

AUSTRALIAN LEADERSHIP DEVELOPMENT & CAPABILITY SUMMIT

Wed 18 June – Rydges World Square, Sydney

Industry-Specific and Award-Winning Leadership Projects in Action!



Peter Clowes



Amalia Chilianis



Katherine Watkinson



Nicole Keating



Jo Turner



Derek Del Simone



Andrew Miedler



Dilhan Rajasingham



Adrian Phoon



Brett Archer



Vicki Tsiaras



Sarah Stone

SHARING THE LEARNING!

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7:45 AM

Complimentary Brekkie Served

8:00 AM

Brekkie Leadership Insights Talk

From Compliance to Culture:
Safety Leadership



Join Brett on a Safety Leadership Transformation to learn how to shift safety from compliance to a core leadership value. Gain insights on project design, leadership involvement and learning techniques for lasting cultural change. Discover award-winning initiatives for fostering leadership growth in your organisation.

Brett Archer, Capability Development Lead, SBS

Key Learning Points:

- *Embedding Safety in Leadership*: How shifting safety from a rule-based compliance approach to a leadership mindset improves accountability and performance.
- *Engaging Leaders at All Levels*: Strategies for securing leadership buy-in and ensuring consistent safety behaviours across an organisation.
- *Innovative Learning Design*: How experiential learning, real-world application, and digital tools enhanced engagement and effectiveness.
- *Measuring Impact*: Insights into business outcomes, cultural shifts, and participant feedback that drove award-winning success.
- *Lessons from Other Award-Winning Programs*: Key takeaways from our Leadership Development Program, Employee Onboarding and Manager Onboarding, reinforcing best practices in leadership development.

Presenter Bio:

Brett has been the SBS Capability Development Lead for over 9 years having previously supported Learning and Development at CBRE, LivingSocial and News Limited. Brett brings with him twenty years of experience in learning design and development, leadership development, facilitation, coaching, and implementing online learning solutions. He has helped SBS gain recognition with an award for Best Leadership Development Program at the Australian HR Awards in 2017 and again a further excellence award for Best Leadership Development Program at the 2022 Australian HR Awards. Brett is passionate about the innovative use of technology, virtual training and webinars, and e-learning solutions as part of a broader learning strategy, winning LearnX gold awards in 2022 for Best Induction/Onboarding and Best Compliance Training courses and three LearnX diamond awards in 2024 for Best Health & Safety Training, Best Induction/Onboarding and Best Leadership Development. Brett holds a Bachelor of Arts degree in Theatre and Performance. He is also an accredited DISC, LSI, MSCEIT and Strengths Profile practitioner and an expert facilitator.

9:00 AM

Opening Headliner Leadership Talk

Future-Proofing Leadership: Building Capabilities for a Tech-Driven World



Amalia helps leaders adapt to rapid technological changes by developing digital fluency, agility, and a culture of continuous learning. This session covers the impact of AI, automation and data-driven decision-making, offering strategies to bridge capability gaps and future-proof leadership skills. Leaders will gain practical insights to navigate change and drive innovation in an evolving landscape.

Amalia Chilianis, General Manager of Culture & Organisational Development,

Key Learning Points:

- *The Evolving Leadership Skillset* – How leaders must develop adaptability, digital fluency, and a learning mindset to stay relevant.
- *Emerging Technologies & Their Impact* – AI, automation, and data analytics as game-changers in experimentation, decision-making and problem-solving.
- *Building a Culture of Continuous Learning* – Strategies for fostering innovation, upskilling, and embracing lifelong learning within organisations.
- *Agility in Leadership* – How to lead effectively in fast-changing environments, manage uncertainty, and drive transformation.
- *Bridging the Capability Gap* – Identifying future skills, leveraging digital tools, and implementing workforce development programs to ensure readiness for tomorrow's challenges.

Presenter Bio:

A visionary people and change executive with deep expertise in driving business and culture transformations across complex global and national organisations, including IBM, PwC, General Motors Holden, and NAB. Currently GM of Culture & OD at The Lottery Corporation, where the team recently won three LearnX awards for Leadership Development, Team Development, and Coaching. A recognised thought leader in future capability development, adept at shaping and evolving workplace cultures to keep pace with technological advancements and shifting business landscapes. Passionate about building high-performing teams and delivering innovative, forward-thinking people strategies that enable organisations to adapt, grow, and thrive in an era of constant change. Published Author, Finalist for Career Book of the Year 2021, with appearances on TV, Radio and articles in major Australian publications.

9:40 AM

Headliner Leadership Talk

Unlocking Success: Mastering Onboarding, Engagement, and Mentoring to Reduce Attrition for Employees and Contractors



This presentation provides an in-depth look at the Abano Onboarding, Engagement, and Mentoring Framework, with a focus on reducing attrition and supporting both employees and contractors. It will explore how an inclusive and adaptable approach ensures seamless onboarding for all new team members, regardless of employment status. Additionally, it highlights the critical role mentoring plays in fostering growth and engagement and shares strategies for managing a diverse workforce while promoting continuous learning and development to boost retention.

Nicole Keating, Head of Talent Excellence and Team, Abano Healthcare Group.

Key Learning Points:

- Understanding how to effectively onboard both employees and contractors with a unified approach.
- The importance of mentoring and personalised support in driving professional growth and engagement.
- Strategies for managing the complexities of a mixed workforce while encouraging continuous learning and development.
- Insights into building a cohesive, high-performing culture that drives success for both employees and contractors.

Main Presenter Bio:

An outcome-focused, people-oriented leader, Nicole brings a wealth of experience across diverse industries, including animal health, FMCG, and construction. Throughout her career, she has established a solid foundation in driving operational excellence, creating strategic compliance models, and developing effective talent attraction, retention, and succession strategies that pave the way for long-term organisational success. In 2024, Nicole and her team had the honour of receiving multiple Platinum Awards at the LearnX Awards, including accolades for Best Talented Team – Induction & Onboarding, Best HR Talent Management – Employee Experience, and Best HR Talent Management – People & Culture. Additionally, in 2023, they proudly won the Excellence in Innovation and Enterprise Talent Team award at the Internal Talent Awards (ITAs). Nicole's true passion lies in optimizing experiences for all stakeholders by ensuring consistent performance and fostering environments where individuals can thrive. Nicole is dedicated to empowering teams to reach both individual and collective success while positioning organisations for future growth and sustainability.



Co-Presenters



Derek Del Simone

Chief Talent Officer

Abano Healthcare Group

Dilhan Rajasingham

Clinical Capability Development Lead

Abano Healthcare Group

10:20 AM



Adrian Phoon, Head of Content, GRC Solutions

Headliner Leadership Talk

Developing Capable Leaders: Using Training to Manage Workplace Aggression, Individual Stress and Organisational Change.

This session focuses on leadership training that goes beyond policy awareness to help individuals navigate pressure, de-escalate tensions, and respond thoughtfully. By incorporating stress management, feedback skills, and emotional intelligence training, organisations can prevent liability, and develop strong leaders. Emphasising growth and support, this training sends a message of acceptance of human complexity.

Key Learning Points:

- What leaders can do to build emotional capability in ourselves and others.
- How technology, bias and stereotypes in today's workplaces influence our notions of leadership.
- The role we as leaders play in minimising harm while accepting human complexity.
- Why aggression, stress and organisational change are now compliance issues that leaders must address.

Presenter Bio:

As the Head of Content at GRC Solutions, Adrian Phoon leads a team that develops industry-specific compliance training for clients across the Asia Pacific. GRC Solutions has won multiple platinum LearnX awards for Best Team and Best Compliance Training over the years. Adrian is a frequent presenter and has developed and delivered workshops for the UN's International Labour Organisation in Thailand. He has also spoken on leadership, belonging, and inclusion at events hosted by Apple, Google, Sage, Dolby Laboratories, and API Global Solutions. Additionally, he has served on the boards of leading LGBTQIA+ organisations

11:00 AM

Network Coffee/Tea Break

11:40 AM

Headliner Leadership Talk

Empowering The Future:

How Investing in Emerging Leaders Makes a Difference



Unlock the potential of future leaders by investing in strategic development, mentorship, and tailored opportunities. Learn how developing leadership skills early can drive long-term success and create a sustainable talent pipeline for your organisation. Join us to discover the transformative power of nurturing emerging talent and fostering a culture of performance, collaboration, and resilience.

Katherine Watkinson, Leadership Learning & Development Manager, Metcash

Key Learning Points:

- Learn strategies to design and implement effective emerging leadership development programs that last beyond year one.
- Unpick some of the logistical, locational and audience challenges associated with nation-wide emerging leadership development and some of the solutions we found.
- Gain practical insights into creating sustainable leadership development programs to meet current and future challenges in complex businesses.
- Hear of our key learnings from Platinum Award Winning Programs – Strive Female Talent Program & Frontline Leadership Program.

Presenter Bio:

Katherine has been the Learning & Development Manager at Metcash for three years, having previously supported L&D initiatives at various organisations including Lend Lease & Vodafone. Katherine brings with her over two decades of experience in learning design, leadership development, coaching, and implementing innovative learning solutions. She has led her teams to achieve positive outcomes for learners and businesses alike, in programs such as Leadership, Online Learning, Induction, Female Talent Development, and Frontline Leadership. She has led or been part of the teams that have won LearnX awards in 2013, 2021 and again in 2024 with Metcash swooping 5 Platinum Awards at the 2024 LearnX. Katherine enjoys making the complex simple, the dull engaging and the difficult easy – so others can be the best they can be. Katherine is an active community leader, recently serving as founding member and Chairwoman of the Women's Shed Central Coast and founded a local support network for food businesses during the pandemic.

12:20 PM

Headliner Leadership Talk

Leading in a Virtual World: How VR is Transforming Leadership Development

Explore how Virtual Reality (VR) is reshaping leadership training, enabling immersive, realistic scenarios that accelerate the development of critical leadership skills. This session will discuss how VR facilitates safe experimentation, real-time feedback, and accelerated learning outcomes. Attendees will learn how leading Australian organisations are leveraging VR to build confident, capable, and adaptable leaders for the future.



Peter Clowes, Founder & CEO, Maxart

Key Learning Points:

- Understand how VR creates safe spaces for leaders to practice critical decision-making under pressure.
- Discover practical examples of VR applications enhancing leadership development outcomes.
- Identify best practices for integrating VR effectively into existing leadership training programs.
- Gain insight into future VR trends and how they will further revolutionise leadership capability development.

Presenter Bio:

Peter is the Founder and CEO of MAXART, one of Australia's leading training technology companies. Over the last 10 years, Peter has worked with some of the World's most recognisable companies to integrate new technologies into their learning and development programs. Over this time, Peter has developed unique expertise and insights into the integration of technology into L&D programs, and he has been invited to share these ideas at conferences and seminars throughout Australia. In recent years, Peter has been working closely with the Australian Space Agency and the Federal Government on training technologies that will support NASA's Artemis program, with the goal to send men and women back to the Moon this decade, and then to Mars by 2040.

1:00 PM

NETWORK BUFFET LUNCH

Enjoy a buffet lunch in the Rydges Amber restaurant, network with coworkers and speakers, and meet new industry contacts.

Headliner Leadership Talk

Transforming Leadership: How Alignment Fuels Organisation Momentum

2:00 PM



Vicki and Sarah will talk about how Keypath Education's business outcomes and leadership abilities were enhanced by a targeted leadership approach. Over the course of ten months, Keypath saw notable progress and quantifiable leadership outcomes by developing 26 leaders through coaching, group sessions, and real-world application.

Vicki Tsiaras, Capability Manager, Keypath Education & Sarah Stone, Director, linkABLE

Key Learning Points:

- *From Insight to Action* – Aligning leadership growth with business needs.
- *Multi-Layered Development* – Connecting individual coaching & team transformation.
- *Quick Pivots for Success* – Adapting in real-time to maximise impact.
- *Measurable Results* – Tracking leadership capability shifts, engagement levels, and performance improvements.
- *From Learning to Leading* – Driving sustained business momentum through leadership excellence.

Presenter Bio:

Vicki is passionate about enabling teams to perform at their best through strategic training, coaching, and capability development. With over 10 years of experience in learning and development, she has led impactful programs across onboarding, leadership development, coaching frameworks, and performance improvement. Known for turning strategy into action, Vicki has successfully implemented Learning Management Systems (LMS), streamlined onboarding, and designed initiatives that build confidence and capability across diverse roles and functions. As a results-oriented trainer, facilitator, and capability leader, she excels at creating learning experiences that drive measurable outcomes. Vicki combines strong instructional design with facilitation expertise to engage learners, both virtually and in person. Her approach blends practical tools with continuous learning strategies to support individual growth and organisational success. She thrives on working collaboratively with stakeholders to align development programs with business goals and is driven by a genuine commitment to helping people do their best work.

Presenter Bio:

Sarah is a seasoned Education and Capability Executive, visionary thought leader, and Change Strategist dedicated to shaping the future of organisational development. Passionate about aligning employee experience with business effectiveness and strategy, she has led transformative programs for organisations ranging from 5 to 55,000 employees, equipping teams for the future of work. With a strong focus on measurable outcomes, Sarah has successfully implemented culture, leadership, and experience frameworks that drive performance, engagement, and business growth. She understands that true success lies in the connection between employee development and strategic objectives, delivering lasting impact across teams and organisations.

2:40 PM

Headliner Leadership Talk

Amid Change and Uncertainty: People Matter More Than Ever!



In a world where technology evolves rapidly and uncertainty is the norm, human connection matters more than ever. Studies show that feelings of loneliness have doubled since the 1980s, highlighting a growing need for meaningful relationships. As change accelerates, prioritising people and fostering genuine connections has never been more critical.

Andrew Miedler, Director, Blanchard Australia

Key Learning Points:

- Technology is a great enabler, but connection and belonging are still #1.
- Our brains are not ready for digital acceleration and why conversations are more important than ever.
- Our leaders need agile conversation skills in an ever faster work environment.
- How organisations are at risk of losing an entire generation of talent from leadership.

Presenter Bio:

Andrew Miedler is a Director of Blanchard Australia, helping clients over the past decade to enhance leadership and communication capabilities across industries. With nearly 30 years of corporate experience, he ensures practical, real-world applications. A father of four and a grandparent, Andrew believes leadership and conversation skills are equally important inside and outside the workplace. Committed to giving back, he has spent over 25 years involved in soccer, AFL, and cricket, contributing to his community through sports.

3:20 PM

Headliner Leadership Talk

Leading the Room: How Presence and Communication Shape Influence

How can we take control to connect, inspire, and lead with impact when our workplaces are changing so rapidly? Drawing on techniques taught to performing artists, Jo Turner will demonstrate how vocal and physical tools used in performance can elevate your leadership presence. Through a dynamic and practical approach, discover how to harness these skills to enhance your influence and lead with confidence.



Jo Turner, Executive Coach, NIDA Corporate Training

Key Learning Points:

- Gain insight into a dynamic experiential learning methodology and a practical theatre-based approach to developing leadership capability.
- Explore leadership presence as a core capability: Discover how vocal and physical presence influences connection, confidence, and impact in the workplace.
- Learn practical tools for immediate application: Take away simple, effective techniques to enhance communication and leadership presence across your organisation.

Presenter Bio:

Jo Turner brings over 20 years of experience with NIDA and a dynamic blend of skills to the NIDA Corporate Training team. Trained at the prestigious Ecole Jacques Lecoq in Paris, Jo has worked extensively across Europe and Australia as a performer, director, and writer. His work spans major companies including Bell Shakespeare, Sydney Theatre Company, and Belvoir Street, as well as film and television. As a tutor, Jo has taught at QUT, The Actors Centre, and more, specialising in movement and improvisation. He is also an acclaimed independent artist, most recently touring his visually driven production *Ruby's Wish* to the Sydney Opera House and beyond.

4:00 PM
5:00 PM

Complimentary Network Drinks & Canapés



Please leave this program on tables for recycling.

