

# Opening the door of opportunity

*2018 WA Director Pipeline Program and  
National Chair's Mentoring Graduation Booklet*



# 2018 Diversity Programs

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The Director Pipeline Program (DPP) is an initiative of the WA Division of the Australian Institute of Company Directors (AICD). We are 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 Western Australia, we have a diverse membership of more than 4,300 leaders across a wide range of industries; commercial, government, business professionals, private and not-for-profit sectors.

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 DPP.

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 director positions of ASX 200 companies with the aim of both professional development and highlighting the benefits of board diversity.

Now in its eighth consecutive year, the DPP, which is exclusive to WA, delivers a series of events, workshops, and education programs that help senior professional women to expand their networks, develop their skills and provide the opportunity to raise their profiles within the director community.

The program aims to supplement the Company Directors Course™ by providing valuable discussions and interactions with experienced directors, and access to insightful information on the role of a director.

At the AICD, we have a leadership role to play in improving board diversity, and as part of this commitment, we have called for all boards to ensure that 30 per cent of their directors are female and urged ASX 200 companies to meet this target by the end of 2018. Our 2018 DPP and Chair's Mentoring graduates from Western Australia represent some of the leading women and the next generation of Australian directors. We are proud to present them to you in this booklet.

We wish them future success and look forward to supporting their continuing director journey through our Diversity Alumnae, bringing together past participants of the DPP and the National Chair's Mentoring Program. If you wish to engage our 2018 cohort, please make contact via LinkedIn.

**Jody Nunn**  
WA State Manager

**Jane Cutler**  
Chair, Diversity Committee

Please Note:

- Candidates are provided in alphabetical order.
- Biographies are supplied by the candidates.

# 2018 Director Pipeline Graduate Profiles

## Amy Mayer MAICD



### CURRENT ROLE

Manager, System Risk  
and Assurance,  
Department of Health

Amy is a clinical and corporate governance specialist with over 15 years experience in the health care sector. Through senior public sector roles across WA Health, Amy has developed and managed high value contracts, commercial negotiations and regularly advises on compliance and risk matters.

### CURRENT BOARD ROLES

- Let's Talk Speech and Language Services Pty Ltd

In the not-for-profit sector, Amy has held non-executive directorships for HL7 Australia and has advised industry and the Commonwealth on allied health matters as Chair of a national committee.

Amy has a strong value set and is driven by excellence and achieving high quality outcomes. She is passionate about creating value and identifying and leveraging opportunities to improve organisational performance.

## Andrea Hoskins MAICD



### CURRENT ROLE

Head of Strategy and  
M&A, HBF

Andrea has a 15 year corporate background in the areas of strategy and business planning, mergers and acquisitions, and general management across a wide range of industries including financial services, resources, agriculture and retail.

### CURRENT BOARD ROLE

- Director, Football West

Currently, Andrea is responsible for leading strategic planning and monitoring of strategy execution at HBF as well as the management of any mergers, acquisitions or divestments for the HBF Group. Previously, Andrea has worked in management consulting advising a range of clients on building and embedding strategy.

Andrea is an accomplished business leader, with skill in understanding and solving complex business problems.

## Annemarie Papelard GAICD



### CURRENT ROLE

Chief Executive Officer,  
Niche Education

Annemarie has almost 25 years' experience in senior leadership roles, in a broad range of industries including professional services, construction, retail and not-for-profit.

She has worked across Europe, Asia Pacific, the USA and Australia, in a broad range of (financial) leadership roles. Further, Annemarie has 20 years' experience in reporting to and sitting on Boards, both commercial as well as NFP Boards, her most recent one as a Non Executive Director and Treasurer of Communicare Inc.

### CURRENT BOARD ROLES

- Advisory Board member  
Darling Range Wildlife  
Shelter Inc
- Executive Director Niche  
Education Group Pty Ltd

## Carmelina Fiorentino MAICD



### CURRENT ROLE

Business Advisory Leader  
Business Foundations Inc.

Carmelina has over 25 years' finance & business advisory experience working with SMEs, public sector, and tertiary sectors in the Perth and Pilbara regions. She specialises in finance, governance and business improvement, including 9 years' management consulting to C-suite executives.

### CURRENT BOARD ROLES

- Gaming & Wagering  
Commission of WA
- St Thomas More College  
(UWA) Board member,  
Strategy & Finance  
Committee

She is qualified as a Chartered Accountant and recently completed her MBA with a Distinction and awarded the Tracey Horton Scholarship and UBS Prize in Finance.

Carmelina has substantial directorship experience including PICA Foundation, UN Women Australia (Perth), John XXIII College Finance Committee and MosArts.

Recently, Carmelina was appointed to the WA State Government Gaming & Wagering Commission' Board, and she continues on the St Thomas More College (UWA) Council Board and Strategy & Finance Committee.

## Caroline Lewis GAICD



### CURRENT ROLE

CT Lewis Consulting

### PAST BOARD ROLE

- Salvation Army Business  
& Industry Committee

Caroline is a veteran of successful green-fields exploration, numerous feasibilities/developments and M&A transactions (TSX-V, ASX) across mining, infrastructure and power generation including critical project turnaround with project value in excess of US\$5Billion. Regional experience covers Australasia, Africa and the Americas. Her expertise covers geology, economics and finance but she is constantly stretching into new territory. Her transformational interests in community include neuroplasticity in education and independent living in aged care. For Caroline, strategy goes beyond planning and is a challenging and creative state of mind.

## Cathy Galli GAICD



### CURRENT ROLE

Director / Principal,  
Rescology Environmental  
Consultants

Cathy has 25 years experience in conservation, ecotourism, mining and infrastructure in Australia, Africa, South America and Asia. She has built extensive industry and regulatory networks, gained in-depth knowledge of environmental law and international governance frameworks.

### CURRENT BOARD ROLE

- Parents and Friends  
Executive Committee for  
Wesley College

Currently, Cathy consults to the resources sector involving due diligence, risk, strategy, impact assessment and mine closure.

Previously, Cathy has been a board member in the non for profit sector, in small medium business enterprise and community based ecotourism.

Cathy brings extensive environmental and social impact assessment, risk and strategy experience; insightful and solutions-focussed leadership with the ability to influence, foster and build partnerships.

## Catriona Steeghs AAICD



### CURRENT ROLE

Engineering Capability  
Manager, Woodside

Catriona Steeghs has 20 years senior level industry experience. Currently Catriona is responsible for ensuring Engineering Capability is assured for Woodside Energy's business, to meet current and future functional and broader company wide leadership needs. Other key roles at Woodside have included Operations Manager at the Karratha Gas Plant and Engineering Team Lead roles. Catriona is also a Duty Manager for the Corporate Incident Co-ordination Centre.

Catriona brings extensive change management, risk and governance experience to the table linking strategy and values to drive performance.

## Catriona Wearn GAICD



### CURRENT ROLE

Executive Manager Legal  
& Governance, RAC

Catriona Wearn has over 25 years' experience as a lawyer, having worked both in the UK and Western Australia. Currently she is responsible for the legal and governance functions at RAC where she heads up the legal department and is Company Secretary. Catriona has had experience in a range of legal matters and has specialised in corporate, commercial and property law. She has lectured in law and continues to present on corporate governance issues. Catriona's strengths are in collaborating and fostering relationships across industry sectors. She has an interest in mentoring others to assist them achieve their goals.

## Donna Charlesworth GAICD



### CURRENT ROLE

Special Counsel,  
Clayton Utz

### CURRENT BOARD ROLE

- Women's Legal  
Service of WA

Donna Charlesworth has over 20 years experience as a lawyer in the construction, infrastructure and major projects sector. Donna combines extensive legal and contractual expertise with substantial industry and market knowledge. She has a strong focus on procurement, risk management, infrastructure and constructions issues in mining, oil and gas, water transport and commercial sectors. Through her work with clients as a specialist legal adviser, she brings a deep understanding of the needs of private companies and international corporations, as well as local, State and Federal government agencies.

Donna's skills include legal, strategy, governance, crisis and risk management.

## Georgia Halkett GAICD



### CURRENT ROLE

Senior Research Fellow,  
School of Nursing, Midwifery  
and Paramedicine, Curtin  
University

Associate Professor Georgia Halkett is a Senior Research Fellow at Curtin University. Her current research focuses on cancer patients' and carers' psychosocial and information needs, communication between health professionals and cancer patients and research in radiation therapy. She has published extensively, received a number of national and international research grants and is actively involved in supervising higher degrees by research students. Georgia is currently supported by a Cancer Council of WA Research Fellowship.

### CURRENT BOARD ROLE

- Australian Society of  
Medical Imaging and  
Radiation Therapy

Prior to embarking on her research career Georgia trained and worked clinically as a radiation therapist. Georgia joined the Board of Directors of Australian Society of Medical Imaging and Radiation Therapy as the Western Australian representative in March 2017. You can find Georgia on LinkedIn and Twitter (@Georgia\_Halkett).

## Jodie Hede GAICD



### CURRENT ROLE

Chief Financial Officer &  
Non- Executive Company  
Director, BDO

### CURRENT BOARD ROLES

- Board Member  
Gaming and Wagering  
Commission WA
- Committee Member  
Audit, Risk & Compliance  
Committee Curtin  
University Student Guild
- Committee Member Risk  
Committee BDO
- Committee Member  
Ngala Inc Marketing &  
Fundraising Committee  
Kids WA

As a motivated and effective CFO, Jodie has developed a professional skillset that spans financial control, business optimisation, project management and digitisation.

13 years in Professional Services firms has taught her to engage with and create great outcomes with a wide variety of personalities. She possesses over 20 years' experience in licensed hospitality venues as an Auditor, Advisor, Financial Controller, Company Director & Owner. She has 10 years of hands-on experience in all aspects of the telecommunications industry as well as significant commercial property exposure ranging from retirement villages, residential land development, acquisition, retail leasing and construction to financing and divestment.

An excellent analytical and strategic thinker, a team player, highly organised and an articulate communicator. Jodie is passionate about all areas of the governance process.

## Jodie Wallace GAICD



### CURRENT ROLE

Director State Workforce  
Planning, Department of  
Training and Workforce  
Development

Jodie has 20 years' experience in the government and education sectors, most recently with State Government in a Senior Executive Service role. Her executive career is defined by leadership of change, digital transformation, stakeholder relations, and creating a workplace culture which supports problem solving, creativity and performance. Jodie is a representative on government committees and working groups and is an experienced Chair of agency and sector committees.

Jodie holds a Master of Business Administration and is a Graduate member of the AICD. She has a particular interest in leadership, governance and diversity and is currently completing a Graduate Diploma of Applied Corporate Governance.



## Louise Southalan GAICD



### CURRENT ROLE

Red Cross Humanitarian  
Observer

Louise is a lawyer with a passion for improvement in human services systems and performance. She works for Australian Red Cross in immigration detention monitoring and as a researcher with Melbourne University, focusing on health in detention. She worked for six years in the WA Mental Health Commission, including for 18 months acting as Director of Legislation during the development and passage of major mental health legislation. She holds masters degrees in International and Community Development and in Mental Health Policy and Services, and has worked in the NFP sector in several countries and in legal practice in WA.

## Melanie Jumeau AAICD



### CURRENT ROLE

Chief Operating Officer,  
Moneycatcha Pty Ltd

Melanie has over 18 years experience in Banking and Finance, across a broad range of roles including senior positions in sales, risk, product and strategy. She has extensive experience in strategic implementation and a demonstrated capability to successfully implement new technologies.

### CURRENT BOARD ROLE

- Director – Moneycatcha Pty Ltd

She has a strong background in P&L management, budgetary direction and risk governance.

Melanie is currently Chief Operating Officer & Executive Director of Moneycatcha, where she has been instrumental in the development of the start up company into an award winning technology company. She is responsible for overseeing finance, operational governance, product implementation, legal, HR and Board Secretarial duties.

## Melissa Whelan MAICD



### CURRENT ROLE

Chief Human  
Resources Officer,  
Department of Justice

Melissa Whelan brings 20 years' success in Strategy, Business Change, Human Capital and Operations Leadership

With a foundation in operations and psychology, Melissa is an authentic results-oriented leader with a track record in achieving business outcomes and change in complex commercial and government organisations.

She has led small and large teams, and delivered organisation-wide front line services, reform programs and projects spanning multiple change initiatives to achieve strategic transformation objectives at local and International levels. Industries include small to medium private enterprises, government agencies, multinational resources including mining and oil and gas, and most recently state level public sector.

## Meriel Steadman GAICD



### CURRENT ROLE

Partner, Litigation and  
Dispute Resolution,  
Norton Rose Fulbright

Meriel is an experienced litigation and dispute resolution partner at top-5 global law firm Norton Rose Fulbright. She has over 18 years' experience advising local and multinational clients on complex commercial disputes in the UK, across Australia and in offshore jurisdictions including the Caribbean.

Meriel advises clients across diverse industries, including mining, oil & gas, life sciences and healthcare. She advises on Corporations Act disputes including minority shareholder disputes and directors' duties, breach of contract claims, tortious claims such as negligence and cyber risk. She runs cases in the Federal, Supreme, District and Magistrates Courts. She is also experienced in domestic and international arbitration, expert determinations and mediation.

As well as assisting clients once a dispute has arisen, Meriel is a trusted adviser who provides advice about how to avoid disputes and how to be "dispute ready".

## Michelle Mei-Ling Sandford GAICD



### CURRENT ROLE

Microsoft Technology  
Evangelist

Michelle is a brand storyteller and digital advocate with more than 20 years global experience at IBM and Microsoft, working with clients that included Heinz, Anheuser-Busch Inbev, Yara International, Cash Converters, WorleyParsons etc.

### CURRENT BOARD ROLES

- Chairman – Australian  
Computer Society WA
- Advisory Board Member  
WAITTA Incite Awards
- Membership Advisory  
Board for ACS National
- ACS Foundation,  
University of Western  
Australia Computing  
Science Dept
- North Metro Tafe

She is an accomplished facilitator and influencer amongst diverse stakeholder groups, challenging traditional ways of working and introducing new ideas. Michelle augments standard operating procedures by overlaying the conversation with a digital lens.

Michelle is the Chairman of the Australian Computer Society in WA. She speaks at more than 50 conferences and events each year and is one of the 50 most influential women in games in ANZ

## Natalie Milne GAICD



### CURRENT ROLE

Head of Tax – BDO Perth

### CURRENT BOARD ROLE

- Commercialisation Studies Centre Ltd

Natalie heads up BDO WA's Tax practice and is the National lead for the Telecommunications, Media and Technology (TMT) industry sector group at BDO Australia. Natalie focuses on speciality taxes, primarily assisting clients in accessing the R&D tax incentive. She is passionate about working with clients at the forefront of innovation. Natalie is actively involved in the technology community, having recently joined the committee of eGroup, a thriving community of online entrepreneurs, innovators, tech experts and investors. Natalie has recently joined the board of Commercialisation Studies Centre whose primary objective is to advance the development and understanding of commercialisation.

Natalie brings strategic focus, creative thinking and a practical problem-solving approach to all her endeavours.

## Pamela Anne Cresswell GAICD



### CURRENT ROLE

Adjunct Professor,  
Curtin University

### CURRENT BOARD ROLE

- President Peppermint Grove Tennis Club

Pam has extensive experience in the health and education sectors and more recently in sports administration. Her executive career has been driven by strong strategic leadership, professionalism, knowledge and experience of professional regulation, governance and risk assessment.

Past board experience includes Nurse's Board of Western Australia and education advisory boards. She holds a Graduate Diploma of Business, Masters of Health Administration, Doctorate in Philosophy and has completed the Company Directors Course. Her current role is as an Adjunct Professor Curtin University where she is involved in health related research.

## Pamela-Jayne Kinder GAICD



### CURRENT BOARD ROLES

- Co3
- Edith Cowan University  
– Accounting, Finance and Economics  
Advisory Council

Pamela-Jayne has had a diverse career in strategy, risk management and consulting, where her ability to make sense of complexity and deliver high quality outcomes has seen her work with companies in the financial services, resources, oil and gas, engineering, property development, health and aged-care sectors.

As a director, she is sought out for her ability to put a company on the right footing for growth and long-term sustainability. Pamela-Jayne has chaired several organisations over the past 20 years, including being the first female to chair the Australian Institute of Banking and Finance (WA).

## Rebecca Taseff MAICD



### CURRENT ROLE

Special Counsel,  
K&L Gates

Rebecca is Special Counsel with K&L Gates, specialising in employment and industrial law. She also has considerable in-house workplace advisory experience, having worked for a number of organisations on a secondment basis.

### CURRENT BOARD ROLE

- Podiatry WA

As well as providing legal and strategic advice on a range of general employment and industrial relations related matters, Rebecca has engaged on specific projects including policy and contract reviews, providing in-house EEO, OHS and other workplace compliance training, dispute management, assisting employers with enterprise agreement negotiations with unions as well as conducting workplace investigations and performance management. She appears before the Fair Work Commission and other Courts and tribunals on a regular basis.

## Samantha Elder MAICD



### CURRENT ROLE

Director Finance &  
Performance, WA  
Hospitals

Samantha is a financial professional with 25 years' financial and operational management experience obtained in listed, not for profit and Governmental organisations. She has held senior leadership roles in a wide range of industries including mining, oil and gas, public and private healthcare, education and FMCG's. She possesses strong commercial acumen and has developed a broad appreciation for diversity having worked extensively in the UK, Australia, Canada, Indonesia and the UAE.

### CURRENT BOARD ROLE

- Finance and Audit Committee for the Catholic Archdiocese of Perth

Samantha joined St John of God Healthcare in June 2014 as Group General Manager Finance and has since transitioned into an operationally focussed role as Director, Finance and Performance WA Hospitals. She holds BA (hons) in Business Studies, is CIMA (UK) and CPA qualified and is a current member of the Finance and Audit Committee for the Catholic Archdiocese of Perth.

## Sarah Greer MAICD



### CURRENT ROLE

Principal Advisor, Mining  
& Geoscience Capability  
Rio Tinto

Sarah is a Chartered Professional Geotechnical Engineer with more than 20 years' in the mining industry with experience in international and domestic mining operations, leading multi-disciplinary teams and technical consulting. Her current role is as Principal Advisor, Mining and Geoscience Capability with Rio Tinto's Growth & Innovation team, where she is working with technical professionals to develop business capability in the areas of mining and geoscience. Sarah is a passionate advocate for the resources industry, and the role technical professionals play in it. Sarah is interested in encouraging all students, but particularly women, into STEM and on into the resources industry. She is passionate about strategy, risk, governance and sustainable development.

## Sarah Hodgson GAICD



### CURRENT ROLE

General Manager, People  
and Sustainability,  
Iluka Resources

Sarah is currently a member of Iluka Resources' Executive team as General Manager, People and Sustainability. She has 20 years' HR and tax experience with significant experience advising on remuneration at Board and senior executive level.

Sarah started her career at PricewaterhouseCoopers in London before relocating to Australia with KPMG in 2002. Sarah has held senior remuneration roles as a consultant and in-house at Mercer, Westpac and KPMG. Sarah joined the People team at Iluka Resources in 2013, becoming head of the function in 2016 and more recently taking responsibility for Sustainability.

## Sophie Hancock MAICD



### CURRENT ROLE

Skills Catalyst and  
CORE Skills Lead, CORE  
Innovation Hub

Dr Sophie Hancock is an entrepreneur and pioneering company builder with a technical specialist background of geoscience research, minerals exploration, and consultancy. Her career spans the minerals and energy project lifecycle: greenfield exploration through to legacy remediation.

### CURRENT BOARD ROLE

- Director at Earth Science Western Australia (ESWA)
- The Beyond Boundaries

Sophie leads as Skills Catalyst bringing ideas, opportunities and people together at the CORE Innovation Hub. A current project led by Sophie addresses the opportunity "Geoscientist to Data Scientist" using intensive upskilling programs.

She is an ESWA board member, is Vice-Chair, WA State Committee for the Australian Institute of Geoscientists, and is a member of the Beyond Boundaries Institute Advisory Group.

## Sophie Raven MAICD



### CURRENT ROLE

Co-Founder and Director,  
York Legal

### CURRENT BOARD ROLES

- Parkerville Children and Youth Care Inc.

Sophie is a corporate lawyer, having commenced her legal career at Herbert Smith Freehills in Perth and following which she worked in Chile, the Cayman Islands and Monaco both in private practice and as in-house legal counsel. While in Monaco, Sophie joined the boards of various investment funds. Since her return to Perth in 2007, Sophie has operated her own legal and company secretarial consulting business, specialising in advising ASX-listed junior and mid-cap companies in the resources and technology sectors. Sophie is a board member of Parkerville Children and Youth Care, Inc., a not-for-profit organisation. Sophie is also the mother of three girls.

## Sharon Rowse MAICD



### CURRENT ROLE

Executive Manager  
Advocacy and  
Members, RAC

Originally from the UK, Sharon has over 20 years of experience in senior management positions in private, government and mutual organisations.

Sharon has been in her current role at RAC for the last 3 years. Prior to this, she worked in the local government sector for over a decade, most recently as a Director of Governance, HR, Marketing and Strategy at the City of Kwinana.

Sharon commenced her career in London, working for both Disney and PolyGram.

Sharon is a passionate about working with community-based organisations and not-for-profits and is a champion for reconciliation.

## Tania Cecconi MAICD



### CURRENT ROLE

Executive Director, CEOs  
for Gender Equity

Tania's interests are working with others who share similar values, 'walk the talk' as authentic leaders and share a similar commitment to creating long term impact.

Having worked across the private, public and not for profit sectors, specialising in innovation in the post compulsory education, training and employment sectors she brings diverse leadership and governance experience.

Her key skills are dealing with complex issues requiring fresh thinking and innovation. By 'digging deep' to understand challenges and opportunities she asks strategic questions that provide new insights and fresh perspectives. In seeking different perspectives, she facilitates crucial conversations and effective decision making.

## Tania Hudson MAICD



### CURRENT ROLE

Director of Development and Communications, Lions Eye Institute

### CURRENT BOARD ROLE

- Board member of FORM

Tania is on the executive team at the Lions Eye Institute, as Director of Development and Communications. She has had a diverse career in stakeholder relations and communications, including senior roles with the Minderoo Group, Rio Tinto and ANZ. Tania's particular areas of focus are cross-sector collaboration and partnerships, philanthropy and stakeholder relationship management. Her passion for writing was fostered during her early career as a business journalist at The Age and The Courier-Mail newspapers.

Tania is on the Board of creative organisation FORM. She has undergraduate and post-graduate qualifications from the University of Queensland and Cambridge University.

## Tracie Clark GAICD



### CURRENT ROLE

Investment Director, Plan Smart Financial Services Pty Ltd

### CURRENT BOARD ROLES

- Vice Chair of Perth Angels
- Member of Cancer Council WA Finance Committee

Tracie is an accomplished adviser and investment professional with 23 years' experience in Investment Management, Financial Planning, Accounting and Business Strategy. Currently the Investment Director of a private investment company, a qualified CPA and CFP Tracie has founded two successful Financial Services businesses, worked in senior leadership teams and as a consultant. Holding specialisations in all areas of advice, with strong industry knowledge and understanding of compliance and risk management as applied to the financial planning and superannuation industry.

Tracie is an active Angel investor and has a passion for supporting and mentoring future entrepreneurs.

## Vicki Wilder GAICD



### CURRENT ROLE

Risk and Reporting –  
Project Management Team,  
ConocoPhillips

Adept in diversity, Vicki has over 30 years experience covering Mega-project Oil and Gas (Opportunity development and Operation); Site Construction; Underground Mining; Electricity Distribution; Information Technology (Mainframe and Desktop). Based in Western Australia and focussing on international companies she has experience governing risk management, business continuity; crisis management and change programs in American, Japanese, French, Australian, Korean, Chinese, Italian, Indonesian, Singaporean, British and Scottish environs and cultures.

Vicki strives for clarity to remain strategic, bringing passion and curiosity to inspire and energise to champion innovation. Previous boards \$20M NFP; \$1.5M Property Trust; Strata roles; and Car club roles.

## Victoria Maitland MAICD



### CURRENT ROLE

Director, Leaker  
Partners Pty Ltd

Victoria is a director of Leaker Partners, a boutique corporate and commercial law firm.

Victoria was appointed a director of her firm in 2014 and advises clients across a broad range of areas including, the hire industry, mining services, SMEs, agriculture, property and lending and securities.

### CURRENT BOARD ROLE

• Kart2live Ltd

She has over 10 years' experience as a commercial solicitor. Victoria has served on boards and committees. She currently sits on a not-for-profit board in the disability sector.

Being legally trained, Victoria brings to a board strong analytical thinking and good corporate governance. She is passionate about exploring new technology and innovation and where that might assist a business.



# 2018 Chair's Mentoring Profiles

## Angie Paskevicius FAICD



### CURRENT ROLE

CEO, Holyoake

### CURRENT BOARD ROLES

- NED, Mid West Ports, Geraldton ; Chair Finance, Audit and Risk Committee; Member
- Chair, Interchange WA; Chair M & A Committee; Chair Nominations and Remuneration Committee
- NED, WA Network of Alcohol and Drug Agencies (WANADA)

Ms Paskevicius is an experienced Non-Executive Director and CEO. Her career spans over 30 years as a senior executive, business owner, executive coach and Non-Executive Director in the Private, Public and Not For Profit sectors. She is a passionate, values driven leader who has developed and grown award winning enterprises that operate in local, national and international markets in challenging environments.

Angie has 20+ years' experience as a Non-Executive Director, Executive Director and member of high level government taskforces and ministerial advisory committees. She has actively served on a diverse range of Board committees contributing both as a Chair and member, including audit and risk, finance, governance, nominations, remuneration, advocacy and media. Her Board experience has been in companies facing disruption, undergoing transformation, expanding through business development or entering new markets. All have had a strong focus on strategy, risk, governance, business transformation and innovation.

## Emma Shand GAICD



### CURRENT BOARD ROLES

- Armenian Stock Exchange and Central Depository of Armenia (Chair)
- EGID, Egypt Information Dissemination
- CoFederation of Euro-Asian Stock Exchanges

Ms Shand is a Non-Executive Director and international advisor specialising in strategy, internationalisation and corporate transformation. She brings 20 years' experience in the capital markets and financial technology sectors across Asia Pacific, Europe, Middle East and Africa, including a corporate career spanning 13 years with Nasdaq.

Emma has a track record of initiating and overseeing complex structural, governance and organisational change to realise significant revenue and earnings growth. Her specialties include strategy formulation, new governance structure implementation, cultural transition and vertical and M&A integration.

Emma has held executive roles at Nasdaq in Asia and as Global Head of Advisory Services. Latterly her focus has been on her board commitments, advising Nasdaq on international ventures and selective advisory to company boards and CEOs.

## Dr Helen Grzyb FAICD



### CURRENT ROLE

Managing Director, Helen Grzyb and Associates

### CURRENT BOARD ROLE

- Advocate Inc; WA Charitable Collections Advisory Committee

With high-level expertise in complex strategic thinking and innovation, Dr Grzyb is an accomplished strategist and researcher with a focus on project governance and stakeholder engagement.

In 1997 she established a boutique consultancy firm which partners with consortia to plan and build large infrastructure or development projects, and also works with organisations to plan and develop social improvements.

Previously she directed Western Australian and Australian government funding programs of up to \$40 Million.

Helen has completed the Company Directors Course and since 1988 she has served on the boards of 12 incorporated organisations in the education, healthcare, arts, seniors and childcare sectors.

## Ivy Chen GAICD



### CURRENT ROLE

Principal Consultant, CSA Global Pty Ltd

### CURRENT BOARD ROLES

- Battery Minerals Ltd (ASX: BAT)
- Fremantle Multicultural Centre
- GeoReg Mining and Compliance

Ms Chen is a mining geologist and corporate governance specialist with 30 years' experience in mining and resource estimation and consulting. She is a technical advisor on mining for the Australian Pacific Stock Exchange. She was previously a Director of the Margaret River Regional Wine Centre.

Ivy served as the National Geology and Mining Adviser for the Australian Securities and Investments Commission (ASIC) from 2009-2015, supervising the reviews of risk disclosure by mineral and energy companies, particularly ASX listed companies, and reviewing company floats, mergers, takeovers and schemes of arrangements.

Her experience in the mining industry in Australia and China, in operations and consulting translates to practical applications of cultural differences in business development, governance and transparency. She has advised companies listed on the ASX in Australia, as well as on AIM in the UK, SGX in Singapore and the Hong Kong Stock Exchange. Ivy holds a Bachelor of Applied Science (Geology) from Curtin University of Technology.

## Jane Cutler FAICD



### CURRENT BOARD ROLES

- Australian Maritime Safety Authority (AMSA)
- WA Division Council, AICD
- WestCycle
- Flicq Asia-Pacific

Ms Cutler has over thirty years of board level and senior executive experience across the public, commercial and not for profit sectors. She has particular experience in the resources, oil and gas, financial services, maritime, infrastructure, environment and technology industries. She is unique in having been CEO of an industry regulator, Vice President of corporate entities in the resources sector in Australia and overseas and CEO of two superannuation providers. Jane has a proven track record of helping organisations achieve maturity of operation, through ethical leadership, transparent engagement with diverse stakeholders and ensuring rigorous business management systems.

## Dr Ruth Shean FAICD



### CURRENT BOARD ROLES

- Non-Executive Director, Catholic Professional Standards Ltd (Melbourne) (since 2018)
- Non-Executive Director, Senses Australia (since 2011)
- Non-Executive Director, St Catherine's College, University of Western Australia (since 2018) and Member Governance Committee
- Trustee, Brealey Charitable Trust (since 2013)

Dr Shean is a Western Australian Non-Executive Director on state and national boards, with a special interest in governance and human services. She is data literate with strengths in understanding performance in complex agencies, reporting and managing stakeholders. She develops robust teams and positive workplace cultures. Ruth is a persuasive communicator and excels at collaboration and finding common ground. She has sound judgment, integrity and a reputation for accountability and trustworthiness. She is diligent, logical and results focussed. Ruth has led many large and complex organisations to achieve excellent outcomes for stakeholders. Ruth has considerable experience in board leadership.

For more information please contact

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