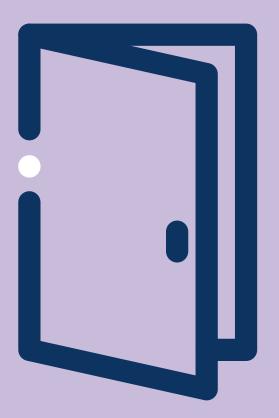
Australian Institute of Company Directors



# Opening the door of opportunity

**2019 WA Director Pipeline Program**Graduation Booklet

# 2019 Director Pipeline Program

The Director Pipeline Program (DPP) is an initiative that launched in Western Australia and is now in its ninth successful year. The program delivers a series of events, workshops and education that supports senior professional women to expand their networks, build their governance skills and it also provides the opportunity to raise their profile within the director community in Western Australia.

The AICD is the nation's leading organisation for directors and leaders, dedicated to making a positive impact on society and the economy by promoting professional director education and excellence in governance.

In recent years, the AICD has launched several initiatives aimed at achieving greater diversity on Australian boards and fostering emerging directors, such as our National Chair's Mentoring Program and here in Western Australia, the Director Pipeline Program.

The Chair's Mentoring Program is the AICD's national flagship board diversity initiative. It introduces highly experienced and qualified women to chairs and senior directors of ASX 200 companies with the aim of both professional development and highlighting the benefits of board diversity.

Our 2019 DPP Graduates from Western Australia represent some of the leading women and the next generation of WA directors. We are pleased to present them to you in this Graduation Book 2019.

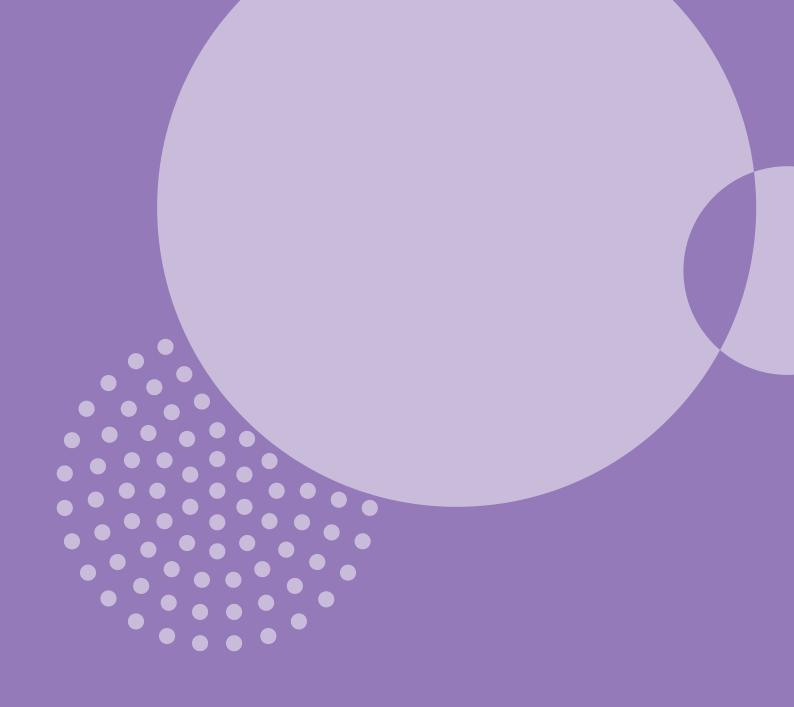
We wish them future success and look forward to supporting their continuing director journey through our WA Diversity Alumni, bringing together past participants of the DPP and the National Chair's Mentoring Program to continue to build pathways for these talented women to succeed.

We encourage Directors seeking to recruit, to contact our Graduates via LinkedIn for opportunities.

Jane Cutler FAICD
WA Diversity Committee, Chair

Jody Nunn GAICD WA State Manager, AICD

<sup>\*</sup>Biographies are supported by the candidates.



# 2019 Director Pipeline Graduate Profiles



CURRENT ROLE
General Manager

**Programmes** 

COMPANY
The Law Society of
Western Australia

## Áine Whelan

Áine is an accomplished professional with over 20 years' experience holding senior positions in Government, the private sector, tertiary education and the professional membership sector. She is adept in stakeholder relations, project management, strategy development, learning and development including digital, business development, financial and risk management.

Áine has a reputation for successfully delivering change, developing multi-channel learning platforms, P&L management, sourcing new funds for strategic projects and developing innovative communication strategies . She holds an Executive MBA from The University of Western Australia.

Áine's creative background strengthened by robust management and leadership experience across multiple sectors offers a unique set of skills.



Alison Fahey MAICD

CURRENT ROLE
Scarborough
Technical
Integration
Manager

COMPANY Woodside Energy Ltd Alison is a problem solver and leader with more than 20 years' experience in the oil and gas sector. She has led teams to successfully deliver integrated mega-projects, most recently the US\$2.5B Greater Enfield development. Her career spans all areas of the major hazard facility lifecycle; exploration, field development planning, projects and operations.

She is an accomplished facilitator and influencer amongst diverse stakeholder groups, challenging traditional ways of working and fostering inventive thinking. Alison prides herself on her abilities to provide clarity to uncertain or complex decisions and effectively manage HSE and Risk.

Alison is currently the Integration Manager for the Scarborough project; she strives to deliver great outcomes through leveraging collaborative relationships with staff, contractors, executives and joint venture partners.



Angela Wright

CURRENT ROLE
Operations Manager
- Health Services

COMPANY St John Ambulance WA Ltd

CURRENT DIRECTORSHIP

Australian Board of

Paramedicine

Angela is currently on the Paramedicine Board of Australia, implementing the first ever registration of over 18,000 paramedics nationally. Concurrently a member on the Multiple Profession Immediate Action Committee, Angela's skills include risk assessment of practitioners across various health professions. Other committee membership involves notifications and development of supervised practice guidelines in line with national and state law.

With over 15 years at St John Ambulance in various management and clinical roles, Angela's career has been driven by implementing new business, process development, influencing strategic direction and a passion for improving the health system in Australia.



Caroline Chan MAICD

CURRENT ROLE
Head of
Institutional Bank, WA

COMPANY
Westpac Banking
Corporation

Caroline is a senior banking and finance executive with diverse experience across corporate and institutional banking, strategy and change management. Caroline currently leads Westpac's Institutional Banking business in WA & SA, and is an influential leader with a strong network.

Caroline joined Westpac Sydney 10 years ago and has held various roles across strategy, business management, relationship management and credit analysis. Prior to current role, Caroline was the Chief Operating Officer for Westpac's global Corporate & Institutional Banking business involved in strategy, organisation design, and investment decisions.

Caroline is a strong advocate for inclusion and diversity, being the WA State Chair for two of Westpac's Employee Action Groups – Women of Westpac and Cultural Diversity Leadership. Prior to Westpac, Caroline held a variety of roles in Finance and Corporates, including M&A at Deutsche Bank, Acquisition Finance at NM Rothschild, and Commercial roles at Singtel Optus and Perth Airport.



Claire Robinson

CURRENT ROLE
Director/Principal
Consultant

COMPANY
Connect Business
Consulting

Claire has over 20 years experience in a broad range of industries including professional services, mining, banking, insurance and not-for-profit organisations. She has worked in the UK, Europe, Asia and Australia on projects ranging from Strategic planning, technology transformation, process design, organisational design and change management. Claire has held operational roles including the position of COO in the Financial Services industry. This included managing compliance and risk, IT, finance, and customer service and was responsible for managing change throughout the organisation.

Claire has experience in reporting to boards, fulfilling the company secretary role for two board's and most recently as a NED for a Not-for-Profit along with strong P&L responsibilities.



Connagh Hopkins MAICD

CURRENT ROLE
Head of Business
Planning & Reporting

COMPANY Western Power Connagh has 20 years of experience as a finance professional in the UK and Australia within various sectors including large utilities, property development, Not for Profit, retail fuel and television production. Her diverse industry and leadership skills are coupled with front-line transformation and change management experience. Connagh is passionate about improving financial partnering, commercial acumen and awareness within organisations. She is a qualified accountant, holds an MBA from Deakin University and is a member of CIMA and CPA.

Connagh is currently Treasurer for REmida Perth and Co-Chair of the WA Committee for the Chartered Institute of Management Accountants (CIMA).



Danae Clark

CURRENT ROLE
Head of Business
Accounting

COMPANY
HBF Health Limited

CURRENT DIRECTORSHIP
Skate Australia Inc.

Danae is a trusted finance professional and senior leader with over 15 years' experience in the health insurance industry and more recently in sports administration.

Danae is currently responsible for leading Finance Business Partnering at HBF which includes managing budgeting and forecasting to ensure financial strength and alignment with organisational strategy and oversight of finance systems.

Danae also has substantial involvement in business planning, monitoring organisational performance, systems and process improvement, and major organisational change initiatives.



Davina Boyd GAICD

CURRENT ROLE
Research Fellow

COMPANY Murdoch University

CURRENT DIRECTORSHIP
Greenlife Industry
Australia

Davina is an applied social researcher and development practitioner with a doctorate on the process of developing individual and institutional capacity. She has broad experience working on development projects internationally and in Australia. Currently, her focus is on agricultural development projects in Cambodia, Laos and Bangladesh; these projects aim to improve the livelihoods of smallholder farming communities through sustainable intensification, small enterprise development and improved food security.

Davina is interested in the impact of research and development projects and how change happens. She is also committed to projects that have practical outcomes. Her international research experience means she thrives working cross-culturally and collaboratively, and is adept at managing complexity. She is active in her community, and chairs her local community garden.



**Deborah Attard Portughes**MAICD

CURRENT ROLE
Chief Operations
Director

COMPANY
Women and Infants
Research Foundation

Deborah Attard Portughes is the inaugural Chief Operations Director of the Women and Infants Research Foundation (WIRF). Deb has a background in business development, marketing and fundraising and is experienced in stakeholder management. She was previously the Development Executive for the Australian Wildlife Conservancy (AWC) where she worked for over 13 years.

Before coming to Australia, Deb worked in Malta where she taught Creative Thinking techniques with Prof. Edward deBono. For seven years Deb served on the board of POWA institute for creative thinking, here in Australia, this institute is based on Edward deBono's thinking methods. Deb also worked as a family and commercial mediator and was an executive producer of a current affairs television program.

Deb currently serves on the board of two not-for-profit organisations, The Raine Study and Freeze Frame Opera as well as the Women and Infants Research Foundation's board.



Fiona Tory
GAICD

CURRENT ROLE
Project Management
HR Performance &
Strategy

COMPANY Rio Tinto Fiona has over 25 years commercial experience in business analytics, corporate governance, risk, strategic marketing and project management. Fiona is currently working at Rio Tinto in HR strategy and performance and is passionate about work of the future. This led to her involvement as Chairperson of the Automation Working Group for the development of a Certificate II qualification in Autonomous Workplace Operations. Fiona is a Chartered Accountant whose passion for sport led to her past involvement at the Western Australian Institute of Sport as Director and Chair of the audit committee.



Gabrielle Trenbath

CURRENT ROLE
Policy & Planning
Officer

COMPANY
Department of
Communities

CURRENT DIRECTORSHIP(S) Disability Services, Avivo: Live Life and Pat Giles Centre Gabrielle is committed to delivering value to organisations through effective governance. As someone who sees the big picture, she contributes to solving problems in a way that incorporates the wider context and links between individuals, groups and issues.

Gabrielle sits on the Board of the Pat Giles Centre, Disability Services and Avivo: Live Life. She is driven to see People with Disabilities being included in all aspects of society and their skills and value being leveraged to benefit all organisations. Gabrielle is completing a Graduate Diploma of Applied Corporate Governance and holds a Masters in Diplomacy and Trade from Monash University.



Grace Mugabe

CURRENT ROLE CEO

COMPANY Financially Empowered

CURRENT
DIRECTORSHIP(S)
Business Station;
100 Women

Grace is a qualified CPA with extensive financial, analytical and accounting experience ranging from small business to industry leading multinational corporations. Her consultancy, Financially Empowered provides practical and comprehensive financial literacy education.

As a director, she is sought out for her strong background in analytical thinking, budgetary direction and P&L management. From a young age, Grace has been involved with various boards holding the position of Board Treasurer and Chair of Audit Committee.

A committed advocate for community involvement, Grace is an alumni of Leadership WA, Hive Global Leaders Program and the Ambassador for Behind the Brands, a community for female entrepreneurs in Australia.



Helen Reid

CURRENT ROLE
Director

COMPANY
Helen Reid Coaching
& Consulting

CURRENT DIRECTORSHIP(S)

Richmond Wellbeing and Council on the Aging (COTA) WA Helen is an Organisational Development & Human Resources professional with over 25 years' experience across Australia, Europe & Asia both as a senior executive in Shell and as a consultant to West Australian industries. She brings particular expertise in people strategy development, leadership effectiveness, change management, organisational health, and workplace culture. And she has leveraged this expertise in supporting CEOs and executive teams through major organisational transformations. Underlying her approach is a deeply held belief of the direct link between workplace culture & organisational performance.

She holds a Master of Commerce from the University of NSW, a Bachelor of Business from Curtin University and is a graduate of the Company Directors Course™. She is also an accredited executive coach.



Isla McRobbie

CURRENT ROLE
Partner (Projects,
Infrastructure &
Construction)

COMPANY
Jackson McDonald

CURRENT DIRECTORSHIP(S)

Master Builders
Association of
Western Australia,
Architects Board of
Western Australia
and Jackson
McDonald Board of
Management

Isla is a partner at Jackson McDonald lawyers (Projects, Infrastructure and Construction). She has over 25 years' experience in the construction industry, having practiced as an architect for 10 years prior to law. She advises on all aspects of front end construction/development with clients from the private sector (local, national and international) and Government.

Isla is an advocate of diversity, and leads the Jackson McDonald Diversity Committee. She is proud to have been the first woman elected to the MBA (WA) Board, and the first female Chair of the Architects Board of Western Australia.



Jacki-Lee Munckton

CURRENT ROLE
Director

COMPANY
Celebrate WA

CURRENT DIRECTORSHIP

Celebrate WA

Jacki-Lee is an entrepreneurial and commercial businesswoman. Her expertise is Stakeholder Relationships, Strategy, Corporate Communications. She has over 15 years experience in corporate communications, marketing, media and public relations. Working for multinational corporations including Sky News London, Crown Perth and BHP Billiton Iron Ore construction. Furthermore, Jacki-Lee founded and directed her own business JACK LEE Australia.

Jacki-Lee is an accomplished facilitator and influencer amongst diverse stakeholder groups. She has lead, created and implemented corporate engagement and culture strategies across multi-billon dollar construction projects.

She is passionate about her current Non-Executive Director role on the Celebrate WA board, which she has held for the last 18 months. Jacki-Lee is proficient in Risk, Finance, Strategy and Governance and in 2019 graduated from AICD Company Directors Course™.



Jane Bailey
GAICD

CURRENT ROLE
Audit Partner

COMPANY KPMG Jane is an audit partner at KPMG Perth with over 20 years of experience, including 3 years as Financial Controller for Sony Music in the UK. Jane worked in London, Melbourne and Singapore before re-locating to Perth in 2014.

Jane's experience covers a range of industries including mining, oil and gas, agribusiness, education and aged care, drawing on her commercial experience to achieve practical outcomes. Jane leads discussions with boards, audit committees and other senior management. Responsible for People, Performance and Culture for Perth audit and a member of CME's Gender Diversity Reference Group and Women in Mining WA.



Jenny Devine

CURRENT ROLE State Manager, WA

COMPANY
Audrey Page &
Associates

CURRENT DIRECTORSHIP(S)

Armidale Senior High School, Youth Futures, ECU Enactus Business Advisory Board WA/ SA Enactus State Committee and ECU School of Business & Law, Advisory Board Jenny has supported many organisations and individuals as they undergo change. Focused on improved outcomes she has worked across a variety of sectors including education, government, not-for-profit and private business. A passion for teaching and research grew from a career in higher education and led to adopting an evidence-based approach when providing direction to senior leaders and boards.

As a consultant and senior leader with effective stakeholder management skills, Jenny draws from a varied skill base to create successful connections. Working with organisations and individuals to assist them realise their potential is a driver for Jenny, and this is demonstrated in the board roles undertaken across education, inclusion and start-ups.



Jill Jensen
GAICD

CURRENT ROLE
Strategy Advisor

COMPANY Chevron Jill is a geophysicist with over 14 years' experience in the resources sector. She is currently in the role of Strategy Advisor at Chevron. One of her key achievements was leading the environmentally sensitive vegetation management program on BWI ahead of a Land Node seismic survey in 2017, for which she received a Harry Butler Legacy Certificate of Appreciation.

Jill is a passionate advocate of diversity and is very active in supporting women in resources through her involvement as a committee member for the Women's Network Petrotech group. In 2018, Jill championed a 'Parental Leave Buddy' initiative to support employees taking and returning from Parental Leave at Chevron. Jill also chairs the Asset Development 'Inclusion' committee which identifies opportunities to fully leverage diversity. She is due to complete her MBA (UWA) 2019.



Kristen Walsh

Group General
Manager, Industrial

COMPANY ALS Limited Kristen is an experienced international executive with a strong track record of driving P&L growth in the services sector. She is skilled in turnarounds, acquisitions and divestments, corporate marketing, establishing greenfield sites, developing partnerships with start-ups and managing large geographically-spread businesses. Kristen is known for driving and executing strategy, building client relationships and engaging teams. She has ten years experience managing a large P&L in ASX-100 company, ALS Limited. Kristen is a member of Chief Executive Women and holds a Bachelor of Science in Engineering from the University of Michigan and a Master of Business Administration from Warwick Business School.



Linley (Anne) Donaldson GAICD

CURRENT DIRECTORSHIP
Child and Adolescent
Health Service

Anne is a professional NED with more than 15 years experience on state government and NFP boards as well as state and federal government committees. She has extensive experience in change management, organisational redesign, administrative review and capital works. Anne understands the process of resolution in consumer grievances and has detailed knowledge of strategic and compliance issues.

Anne brings over 30 years' executive leadership experience spanning health, human services and education in metropolitan and regional Western Australia. Her roles have involved extensive community and stakeholder engagement. She has successfully facilitated complex discussions to achieve consensus and shared agreement of service contracts and program delivery. Anne builds strong teams through delegation and shared ownership. She is both a strong team leader and a positive team member.



Marianne Dravnieks
GAICD

General Manager
People, Culture and
Communications

COMPANY
Saracen Minerals
Limited

Marianne has over 30 years' experience in a variety of industries and has held senior level roles in a number of ASX listed organisations. She is currently responsible for Saracen's people strategy, community engagement and sustainability reporting.

Marianne brings extensive change management, people strategy and engagement skills to the table and is able to link people strategy to business strategy and values to drive performance. She is a strong facilitator and an engaging speaker. She possesses strong commercial acumen and deep understanding of people related issues and opportunities.



Mary Walker GAICD

CURRENT ROLE
Director/Principal
Consultant

COMPANY Hibberson Woodroffe Mary is the Principal Consultant and founding Director of Hibberson Woodroffe, an independent global consultancy dedicated to helping the construction industry, through practical advice and strategy, efficiently and successfully managing projects, mitigating risk and resolving disputes.

Mary has over 20 years' commercial management experience, spanning a wide variety of complex construction, engineering, mining, land development and infrastructure projects in Australia, New Zealand and South Africa. She uses her strong interpersonal and communication skills and quickly builds a positive rapport, breaking down barriers to work effectively with teams from multiple disciplines and all levels of management, from the board to site teams, identifying the client's needs and focusing the team on the solution and required outcome. An innate problem solver, thriving on challenges, she moves with ease into a construction project/business, quickly identifying the operational and commercial issues, understanding the people, mapping processes, identify risks, recommending and delivering innovative, reliable, efficient and structured solutions.



Meagan Smart

CURRENT ROLE
HSEQT Manager

COMPANY
Watpac Civil and
Mining

Meagan is a multi-disciplinary HSEQ/Sustainability Professional with extensive heavy industry experience, across several industry sectors, including construction and operations in surface & underground mining, oil & gas and infrastructure. She is a Certified Chartered Generalist OHS Professional and holds Masters Qualifications in Occupational and Environmental Health & Safety, an undergraduate Degree in English and Comparative Literature & Theatre and Drama and is nearing completion of a Masters of Business Administration.

Throughout her career, in addition to the core responsibilities of HSEQ,/Sustainability she has held responsibility for security, community, stakeholder engagement, training, emergency response, injury management and workers compensation.

Meagan is an Expert Member of the Mining industry Advisory Committee (MIAC), which is a statutory body advising on matters relating to occupational safety and health in the Western Australian mining industry.



Melanie Lynn

CURRENT ROLE
Lawyer

COMPANY Lawfield Legal Practice Melanie is currently working as a litigation lawyer for a boutique firm, providing services to small and medium businesses across a range of sectors. Melanie obtained her LLB from UWA in 1989, and her Masters of Law from UWA in 1997. She has worked as litigation lawyer from her admission to the Supreme Court of WA in 1991. Melanie became a partner of a Perth firm in 1997, and has experience in a wide variety of legal fields including insolvency, financial services, intellectual property, and professional negligence. In addition to her legal expertise Melanie has worked as an elected councillor in local government and occupied various elected positions within State politics.



Moira Watson FAICD

CURRENT
DIRECTORSHIP(S)
Chorus Australia,
Diabetes WA,
Diabetes Australia,
Diabetes Australia
Research Limited,
HBF and Parkinson's
Australia

Moira is a seasoned Board Chair and NED drawing from rich and diverse experiences as an executive, senior leader, and practitioner in government, university, community, and ASX listed companies, operating state-wide, nationally and internationally. An accomplished strategic thinker, organisational visioner and change transitioner, she has savvy diplomatic skills and a natural affinity for cultivating relationships and persuading, facilitating, and building consensus.

Moira has had consolidated Board experience in strategy, governance, innovation, nomination and remuneration, and finance, audit and risk management committees. A team player and articulate communicator, Moira tactfully challenges traditional thinking and influences practical problem-solving, creative ideas, and decision-making.



Philippa Hobson GAICD

Chairman; Partner Risk Advisory Services

> COMPANY BDO

Pippa has over 20 years experience across all facets of governance, risk and compliance, predominately in utilities, government, not for profit, financial services and manufacturing.

Pippa is passionate about understanding how an organisation's culture impacts on their performance and conformance; and focuses on providing a no-nonsense approach to finding innovative and commercial ways to reduce risk, find opportunities for improvement and meet compliance requirements, together with achieving the client's business objectives.

Pippa is a Chapter Council member for the Institute of Internal Auditors and serves on the Newman College Arts Festival Committee.



Quyen Truong

CURRENT ROLE
Chief Member
Experience Officer

COMPANY WA Super

CURRENT DIRECTORSHIP(S)

Women in Super, 100 Women, Women's Wealth Village With 15 years of experience in financial services locally, nationally and overseas Quyen has a track record of consistently delivering business outcomes. She understands the changing landscape and spends considerable time strategising for future horizons. Having worked in various roles along the financial distribution value chain Quyen has made significant contributions in digital advice transformation and member engagement.

Quyen enjoys collaborating to grow people, teams and businesses and has been awarded for doing so as a twice finalist in the Money Management Financial Services awards. She is passionate about helping women be educated about their money and secure in their financial well being.



Sarah Standish

CURRENT ROLE
General Counsel

COMPANY Imdex Limited

CURRENT DIRECTORSHIP
Westcycle

Sarah is General Counsel for an ASX listed company, IMDEX Limited, with operations in all regions across the globe and leads the risk, compliance and legal functions. Sarah is a registered legal practitioner with over 14 years' experience in Australia and internationally in both private practice and in-house roles. She is a member of the senior leadership team at IMDEX and the IMDEX Audit, Risk and Compliance Committee.

Sarah is a non-executive director of Westcycle and previously held a directorship of Bicycling Western Australia.

Sarah holds Bachelor of Arts and Laws and is a Graduate of the Company Directors Course  $^{\text{TM}}.$ 



Sasha Grist

CURRENT ROLE
General Manager Risk
& Corporate Projects

COMPANY Crown Perth Sasha has over 20 years governance, risk and regulatory compliance experience, gained through working in both professional services and private industry.

A qualified Chartered Accountant, Sasha's strengths include stakeholder and project management, leading multidisciplinary teams to achieve successful and high-quality outcomes. Sasha's ability to quickly immerse herself in new and diverse areas means that projects have spanned a wide range of strategic, operational and governance related topics.

Sasha is an active member in her local community and has a strong interest in community based and NFP industries.



Suzy Montandon GAICD

CURRENT ROLE
Senior Corporate
Lawyer

COMPANY
Iluka Resources
Limited

Suzy is a commercial lawyer with in excess of 20 years in depth legal experience acquired in Australia and overseas, with significant minerals sector experience. Suzy has held roles in top tier law firms, conducted her own professional services consultancy and is currently working with Iluka Resources Limited, an ASX listed international mineral sands mining company.

As a member of the Legal and Company Secretariat Team for the past 4.5 years Suzy provides a wide range of legal services, training and advice to the Company. Suzy has a core contractual and commercial legal skill set with a specialist interest in governance, emerging technologies, and intellectual property. Suzy is passionate about diverse, inclusive workplaces and flexible work practices.



### Tanvi Haria

CURRENT ROLE
CFO/GM Commercial
& Corporate Services/
Board Secretary

COMPANY Fremantle Ports

CURRENT DIRECTORSHIP
Muscular Dystrophy WA

Tanvi possesses more than 25 years of extensive, broad business experience in leadership, strategy, corporate governance and commercial and financial management gained in a variety of industries. Tanvi is the Chief Finance Officer/General Manager Commercial and Corporate Services and Secretary to the Board of Fremantle Ports. Her role has included leadership and oversight in the areas of finance, legal and corporate governance, information technology, human resources, procurement and supply, administration and insurance.

Tanvi is a Fellow CPA, Treasurer and board member of Muscular Dystrophy WA, member of the Resources Committee at Edith Cowan University and Councillor on the CPA Australia WA Divisional Council. She was a team member of the inaugural Emerging Leaders in Philanthropy program for PCH Foundation with over \$150K raised towards funding child and adolescent mental health programs at Perth Children's Hospital.

For more information, please contact

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