



**AUTHENTIC LEADERSHIP
SUMMIT FOR STEMM**
INSPIRATION ♦ INNOVATION ♦ AUTHENTICITY



Program

**AUTHENTIC LEADERSHIP
SUMMIT 4 STEMM 2022**

May 26 - 27, 2022 (Thu-Fri)

#ALS4S22

@WALTInstitute

DAY 1 | THURSDAY 26 MAY 2022

TIME (AEST)	SPEAKER	TOPIC
MORNING SESSION - Challenging the Status Quo in STEMM: Unlocking Cultural Systems		
10.00 - 10.15AM	Christine Burns - <i>WALT Institute</i>	Welcome and Introductions
10.15 - 10.45AM	Keynote: Dr Jackie Mills (MD) - <i>New Zealand</i>	Breaking the mould: An Authentic Leader's Journey
10.45 - 11.15AM	Professor Bronwyn Fox - <i>Australia</i>	Diversity isn't enough. It's time to focus on inclusion
11.15 - 11.45AM	Kate Gray - <i>Australia/United States</i>	Authentic Leadership in a Postmodern World
11.45 - 12.15PM	Rumaisa Mughal - <i>Pakistan/United States</i>	Women Power vs Culturescape: Is There Room to Coexist?
12.15 - 12.45PM	Dr Shalini Arunogiri - <i>Australia</i>	Gender Stereotypes: checking assumptions and changing culture
12.45 - 1.00PM	Christine Burns	Summary and Collection of High Points from this Session
EVENING SESSION - Navigating and Thriving through Failures and Obstacles		
5.30 - 5.35PM	Christine Burns	Welcome Back
5.35 - 6.05PM	Dr Stephen Cutler - <i>Philippines</i>	Through the Bushes and the Trees: Ideas on Dealing with Obstacles and Irritations on the Path to Success
6.05 - 6.35PM	Dr Elizabeth Pritchard - <i>New Zealand/Australia</i>	How to Triumph Over Fear of Failing and Rejection in STEM
6.35 - 7.05PM	Linda Belzile Buisson - <i>Canada/Norway</i>	When labeled "too nice" made me quit my corporate job to build my dream life
7.05 - 7.35PM	Dr Pearly Khaw - <i>Australia</i>	Unconscious Bias: How Society Has Conditioned Us
PANEL DISCUSSION AND Q&A		
7.35 - 9.05PM	Panelists: <ul style="list-style-type: none"> • Camille Escudero - <i>Philippines</i> • Dr Elizabeth Pritchard - <i>Australia/New Zealand</i> • Dr Mohommad Taha - <i>Australia</i> • Professor Paul Wood AO - <i>Australia</i> 	Race To The Top: Why Do Men Have A Headstart In STEMM
9.05 - 9.10PM	Christine Burns	Close of Day One

DAY 2 | FRIDAY 27 MAY 2022

TIME (AEST)	SPEAKER	TOPIC
MORNING SESSION - Mindset In Practice: Leading Authentically		
10.00 - 10.10AM	Dr Elizabeth Pritchard - <i>WALT Institute</i>	Welcome and Introductions
10.15 - 10.45AM	Keynote: Professor Paul Wood AO - <i>Australia</i>	What I Learnt About Leadership and Myself Along the Way
10.45 - 11.15AM	Delia Perry - <i>United States</i>	Kicking Perfection to the Curb
11.15 - 11.45AM	Professor Didith Rodrigo - <i>Philippines</i>	Building Research Culture in Non-Research Orientated Environments
11.45 - 12.15PM	Dr Amber Tichenor - <i>United States</i>	Female Workplace Rivalry: Turning Adversaries into Allies
12.15 - 12.45PM	Monique Rhodes - <i>New Zealand</i>	Why happiness is a habit!
12.45 - 1.00PM	Dr Elizabeth Pritchard	Summary and Collection of High Points from this Session
EVENING SESSION - It's More Than Just Talk: Follow Through with ACTION		
5.30 - 5.35PM	Dr Elizabeth Pritchard	Welcome Back
5.35 - 6.05PM	Christine Burns - <i>New Zealand/Australia</i>	Less Chitchat, More Do: 5, 4, 3, 2, 1 Action!
6.05 - 6.35PM	Nicole Thakuri-Wick - <i>Nepal</i>	Breaking the Cycle of Poverty Through Education
6.35 - 7.05PM	Samanthie Elie	Looking in the woods for leadership lessons: What ecosystem services can we provide by leading authentically? A journey in the Homeward Bound leadership initiative
7.05 - 7.35PM	Anita Kerr - <i>Nepal/England</i>	From Injustice, Hardship, and Abuse to Self-Belief, Self-Worth and Economic Independence
PANEL DISCUSSION AND Q&A		
7.35 - 9.05PM	Panelists: <ul style="list-style-type: none"> Farah Abu - <i>Philippines</i> Linda Belzile Buisson - <i>Norway</i> Christine Burns - <i>New Zealand/Australia</i> Professor Mark Hutchinson - <i>Australia</i> 	How Do We Change The Narrative And Become Change Agents In The STEMM Industry?
9.05 - 9.10PM	Dr Elizabeth Pritchard and Christine Burns	Official Closing of the Summit

ABSTRACT OF SPEAKERS

DAY 1 | THURSDAY 26 MAY 2022

MORNING SESSION - Challenging the Status Quo in STEMM: Unlocking Cultural Systems



Christine Burns (BA Psych, PG Dip Sport Bus Mngt, MIPPA)

CEO, Co-Founder of WALT Institute, Performance Coach - New Zealand /Australia

Moderator Day 1

Is now the right time to take action? Or what about now? Too often we find ourselves in that waiting place. Waiting for the perfect time. Waiting for the perfect situation. Waiting for the perfect place. And the whole time we have this self-talk happening in our head, finding excuses, justifying why we should wait or informing us that procrastination and distraction is the best option.

WRONG! The best thing to do is to take action. Stop with the waiting. Stop with the chit-chat. Stop with the stalling, excuse finding, and procrastination. Imperfect action is better than no action.

I didn't always know how to be a Goalie in hockey! I didn't always know how to be a confident speaker. I didn't always know what it took to be a great team leader or a CEO... how things change when you embrace 'less chit-chat, more do!'



Dr Jackie Mills (MD)

New Zealand

Keynote: Breaking the mould: An Authentic Leader's Journey

Abstract: A conversation with Jackie about breaking the mould, being innovative and transferring skills of Authentic Leadership to any role and career.



Professor Bronwyn Fox, PhD Engineering, Chief Scientist CSIRO

Australia

Diversity isn't enough. It's time to focus on inclusion.

Abstract: There is more work to be done, but we are slowly getting better at diversity across the STEMM sector. The next step is inclusion and making sure those diverse groups are heard. Innovation needs diversity, but diversity needs inclusion to thrive. Professor Bronwyn Fox will share her leadership journey and stories about creating an innovation culture powered by diversity at Australia's National Science Agency, CSIRO. She'll also share details of a project to attract a diverse range of early career researchers to CSIRO and develop future science leaders of all backgrounds.



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DAY 1 | THURSDAY 26 MAY 2022

MORNING SESSION - Challenging the Status Quo in STEMM: Unlocking Cultural Systems



Kate Gray, Entrepreneur, Philanthropist, Investor & Mentor

Australia/United States

Authentic Leadership in a Postmodern World

Abstract: We have witnessed some incredible innovation and progression during the postmodern era. Yet, despite this we can't help but notice there is an obvious lack of evolution in the practice of leadership. From self leadership, to politics, to the world of academia and so on. For us to continue to build a world that supports the evolution of humans it is time to close the gap and bring entrepreneurial leadership into 2022. In this talk Kate will discuss 3 things that we as individuals can do to implement this new type of leadership in our daily lives now. To support us at work, at home and in day to day life.



Rumaisa Mughal, Founder and CEO, Change Reactor

United States

Women Power vs Culturescape: Is there Room to Coexist

Abstract: Imposter syndrome may not be a foreign concept anymore today, but add some cultural boundaries and gender discrimination, and you've got yourself a ball and chain that you'll be lugging around throughout your life. However, being a big believer of "thoughts becoming things", I have often seen stories we tell ourselves, play out in real life. From rural Pakistan to Silicon Valley, the culture I grew up in has both broken, and defined me. Culturescape is often like quicksand; we don't realise the nonsensical rules we're surrounded by until often it's too late. The big question is, how might we coexist while empowering ourselves and those around us?



Dr Shalini Arunogiri

Australia

Gender Stereotypes: checking assumptions and changing culture

Abstract: Why are you taking carer's leave? Can't your wife do it? This is what my husband gets- he and I are equal partners in parenting, and we both work full-time. Our experiences as doctors, especially during the pandemic, have highlighted the gender stereotypes implicit in our workplace culture, and illustrate why what we expect of women- and of men- both inside and outside the workplace needs re-examining. I will discuss my journey as an early career clinician-researcher, a migrant and a young woman of colour. I will share how these intersectional lenses have shaped my path and underpin how I have impact and influence.

EVENING SESSION - Navigating and Thriving through Failures and Obstacles



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Dr Stephen Cutler, PhD Criminology, Chief Enterprise Risk and AML Officer at OmniPay, Inc.
Philippines

Through the Bushes and the Trees: Ideas on Dealing with Obstacles and Irritations on the Path to Success

Abstract: We face a bright and amazing future in the STEMM arena. But it is not a clear and easy path to success for many of us. Sometimes the path is steep and hard to walk. Other times, our path is cluttered, and we face treacherous footing. Or we're unsure of our direction and choices. Dr. Cutler will discuss what some of our obstacles will likely be, and present some ideas for dealing with them.



Dr Elizabeth Pritchard, PhD, MHScOT, MIPPA, Director, Co-Founder WALT Institute, Leadership Coach
Australia/New Zealand

How To Triumph Over Fear Of Failing And Rejection In STEM

Abstract: Receiving repeated rejections for funding or failed opportunities takes its toll and can lead to increased levels of fear and trepidation. This session will identify that you're not alone, we all feel like this at some time in our careers. There is a way to triumph over these reactions so that they don't erode our own self-belief. The key is to have the tools to recognise the initial pain of the situation, and then turn-it around. I will explore reframing and the 'choose again' method to set you up to flourish and unleash your potential, in a whole new way!



Linda Belzile Buisson, Senior Leadership Results Strategist, Coach and Mentor Robbins Research International
Norway

When labeled "too nice" made me quit my corporate job to build my dream life

Abstract: I liked my job but I didn't love it. My annual performance reviews were great, my colleagues seemed to like me (to my face), my clients always had high praise for me but I wasn't progressing. The year I collaborated with the UN and Harvard Business School was the year I was labeled "too nice" which meant in corporate speak I was not going to be promoted regardless of the contribution I was making. This session will talk about what happens when you realise you don't belong and how that is the perfect place to be when you want to recreate yourself, even in the face of fear and uncertainty as long as you are clear...spoiler alert...the secret is to get clear and know that it's all in how you are being and not what you're doing.



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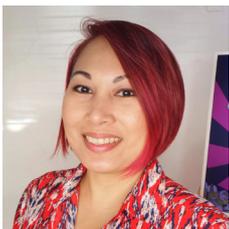
Dr Pearly Khaw, B.App.Sci (Medical Radiations) w Distinction, M.B., B.S. FRANZCR
Australia

Unconscious Bias: How Society Has Conditioned Us

Abstract: A conversation with Dr Pearly Khaw about her experiences of rising above the unconscious biases she has experienced in her field of Medicine. Join Pearly with Christine Burns about recognising Unconscious Bias within our workplaces, and how society has conditioned us to think like this. Pearly will share the path she took in her career, the challenges she faced (and still faces), and how she sees unconscious bias affecting people in STEM. She will also discuss what actions we could potentially take to call this out, and address this in an inclusive and innovative way going forward.

PANEL DISCUSSION - Race To The Top: Why Do Men Have A Headstart In STEMM?

PANELISTS:



Camille Escudero, Founder of Lily of the Valley
Philippines



Dr Mohammad Taha PhD
Philosophy, Researcher, Scientist/Engineer, Queer advocate and writer
Australia



Dr Elizabeth Pritchard, PhD, MHScOT, MIPPA, Director, Co-Founder WALT Institute, Leadership Coach
Australia/New Zealand



Professor Paul Wood AO, Scientist, Co-founder and Director of Industry Mentoring Network in STEM (IMNIS)
Australia



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DAY 2 | FRIDAY 27 MAY 2022

MORNING SESSION - Mindset In Practice: Leading Authentically



Dr Elizabeth Pritchard, PhD, MHSOT, MIPPA

Director, Co-Founder WALT Institute, Leadership Coach - New Zealand /Australia

Moderator Day 2



Professor Paul Wood AO, Scientist, Co-founder and Director of Industry Mentoring Network in STEM (IMNIS)

Australia

Keynote: What I Learnt About Leadership and Myself Along the Way



Delia Perry, 'Girls 4 Greatness' Podcaster, Author

United States

Kicking Perfection to the Curb

Abstract: What does perfect really mean anyway?

We are so often bombarded with what "perfect" is supposed to look like. We are constantly being told what we lack in terms of how we look, who we are, and how we live. It is no wonder we shy away from going after the life and career we truly want to be living because we think that if we can't do something perfectly then why bother. We also often buy into the lie that because we are less than perfect then we are somehow inadequate and even un-worthy of going after the life we want to live. In this discussion you will have a chance to explore where you may be holding on to some of these same beliefs in your own life. I invite you to join me as we unpack how we can kick perfection to the curb and instead start to embrace a more authentic life in which perfection is no longer a requirement for living our best life.



Professor Didith Rodrigo PhD, President-elect of the Asia Pacific Society for Computers in Education, Project Leader

Philippines

Building Research Culture in Non-Research Orientated Environments

Abstract: In the late 1990s and early 2000s, academics in the Philippines started to realize that there was a need to build up research output. This was an uphill battle because the attitude towards research even among those with PhDs was that it was a "nice to have" but not necessary. In this talk, I will share how we in the Ateneo Laboratory for the Learning Sciences grew our own research practice in what was a supportive but still difficult environment, and the factors that continue to dog our alumni.



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Dr. Amber Tichenor, PhD. I/O Psychology Researcher, Psychological Safety, Inclusion, Organizational Culture, Author

United States

Female Workplace Rivalry: Turning Adversaries Into Allies

Abstract: There's a popular myth that women don't work well together.

It's time to change that perception and embrace the belief that women CAN be each other's greatest allies! In this discussion participants will learn how this behavior presents itself, effects it can have, and how it impacts the psychological safety of an environment. We'll examine the 'inner-she-bully' concept, how it contributes to this behavior and how to manifest positive actions to prevent it. This enlightening conversation is not just for women – men are welcome too!



Monique Rhodes

New Zealand

Why happiness is a habit!

Abstract: Life can be difficult even during the best of times. Over these last 2 difficult years, mental health issues are escalating. It is imperative to care for your mental well-being to increase your happiness. By understanding and leveraging the habitual powers of the mind, you can create powerful, positive and permanent change in your life. So, where do you begin? Join us as happiness specialist Monique Rhodes shares practical advice to increase happiness, decrease stress levels and positively transform your life.

EVENING SESSION - It's More Than Just Talk: Follow Through with ACTION



Christine Burns, BA Psych, PG Dip Sport Bus Mngt, MIPPA

CEO, Co-Founder of WALT Institute, Performance Coach - New Zealand /Australia

Less Chit-Chat, More Do: 5,4,3,2,1 Action!

Abstract: Is now the right time to take action? Or what about now? Too often we find ourselves in that waiting place. Waiting for the perfect time. Waiting for the perfect situation. Waiting for the perfect place. And the whole time we have this self-talk happening in our head, finding excuses, justifying why we should wait or informing us that procrastination and distraction is the best option. WRONG! The best thing to do is to take action. Stop with the waiting. Stop with the chit-chat. Stop with the stalling, excuse finding, and procrastination. Imperfect action is better than no action. I didn't always know how to be a Goalie in hockey, be a confident speaker or what it took to be a great team leader or a CEO... how things change when you embrace 'less chit-chat, more do'!



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Nicole Thakuri-Wick, Lead of Nawa Asha Griha

Nepal

Breaking the cycle of poverty through Education

Abstract: "Becoming a leader has a learning curve. Having taken on the role of a leader without prior experience in a patriarchal society as a 23 year old in a foreign country, mistakes and failures are bound to happen. Yet one must stay tenacious and learn through trial and error. In this session we will explore the difficulties of leadership as well as the rewards. We will journey through the evolution of my leadership style in the span of three decades. The main target of this session is to show that to move forward you must go through tears and sweat to reach success."



Samanthie Elie

United States

Looking in the woods for leadership lessons: what ecosystem services can we provide by leading authentically? A journey in the Homeward Bound leadership initiative

Abstract: Basic principles of ecology are reflected in human societies. We are part of the same systems, not separate from them. Diversity enhances ecosystem resilience: the group is strengthened when we connect a diversity of people and collaborate. The Homeward Bound leadership initiative aims to increase global leadership diversity by growing the number and capabilities of fem leaders in STEMM. This is one journey of grounding in authentic leadership through a walk in the woods. We will connect Pacific Northwest native plants and the services and lessons they give, with the work of Homeward Bound and authentic leadership.



Anita Kerr, Former President and Centre Director of Seven Women Nepal

England

From Injustice, Hardship, and Abuse to Self-Belief, Self-Worth and Economic Independence

Abstract: Growing up in a rural village in Nepal, I've witnessed many women suffering from injustice, hardship, mental and physical abuse. I used to wonder why these women are stuck in such unpleasant circumstances, what keeps them there? I used to tell myself when I grow up I will be a strong woman and live a free and independent life, which seems to be impossible for many women in Nepal. I believe that at first a woman needs to have self-belief, self-worth and also recognize their own personal strengths and capabilities. I've always hoped for a better and independent life for myself and other women in Nepal. Economic independence of women requires willingness to change ourselves which involves self-respect and learning to be self-reliant.



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DAY 2 | FRIDAY 27 MAY 2022

PANEL DISCUSSION - How Do We Change The Narrative And Become Change Agents In The STEMM Industry?

PANELISTS:



Farah Abu, Business owner and designer
Philippines



Linda Belzile Buisson, Senior Leadership Results Strategist, Coach and Mentor Robbins Research International
Norway



Christine Burns, BA Psych, PG Dip Sport Bus Mngt, MIPPA, CEO, Co-Founder of WALT Institute, Performance Coach
New Zealand/Australia



Professor Mark Hutchinson, PhD (Medical), Pharmacology
Australia