, mining companies and research organisations.

Neville holds a degree, PhD and MBA from the University of Witwatersrand in Johannesburg, and brings extensive leadership experience and a deep understanding of the mining sector having worked for 20 years with Anglo American in South Africa.



For more than a century, The University of Queensland (UQ) has maintained a global reputation for delivering knowledge leadership for a better world. UQ has won more Australian Awards for University Teaching than any other university. This commitment to quality teaching empowers our 51,000 current students, studying across UQ's three campuses, to create positive change for society. Our research has global impact, delivered by an interdisciplinary research community of more than 1500 researchers at our eight research institutes and more than 100 research centres. The most prestigious and widely recognised rankings of world universities also consistently place UQ among the world's top universities.



UQ Business School Executive Education is passionate about transforming the lives of learners – and the businesses they belong to, by delivering a range of executive-level short courses and speciality programs, and partnering with organisations around the world to develop customised training solutions. We draw on the intellectual power of UQ Business School, which is independently ranked as one of the top business schools in Australia and among the leading institutions worldwide. UQ Business School was the first business school in Australia to gain accreditation from AACSB International and EQUIS – the most prestigious standards an institution can attain, and its MBA program is ranked 10th in the world by The Economist.



The Sustainable Minerals Institute is a world-leading research institute dedicated to finding knowledge-based solutions to the sustainability challenges of the global minerals industry. Our purpose is to develop game changing people by working with our partners to co-create solutions to the big challenges facing the sector and to create change for responsible resource development. SMI has a unique inter-disciplinary approach encompassing the expertise of scientists, engineers, anthropologists, sociologists, economists, and natural resource specialists with in-depth knowledge, at corporate and operational levels, built from years of practical experience and engagement. Our expertise is genuinely independent and objective. Our work covers all facets of the life of mine from geology, to minerals extraction, water management issues, minerals processing, workplace health and safety, mine rehabilitation and closure, community engagement and social responsibility.

# Program outline

## Day 1

The first day of the program will focus on setting the scene for the remainder of the course. It will feature a number of presentations, activities and guest participation that will establish the foundation for the week, locating the mining sector within the current dynamic global context. Specifically it will address the following topics:

- Global megatrends and their implications for the mining sector
- New frameworks for mining – sustainable development and six capitals
- The economics of mining in the 21st Century
- Business and process integration across the value.

## Day 2

Day 2 will build on the first day by delving in greater detail into some of the key challenges facing the mining sector in the next decade:

- The big challenges – tailings, mine closure, water and energy
- Innovation in mining – case studies from Latin America and Australia
- Human capital for a sustainable minerals sector
- The future of mining – hearing from a panel of industry leaders.

## Day 3

Day 3 is all about preparing you for the challenges and highly introspective experiences that will follow in the remainder of the course. Everyone has different ideas and expectations for a women only leadership course, and you will discuss:

- current trends for women in leadership
- how you identify yourself
- your personal strengths
- your values and how they underpin behaviour
- authenticity and purpose your leadership story so far.

## Day 4

After exploring self the previous day, Day 4 is focussed on understanding positive power and influence. You will explore your leadership style and the double bind women leaders face, how to flex your style to better influence others and strategies for dealing with different types of people that enable you to still remain authentic in your approach. Day 4 concludes with a session on peer coaching – how to leverage your own skills and expertise, and that of others, to find ways forward.

## Day 5

You will never approach your role as a leader in the same way after this day. Described by previous participants as 'life changing', the activities of Day 5 provide you powerful insight into your own behaviour and how others perceive you. You will examine culture and politics within organisation, and how you must master the skill of navigating the political terrain, all while maintaining your authenticity as a leader. In the afternoon you use this information to assess your network, and how to best leverage influence within that network. You will gain inspiration from the stories of the women in your group, and they will from you. Finally, you must develop your plan for returning to work. You know more about yourself as a female leader than you did before. What will you do with what you have learnt? How will you engage others to support you?

Presentations from senior women in the Latin American mining sector will be included across the whole program. Through this leadership journey, you will engage deeply with a group of inspiring women, and build your network of supporters that will take you well beyond the five days of this course.

# Fast Facts: Leadership for senior executive women



**EXECUTIVE EDUCATION**

## Alumni testimonials

"This course created a safe environment in which we could challenge and be challenged to step into our leadership potential. Polly and Tessa are phenomenal facilitators and role models."

"This course was unlike anything I have undertaken before. I learnt how to 'step into my power' and own my skills, my experience and my expertise as valuable assets."

"I have been taken out of my comfort zone... for a brief period I felt exposed and vulnerable, and I realised how much I needed that. And the outcome of that experience really confirmed for me a change in my behaviour that I needed to make that's going to help me progress my career. It's about really backing myself."

"I found this course to be extremely useful. The course helped me to understand myself better, and provided me with a resourceful toolkit to improve my skills to accomplish my leadership aspirations."

## A snapshot of our alumni...\*

**10%**

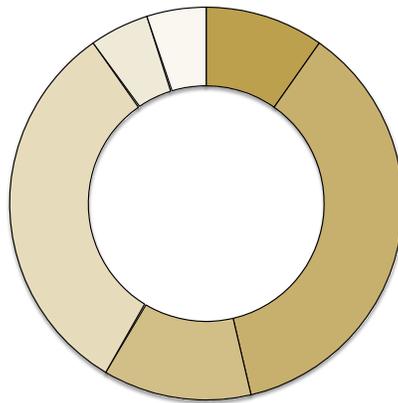
of our senior executive women courses alumni are located overseas or interstate.

**31%**

of our course alumni hold project management or operations-based roles.

**48%**

of our past participants work in the education or professional services industry.



- Mining, Construction & Engineering
- Education
- Insurance, Finance and Law
- Government & NFP
- IT
- Other



**100+**

Since 2008, Polly and Tessa have worked with over 100 female executives.



**5/5**

Polly and Tessa's most recent presenter rating, according to course evaluations.



**9.5**

Our senior executive women courses have an average rating of 9.5/10.

\*based on data collected 2012 - 2016

