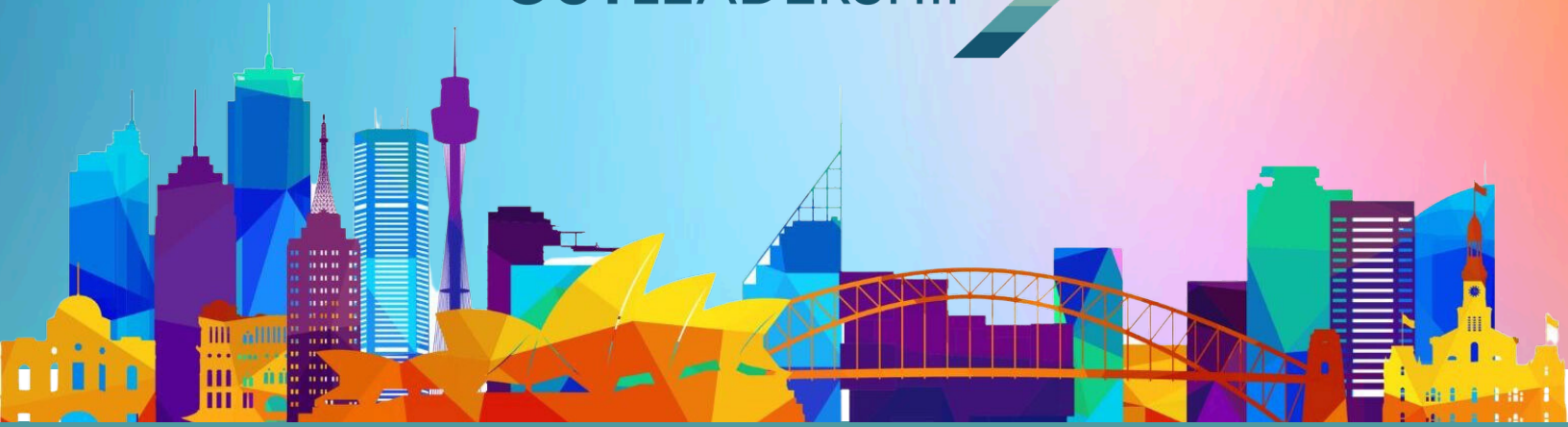


OUTLEADERSHIP



SYDNEY WORLDPRIDE 2023

45 CEOS

45 YEARS OF MARDI GRAS

CEO BIOGRAPHIES





James Abbott
Partner in Charge, Corrs Chambers Westgarth

James is Partner in Charge of the Sydney office and is a financing specialist whose practice spans project, corporate and acquisition financing transactions and fund level financing. In his role as Partner in Charge, James places a focus on celebrating diversity in all its forms and aims to create a supportive and inclusive culture at Corrs that allows our diverse, high performing team to thrive. Corrs as a whole have a strong and ongoing commitment to LGBTIQ+ inclusion amongst our people, our clients and the broader community.



Dennis Barnhart
Managing Director, Dye & Durham Australia

Senior executive with a track record of achieving exceptional business results through strong leadership, diplomacy, excellent stakeholder relationships, collaboration and interpersonal skills, disciplined and thoughtful decision making and a relentless focus on continuous improvement. Demonstrated ability to develop and execute business strategy to drive innovation and efficiency improvement and build a positive, results oriented culture and an excellent client experience. A highly effective motivator and change leader who nurtures lasting relationships with a collaborative and influential engagement style.



Kelly Bayer Rosmarin **CEO, Optus and Consumer Australia**

Kelly Bayer Rosmarin commenced as CEO of Optus and Consumer Australia on 1 April 2020.

A respected senior executive, Kelly joined Optus as Deputy CEO on 1 March 2019 following a variety of executive roles including Group Executive, Institutional Banking and Markets at the Commonwealth Bank of Australia.

Raised in South Africa, Kelly earned a scholarship at the prestigious Stanford University in the United States where she attained a Bachelor of Science in Industrial Engineering and a Master of Science in Management Science, with an Academic Excellence Award for being the top Masters graduate.

Her career began in Silicon Valley with exposure to start-up and established software companies which developed her business acumen across a variety of disciplines including product development, business development, marketing, M&A and strategy.

Following a stint as a management consultant with the Boston Consulting Group, Kelly joined Commonwealth Bank in 2004 and held a variety of senior roles across the Institutional and Business Banking divisions, before being appointed to the Bank's Executive in December 2013.

Kelly was named amongst the Top 25 Women in Asia Pacific Finance, the Top 10 Businesswomen in Australia, and 50 Most Powerful Women in Australian Business. She is also a Fellow of Australian Academy of Technology and Engineering (ATSE).

Kelly is currently a non-Executive Director of Airtel Africa plc, and REA Group and a member of Chief Executive Women. Kelly was previously a board member of Openpay, JCA, the Football Federation of Australia (FFA) and served on the University of New South Wales Engineering Faculty Advisory Board, the Australian Government's FinTech Advisory Group and NSW Government Digital Advisory Panel.

Kelly lives in Sydney with her husband and two children.



Karen Beattie **CEO, Growth Faculty**

Karen Beattie is the Founder and CEO at the Growth Faculty.

In 2003, from a small Sydney office, she set about achieving her ambitious mission to give business leaders access to the world's best strategic thinkers and high achievers.

The Growth Faculty is a leading provider of world class education for executives and leadership teams, having produced bespoke experiences such as the annual Good to Great Study Tour with Jim Collins, and high-profile speaker events featuring Nobel Laureate Malala Yousafzai, former U.S. Secretary of State Hillary Clinton, TED talk sensations Simon Sinek and Brené Brown, Tim Ferriss, Patrick Lencioni, actor George Clooney, and now President Barack Obama and Michelle Obama.

Since March 2020, the Growth Faculty member base has grown exponentially through their online learning platform. Blending the virtual world, live interaction and social learning, Growth Faculty provides high engagement remote learning, ideal for hybrid teams.

With an established presence in Australia and New Zealand, The Growth Faculty is now educating business executives and leadership teams across the globe. Originally from Tarboro, North Carolina, Sears is driven by his confidence that businesses have the power to advance LGBTQ+ equality and generate a high return on equality. He currently lives in New York City.



Michael Blickstead
Senior Managing Director and Head of Australia & New Zealand Private Equity,
Blackstone

Michael Blickstead is a Senior Managing Director in the Private Equity Group based in Sydney and Head of Australia / New Zealand Private Equity. Before joining Blackstone, Mr. Blickstead was a Division Director / Managing Director and Head of Principal Finance Asia Pacific for Macquarie Group where he invested across the capital structure.

Prior to that, he was an Investment Director at Archer Capital, one of Australia's leading domestic private equity firms. Mr. Blickstead started his career in the Private Equity Group at Goldman Sachs in New York and London. Mr. Blickstead received a Bachelor of Arts, cum laude in Economics, from Harvard University as well as a MBA from Harvard Business School.



Anna Bligh **CEO, Australia Banking Association**

Anna Bligh is a respected Australian leader and former premier of Queensland. Since 2017, she has led the Australian Banking Association through a period of critical reform, delivering on the recommendations of the Royal Commission.

While working to strengthen bank culture and rebuild trust, Anna has also driven the industry's response to COVID-19. She was instrumental in delivering a united approach by Australia's banks, ensuring millions of customers were supported through the pandemic.

Anna was the Premier of Queensland from 2007 – 2012. She delivered significant economic reform to the state, including investment in infrastructure, science, innovation and the arts. In 2011, Anna managed the state's response to a devastating series of natural disasters including cyclones and floods.

After her retirement from politics, Anna was appointed CEO of YWCA, NSW with a mission to build a safer world for women and children.

She was awarded the Companion of the Order of Australia in 2017 for services to the Parliament of Queensland, and as an advocate for education, the role of women in public life and services to the not-for-profit sector.

Anna is a non-executive director of Medibank Private and Playwriting Australia and holds Honorary Doctorates from the University of Queensland and Griffith University.



Matthew Bouw
Chief Executive, Asia Pacific, Cushman Wakefield

As Chief Executive, Asia Pacific, Matthew is responsible for leading Cushman & Wakefield's Asia Pacific region which consists of 14,500 employees advising occupier and investor clients.

An Australian native, Matthew brings more than 25 years of experience from a variety of industries including real estate, financial services, professional services, engineering & construction and mining. He has worked for large global and multinational firms such as DTZ, PricewaterhouseCoopers, Aviva, Orica, Leighton and UGL.

Matthew specializes in growing successful and sustainable businesses, while at the same time establishing high performance cultures. Matthew has extensive experience executing and integrating M&A, driving growth agendas and creating inclusive organizations. Over the course of his career, Matthew has lived and worked in a number of different locations including Dubai, Kuala Lumpur, Melbourne, Sydney and Chicago. A qualified Certified Practising Accountant (CPA), Matthew also holds a Bachelor of Business Accounting from RMIT University.

Prior to becoming Chief Executive, Asia Pacific, Matthew served as Cushman & Wakefield's Global Chief Administrative Officer, and as Global Chief HR & Strategy Officer at DTZ before the company's merger with Cushman & Wakefield. Matthew is a member of CoreNet Global, Institute of Company Directors – Australia, Society of CPAs and Young President's Organization (YPO).



Linda Brown
President & CEO, Torrens University

Linda joined Torrens University as President in September 2014 after more than 23 years of management experience in the education sector in Australia and the United Kingdom.

With a diverse background incorporating leadership in private, public, government, social enterprise, commercial and education sectors, Linda is internationally recognised as an innovative, strategic thinker with leadership skills to drive exceptional business performance, and is passionate about education and training for all.

Prior to joining Torrens University, Linda was Deputy Vice Chancellor and Director of TAFE at Swinburne University, Melbourne where she was responsible for maximising the dual sector advantage, driving the sustainability and social inclusion strategies across the University, and managing the TAFE Division.

Linda completed her Master of Science (Education Management) at Manchester Metropolitan University.



Nick Cleary **CEO, CLARA Energy**

NICK CLEARY Chief Executive Officer Passion for the potential of the renewable energy industry, and in particular green hydrogen and the growth prospects they hold. Nick's desire to change the way people live and use energy in a growing world provides abundant motivation to fulfill CLARA Energy's vision.

Nick, through CLARA Energy, is investigating new and innovative economic models to ensure renewable energy and green hydrogen are aligned in future plans of our states and nation. Environmental, economic and social sustainability is key in improving and achieving our climate goals,

Nick is excited by the opportunity this presents. A wide network across many industries enables great relationships to be formed and developed by Nick. Formally involved in politics and he has played a role in a number of philanthropic and charitable organisations.

Nick is an individual who understands the determination it takes to be a catalyst for change within society. He has demonstrated that progress comes from passion, focus and an ability to take action on clear plans in a changing world.



Jo Dooly
ANZ General Manager Enterprise Commercial,
Microsoft, Australia

Jo has had a 25 yr+ history in retail, electronics and tech- having graduated with a Bachelor of Science at Western Sydney University.

Jo joined Microsoft Australia in 2018 as the Chief Customer officer, focused on leading our professional services consulting team and looking at ways Microsoft can continue to make an impact locally on key issues around Diversity & Inclusion, Artificial intelligence (AI) and Skills for the future workforce. In April 2021, Jo was appointed the General Manager, Enterprise Commercial, Microsoft Australia & NZ – focused on enterprise clients success. Jo is also the co-chair of Women@ MS and Military@ Microsoft and has a son who is actively serving in the ADF.

Prior to Microsoft, Jo was the Director of Client Services SEEK A/NZ, where she was charged to lead the 300+ client services team to solve hirers' problems across the human capital marketplace. Jo led business development, account management, customer service, client training and operations across all segments.

Prior to SEEK, Jo spent 16 years with IBM where she held leadership roles across strategy, sales, client relationship teams, operations and marketing, across Australia, New Zealand and Asia Pacific. Jo was part of the IBM Australia board, reporting to the CEO and was also a member of the IBM diversity council.

In 2017 Jo was awarded a Chief Executive Women (CEW) Scholarship to study at the Wharton Business school in Philadelphia. In July 2020, Jo was awarded the Microsoft Platinum award-one of only 25 awarded globally across the 180,000 workforce- in recognition of outstanding customer focus and for consistently performing at the highest level to contribute to the success of the business

Jo is also a member of the NSW Starlight Children's advisory Board and involved with the REACH foundation.

She lives in Sydney with her husband, 4 children and 2 dogs and is passionate about the success of others and is driven by a passion to constantly learn, particularly around sustainability and the world economy.



Troy Douglas **Co-Founder and Co-CEO, NEXBA**

I live my life with the motto that 'life is more fun when you say YES!'

My everyday mantra is to live well, love life and leave legacy.

Nexba was founded with my business partner Drew Bilbe at 21, where we shared the vision to transform lives by being the Naturally Brave brand delivering Naturally Sugar Free innovation to the world.

Today, we are proud to be Australia's leading Naturally Sugar Free brand.

I am driven by:

- INNOVATION - Being the 'Naturally Sugar Free Innovators' means reinventing categories with no sugar & nothing artificial products that don't compromise on taste
- PASSION - Mediocrity is the biggest danger to living a life with purpose and impact
- DISRUPTION - Challenger brands thrive by creating movements... "success is the by-product of doing business right"

Specialties: Business strategy, start-ups, communications, branding, innovation, creativity and divergent thinking



Tim J. Ehinger
Chief Counsel International, General Counsel's Office,
American Express

Tim Ehinger is Executive Vice President and Managing Counsel – International in the General Counsel's Organization of American Express.

Tim was born and raised in the Midwest of the USA and has spent most of his adult life working in Europe with large multinational companies. He studied German and Political Science at Earlham College before pursuing legal studies at Indiana University – Bloomington and then in Germany as part of the German Academic Exchange Service (DAAD). Prior to joining American Express, Tim held European counsel roles at General Motors and General Electric, supporting these companies' financial services arms from their European headquarters in Zurich and London, respectively. He is a member of the State Bar of Michigan and the Law Society of England and Wales.

In his nineteen years at American Express, Tim has built industry-leading expertise in payment services law at a time of unprecedented regulatory change and innovation across the payments industry. He currently leads the company's legal team supporting all business outside the United States, with a diverse team located in 23 countries. He has been a champion for diversity and inclusion, with a special focus on non-US initiatives, and is the company's Executive Co-Sponsor its global PRIDE+ network.



Christine Elder
Consul General of the United States Consulate General in Sydney

Christine Elder is the Consul General of the U.S. Consulate General in Sydney, responsible for representing the United States in New South Wales and Queensland. Prior to her assignment in Australia, she led on components of the inter-agency U.S. effort to assist in the relocation of Afghan citizens fleeing Taliban rule. She served as the U.S. Ambassador to the Republic of Liberia from 2016-2020.

Consul General Elder has also held positions as the Deputy Chief of Mission at the U.S. Embassy in Mozambique, and as cultural attaché in Germany and in Hungary. Her other Washington assignments include Deputy Coordinator for International Information Programs, serving as the senior most Foreign Service Officer in the Office of the Inspector General, Director for Southern African Affairs, and Senior Watch Officer in the State Department's Operations Center. She has also served in positions in the Bureaus of European, Near Eastern, and Economic and Business Affairs.

Ms. Elder began government service in 1990 in the International Trade Administration at the Department of Commerce. Christine Elder is a career member of the Senior Foreign Service, rank of Minister Counselor. She holds degrees from the University of Kentucky and the George Washington University, and speaks German and Portuguese. Her husband is former Foreign Service Officer Paul Hughes, and she has two step-children.



Melanie Evans **CEO, ING Australia**

Melanie joined ING in 2017 to lead the Retail Bank for ING Australia. She was appointed country CEO in November 2020.

Melanie has spent her career in financial services. Starting out with a St. George Bank cadetship in 1995, she later joined Westpac's equities business in 2000. After a move to BT Financial Group in 2003, she spent a decade in product, brand, marketing, superannuation, platforms and investments leadership roles.

Returning to banking within the Westpac Group as a Chief of Staff, she then went on to lead business units across mortgages, transformation and business banking. In 2017 she moved to ING, leading ING's retail growth and diversification agenda.

Melanie volunteers her time as an independent director on the Board of Surf Life Saving Australia (SLSA) and is Chair of the SLSA Finance, Audit and Compliance Committee. Melanie is also a Board Member of the European Australian Business Council.



Nicholas T Flood
Vice President, IBM Technology, Country Leader,
IBM Australia

Nicholas Flood was appointed Vice President IBM Technology & Country Leader IBM Australia in January 2022. Prior to this, as Director and General Manager for Federal Government, he led IBM's engagement with the Australian Federal Government supporting them toward their aspiration to be a top three (3) digital government globally by 2025.

Since joining IBM as a graduate, Nicholas has held a range of strategic client leadership roles across Federal Government and Financial Services. During this time, he played a key role in establishing IBM's Whole of Government Agreement, in particular leading establishment of the innovation agenda underpinning this agreement.

Outside of IBM, Nicholas is an active member on range of industry associations and boards, including (i) the Australian Information Industry Association's ACT and Federal Council and also; (ii) The University of Sydney's Board of Advice. In this capacity, Nicholas helps shape the role technology can play and government's response to address challenges and enable opportunities across the digital economy. Nicholas holds an MBA from the University of Sydney completed as recipient of the Business School Business Leader Post-Graduate Scholarship and received the Gold Lion Award at graduation.

He also holds an Undergraduate degree, a Master of Commerce and a Master of Business Research with Honours completed as recipient of an Australian Postgraduate Award scholarship.



Derek Fittler
Managing Director, Australia & New Zealand, Verizon Business

Derek leads the Verizon team in Australia and New Zealand and is charged with growing the business locally. Verizon, with over 120,000 employees and \$120 Billion in annual revenues, has a global footprint. In ANZ we employ about 600 Vteamers who are passionate about building the networks that connect the world.

Verizon Business is independently recognised as a leading provider of managed security and managed network solutions to the enterprise and government sectors.

Derek has demonstrated success in growing profitable business and building long term strategic relationships founded on respect, integrity and professionalism. Derek champions change both inside Verizon and externally, from promoting diversity and gender equality, to bringing global products onshore, to supporting initiatives to grow the Australian ICT sector and continue to expand sovereign capability in ANZ.

Prior to working for Verizon Business, Derek worked as the National Director of the Government at Macquarie Government.

Derek graduated from The Australian National University of Law and received a BA from UNSW.



Kyle Faulconer **CEO, PepsiCo Australia & New Zealand**

Kyle joined PepsiCo 15 years ago, leading strategy across a range of business areas, including field operations, account leadership, and direct-to-consumer sales. With a keen focus on consumer-centric solutions, Kyle's previous position as Vice President and General Manager for Frito Lay - Walmart led to his appointment as PepsiCo ANZ CEO in January 2022.

A purposeful leader who intrinsically fosters a people-first culture to inspire both joy and professional fulfillment in the workplace, Kyle also places a keen focus on driving sustainable growth. Leading a team across Australia and New Zealand, he is passionate about driving PepsiCo toward its vision to: 'Be the Global Leader in Convenient Foods and Beverages by Winning with Purpose.'

Kyle is originally from Arkansas, USA, and lives in Sydney, Australia with his husband.



Sam Hallinan
CEO, Schroders Australia & New Zealand

I am a passionate leader of asset management businesses and functions, and a senior industry leader in Financial Services in Australia.

I am proud to be the CEO of Schroders Australia which has approximately \$34b in assets under management invested for institutional and retail clients in domestic and global listed and private assets. Schroders manages over A\$1,500b in assets globally.

My 25 year career has seen me lead businesses and functions covering wealth, superannuation, advice and asset management. I am a strong leader of teams, a builder of performance driven cultures and thrive in complex business environments, particularly with an emphasis on people leadership, cultural change, business transformation and growth.

I have a passion for promoting our industry both inside and outside of Australia. I enjoy being an advocate for the exporting of Australia's financial services industry, including active participation in regional Government/business delegations, Government advisory groups and the Financial Services Council's Funds Management Board Committee. Outside of financial services I am proud to Chair the St Joseph's College Foundation Board and Chair the Investment Committee of International Centre for Missing & Exploited Children Australia.



Scott Harris **Managing Partner, Australia, Hogan Lovells**

Scott Harris is the Managing Partner of Hogan Lovells Australia and is a leading restructuring and litigation lawyer with more than 25 years' experience gained at premier law firms in Sydney and London.

He leads our Business, Restructuring, and Insolvency team in Australia. Scott has a wealth of experience in guiding financial institutions and alternative lenders through the workout of their lending exposures, finding innovative solutions for investors in distressed assets, and recovering misappropriated assets.

Scott advises banks, debt funds, and other lenders, together with our corporate clients and leading insolvency practitioners in relation to formal insolvency appointments (receiverships, administrations, and liquidations) and restructures, workouts, special situation investments, and regulatory and internal investigations.

Scott is also renowned for his urgent and dogged pursuit and recovery of misappropriated assets and fraud-related losses for major institutions. His approach to the resolution of disputes and litigation and the advice he provides to clients and their boards reflects an understanding of their broader commercial objectives and reputational concerns.

Knowledge in a broad array of sectors underpins Scott's experience, including real estate and REITs, resources and mining services, transport, agribusiness, retail, and manufacturing.



Diane Herz
CEO, Social Research Centre

Diane is a seasoned practitioner and leader in survey and policy research with more than 3 decades of experience in government and consulting roles in the USA. In her most recent role at Mathematica Policy Research she had the dual responsibilities of Vice President and Director of Mathematica's Human Services Division and as the company's Chief Diversity Officer.

Prior to Mathematica, Diane was an economist with the US Bureau of Labor Statistics (BLS). During her 21-year tenure at the BLS she served first as an economic analyst and later as director of the American Time Use Survey and the Current Population Survey (similar to the Monthly Labour Force Survey in Australia).

Diane holds a bachelor's degree in economics from the University of Maryland College Park in Maryland and a master's degree in management information systems from Nova Southeastern University in Florida. She is a graduate of the Federal Executive Institute's Leadership for a Democratic Society program and of the Tuck School at Dartmouth's Leadership for Strategic Impact program. Diane has also held leadership positions in the survey industry, including as president of the Washington Statistical Society and as chair of the American Statistical Association's Committee on LGBT concerns.



(Captain) Philip Holliday
CEO and Director, GAICD Port Authority of NSW

B.Sc. (Hons) University of Teesside, Master Mariner Class 1 (FGN), GAICD Port Authority of New South Wales Chief Executive Officer and Director. As a qualified Master Mariner, Philip has spent his entire career in the shipping and ports industries, working on bulk ships sailing around the globe and in the UK and Australia as a Harbour Master before his appointment in 2019 as CEO and Director of Port Authority of New South Wales. Philip is also a Director of Ports Australia, Australia's peak body representing the port sector and is also the current Chair of the Australian Cruise Association.



Dig Howitt
CEO & President, Cochlear Ltd.

Dig Howitt was appointed Chief Executive Officer and President of Cochlear Limited in January 2018. Dig joined Cochlear in 2000 and has held several positions within the company. He started in the role of Engineering Manager in Product Development. He then was Senior Vice President, Manufacturing and Logistics from 2002-2014, President Asia Pacific from 2014-2016 and Chief Operating Officer in 2016-2017. Dig was appointed President in July 2017.

Prior to joining Cochlear, Dig worked as a consultant for the Boston Consulting Group and held general management positions in Boral and Sunstate Cement.

Dig is a member of the Champions of Change Coalition STEM Group. Dig holds a Bachelor of Engineering (Hons) in Electrical Engineering from the University of Sydney and a Masters of Business Administration from Stanford University in the United States.

Dig is married to Kate and they have a son and daughter. He swims to keep fit.



Pip Marlow
CEO & Executive VP, Salesforce Australia, New Zealand ASEAN

Pip Marlow is Chief Executive Officer and Executive Vice President, Salesforce Australia, New Zealand and ASEAN. In this role, Pip is responsible for ensuring Salesforce delivers on its values of trust, customer success, innovation and equality for both our customers and our community across ANZ/ASEAN.



Larry Marshall **CEO, CSIRO**

Dr. Larry Marshall is Chief Executive of CSIRO, Australia's national science agency. CSIRO solves the greatest challenges through innovative science and technology, and has played a pivotal role in Australia's response to recent challenges including catastrophic flooding and bushfires, and the COVID-19 pandemic.

Larry was appointed Chief Executive of CSIRO in 2015. Under his leadership, CSIRO has delivered the highest industry revenue ever, a 70 per cent increase in CSIRO's customer base, the largest increase in diversity, a more than ten-fold increase in CSIRO's equity portfolio, the largest increase in appropriation, and high collaboration rates with universities and industry.

Larry is a scientist, technology innovator and business leader with a wealth of experience in creating new value and impact with science. He has a PhD in Physics and has been honoured as a Federation Fellow, an AIP (Australian Institute of Physics) Fellow, and an ATSE (Australian Academy of Technology and Engineering) Fellow, and is a Fellow of the Australian Institute of Company Directors (FAICD).

He has led six companies in biotechnology, telecommunications, semiconductors, and venture capital. He has 100 publications and conference papers, holds 20 patents, and has served on 20 boards of high-tech companies operating in the US, Australia and China. Larry is a Champion of Change committed to tackling gender equality. He is a passionate supporter of Australian innovation, and the power of science and technology to drive Australia's economic recovery and resilience to future challenges.



Amber Matthews **Managing Partner, DLA Piper Australia**

Amber has over 20 years' experience in client facing and management roles and is currently responsible for overseeing the performance and strategy of the firm in Australia.

While she is a corporate and commercial lawyer by background, and has previously held client facing and internal legal roles with the firm in Sydney and London (she was the firm's international General Counsel for many years), she is now fully dedicated to driving the performance and growth of the Australian practice.

Amber is an inclusive and progressive leader who is passionate about empowering people to fulfil their career ambitions. She is focused on creating interesting and sustainable careers in the law for the firm's people, particularly for women and people from diverse or underrepresented groups. She is also passionate about client experience, leveraging the talents and experience of the firm's people in Australia and worldwide to create exceptional client teams that deliver high levels of client service.

Amber is a strong advocate for diversity and inclusion and is often asked to speak about it in the media or at conferences. She is the Asia-Pacific representative on the firm's international Diversity & Inclusion Council, and Chair of the Asia-Pacific D&I Committee and Australia D&I Committee.

She also recognizes the role and responsibility DLA Piper plays in creating a safe and healthy workplace, and the importance of mental health and wellbeing for individuals to thrive, both within and outside the workplace. She is a member of the international Health & Wellbeing Steering Committee and a member of the Board of Corporate Mental Health Alliance of Australia & New Zealand.



Jenelle McMaster
Deputy CEO and Managing Partner of Markets,
EY Oceania

Jenelle is the Deputy CEO and Managing Partner of Markets for EY Oceania where she is responsible for driving and executing the firm's growth strategy and delivering exceptional experiences for clients. With over 20 years of consulting in the areas of transformation, change management, leadership and HR, Jenelle previously led the workforce advisory business of EY across Asia Pacific. Jenelle is the host of a podcast series called Change Happens focused on authentic leaders on leading through change and the lessons learned along the way.

Jenelle holds a Bachelor of Economics from the University of Sydney and has an Honours degree in Psychology. She is also a member of the Australian Institute of Company Directors and a member of Chief Executive Women – an organisation whose mission is 'women leaders enabling other women leaders'. She is passionate about driving cultural change and shifting mindsets about the realms of the possible.



Glenn Morgan
CEO, Australia, Deutsche Bank

Glenn is the Chief Executive Officer of Deutsche Bank in Australia and has over 25 years' experience in the financial services sector.

Prior to his current role, Glenn was the Head of Equities for Australia with responsibility for Deutsche Bank's equity sales and trading, flow derivatives and prime broking businesses.

Glenn joined Deutsche Bank in 2009 and was previously an Executive Director at J.P. Morgan, where he ran the Sydney equity sales desk. He also held roles at Commonwealth Bank, initially within equity capital markets and subsequently building and running the bank's top-ranking Hybrid Security Team.

Glenn is very committed to fostering a diverse and inclusive workplace and is proud to be the Executive Sponsor for Deutsche Bank's dbPride employee network and is an active ally for the LGBT+ community.

Glenn holds a Bachelor of Economics degree with Honours from Monash University.



April Palmerlee **CEO, AmCham**

April Palmerlee was appointed CEO of AmCham in 2017 after an international career in government, education, and the corporate sector. American-born, Palmerlee has lived in Sydney since 2003 and is a dual citizen.

She is a member of Chief Executive Women and a graduate of the Australian Institute of Company Directors. She received a BS from Georgetown and a Master's from Columbia. In Australia, she has worked for the University of Sydney's US Studies Centre, the Lowy Institute for International Policy, the Centre for Independent Studies, and Potomac Partners.

In the US, she held the rank of Assistant Secretary at the Department of State with the remit for international women's issues. Before that, she was a senior executive at the Council on Foreign Relations in New York.

She has also worked for couturier Oscar de la Renta, financial publisher The Bank Credit Analyst, and not-for-profit The Spanish Institute. She is on the boards of CIS and Georgetown University Australian and New Zealand Centre. She also chairs a scholarship selection committee at the Fulbright Commission.



Andrew Penfold
Executive Director, Australian Indigenous Education
Foundation (AIEF)

Andrew Penfold AM is Executive Director of the Australian Indigenous Education Foundation (AIEF) and a member of AIEF's Investment Committee. Andrew sits on the National Apology Foundation for Indigenous Australians (NAFIA) Board and the Expert Advisory Group for the You Can Be Foundation, and in 2014 he was appointed a Member of the Order of Australia for significant service to the Indigenous community.

A former finance lawyer and investment banker with 20 years' experience working in leading international firms in Sydney, London and Hong Kong, Andrew left the business world in 2004 and spent five years working on a full-time, voluntary basis for a range of non-profit and charitable organisations, before establishing AIEF in 2008. Andrew participated in the Indigenous Australia stream of the Australia 2020 Summit in Canberra in April 2008 and received a Leadership Award from the Prime Minister at the Australian Davos Connection in 2008.

He was also one of the 2009 True Leaders in the annual Australian Financial Review Boss Magazine award, was a finalist for Australian of the Year in 2010 and was nominated by The Australian for its Australian of the Year award in 2012. In 2013 Andrew received the inaugural NSW Human Rights Award, assuming the role of NSW Human Rights Ambassador, and an Order of Merit from the Australian Institute of Company Directors, the highest award issued by the organisation.

In the same year he received the 2013 Community Alumni Award and the 2013 Chancellor's Award for Excellence from the University of Technology, Sydney. As the winner of the 2013 Chancellor's Award for Excellence, Andrew became a member of the UTS Luminaries, a select group of UTS graduates with a sustained record of outstanding achievements.



Tim Reed **Managing Director, Potentia**

Tim holds the roles of CoManaging Director of Potentia Capital, an Australian private equity firm that invests in and grows local software businesses; President of the Business Council of Australia, a role he assumed in 2019 having sat on the BCA Board Tim has been a nonExecutive Director of Transurban Ltd. since 2017, and since 2020,

Prior to assuming these roles, Tim spent 12 years as CEO of MYOB a leading provider of online accounting, payroll and tax solutions to SMEs and their advisers. During Tim's tenure MYOB was regularly named as one of Australia's most innovative companies, was awarded the prestigious Canstar award for a best in category product, doubled team engagement, saw small business subscribers grow eightfold to over 800,000 and enterprise value grow sixfold to over \$2.5Bn.

In earlier years Tim's career has spanned the markets of Asia, Europe and the USA, including eight years in Silicon Valley. During this time Tim was a Founding Member of the Internet Advertising Bureau where, along with other internet pioneers, he wrote the first set of advertising measurement standards for the web.

Tim is passionate about technology and its ability to improve the lives and livelihoods of all people. For many years he has been an advocate for good public policy, long term thinking, and the role of women in society. Tim received a Master of Business Administration from Harvard Business School where he graduated as a Baker Scholar and a Bachelor of Commerce from the University of Melbourne where he graduated with first class honours in economics.



Ron Saxena
Consultant, Egon Zehnder

Based in Sydney, Ron Saxena advises international financial services businesses including banks and insurers and the broader related services sector. As a core member of Egon Zehnder's Financial Services Practice, he offers a range of talent-centered services including executive search, recruitment, leadership assessment and development. He leads our Human Resources Practice in Australia and New Zealand.

He also provides advice to CEOs, board members and leadership teams on developing talent across their organisations. Ron's extensive career in financial services and private equity has given him a deep understanding of his clients' needs. He led strategy teams at BT Financial Group (part of Westpac) in Australia and held senior roles in sales and transformation at BT Private Wealth.

While at UBS Wealth Management, where he was based out of London and Zurich, Ron led investment-product teams across Europe. Earlier, Ron was with McKinsey & Company in London where he focused on the financial services, retail and energy sectors. Prior to moving to Europe, Ron spent time in private equity in California acquiring and managing technology, manufacturing and services companies.

While at Bear Stearns in New York and Los Angeles, Ron worked in M&A, organisational restructuring, as well as equity and high yield transactions.

Ron earned an MBA from INSEAD in France (with distinction) and a BS in Business Administration from University of California, Berkeley.



Todd Sears **Founder & CEO, Out Leadership**

Todd Sears is the founder and CEO of Out Leadership, the first company in history whose sole product is LGBTQ+ equality. Out Leadership connects leaders across the world's most influential industries to foster business growth, cultivate talent, and drive equality forward, and currently counts 96 of the world's most powerful companies in the world as its members.

To advance economic benefits and talent dividend derived from inclusion, Out Leadership convenes three trailblazing accelerators: OutNEXT, the first global leadership development program for the next generation of LGBTQ+ leaders; Quorum, which seeks to advance the conversation around LGBTQ+ diversity in corporate governance; and OutWOMEN, which convenes and celebrates LGBTQ+ women in business.

Sears has spent over 20 years working at the intersection of finance and equality. He began his career as an investment banker before joining Merrill Lynch as a financial advisor. There, he created the first team of financial advisors in Wall Street focused on the LGBTQ+ community and brought almost \$2 billion of new assets to the firm from LGBTQ+ couples and nonprofit organizations. Subsequently, expanding his leadership in Diversity, Todd pioneered award-winning diversity initiatives as Head of Diversity Strategy at Merrill Lynch and then at Credit Suisse as Head of Diversity and Inclusion. Sears started Out Leadership in 2010.

A Duke University graduate, Sears serves on various nonprofit boards, including the Williams Institute of UCLA, the Palette Fund, the Global Equality Fund of the U.S. Department of State, Lambda Legal Defense & Education Fund, The North Carolina Community Foundation and the National Advisory Council of the Stonewall National Archives & Museum. Additionally, he is the founding chair of Jeffrey Fashion Cares, which raised over \$8mm for LGBTQ+/HIV causes over the



Laureen E. Seeger **CEO, AMEX**

Laureen E. Seeger is Chief Legal Officer of American Express Company, a position she assumed in July 2014. As the corporation's chief legal officer, Seeger oversees the Law, Government Affairs, Global Security and Corporate Secretarial functions for American Express and its subsidiaries. Ms. Seeger is a member of the American Express Executive Committee and Enterprise Risk Management Committee.

Prior to American Express, Ms. Seeger served as Executive Vice President, General Counsel and Chief Compliance Officer of McKesson Corporation. Preceding her appointment in March 2006, Seeger was Vice President and General Counsel of McKesson Provider Technologies (MPT), McKesson's health care information technology solutions business.

Before joining McKesson, Ms. Seeger was with the Atlanta law firm of Morris, Manning & Martin, LLP from 1992 to 2000, where she was Partner-In-Charge of the Technology Litigation Section, and was with the firm of Jones, Day, Reavis & Pogue from 1986 to 1992.

Ms. Seeger serves on the board of FTI Consulting, Inc., a global business advisory firm, the board of the Wisconsin Foundation and Alumni Association, and serves on the Executive Committee of the Association of General Counsel and is on the Board of Trustees of the Central Park Conservancy. Ms. Seeger previously served on the board of the California Chamber of Commerce, the board of Umpqua Holdings Corporation, and the board of the Bay Area Chapter of the American Heart Association.

She earned a law degree from the University of Wisconsin-Madison and received a Bachelor of Business Administration degree from the University of Wisconsin-Eau Claire.

She and her husband live in New York City, and together they have five



Antony Shaw
CEO, HSBC Australia

Antony has been appointed the Chief Executive Officer of HSBC Australia, with effect from 1 September 2022, subject to Australian regulatory approvals. He will also join HSBC Australia's Board as an Executive Director.

Antony, an Australian national, has 30 years of banking experience across domestic and international banks and with HSBC since 2003. In that time, he has served across multiple roles within its HSBC Markets and Securities Services (MSS) business. This includes being the head of institutional sales for Asia Pacific and the Middle East, North Africa and Turkey, covering the global and regional institutional clients of the bank across 20 markets. He also previously led MSS' global personal wealth and ESG sales teams. Prior to HSBC, he worked within investment banks in London and Sydney for 10 years.



Paul Simkiss
Managing Director & Country Head for Australia & New Zealand, GLG

Paul is a leading senior executive with over 25 years of experience in running and building high-performing teams & businesses. Paul is the Managing Director & Country Head for Australia & New Zealand at GLG. GLG is the World's Insight Network, bringing decision makers the insight it takes to get ahead. When leaders need to make informed decisions, GLG provides meaningful connections through our network of 1 million experts, the world's largest and most varied source of first-hand expertise.



Alastair Symington **CEO & Managing Director, Blackmores**

Alastair joined Blackmores as Group CEO and Managing Director in September 2019. He is a global business leader and brand builder with more than 24 years of consumer goods experience in health and beauty across multiple geographies.

Alastair spent 10 years in a wide range of sales and marketing roles with Nestlé and Gillette in Australia, before joining Procter & Gamble (P&G) in 2005 and moving to Singapore in 2008 where he was responsible for strategy and planning across APAC for the beauty and grooming categories. During this time he led global and regional teams, including as China Managing Director for Wella based in Shanghai.

In 2016, Alastair joined Coty as part of the merger between P&G specialty beauty brands and the former Coty company, helping to transform it into the third largest beauty company in the world. In his last role at Coty, he was Senior Vice President of APAC, Latin America and the Middle East.

Alastair has a Bachelor of Economics and a Post-Graduate Diploma in International Business from Monash University, and studied Mandarin while living and working in Shanghai. He is passionate about finding ways to connect more people to holistic health solutions, believing that healthy people and their pets naturally lead to a healthier planet.



Kumar Venkatasubramanian
VP & Managing Director, Australia & New Zealand, P&G

Kumar Venkatasubramanian has led P&G's operations in Australia and New Zealand since 2020. In this time, he has steered the P&G ANZ organisation to record growth, driven by total category expansion and strong retailer partnerships. During the COVID-19 pandemic, Kumar focused on ensuring that P&G innovations, including essential health care, household cleaning and grooming products, remained readily available to Australian & New Zealand retailers and consumers, despite major supply chain challenges.

Kumar is passionate about Environmental Sustainability, chairing P&G ANZ's Sustainability Board and executing market-leading recycling initiatives for consumers and retailers. As a champion of Equality & Inclusion, Kumar has expanded key employee programs to make a meaningful difference in the community and industry. This includes P&G ANZ's largest-ever corporate partnership with the Sydney Gay and Lesbian Mardi Gras. Kumar also partners with key industry associations including ACCORD to progress policy improvements within the FMCG industry.

In his 20-year career, Kumar has led complex categories across some of the world's largest markets including India, Brazil, and Australia. He began his career within P&G India's Sales team in 2000 and has managed distributor operations and major customers. Kumar has led large teams and organisations, with extensive leadership experience to complement his strong business acumen.

Kumar resides in Sydney, Australia, with his wife and two daughters.



Lisa Wade
CEO, DigitalX Ltd.

Lisa Wade is the CEO of DigitalX Limited, an ASX listed company that believes in a more open, transparent and efficient world through blockchain technologies. She has more than 30 years' experience in finance and financial markets, and a strong background in blockchain project development and funds management.

DigitalX has established an employee resources group called EqualX, which is an active participant in advocating equality for all in the Technology and Finance space. Lisa is an out and proud CEO.



Tim Wallis
Regional Manager, Australia, New Zealand, & Tahiti, United Airlines

Tim joined United Airlines in Australia in May 2016 and was responsible for corporate sales nationally, before managing the corporate/TMC national account management team since 2019.

As Regional Manager, Australia, New Zealand, & Tahiti, Tim overlooks all regional commercial activities, including sales and account management, marketing and partner solution functions and is also responsible for key internal relationships regarding revenue management, network planning and airport operations.

Tim is based in Sydney, Australia.



Blair Wark
Chief Country Officer, Australia, CEO Asia Pacific, COO Capital Markets,
Asia Pacific, Royal Bank of Canada

I am a financial services leader with more than 25 years of international experience in senior roles across London, New York and the Asia-Pacific region. I'm passionate about our industry, and my main focus areas are strategy, building partnerships, and managing large, high-performing teams. Currently, at Royal Bank of Canada (RBC), I have three roles: Chief Country Officer (CCO) for Australia, Chief Financial Officer (CFO) for RBC in Asia-Pacific and Chief Operating Officer (COO), for Capital Markets in Asia-Pacific.

As CCO I have ultimate responsibility for RBC's Australia's operations and business activities, for partnering with the business to drive the business strategy and ensuring Australia meets the local regulatory and governance requirements As CFO I lead the Asia-Pacific finance team and oversee all finance services to the Asia Pacific business platforms (Capital Markets, Wealth Management and Investor & Treasury Services). As COO, I oversees the regulatory obligations and business operations, and lead the functional, operational and financial aspects of Capital Markets in the region.

I returned to Australia after 14 years living and working in London and New York. I am a qualified Chartered Accountant having held roles with Price Waterhouse, Halifax plc, Banco Santander and Lloyds International. I studied at the University of Technology, Sydney. After more than a decade at RBC, I'm still impressed and inspired by what our teams of talented people achieve in fulfilling our purpose to help our clients thrive and local communities prosper.

My current teams across our region are incredibly diverse, which I believe is one of our greatest strengths. To do my part in fostering diversity and inclusion in our industry, I've served as Chair and active member of the RBC Australian Diversity Council since 2016 and have mentored young women leaders across the industry through WiBF for the last 3 years.

I am also very proud to have recently joined the Board of the incredible Aminata Maternal Foundation, an Australian Non-Profit Organization that empowers Women in Sierra Leone focusing on maternal health and the creation of sustainable communities. And I am Treasurer for the Freshwater Amateur Swimming Club.



Mark Woodruff
Interim Citi Country Officer, Interim Cluster Head
Australia and New Zealand, Asia Pacific, Citigroup

Mark Woodruff has been a Citi banker since 2002. Woodruff served as head of FX and corporate derivative sales during his two decades at the bank's Australian outpost. Most recently, he was Citi's head of investor sales for the region.

Mark has consistently increased franchise revenue and market share, by driving key client segment initiatives, particularly across Superannuation Funds and Financial Intermediaries. Mark is a trusted and esteemed leader both internally and to our clients.

Out Leadership Member Companies



About Out Leadership

Out Leadership is the world's premier global LGBTQ+ business organization that harnesses the power of business to drive LGBTQ+ equality through talent development, advocacy, research, thought leadership and networking, working closely with many of the world's greatest companies.

**Because equality drives business
and business drives equality.**

To enquire about getting involved with or
joining Out Leadership contact:
info@outleadership.com

Out Leadership Team



Todd Sears,
Founder & CEO



Marco Martinot
Chief Growth & Financial Officer



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Jane Barry-Moran,
Managing Director, Programs &
Research



Brian Sims
Managing Director, Public Policy
& Government Affairs



Kenya Simon,
Director, Member Engagement



Kalya Jahansouz
HR Director



Michael Juranek
Chief of Staff



Megan Stretton
Manager, Global Events



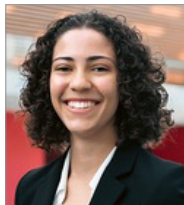
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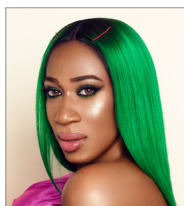
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