

# FOSTERING **executive**women

*Celebrating 10 years of helping women  
develop skills and improve performance  
to become the women they want to be.*

**QUT** Business School



# THE FOSTERING EXECUTIVE WOMEN STORY

*Fostering Executive Women (FEW) began in 2003 when QUT MBA graduate, Helen Lane, asked Professor Caroline Hatcher if she could establish a support group for all MBA female graduates.*

**From inception QUT Fostering Executive Women's vision was to nurture and celebrate the achievements of female Business graduates through advocacy, mentoring and networking opportunities. As QUT MBA Director at the time, Caroline took her proposal for the female graduate interest group to the QUT MBA community's Brisbane Executive Club and received strong support for the program.**

Ann Garms OAM became the patron of Fostering Executive Women and through her personal contributions, generosity of time and extensive business networks, Ann has continued to help Fostering Executive Women to build a profile in the Queensland business community.

The three original founders – Helen Lane, Professor Caroline Hatcher and Ann Garms – continue to embrace and champion Fostering Executive Women's vision.

Through their tenacity and commitment, Fostering Executive Women has grown into its own alumni group, drawing upon more than 1,000 members of QUT and the broader business community with the common goal of advancing women in business and leadership in Australia.

Now we celebrate 10 years of Fostering Executive Women encouraging women who have postgraduate qualifications from QUT Business School, to challenge themselves to succeed and to be the best in business.

Today, Fostering Executive Women offers formal mentor programs, scholarships and continuing professional education, with the group's work helping to shape and influence the lives of many women.

The far-reaching influence of Fostering Executive Women could not have been achieved without the generous support of the QUT Business School, our corporate

sponsors, our volunteers, QUT alumni members and the broader Queensland business community who share their time, experiences and their wisdom to help others develop skills, expand knowledge and become better prepared to become the next leaders in business.

Together we have all made, and continue to make, lasting impact. Over the last 10 years we have seen women enter executive leadership, start their own businesses, take on their first board position, and move into positions of influence, all the while juggling very real professional and personal responsibilities.

We look forward to always moving forward... where women are given every opportunity to reach their greatest level of personal and professional development so that they can realise their own goals, potential and dreams.



“We often need to step outside our every day to find innovation and inspiration. I was assigned a wonderful mentor who challenged my thinking and made me look deeper into myself, and the value that I bring to others.

This clarity has enabled me to navigate my choices in a more decisive way.”

***Nyree McKenzie***

***Mentor: Brad Harker***

***Attended Harvard 2013***

*“I have greatly valued my ongoing role as a mentor with Fostering Executive Women. Each year I am matched with one or two amazing postgraduate alumni of QUT. With Rupert Bryce’s guidance we are able to spend time together discussing mentees’ goals, dreams and any immediate pressing issues. It is a great honour that these women share their lives with me and I am inspired by their incredible achievements. A mentoring session is always a two way experience for me.”*

## **Helen Brodie**

**FOSTERING EXECUTIVE WOMEN  
MENTOR AND PAST PRESIDENT**



# MENTOR PROGRAM

*“Mentoring is the third most powerful relationship for influencing human behavior (after the family and couple relationships) if it is working.” Source: Richard E. Caruso, PhD*

**Each year, with the support of the QUT Business School, Fostering Executive Women selects a group of postgraduate women to undertake its flagship mentor program.**

For six months, these high potential, high performing women in business are matched with business leaders from diverse industry backgrounds whose purpose is to guide and encourage participants in their chosen career path.

Together, the mentees and mentors participate in a range of formal and informal professional education and networking events that deliver learning and developmental opportunities to both parties: mentees benefit personally and professionally, while mentors refresh their knowledge through teaching and answering questions. Upon their completion, mentees execute their own personal and professional development plans.

Since 2003, the Fostering Executive Women mentor program has played a significant role

in giving young women confidence and self-image to seek advancement, making them more visible to top management, and giving them broader perspective of organisational dynamics.

Our mentors have for many years given their personal time, support and industry perspective to continually enhance the program. Fostering Executive Women also gratefully acknowledge the ongoing support of Rupert Bryce of Performance Strategies in facilitating the mentoring program and workshops.

# QUT Business helped my career travel far in a really short time.

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“Since being mentored through the Fostering Executive Women Program I feel:

**Confident:** I can do anything.

**Challenged:** I can do better.

**Supported:** I have a wonderful group of friends and mentors who support me.”

**Clare Treston**

*Mentor: Brad Harker 2010*

**QUT Business School**





# MENTOR PROGRAM



# PROFESSIONAL DEVELOPMENT

*Fostering Executive Women has been recognised as playing an important role in the development of aspiring female leaders' skills and decision-making abilities.*

**The group's professional development program of events have become powerful business development and networking opportunities for the wider Brisbane business community.**

Drawing on the collective experiences of high profile guest speakers, Fostering Executive Women events have ranged from seminar style to small group forums where women can interact with each other and with inspirational and successful leadership role models, thought leaders and other experts.

## SEMINARS

Fostering Executive Women has hosted a range of educational seminars with high calibre guest speakers to provide participants with the opportunity to benefit from first hand advice from Australia's brightest leadership talent. Our seminars have covered a range of leadership and personal challenge topics ranging from reputation management to networking tips and financial planning.

## SPECIAL EVENTS

Since its inception, Fostering Executive Women has hosted dinners and events for members and supporters of Fostering Executive Women to celebrate women in leadership. The events have featured outstanding and high-profile keynote speakers and dignitaries from the corporate and government sectors. These events have been generously supported by QUT and sponsors, and well-attended by QUT Alumni and the business community.





## EXECUTIVE CONVERSATION SERIES

The Fostering Executive Women Executive Conversation Series offers access to top business leaders in a personal, conversation-style setting.

The conversations are unscripted and explore topics around leadership and organisational issues. Diverse in their achievements, Executive Conversation speakers are all recognised for their vision, their leadership and their capacity to make a difference. By sharing their skills and knowledge, they encourage other women to uncover and leverage their individual strengths and talents.



# FOSTERING EXECUTIVE WOMEN INTERNATIONAL SCHOLARSHIP, SPONSORED BY ST. GEORGE BANK

*The Fostering Executive Women International Scholarship was first sponsored by Cheryl Macnaught in 2008 to provide mentor participants the opportunity to continue their journey by further developing skills that would prove to be invaluable for the rest of their careers. Today, with the ongoing financial support from St. George Bank, mentees can apply for the annual scholarship to attend The Women's Leadership Forum at the prestigious Harvard Business School.*

The Women's Leadership Forum: *Innovation Strategies for a Changing World* is the only Executive Education program at Harvard Business School that brings together women from all across the globe to address important and contemporary leadership issues. The week-long forum provides a transformative experience for attendees. Participants return home ready to improve their organisations, and themselves.





## HELEN BRODIE

Mentor: Anne McKeivitt  
Sponsored by: Cheryl Macnaught

“The scholarship gave me so much more confidence in my abilities – I was at a crossroads in my life at the time, and was pondering questions about work and life and **the forum was the push I needed** to start another career. Also having a mentor in your life is important irrespective of what level you are at.”



## ANNA OLSEN

Mentor: Anne Williamson  
Sponsored by: St George Bank

“The value of the involvement has been ongoing through the network of inspirational women I have met and continue to meet. This experience was **integral in motivating me** to take the next step and move my career in a new direction.”



## HELLEN WYATT

Mentor: Helen Brodie  
Sponsored by: Cheryl Macnaught

“Since my participation in Fostering Executive Women and the scholarship, I have excelled both personally and professionally far beyond my original expectations – it has given me permission to **be the best I can** in all areas of my life and allowed me to assist others achieve their goals.”



## DANIELLE DUELL

Mentor: Chris Moody  
Sponsored by: St George Bank

“The opportunity to attend Harvard Business School was a **life-enriching experience** that I may not have otherwise enjoyed. I’m grateful to Fostering Executive Women for this incredible privilege and for connecting me with such a network of dynamic business women from QUT.”



## MARIE-CLAIRE GRADY

Mentor: Neil Hatherly  
Sponsored by: St George Bank

“The experience I gained from Harvard and through the Fostering Executive Women program has allowed me an **opportunity to give back** to other QUT students and business women.”



## DR MONIQUE BEEDLES

Mentor: Judith McLean  
Sponsored by: St George Bank

“The program was a fantastic opportunity to **interact with successful leaders** of public and private firms, including business owners, entrepreneurs, corporate officers and non-profit executives.”



## NATASHA BOWE

Mentor: Helen Brodie  
Sponsored by: St George Bank

“The development pathway extended far further than the short experience at Harvard Business School. It began eighteen months earlier, when I originally met my mentor, who guided me on how to put together a **strategic plan for my career** and negotiate the next step in my career.”



## SUSANNE LE BOUTILLIER

Mentor: Charlton Nevis  
Sponsored by: St George Bank

“I came away with a diversity of thought around how to effectively deal with complexities of organisational change in a complex environment like the health system. It was **truly transformational experience** on both a personal and professional level.”



## NYREE MCKENZIE

Mentor: Brad Harker  
Sponsored by: St George Bank

“The scholarship combined with the FEW program has definitely enhanced my thinking around what it takes to **succeed in my profession**. I learned valuable strategies around growing and developing a firm – from day-to-day management to delivering the greatest value possible.”

# THANK YOU

*Since the beginning Ann Garms OAM and Professor Peter Little have championed Fostering Executive Women and the advancement of women in business leadership. The progression of Fostering Executive Women would not have been possible without the leadership and direction of our current and past presidents:*

<b>Helen Lane</b>	2003
<b>Barbara Cush</b>	2004
<b>Shellie King</b>	2005–2006
<b>Kylie Burton</b>	2007–2008
<b>Helen Brodie</b>	2009–2010
<b>Chris Moody</b>	2011–2012
<b>Hellen Wyatt</b>	2013

Thank you to our committee members, our corporate sponsors, and members of QUT Alumni, QUT Business School and the Queensland business community who give so generously their time, financial or in-kind support to make Fostering Executive Women a success.

We would also like to make special mention of those volunteers who have provided a sustained commitment to Fostering Executive Women participation, and who inspire others to make 'giving back' a central part of their professional lives.



*At St.George, we're committed to helping our customers, communities and people to prosper and grow. That's why we're proud of our continued support of the Fostering Executive Women International Scholarship which is committed to the professional development of women in Australia and provides opportunities for them to become world-class business leaders.*

*This is about investing in the future, today.*

**Rob Phelps**

HEAD OF BUSINESS BANKING,  
SME & QLD – ST.GEORGE BANK

## *Positive impact, lasting change.*

Since 2003 Fostering Executive Women has changed the lives of many women. As we've grown, we've tapped into the collective abilities of our most experienced members, building the next generation of leaders on the wisdom of their predecessors.

Fostering Executive Women remains committed to supporting women in leadership roles and looks forward to supporting many more in the years to come.

If you would like to become involved with Fostering Executive Women please register at [few@qut.edu.au](mailto:few@qut.edu.au)

[www.qut.edu.au/business/alumni/fostering-executive-women](http://www.qut.edu.au/business/alumni/fostering-executive-women)