



L to R: Denys Stedman FAICD, Simon McKeon AO FAICD, Richard Giles FAICD

## The megatrends - *Future shocks confronting organisations*

Thursday 11 September 2014  
Hilton Darwin

Over 130 members and guests joined us at our recent Leaders' Edge Lunch to hear from Australian businessman and philanthropist, Simon McKeon AO FAICD, chairman of CSIRO.

Simon is a very passionate and great supporter of the Territory. He is one of the founding ambassadors for the NT Business Events Ambassador Program. Launched in September 2013, the program aims to increase new business event opportunities for the Territory by maximising the extensive contact networks and marketplace intelligence of some of the NT's leading business and industry professionals.

At the Leaders' Edge Lunch, Simon illustrated the CSIRO's view that there are currently six main megatrends threatening to drastically shape the nation over the next 20 years.

- 'more from less': increasing demands from limited resources
- 'going, going, gone...': limited opportunities to protect biodiversity, habitats and the global climate

- 'the silk highway': rapid economic growth in Asia and the developing world
- 'forever young': an ageing population, changed retirement patterns, chronic illness and rising healthcare expenditure
- 'virtually here': increasing connectivity impacting shopping, office work, governance models and lifestyles
- 'great expectations': consumer and societal expectations for services, experiences and social interaction

Simon stated that as a director and business leader, "you have to devote a certain amount of time to making sure your organisation is having proper regard for these huge megatrends. Any business that isn't very strongly focused on the digital age right now will be in very big trouble very quickly." ®

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### INSIDE

- 2 State Manager Update
- 2 The Essential Director Update
- 3 Anti discrimination and bullying laws
- 3 New Member Cocktail and Graduation Evening
- 3 The Rural and Remote Board Diversity Scholarship winners
- 4 In the Spotlight with Libby Prell GAICD

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## STATE MANAGER UPDATE



**Carmel Noon MAICD**

SA/NT State Manager, Australian Institute of Company Directors

We are delighted to offer scholarship programs to high-performing women that support them in their director and executive careers.

Company Directors have partnered with the Federal Government for a third round of Board Diversity Scholarships, which will award 140 full fee scholarships to experienced women to undertake one of the Australian Institute of Company Directors' highly regarded governance education programs.

The first round of scholarships have now closed and been awarded, and I'm thrilled to announce that three of the 30 scholarships awarded across Australia for the 'Rural and Remote Board Diversity Scholarship' program, were to women residing in the Northern Territory.

This scholarship program was to provide women living in rural and remote locations an opportunity to undertake our highly regarded Company Directors Course (including an allocation for travel and accommodation costs) and was aimed at supporting and developing their executive or professional director careers.

Board Ready scholarships are now available to talented women to undertake our Company Directors Course or Mastering the Boardroom program, as well as receive 12 months membership of the Australian Institute of Company Directors.

The Board Ready Diversity Scholarship program is aimed at providing suitably experienced women with the opportunity to undertake world class governance education to enhance their directorship knowledge and to promote an increased representation of women on boards and in senior leadership roles. Applications for this scholarship close 1 October 2014. Visit our website for further details.

Company Directors is also pleased to bring members the inaugural Business Owners – Developing Growth Program. The Australian Institute of Company Directors recognises that business owners have a particular set of challenges as they aim to take their business to the next level. With tighter resources and a tough competitive environment they need to find smarter ways to harness and manage the levels of growth and constantly refresh their business agenda.

To address these challenges, Company Directors in conjunction with KPMG, have created this program. The program is a year-long blended learning and networking program. It brings together the latest thinking, industry experts and a community of like-minded directors to explore the spectrum from governance to growth strategies. It uses a mix of real world and digital modules and updates to help each business owner and director achieve the key outcomes they individually require and to progress their skills and career as a director. <sup>®</sup>

## The Essential Director Update

**Wednesday 3 September 2014**  
Charles Darwin University

The Essential Director Update is a complimentary annual seminar that is exclusive to Company Directors members. It is an important member benefit that attracts 10 DPD units and is regarded by many as an essential event for any director practising in today's dynamic business environment.

It was held in Darwin for only the second time and it was no surprise that over 60 members joined us to receive this overview of recent legislative and regulatory changes that concern directors.

Presented by Alan Cameron AO FAICD, Chairman of ASX Compliance and ASX Corporate Governance Council, the session reviewed recent developments and future implications for

directors and corporate governance. Some specific topics included contemporary issues in privacy, ASX CGC Principles and Recommendations 3rd Edition, Short term-ism, Director Sentiment Index, Social media and IT governance.

This year also saw the introduction of something new in a video interview with Catherine Harris AO FAICD, Chair, Harris Farm Markets Pty Ltd who touched on some of the issues specific to SME and NFP organisations.

All discussion points and sources were gathered together and provided as part of the comprehensive notes provided to all participants. We are looking forward to bringing the Essential Director Update to Darwin again in 2015, and would like to thank Charles Darwin University for hosting this wonderful event. <sup>®</sup>



Essential Director Update attendees

### NT COMMITTEE MEMBERS

**Richard Giles** FAICD  
Committee Chairman

**Peter Carew** AM FAICD

**Lorraine Corowa** GAICD

**Linda Fazldeen** FAICD

**Tom Ganley** FAICD

**Julie Ross** MAICD

**Alastair King** FAICD

**Vicki O'Halloran** AM FAICD

**Denys Stedman** GAICD

### SA/NT TEAM MEMBERS

**Carmel Noon** MAICD  
State Manager SA/NT

**Susannah Hayden**  
Education Executive

**Allison Dawe**  
Education Executive

**Nadine Fiers**  
Member Relations Executive

**Jessica Landers**  
Events and Education Coordinator

**Kelly Thompson**  
Events and Sponsorship Executive

**Megan Galpin**  
Events and Professional  
Development Executive

**Terri-ann Maney**  
NT Executive

**Pam Mobius**  
Member Relations Administrator

**Jessica Harmer**  
Office Administrator

**John Semba**  
Business Development Executive

# Anti-discrimination and bullying laws

Wednesday 18 June 2014

Minter Ellison Lawyers

Members and guests attended a sold out briefing as speakers Sophie Cleveland, Special Counsel and Kirby Lawler, Associate, both of Minter Ellison Lawyers, provided an update on the anti-discrimination and bullying laws, and how they affect directors.

Amendments to the Fair Work Act, which came into effect at the beginning of this year, allow workers to take action through the Fair Work Commission if they

believe they are the subject of workplace bullying.

Directors could be held personally liable under comprehensive new anti-bullying and anti-discrimination laws for their actions (or negligence to act). Directors must exercise due diligence, as they have an obligation to ensure their organisation complies with these updated regulations.

After Sophie and Kirby's insightful presentation, they moved into a panel discussion facilitated by Lorraine Corowa GAICD, Company

Directors NT Committee Member. There was lots of discussion which covered a broad range of issues around the topic such as; how do directors ensure staff and managers are trained adequately and ensure bullying policies and internal complaints are kept updated and distributed, how to deal with complaints efficiently and effectively to minimise any damage to individuals and any damage to the organisation's reputation, processes and procedures that boards need to set up to ensure the organisation complies with the changes, strategies that boards can put

in place to mitigate against the risk of non-compliance and what impact have the updates to legislation had on various organisations and boards so far including any red-flags to watch out for.

We would like to thank our wonderful speakers and sponsors Minter Ellison for hosting such a great event, and our members for attending. ⑩

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## New Member Cocktail and Graduation Evening

Tuesday 24 June 2014

Parliament House

We were delighted to meet our new members and catch up with our existing members at our cocktail party held at Parliament House for our New Member Cocktail and Graduation evening in June.

Over 50 members and guests enjoyed an evening of networking, while celebrating the successes of the Company Directors Course award recipients.

The formalities of the evening were kept to a minimum while Carmel Noon, SA/NT State

Manager for the Australian Institute of Company Directors, assisted The Hon David Tollner MLA, Minister for Business, in presenting the graduates with their awards.

It was great to see so many Company Directors Course participants succeed at the assessment piece following the program.

We look forward to holding another New Member Cocktail and Graduation evening again in 2015. ⑩

## The Rural and Remote Board Diversity Scholarship winners

The Board Diversity Scholarship program is jointly funded by the Australian Institute of Company Directors and the Australian Government Office for Women.

The Rural and Remote Scholarship program awards 30 full fee scholarships to women residing in remote and rural locations to undertake the Australian Institute of Company Directors' Company Directors Course and reimbursement of accommodation and travel costs up to the value of \$2,000.

We are pleased to announce that three of the 30 scholarships awarded across Australia were to women residing in the Northern Territory.

The winners were:

• **Heather Jensen**

Heather works at the Centre for Remote Health, and is on the Board of Management of Disability Advocacy Service, and the Associate Membership committee of the NT Medicare Local.

• **Donna Digby**

Donna is Operations Manager for the Department of Land Resource Management, NT Government. Donna is also an NT director of Australian Women in Agriculture, and a director representing AWiA on the National Rural Women's Coalition Board.

• **Lyn Byers**

Lyn is a Nurse Practitioner, board member of CRANA+, living and working on the edge of the Simpson Desert in a small Aboriginal community called Aputula. Lyn is also the Primary Health Centre Manager at Finke clinic.

If you have any questions in relation to further available scholarships, please visit our diversity page on our website. ⑩



Company Directors Course Graduates



## IN THE SPOTLIGHT



### LIBBY PRELL GAICD

Business and  
Finance Director, NT Link

Member since 2013

#### What was your first directorship? How did you obtain it?

The Alice Springs Regional Tourist Association in the tourism hey days of the 1980's, I was a young female manager and naïve of what I had taken on (possibly in the majority). I went on to become Chairman at the time of the amalgamation of the Alice Springs and Yulara Tourist Associations' (today's Tourism Central Australia) - a fantastic strategic move for Central Australia. In the past I have been a member of the NT Tourist

Commission Board, Tourism Advisory Council; a member of Development Consent Authority. Currently Chair of Alice Springs Steiner School and Olive Pink Botanic Gardens whilst a member of St Philips College Board.

#### What do you believe are the key issues facing directors today?

Strategy, compliance and ensuring that reporting is of the highest integrity. It is an increasingly regulatory environment that business operates in and it is essential that Directors have their fingers on the pulse across all compliance issues. It is also essential that Directors ensure that their organisation's Strategic Plan is relevant and responds to these very dynamic times and that the organisation financial performance is on target.

#### What prompted you to become a member of the Australian Institute of Company Directors?

My first directorship (1984) was the seed for my interest in Governance not only for community organisations but most importantly within our

Business Group. Governance has always interested me and I wanted to improve and qualify my Board skills as well as increase my network; so I joined Company Directors for a couple of years then enrolled in the Company Directors Course - graduated last year.

#### What do you believe to be the most important qualities in a director?

To be engaged, be able to see the big picture, not be afraid to speak up and ask questions; to challenge but empower the 'CEO'; to understand their role vs the board's role ie that the Board recognise and not cross the operational line!

#### Who in corporate Australia would you choose as a mentor and why?

There are two people: James Strong - his humbleness and ability to inspire. Whilst we didn't have a direct connection I followed his professional journey and papers. John Mero (Visio Methods Outcomes) has had a direct influence on my achievements - his corporate knowledge, expertise in governance and understanding

of business cycles - he has an innate ability to assess and simplify what feels to be a very complex corporate situation!

#### What has been a personal highlight for you during your career?

There are two: As an owner of a medium size business (75 staff) for 30 years we were considering our succession planning options. We chose to appoint an Executive team to take responsibility of the day to operations with a vision that Tony and I could ultimately 'sit back and be the owners'. The question was how to make the Exec team empowered - so the creation of a Board for them to report to has been very effective (as is the team!).

Witnessing two independent schools in Alice respond to good Governance and the empowerment this has given to the inspirational Principals resulting in enrolments up, stability in staff, improved and consequent investment in facilities all of which means 'happy students = happy parents' which retains families in Alice Springs. ®

## 2014 Annual Dinner with Rick Allert AO FAICD

### *Lessons learnt as a company director*

Join us as Mr Rick Allert AO FAICD sits and chats in an intimate interview as he discusses how he got started in directorship, to some of the toughest issues and decisions he has faced in his career.

Tuesday 11 November 2014 - Darwin Convention Centre - 7.00pm to 10.30pm

Book your seat today t:08 8236 2800 e:sa-nt@companydirectors.com.au

