



Government of South Australia  
Department of Further Education,  
Employment, Science and Technology

## Women influencing Defence and Resources Industries (WiDRI) Community of Practice 3 Notes

### 1. CoP Domain of knowledge

The domain of knowledge for the WiDRI 2011 group is:

*Identify strategies for **attraction, retention, leadership development, career success** and the **advancement** of women in the defence and resources sectors with an understanding of the barriers women face in these industries.*

### 2. CoP Rules of Engagement

The following points for rules of engagement for the WiDRI CoP were important to participants:

- Confidentiality
- Chatham House Rule – keep what is said in-house
- Preface your comments
- Anonymous information
- Respect
- Chance to have a say
- Valued opinions
- Encourage members to contribute
- Share stories – draw upon expertise and experience in the group

### 3. Thought Leadership Groups

Developing the WiDRI community requires engagement from participants to take leadership in the development of “Thought leadership” groups to develop our understanding, knowledge, experience and ideas regarding topics and engaging issues for the group. The following “Thought leadership” group and participants have been identified:

No.	Topic:	Participants:	Artefacts
1.	Linking graduates with industry and programs to promote the industry to girls during their secondary education.	Gail Jackman, UniSA; Margot Forster, RAAF; Anais Chevalier, Construction Industry Training Centre; Natalie Kourtidis, Adelaide University; Lisa Evans, Babcock	25 minute DVD, website info, links to high schools, unis and VET providers, career pathways

2.	Diversifying the workforce – giving small organisations tools on how to diversify their workforce and become an employer of choice	Kerryn Smith, DTC; Kylie Furnell, RESA; Amanda Underwood, Office for Women	Fact sheet, research and information on best practice and benchmarking
3.	Managing a work/life balance – how to manage having kids or working full time and advancing/building your career	Kim Harvey, Babcock; Samantha Croser, DSIC; Teresa Janowski, Saab Systems; Kylie Furnell, RESA; Renee Preece, RESA, Kerrie Nussio, DTC.	Interview successful women and undertake survey of WiDRI participants
4.	Boards – how to develop to be board ready and progress to taking part in a board	Carolyn Dillon, Lockheed Martin; Carly Habils, AWD Alliance; Kelly Byrt, GDLS; Margot Forster, RAAF; Amanda Underwood, Office for Women; Kaye Greenwood, AWD Alliance; Pamela Schulz, DRS-SA; CherylAnn Falconer, Consult4u, Amanda Headon, Pelican Products	Discriminators, mentor specific to board aspirations, board director qualifications, men on boards to support WiDRI participants, approach and networking leading to post board training skills base
5.	Issues facing young women entering the defence and resources industries	Karen Stanton, BAE Systems; Rebecca Baylis, Aeronautical Engineers Australia; Rita Emanuele, DTC;	Dear WiDRI, session with HR practitioner on issues they might face, feed into workplace, support to gain a resources person, examples of where they have felt awkward, difficult position, young women – bring to an event
6.	Understanding coaching vs. mentoring	Jo-Anne Klocke, Pelican Products; Samantha Croser, DSIC; Wendy Matthews, Priority Management Australia; Julie Holder, Department of Defence.	Who has existing skills via participants profile, linking graduates, cross matching event
7.	General facilitation of the CoP	WiDRI Steering Group	Simplified participant profile and career map, version via LinkedIn, detail of what each group has covered via fact sheet

#### 4. Outcomes of the CoP

The following outcomes, targets and measures for the WiDRI CoP have been suggested by participants:

- Professional development (in addition to board, coaching and mentoring), such as leadership, personal presentation
- Guidance on how to progress your career – what to plan now to get where you want to go

- Have a tangible impact in primary and secondary schools in promoting careers in the defence and resources industries to young girls – potentially through developing a pathway model for a career within the industries to give to girls and giving resources to DECS to provide to teachers on how to promote careers in defence and resources to girls
- Information pack for everyone about who the different groups are that are actively promoting the defence industry, what their programs are and how the WiDRI group can participate
- Profile of everyone involved in the WiDRI program, develop the profiles into a booklet for publishing
- Videos of women in their jobs to promote women in defence and resources online
- Presenters giving examples on how to get where you want to go with your career
- Advice on how to prepare to be an effective board member
- Develop more imagery of women in the defence and resources sectors
- Create collaborative partnership between companies, people and industries to further develop the outcomes of WiDRI
- Page summaries on ‘Thought Leadership’ topics – links, research, metrics, case studies, concepts, ideas, templates (e.g how to plan your career, mentor/be mentored) – 1-2 pages elaborating on thought topics
- Have something measurable to show we are achieving our domain of knowledge –specific projects we can do and measure achieving our domain
- More women in leadership positions in defence and resources through mentoring

Aim: Crochet the CoP’s outcomes with actions and the thought leadership groups. Discussion: Do our outcomes reflect our domain of knowledge?

*Identify strategies for **attraction, retention, leadership development, career success** and the **advancement** of women in the defence and resources sectors with an understanding the barriers women face in these industries.*

Outcomes	Actions	Thought Leader Group and CoP members	Timelines	Progress
Professional development (in addition to board, coaching and mentoring)	Media Training, Public Speaking and Presentation Skills training for WiDRI participants in June 2011	2, 4, 5 and 6		
Guidance on how to progress your career – what to plan now to get where you want to go	Guidance research on how to progress your career and case studies of successful women having developed their career	3		
Have a tangible impact in primary and secondary schools in promoting careers in the defence and resources industries to young girls	Potentially through developing a pathway model for a career within the industries to give to girls and giving resources to DECS to provide to teachers on how to promote careers in defence and resources to girls – DVDs and imagery	1 and 5		
Information pack for everyone about	What their programs are and how the WiDRI group can	7		

who the different groups are that are actively promoting the defence industry	participate			
Profile of everyone involved in the WiDRI program	Develop the profiles into a booklet for publishing	5, 6 and 7		
Videos of women in their jobs to promote women in defence and resources online	Develop short DVDs of women in the industries and a picture library online	1, 2 and 3		
Presenters giving examples on how to get where you want to go with your career	CoP 3 presenter Julianne Parkinson, CoP 4 presenters Rod Equid and Kate Gould	1, 5 and 6		
Advice on how to prepare to be an effective board member	Fact sheet presented by Thought Leadership Group	4		
Develop more imagery of women in the defence and resources sectors	DVDs and imagery developed through Thought Leadership Groups	1, 2 and 3		
Create collaborative partnership between companies, people and industries to further develop the outcomes of WiDRI	Partnership between defence and resources and integration with other women's groups in SA	2		
Page summaries on 'Thought Leadership' topics	Links, research, metrics, case studies, concepts, ideas, templates (e.g. how to plan your career, mentor/be mentored) – 1-2 pages elaborating on thought topics	ALL		
Have something measurable to show we are achieving our domain of knowledge	Specific projects we can do and measure achieving our domain  Measures and methodology	ALL		
More women in leadership positions in defence and resources	Through coaching and mentoring and the development of leadership skills such as board training for WiDRI participants	2 and 6		

Additional examples – exemplars, latest research.