

# Women in Retail & FMCG Leadership Summit

Develop core leadership skills and achieve the bold mindset required to excel in the retail and FMCG

## FEATURED SPEAKERS



**Susan D'Lima**  
Head of Replenishment  
Countdown



**Chris Quin**  
Chief Executive Officer  
Foodstuffs



**Julie Rowe**  
General Manager, Digital Communications Services  
Fonterra



**Rachel Stotter**  
Head of Sales  
Goodman Fielder



**Neil Cowie**  
Chief Executive Officer  
Mitre 10



**Sarah Langley**  
Chief People Officer and  
Global Leadership Development Director  
Frucor Suntory



**Kirstie Gardener**  
General Manager, Human Resources  
Anzco Foods



**Robin Davies**  
People and Culture Director  
Lion



**Julie Simpson**  
General Manager People Experience and  
Employment Relationships  
The Warehouse Group



**Gretchen Evans**  
Human Resources Director  
Mars



**Anna Campbell**  
Chief Executive Officer Fab Group  
Former Chief People and Customer Officer  
The Warehouse Group



**Mark Forsyth**  
General Manager, Retail  
Z Energy



**Karma Wetere**  
General Manager, Retail  
Max Fashions



**Penny Ashton**  
Owner and Operator, New World Whangaparaoa  
New World



**Julie Bassett**  
Vice President, Human Resources  
Constellation Brands



**Wendy Maxwell**  
National Manager  
Schwarzkopf



**Mel Cadman**  
Head of Retail  
Heartland Bank



2018 Theme:  
**'Breaking Barriers'**

**Pre-Summit Workshop**

28 May 2018

**Summit**

29 & 30 May 2018

**Post-Summit Workshop**

31 May 2018

Stamford Auckland

Break barriers to achieve  
your potential

Develop critical skills for success

Expand your professional network

Embrace and adapt to change

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# Pre-Summit Workshop

28 May 2018

9.00 - 4.30

## The Holistic Leadership Workshop

Traditionally, leadership capabilities have been defined around individual actions, expectations and achievements. However, holistic, value-driven, character-based traits required to achieve these goals are often overlooked. Holistic leaders understand that to be successful, it is vital to integrate their character and values into their roles and use these to lead in the most authentic way.

In this engaging and interactive workshop, Sarah will explore the fundamentals of holistic leadership and equip you with strategies to incorporate into your everyday leadership style. You will learn vital skills to help you optimise growth, vision and insight in yourself as well as your organisation.

### Emotionally intelligent leadership

- Increase understanding of yourself and others
- Manage relationships
- Refine emotional competencies

### Enhance resilience

- Manage stress with a positive mindset
- Overcome obstacles
- Bounce back from adversity

### Lead authentically and mindfully

- Be present in your environment
- Play to your unique strengths
- Increase awareness in decision making

### Craft your vision

- Identify your motivation and purpose
- Understand and stick to your goals
- Communicate your values and vision

**Expert Facilitator: Sarah Davies** Business Coach, Professional Trainer and Expert Facilitator

### Success Training

Sarah has over 20 years' experience in professional development, designing & delivering powerful workshops, programmes & conference contributions.

Sarah's professional areas of work include Management & Leadership Development, Strategic to Practical Change Management, Leadership through Change, Advanced Communication and Culture Management, Emotional Intelligence Development, Team Development, Negotiation & Conflict Resolution, Building More Resilience, Planning & Projects.

Sarah also delivers potent Individual Coaching Programmes, facilitating increased personal awareness, supporting the motivation & drive for development, working alongside to build and support plans for improvement implementation.

Sarah is a highly engaging speaker. She is committed to creating the platform for profound individual realisations, empowering participants with highly usable new thinking & tools to support career development and personal growth.

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## Day One 29 May 2018

### 2018 Theme: 'Breaking Barriers'

Every accomplished leader made it to where they are today by overcoming barriers and having the perseverance and tenacity to keep going. Once these barriers are removed, aspiring leaders can make great leaps toward reaching their potential.

Our line-up of inspirational leaders will reflect on the barriers they have broken on their journey towards senior-level leadership. They will share the advice and tools required to overcome any type of barrier getting in the way of a successful career in Retail and FMCG.

8.30 - 8.55	<b>Registration and Morning Coffee</b>
8.55 - 9.00	<b>Official Welcome and Opening Remarks from the Chair</b>
9.00 - 9.35	<b>OPENING KEYNOTE CASE STUDY</b>
	<b>Overcome impostor syndrome</b> Recognising your success and knowing how to leverage your strengths can be challenging for any potential leader. Believing in your abilities and knowing you deserve your next role can have a big impact on your ability to make the transition successfully and achieve your career goals. <ul style="list-style-type: none"> <li>• Change your mindset: Overcoming imposter syndrome</li> <li>• Build confidence in a leadership role</li> <li>• Expand and sustain your influence</li> </ul> <b>Anna Campbell</b> Chief Executive Officer <b>Fab Group</b> Former Chief People and Customer Officer <b>The Warehouse Group</b>
9.35 - 9.50	<b>Questions and Discussion</b>
9.50 - 10.25	<b>EXPERT COMMENTARY</b>
	<b>Lead authentically</b> Developing your mindset and leadership profile to strike a balance between credibility and authenticity is a vital step to becoming a successful leader. Kirstie will share her experiences throughout her journey to as a successful leader. <ul style="list-style-type: none"> <li>• Direct focus on long-term goals</li> <li>• Recognise strengths and weaknesses</li> <li>• Lead with your heart as well as your mind</li> </ul> <b>Kirstie Gardener</b> General Manager, Human Resources <b>Anzco Foods</b>
10.25 - 10.40	<b>Questions and Discussion</b>
10.40 - 10.55	<b>Morning Tea</b>

### 10.55 - 11.30 CASE STUDY



#### Embrace diversity and obstacles on your path to success

Being open to unexpected opportunities and being able to step outside your comfort zone is essential to thrive and excel in your career. Robin will share her professional journey and how she has used her role to make a difference in her organisation.

- Be open to new opportunities
- Blend your lifestyle with your career
- Become a courageous, resilient leader

**Robin Davies** People and Culture Director  
**Lion**

### 11.30 - 11.45 Questions and Discussion

### 11.45 - 12.20 CASE STUDY



#### Promote a positive organisational culture

Although workplace cultures consist of the collective views, values and behaviours of all employees, they are built from the top. As a leader, it is your job to shape the right culture and ensure you create a positive, productive environment. Neil will discuss how he has broken barriers within his organisation by moulding the right culture.

- Define your expectations
- Increase engagement
- Lead by example

**Neil Cowie** Chief Executive Officer  
**Mitre 10**

### 12.20 - 12.35 Questions and Discussion

### 12.35 - 1.35 Networking Lunch

### 1.35 - 2.25 INTERACTIVE PANEL DISCUSSION



#### Balance personal priorities and professional aspirations

A healthy work-life balance is a concept we all aspire to achieve, but continuing to work towards your career goals while focusing on personal priorities can be challenging in practice. This interactive panel discussion will explore how to strike a balance that works for you.

- Be present in your environment
- Tips to achieve a healthy balance
- Manage expectations and organise your priorities

**Julie Simpson** General Manager People Experience and Employment Relationships  
**The Warehouse Group**

**Julie Rowe** General Manager, Digital Communications Services  
**Fonterra**

**Gretchen Evans** Human Resources Director  
**Mars**

**Chris Quin** Chief Executive Officer  
**Foodstuffs**

**Mel Cadman** Head of Retail  
**Heartland Bank**

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Plus Two Separately Bookable Full-Day Workshops on 28 & 31 May 2018



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# Day Two 30 May 2018

2.25 - 3.05 **CASE STUDY**



## Break barriers to achieve your full potential

To strategically plan for success, it is vital to face your limitations and break down barriers, whether they are obvious or not. Julie will offer examples and explore effective techniques to overcome obstacles and excel as a leader.

- Promote and prove yourself as a leader
- Deal with criticism and negativity
- Realise your potential

**Julie Bassett** Vice President, Human Resources  
**Constellation Brands**

3.05 - 3.15 **Questions and Discussion**

3.15 - 3.30 **Afternoon Tea**

3.30 - 4.20 **EXPERT COMMENTARY**



## Network with confidence

The ability to develop and maintain meaningful face-to-face relationships is a vital part of your professional success. However, networking can often be a challenge. In this practical and interactive session, Debra will explore strategies and techniques to develop the skills you need to build sustainable networks and break down mental barriers associated with being outside your comfort zone.

- Tips and tricks for networking successfully
- How to network strategically
- Form lasting relationships

**Debra Chantry** Leadership Coach  
**Debra Chantry Coaching**

4.20 - 4.30 **Questions and Discussion**

4.30 **Concluding Remarks from the Chair**

## NETWORKING RECEPTION

4.30 - 5.30PM

Make the most of your Liquid Learning experience, join us to network over complimentary canapés and drinks



## FACULTY OF EXPERTS



**Karl Perry**  
Facilitator, Thinking Coach and Consultant  
**YourThinkingCoach.com**



**Debra Chantry**  
Leadership Coach  
**Debra Chantry Coaching**



**Alisa Bartholomew**  
Managing Director  
**Careers by Design**



**Sarah Davies**  
Business Coach, Professional Trainer and Expert Facilitator  
**Success Training**

8.30 - 8.55 **Morning Coffee**

8.55 - 9.00 **Opening Remarks from the Chair**

9.00 - 9.45 **OPENING CASE STUDY**



## Seize opportunities and position yourself for progression

As many professional pathways span multiple industries and roles, it is important to recognise opportunities and take smart risks when carving your career. Penny will discuss her leadership journey and how she has navigated barriers presented before her.

- Recognise opportunities
- How to manage change
- Identify your goals

**Penny Ashton** Owner and Operator, New World  
**Whangaparaoa**  
**New World**

9.45 - 10.00 **Questions and Discussion**

10.00 - 10.45 **CASE STUDY**



## Harness the power of your personal brand

For women aspiring to the senior executive level, it is not enough to wait to be noticed. You need to project a positive and authentic brand to attract opportunities. In this session, Alisa will discuss how to define and build your unique profile.

- Evaluate and develop your own personal brand and the importance of this in the workplace
- The importance of authenticity and developing a compelling leadership brand
- Use social networking to your advantage

**Alisa Bartholomew** Managing Director  
**Careers by Design**

10.45 - 11.00 **Questions and Discussion**

11.00 - 11.15 **Morning Tea**

11.15 - 12.00 **CASE STUDY**

## Lead beyond your limitations

Overcoming self-imposed limitations and adopting positive perspectives will significantly assist in achieving your ultimate potential and reaching your goals. Mark will discuss how overcoming his own barriers has enabled him to achieve more than he thought was possible.

- Identify what's holding you back
- Separate facts from interpretation
- Getting out of the stands and onto the court

**Mark Forsyth** General Manager, Retail  
**Z Energy**

12.00 - 12.15 **Questions and Discussion**

12.15 - 1.15 **Networking Lunch**



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## EARLY BIRD DISCOUNT

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## 1.15 - 2.15 **INTERACTIVE PANEL DISCUSSION**

Max

### Drive organisational change

In the dynamic environments of retail and FMCG, it is essential to lead transformation and develop strategies that are adaptive to change. This interactive panel discussion will explore the strategies and tactics necessary to manage transformation, drive growth and encourage innovation.

- Identify what's holding you back
- Separate facts from interpretation
- Getting out of the stands and onto the court

**Karma Wetere** General Manager, Retail  
**Max Fashions**

**Susan D'Lima** Head of Replenishment  
**Countdown**

**Rachel Stotter** Head of Sales  
**Goodman Fielder**

**Wendy Maxwell** National Manager  
**Schwarzkopf**

**Sarah Langley** Chief People Officer, Frucor Suntory  
and Global Leadership Development Director  
**Frucor Suntory**

## 2.15 - 3.00 **EXPERT COMMENTARY**



### Lead successful cultural transformation

Successful cultural transformation depends upon the capability of those leading it. This interactive session will identify key personal strategies and the focus required to lead successful cultural transformation towards organisational success.

- How to focus on the tasks and the people
- Your alternative to command and control
- Unlock personal resistance to mindset and behaviour change

**Karl Perry** Facilitator, Thinking Coach and  
Consultant  
**YourThinkingCoach.com**

## 3.00 - 3.15 **Questions and Discussion**

## 3.15 - 3.30 **Afternoon Tea**

## 3.30 - 4.20 **INTERACTIVE CLOSING ROUNDTABLE**

### Break barriers and embrace success

On the journey to leadership you will encounter barriers. The way in which you navigate these challenges will compel you to adapt your skill-set and guide you to become a better, more proficient leader. In this final interactive closing round table, Sarah will reflect on the key lessons from the summit.

- Identify your barriers
- Devise a strategy for success
- Action plan: Incorporate new skills into your work

**Sarah Davies** Consultant  
**Success Training**

## 4.20 **Concluding Remarks from the Chair and Summit Close**

## ABOUT THE EVENT

Despite improved representation across the Retail and FMCG space, a significant imbalance lies between women and men in executive leadership roles. For women in Retail and FMCG, it is critical to build skill sets that help transition into leadership, overcome challenges and bridge the gender divide. The requisite skills at this level may include negotiating, influencing stakeholders and managing change. It is vital for aspiring and emerging leaders to establish a strong personal brand and master these skills to be successful in their careers.

Liquid Learning presents the 3rd Annual Women in Retail & FMCG Leadership Summit 2018, bringing together aspiring, emerging, and accomplished female leaders in this unique environment. Delegates will be given the opportunity to hear uplifting and inspiring testimonies from successful leaders in this space. The conference comprises of case studies, expert commentaries, panel discussions and practical workshop sessions. The conference will hone in on the critical skill sets required of female leaders in this unique business environment.

This is an outstanding networking and development opportunity not to be missed. Register your team early to secure generous group discounts and be a part of this engaging conversation!



## FOLLOW THIS EVENT

Tweet about this event using the hashtag **#WilmaChat**  
and **@LiquidLearning** for daily industry updates!

## WHO WILL ATTEND

Current Leaders



Aspiring Leaders



Future Leaders



# Post-Summit Workshop

31 May 2018

9.00 - 4.30

## Change Management - Leading People to a Better Future

In the constantly evolving world of Retail and FMCG, leaders must provide more sophisticated and thoughtful leadership than ever before. To effectively manage change, leaders must be able to create collaborative environments. This requires more than the traditional chain of command style leadership. Leaders must be prepared to constantly evolve and their people to become more adaptable and agile.

This full day, interactive workshop will provide you with practical tools to develop and maintain effective change leadership skills. You will learn to understand and leverage your own resistance to change, lead complex group problem solving and create high ownership in any project. Through practical insights, you will also learn how to successfully propel your team and your business into the rapidly changing future.

### Effective leadership styles

- Strategies to move beyond command and control leadership
- Balance task and people: security and satisfaction
- Define your unique and most effective leadership profile

### Improving effectiveness by leveraging immunity to change

- Identify and address core beliefs and assumptions that prevent progress
- Strategies to overcome your own and others' immunity to change
- Develop a diagrammatic tool to leverage immunity to change

### Leading complex group problem solving to drive better outcomes

- Answer the leadership dilemma – to bring or not to bring content
- Establish the foundation for effective interpersonal behaviour
- Explore the three conditions for effective group problem solving

### Generate buy-in through high-performance engagement

- Focus on leadership and group effectiveness – The ultimate combination of increased performance
- Strategies to uncover knowledge and promote innovation
- Promote cohesion through interest-based problem-solving - The four steps and how they work

### Expert Facilitator: Karl Perry Facilitator, Thinking Coach and Consultant [YourThinkingCoach.com](http://YourThinkingCoach.com)

Karl Perry is a well-respected Facilitator, Thinking Coach and Consultant. He is also a skilled HR/ER and OD Practitioner.

For over 20 years, Karl's passion has been helping organisations achieve more of their goals through their employment relationships. It is Karl's belief that increased leadership capability, accelerated problem-solving and fast cultural transformation are key to organisational performance and success.

Highly experienced in the Service Sector his clients include Air New Zealand, Airways NZ, Bank of New Zealand, University of Auckland, Manukau Institute of Technology, Accident Compensation Corporation, Department of Labour, Tuwharetoa Health Services, Bay of Plenty Polytechnic, NZ Airline Pilot's Association and Aviation & Marine Engineers Association to name just a few.

Using powerful systemic thinking process tools Karl helps business leaders, teams and individuals to gain a unique insight into what needs to change, what to change to and how to implement the necessary change in order to achieve more of their goals. He facilitates breakthrough thinking.

## WORKSHOP SCHEDULE

- |                 |                     |                 |                      |               |                          |
|-----------------|---------------------|-----------------|----------------------|---------------|--------------------------|
| • 8.30 - 9.00   | <b>Registration</b> | • 11.00 - 12.30 | <b>Session Two</b>   | • 3.00 - 3.20 | <b>Afternoon Tea</b>     |
| • 9.00 - 10.40  | <b>Session One</b>  | • 12.30 - 1.30  | <b>Lunch</b>         | • 3.20 - 4.30 | <b>Session Four</b>      |
| • 10.40 - 11.00 | <b>Morning Tea</b>  | • 1.30 - 3.00   | <b>Session Three</b> | • 4.30        | <b>Close of Workshop</b> |

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