

SIMPSON BARRACKS MENTORING GROUP – 2016 SEQUENCE OF EVENTS

Date	Subject	Who	Remarks	Pre-reading / resources
30 Jun	Planning Meeting		Coordinators and interested barracks staff met and established contact group	
28 Jul	Defence Force Recruiting	CAPT Angela Madden	<p>Special Recruitment Teams - do they work for women and indigenous groups?</p> <p>What are the targets and are they being achieved? If they differ for different services, how and why?</p> <p>What is Positive and Reverse discrimination? How is it implemented and how is it perceived?</p> <p>How does the recruiting process help ensure that the ADF receives a resilient recruit, or is resilience taught?</p> <p>What are the recruitment and workplace characteristics of the different generations: Baby Boomers, Gen X, Y, and particularly Z</p> <p>Generational and gender stereotypes and finding yourself as a genuine, authentic leader.</p> <p>Instigate self reflection and awareness on participant's leadership styles and how to enhance individual skill sets.</p>	<p>MAJGEN John Cantwell (Retd) ABC Podcast on 'Genuine Leadership'</p> <p>'The Athena Doctrine: How Women (And The Men Who Think Like Them) Will Rule the Future' by Michael D'Antonio and John Gerzema, 2012, book and TED talk</p> <p>'The listener leadership quality' on different leadership styles</p> <p>'Why Diversity Programs Fail', Harvard Business Review</p> <p>Paper on generational type casts in the workplace</p>
25 Aug	Resilience and leadership - 'Lessons Learnt'	WO1 Pip Iseppi	<p>What have you learnt over your career and what have been the major turning points or epiphanies which have helped you grow and identify as a leader?</p> <p>What has been the hardest thing you have done, how did that develop you as a result?</p> <p>What do you do for professional and personal</p>	<p>U.S. Army Sergeants Major Academy</p> <p>Grounded Curiosity</p> <p>Article: Top 10 leadership tips for sergeants major</p>

			<p>development? What's one thing you would say to Officers / to Soldiers? What has been your experience with mentoring and how can Defence develop its leaders through this tool.</p>	
29 Sep	Leadership and your moral compass	BRIG Catie Inches-Ogden	<p>The values that make a strong moral compass, and how to know them, practice them, and stick to them when faced with ethically ambiguous situations (particularly on operations). What are the dangers when teams and leaders lose their moral compass and how can we safeguard against that? What is the place of spirituality in ADF teams, and how can we use it to enhance capability?</p>	<p>Article on how operations can challenge our moral compasses and SOCOMD investigations</p> <p>Historic piece on the 1993 Canadian Airborne Regiment's 'Somali Affair.'</p> <p>'Beyond Belief' by Hugh Mackay on the rise of Australian's identifying as Spiritual But Not Religious</p>
20 Oct	Flexible Workplace Arrangements	CAPT Rachel Beeton	<p>The ADF has implemented a range of Flexible Work Arrangements (FWA) to enable a more agile, flexible and adaptable workforce and result in longer term retention of ADF members. What is the stigma surrounding FWA? As managers how do we balance FWA with service need?</p>	<p><i>The Wife Drought - why women need wives and men need lives</i>, by Annabel Crabb.</p> <p>An article about the book by Anne Manne 'Sweden moves to the 6 hour work week whilst Australia work day grows'</p> <p>'Ideas at the House' Annabel Crabb speaks on "Breaking the Wife Drought."</p> <p>Policy: MILPERSMAN Part 7, Chapter 6: FWA Part 2 Ch 5 Annex A, Appendix 5A1: Transition from Part time Leave without Pay (PTLWOP) to Service Category 6 (SERCAT 6)</p> <p>Navy website on the FWA Application Process, including the discussion paper.</p>
16 Nov	SeMPRO and Cultural Reform	CAPT Christine Clarke (RAN), Director SeMPRO	<p>What were the challenges with SeMPRO implementation? Is change occurring fast enough? Cultural reform - what's working/what needs work? How do we respond to the residual counter cultural reform elements which exists in pockets? Is bias in the ADF improving, and what have been</p>	<p>Documentary by Amy Ziering 'The Invisible War' about a culture of sexual assault in the US Army - available via Netflix</p> <p>Podcast: Amy Ziering via Dumbo Feather http://www.dumbofeather.com/podcasts/</p> <p>SeMPRO Website</p> <p>Policy:</p>

			your own experiences about addressing it? How has mentoring affected your career, and what advice can you give to us about mentoring?	DI(G) Pers 35-4 Managing and Reporting of Sexual Misconduct including Sexual Offences
10 Dec	Brief to DEFx	Coordinators	Simpson Barracks Mentoring Group as an example of a grass roots model	

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Mar	International Women's Day	SADFO	Key note address for IWD and introduces Group	Introduction letter to COs about Mentoring Group Base Services to advertise events in Feb 17
Apr	Mental Health	Mr Rob Macgregor	Prevention vs reactive management of mental health in the ADF. What affects our mental health and how do we create wellbeing at work	Insight (SBS) 'Fear and Decision Making' BattleSMART materials (IET resilience packages) ABC Documentary 'Man Up'
May	Alternate Dispute Resolution	Mr Robert Grave	Self-mediation and how to be practice self-maintenance and 'bouncing back'	Resilience resources, ADR to provide for a Mental Health 'Tool Box'
Jun	Women Peace and Security	SGT Nicolle Morgan or other ACMC speaker	Ethics and Decision Making in Complex Environments Understanding different cultural values – simplex to complex	Liaise with Australian Civil-Military Centre
Jul	How to make change	CPL Elena Rowlands	'Service' outside of the ADF by supporting veterans through her initiative. Competing on television show 'Survivor' and what skills Army equips us with.	Exercise Stone Pillow
Aug	Diverse teams	MAJ Liz Boulton	What are the benefits of diverse teams, and how can the ADF create diverse teams?	'Teaming' Paper
Sep	Cultural change over 30 years	BRIG Nicole Longley	Lessons learnt in leadership	Meeting on 24 Nov 16 confirmed scope
Oct	Service Cultural Branches	RAAF/RAN	Cultural Reform Branches, speakers TBC	FWA Websites etc
Nov	Recruiting	Special Recruitment Teams	Are we recruiting effectively? What is restrictive service and is it being managed effectively?	Mentoring Group to provide feedback to DFR on messaging/imagery
Dec	March out and HOTO	New Coordinators		Planning for 2018 to occur in Oct/Nov 17

SIMPSON BARRACKS MENTORING GROUP FUNDING PROJECTION – 2017

Date	Subject	Costs	Reason	Remarks
Mar	International Women's Day	\$200	Morning Tea	Base wide event
Apr	Mental Health	\$70	Lunch	
May	Alternate Dispute Resolution	\$70	Lunch	
Jun	Women Peace and Security	\$70	Lunch	
Jul	How to make change	\$1070	Lunch / travel	Travel from BNE/MEL return
Aug	Diverse teams	\$70	Lunch	
Sep	Cultural change over 30 years	\$70	Lunch	
Oct	Service Cultural Branches	\$70	Lunch	
Nov	Recruiting	\$70	Lunch	
TBC	Women In Leadership Summit	\$3000	Ticket costs	Melbourne Summit dates TBC
Total		\$4690		

Notes.

1. Funding is sought for catering to allow the sessions to occur as a working lunch between 1200-1300h monthly. This encourages attendance outside of 'work hours' and reduces the need for deconfliction between multiple units on base.
2. Attendance for one Officer and one NCO at a Women in Leadership Summit (Melbourne) per year for ongoing professional development.
3. Speakers from the local Melbourne or Bandiana area are sought to minimise travel costs. Service accommodation, including VIP, is utilised at Simpson Barracks where overnight accommodation is required.

