Women in Leadership Day 2015
Your Leadership Potential
Thanks for participating in Women in Leadership Day 2015 and helping to make it a great success.

A special thanks to the Chairs Professor Lynda Johnston and Anna Bounds and to the organising committee who dedicated time and resources to provide this leadership development for other women: Louise Tainui, Helen McKinnon, Susan Law, Rebecca Olive, Rachel McNae, Crisie Armstrong, Mike Watson and with generous help from Anthea Booth, Mike Bell, Alison Robertson and Sarah-Jane Saravani.

Special thanks also to all the many speakers and workshop facilitators who generously shared their expertise and knowledge with the rest of us. Without them there would not be a Women in Leadership Day. See their profiles here.

Thanks to 130 people for taking the time to fill out the evaluation form. Your comments are appreciated and will be taken into account in our planning and delivery of Women in Leadership Day 2016.

This year was the biggest WiL Day to date – with over 380 registrations and representation from more than 20 organisations. More than 41% of evaluation respondents identified that this was their first WiL Day. It was also great to see that people participate every year, with 96% saying they would like to attend the next WiL Day.

It was a great day!
Overall, you thought Women in Leadership Day was

- A learning experience: 45%
- Beneficial to your career development: 28%
- Fun and enjoyable: 47%
- Important for the University to engage with staff and other organisations: 46%
The Women in Leadership Day is an important part of the University’s Leadership Development and EEO Programmes.

It is a professional learning day for women with a goal of developing the potential of women staff to enhance the workforce capacity now and for the future. This initiative not only aims to ensure succession leadership capability but also that the future workforce has equitable proportions of women in leadership roles.

Therefore your feedback is important; more than 50% of respondents agree or strongly agree that the Women in leadership Day is a key part of their professional learning. Nearly 70% agree or strongly agree that the Women in Leadership Day motivates them to progress their career.
What you thought of the presentations

Presentations by the Chairs were:

- Relevant: 45%
- Inspirational: 38%
- Motivating: 45%
- Other: 6%

Presentation by Professor Linda Nikora:

- Relevant to my career: 4%
- Inspirational: 32%
- Motivating: 19%
- Gave me new perspectives on leadership: 36%
- Other: 20%

Keynote by Minnie Baragwanath:

- Relevant to my career: 8%
- Inspirational: 63%
- Motivating: 26%
- Gave me new perspectives on leadership: 24%
- Other: 13%
What you thought of the panel discussion

The panel discussion was:

- Relevant: 36%
- Inspirational: 22%
- Motivating: 33%
- Gave me new perspectives on leadership: 39%
- Other: 10%

“I loved to see a panel of women who are not in leadership positions in the tertiary sector but are leaders in their own communities... Loved to see a panel of those women who are leaders doing things under the radar... the vutak links for greater things to happen...” (evaluation response)
What you thought about the workshops

Workshops

- Mindfulness and Leadership
  - Relevant to my work: 81%
  - Able to participate: 73%

- Exploring readiness for leadership
  - Relevant to my work: 41%
  - Able to participate: 64%

- Reaching your potential through networking
  - Relevant to my work: 49%
  - Able to participate: 44%

- Surviving the warzone:
  - Relevant to my work: 50%
  - Able to participate: 50%
  - Enjoyed it: 50%
Some comments about the workshops

Mindfulness and Leadership: Learning from alternative movement practices

- Outdoor activities were very helpful in understanding leadership qualities from a self-perspective.
- I really enjoyed the practical aspects. It was a timely reminder to take time for myself. My "takeaway" was if I am not functioning well that impacts all other aspects of life - fab workshop thank you!!
- Good grounding
- The presenters were great. Belinda, Karen, and lisahunter did a marvellous job.
- I enjoyed it, but I failed to relate it to leadership and felt confused as to how to relate this particular session. I felt that Mindfulness in leadership should be how you relate to your environment and the people in it and how you can encourage and inspire mindfulness by being a leader.
- The link between how we treat ourselves and how that transfers to others was beautifully presented.
- I found the explanation and taster of yoga, tai chi and qigong interesting and led me to think more about how to care for myself so that in turn I can relate better with others. Relevant as it pertains to ‘Lead Self’.
- Great new methods for relaxing / stress relief. Probably didn't have to try and tie in the workshop to the theme of Leadership - the fact is everyone including leaders needs tools/methods to manage stress.
- Really important to show us how to take some time out in the day and do meaning exercise.
- Great to have this included, an important part of being able to cope - deal with issues and keep calm and in tune!
- Link to leadership was not strong! Enjoyable though.
- Awesome teachers, made me think of doing more practices in this arena, and using the fabulous campus outdoor space more. It was uplifting and rejuvenating with some practical strategies - self forgiveness can be stimulated by balancing on one foot - remembering each day is different and will affect my ability to do this, planking near to the earth to remind myself where the power really lies and other great tips to keep me centred throughout life on a daily basis.
- Many great analogies and reminded me to be present and breath well during my work...look after me in order to do a good job and stay well...need a lot more of this.
- This was a great workshop even though different from what I was expecting. Good reminder that leaders take care of their health and well-being.
- It was relevant in giving me personal balance to my work... connecting myself to nature, mother earth and my inner being...
Exploring personal readiness for leadership

- Yes, this workshop was great! I really enjoyed it and it allowed me to get to know my work personality a lot better and some of the people I work with!
- An interesting workshop that help me to understand the kind of leadership qualities I had.
- Not particularly helpful to me.
- very interesting insight into myself and others that I know who attended the same workshop
- It was an enjoyable workshop. Low-key but thought-provoking. It was good to have time to reflect on your own style and how that affects leadership and what you might need to work on to improve your leadership at whatever level of organisation you are at.
- Again the presenters were great and a lot of information was provided.
- Thoroughly enjoy the workshop and felt a lot more confident and stronger in myself for attending.
- It was the best one I attended!! Incredible value, fantastic and spot on! Most value of it all!
- I gained knowledge that I can apply every day
- Cultural values in other languages would have made one of the exercises more accessible to women from non-western cultures.
- Provided valuable information from a different perspective and in my case was very accurate.
- I was a bit disappointed in this workshop. I don’t like categorizing people. I think the hour was too short to actually learn much.
- Was very good.
- The personality profile was an interesting method I hadn’t encountered before. Good to be reminded to spend time thinking about what I value most and how that drives my behaviour. Also good to have a framework to use for personal/professional growth.
- Looking at ourselves in a sort of fun way like this can be very enlightening. As you look around and see others you deal with in the same area/different areas that too helps understand where they think from. Again looking at self and what we think we are brings out how we treat others. Relationships are extremely important to me.
- It was good to have a bit of time to explore values and interesting to look at the groupings and how each of those relate to others.
- All of the above. It was a great workshop, great to see how accurate it was regarding my leadership style.
- A great mix of informative and fun
- Fun workshop, really enjoyable. The first bits (finding out what type of person you are) was something that I had done before, but in a different form. The most valuable was probably making the leadership growth plan and really thinking through what skill(s) I want to improve and how to do this. This made it really personal and practical. I like how some people were asked to share their plans - it was good to hear more examples. I never really make time to sit and plan, but doing this exercise really made it more tangible and I aim to keep doing it in the future.
Reaching your potential through networking

- This was a well-run workshop that enabled practical application, plus an opportunity to converse with people not normally associated with
- Great workshop and opportunity to talk to others
- Excellent. A couple of gems of information received that I'll tuck away to use in the future.
- Awesome workshop! Such a simple but effective technique to get people connecting and will be using the format for some of our industry and student events. Please thank Eva and Janice for their enthusiasm and facilitation, they were great.
- Very good workshop to meet people and to force yourself to market yourself and your things which enables to help you see yourself in other people's eyes and to detect also your potential to grow in of from your current role. Could have been better arranged by for example booking a room/area where to set up tables and to form clear lines who swap to which table.
- Good to have it outside. Bit chaotic. Useful way to meet others. Question was rather vague.
- Fun and good to network and meet other people. Having the same conversation meant that you were able to talk out issues and perhaps come to the realisation that you really did have to put your words into action. Was a bit chaotic, and not always the same time allowed for each person to speak.
- I was uncomfortable with the approach at first. I was aware of the need to be a bit cagey in terms of how much I revealed about my next leadership challenge according to the brief we were given, but despite this, found that we had some valuable conversations. It was good. I would have liked it if the workshop had finished with a general discussion on the wider application in our working lives when networking - what the speed-dating model would look like for real.
- I would have liked more information on networking in general. Although the actual networking was practical and challenged me, I would have liked to know more about other tips for networking as this topic of 'what's my next career move' was very 'WiLD' specific so other than having spoken to some people I wouldn't have otherwise, I didn't feel like I got as much out of the session as I would have liked to, and nothing I can use going forward to help me continue to progress my career or assist with my networking capabilities.
- I really enjoyed this workshop it was great to talk to a number of other people about what I hope to achieve accomplish in the near future and the presenters were great.
- The above question is not done correctly as I can only choose one option and not all three. It was relevant to my career development, I was able to participate and I did enjoy it.
- Not really what I was looking for in the workshop
- It made me re-evaluate some of my personal dialogue about networking
- It was an interesting and nice occasion to meet other staff from the University. I enjoyed talking to others and broadening my professional network.
- It was a fantastic opportunity to practice/enhance skills and networks.
Surviving the warzone: A practical guide to running for elected office

- I appreciated the honesty & sharing of the two ladies. In particular I was interested in Tipa but did not know she was only coming in the afternoon.
- I enjoyed hearing from Paula Southgate. The space of politics is brutal, and it's not a career I want.
- Insightful and appeared genuine. Presenters were positive and encouraging.
- Great session.
- Really interesting - a great opportunity to hear such a successful group of women speak about their thoughts/feelings/strategies. While I don't plan to run for public office, I still found this very relevant from a PR campaign/communications perspective - and I have an interest in politics in general.
- It was an interesting presentation and excellent, candid feedback from participants. It was not quite what I thought it would be, in so far as I thought there would have been more information and sharing about dealing with the "politics" from a female perspective in male dominant structures and organisations. Where the DNA as described in the sessions earlier is embedded. It is a matter of adapting or is there deep change occurring?
- Excellent level of preparation and participation. High quality input and discussion. Fantastic!
- Great presenters.
- An interesting session, if only to persuade women that they can have a career in the public arena.
- It was great
- First time to attend a kind of political arena and I think it is very helpful to know what is happening out there with the women in politics
- I was inspired by the speakers. In fact it was the high light of the day, because the information was relevant to me, in the way the Women carry themselves both professionally and socially.
Connecting with others
Some of your final comments

- This was my first WIL Day and I thoroughly enjoyed it, I loved hearing all women speak, they are so professional and encouraging it really gave me motivation to achieve my goals.
- I like this event so much. It always gives me so much positive energy and encourages me to progress further and achieve more.
- Food was good this year.
- It is good if you could allocate times to attend all the workshops. Because it is difficult choose between workshops.
- Thank you for an inspiring, uplifting and beneficial experience
- Keep them up, they are a valuable day of focus.
- I always go if I can - I find it so inspirational.
- Thank you very much for hosting this day. I truly enjoy these sorts of Women's events and I feel that I got a lot out of the day. Also I'm now interested in further studies at the University around Leadership, Women's issues and Management. So please give me a call. I'd like to study with The University of Waikato.
- Keep it going!
- Always a good opportunity to catch up with colleagues from across the campus and always inspiring to hear such articulate, wonderful women from all areas of the university. It is good to stop and look at yourself and reflect from time to time.
- I found it extremely worthwhile - thank you
- Great day organised and lead by some great women!
- Well done! Looking forward to the next one, if I can still be with the University then.
- Great food, amazing turn-out. Speakers were great but it would have been nice to have some Q and A time after each. For the panelist discussion it would've been good to have a few different questions for them to respond to so that nothing was repeated. Guest speaker was great and I would recommend Petra Bagust for next year - she's an incredible speaker and advocate for women's rights in the workforce and in leadership.
- I think with the academic intellect available at the University, it could be much high level - with more academic presentations on barriers to leadership/successful strategies/gendered work places/emotional labour etc. I want to know about particular topics only relevant to women at this sort of day, not general leadership strategies
- I did come away with some ideas but is it possible to have some more career guidance or opportunities available for people who don't have much leadership in their jobs?
• Would love to see more partnering with the business sector.
• This is a great event for the University and our partners. It is the only one of its kind in Aotearoa. We showcase our wahine toa and inspire many. Given that the University of Waikato has a history of strong women leadership, we need to continue offering Women in Leadership Day. Gender inequalities in leadership exist and need to be addressed.
• I enjoy the day, and always find the speakers to be inspirational and interesting...one of the few professional development days I enjoy and it’s also great to interact and see faces from the whole university.
• I found this year’s WiLD to be the best I’ve attended thus far. Tremendous women sharing personal insights into their views on leadership gave me many new perspectives to consider.
• Overall, the keynote presentations and panel discussion were very inspirational and motivating.
• Very useful day for everyone in the workplace. Very inspirational
• As an outsider the only comment I would have is that there were no instructions on where to go and where to park on the day - this would be helpful for others in the future I am sure.
• This was definitely the best one yet. Really appreciated that people spoke from their heart not just their head.
• The workshops I attended didn't really actually focus on women in leadership, they were very general. I don't feel enough personal development info was offered or made available to be. The speakers were very inspiring and great examples of female leaders. Perhaps a greater focus on women in non-women dominated areas, such as science, could be explored a little further, and indigenous women in areas where they are under-represented (eg. I myself am a maori woman in plant science).
• Minnie Baragwanath was all of the above options (I could only choose one)! I highly enjoyed her talk, and there were many moments when her words brought tears to my eyes. She is very empowering and I would adore to meet her for a cup of tea one day in the future to pick her brain some more. I was only able to go to the afternoon session, so I was a little disappointed that I didn't learn anything new at the Networking workshop. It is definitely important to meet new people around campus and beyond, but I was looking forward to a more "professional development" style session. I didn't feel very educated or empowered by it.
• What I find most satisfying about WiLD is meeting other women (& men) from other departments of the University. This annual event just seems to get better and better each year. Totally enjoyed the day like I have in previous years.
• It was an enjoyable day. I would have appreciated more food selections during lunch, being dairy free, wheat free and meat free. The fruit was good though.
• There was a lot of talk about how there were not enough women in senior roles but not a lot of advice on how to go about moving up. Some practical steps might be good like advice on what programmes were available to staff or qualifications that would be helpful if you were looking to move up that the University may offer.
See you next year