

OUTLEADERSHIP



AUSTRALIA SUMMIT 2024

CEO DINNER

CEO BIOGRAPHIES

HOSTED BY HSBC AND ABUNDIUM

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Welcome

Greetings and Welcome to the 9th annual **Out Leadership Australia Summit CEO Dinner!** As you may know, Out Leadership has been convening CEOs around the world as part of our Summits since 2011, to give leaders like you an opportunity to discuss and understand the **LGBTQ+ opportunity** in your business and talent pool. I've had the honor of meeting and working with over **1,200 CEOs** over the years, and it's always thrilling to me to get to help these leaders navigate the sometimes (or often) challenging waters of this topic. And to be back in Oz, my second home, makes it even better!

But Out Leadership's work is about more than just understanding LGBTQ issues, **it's about action.** I invite (and encourage) you to take the learnings from this gathering and leverage your platform to advocate for more inclusion and equality in every place you and your company do business. And because commerce and business opportunity is something every country in the world understands (and wants and needs), leaders will listen to you when you tell them that anti-LGBTQ laws and policies are bad for your business. To help you with those conversations, we've built **CEO Business Briefs** for 27 countries around the world and all 50 US States (which you can find on our website), as well published over 50 pieces of research, jam-packed with data you can reference. We've created **LGBTQ-inclusive board policies, Self-ID practices, talent development programs** and so much more—all to help you both do better business and advocate for LGBTQ equality and inclusion.

And while we've done a lot in the last 14 years, and helped make some major progress possible, there is still so much more to be done—and I need your help. So I hope you're ready to be open, learn and discuss...and have a little fun!

Thanks for your support, and willingness to lend your time to me and to Out Leadership. Together, **we're changing the world through the power of business.**

Todd G. Sears

Founder and CEO, Out Leadership



Todd G. Sears
Founder and 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 nearly 100 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 on 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 decade he led it.



Lisa Harvey Smith
CEO, Out for Australia

Professor Lisa Harvey-Smith (she/her) is the CEO of Out for Australia, a charity supporting LGBTQIA+ youth in the formative stages of their careers. Between 2018-2024 she served as Australia's Women in STEM Ambassador, with responsibility for increasing participation in STEM education and careers across Australia. Lisa was previously a research and project scientist at CSIRO, studying the birth and death of stars and supporting the development of world-class radio telescopes. Lisa was a presenter on ABC television's Stargazing Live and has published several science books for adults and children.



Darren Umbers MBA, GAICD
Managing Director, Australia and New Zealand
Head of Sustainability and ESG, Global

Darren Umbers is a proud husband and father of four, and an active community member who serves as a beach lifeguard and surf rescue boat crew member. An avid swimmer, Darren embodies a commitment to personal well-being and community service that extends into his professional life as a seasoned healthcare executive and board director.

With lived experience across Europe and Asia-Pacific, Darren currently serves as the Managing Director and CEO of Performance Health ANZ, as well as the Global Head of Sustainability. In these roles, he combines strategic leadership with a dedication to transformative healthcare solutions.

Darren's career is marked by a strong track record in driving organisational growth and implementing innovative care models. He has held key leadership positions at Philips Healthcare and Respironics, developing expertise that spans corporate governance, risk management, and strategic planning, with a particular focus on primary and secondary healthcare and community-based care.

In the boardroom, Darren serves as a Non-Executive Director at Lifestart Disability Services LTD and has previously contributed as a Board Observer at Royal Far West. His board experience is complemented by an Executive MBA from the University of Technology, Sydney, and accreditation as a Graduate of the Australian Institute of Company Directors (GAICD).

Known for his ability to inspire high-performing teams and drive breakthrough results, Darren is passionate about sustainable healthcare practices and addressing healthcare inequities. His unique perspective is informed by his dual British-Australian citizenship, bridging international healthcare insights with local community needs.



Philip Goldie
Vice President, Australia & New Zealand, Okta

Philip Goldie is a technology industry leader committed to ensuring technology delivers true business and societal benefit. He has a passion for helping good people become great people and leading teams to realise their full potential.

Before taking on the role of VP and Country Manager ANZ at Okta, Philip spent 12 years at Microsoft in various sales, partner, and marketing leadership roles.

Most recently, Philip was the Senior Director of Microsoft's Small, Medium and Corporate business where he led the team helping Australians build better businesses on the Microsoft Cloud. He is now responsible for Okta's business in Australia and New Zealand, ensuring the company meets the needs of its customers and has a meaningful impact in both countries.

Mr Goldie was born in the UK and has lived in Australia and New Zealand for 20 years. He is based in Sydney and is passionate about helping to create stronger communities in Sydney and around Australia.



Ben McCauley
Managing Director, Spandex

As the Managing Director at Spandex Asia Pacific, I lead all aspects of the largest supplier of digital printing, sign-making equipment and materials in the region. With more than a decade of experience in the visual communications industry, I have successfully grown the business by expanding our product portfolio, securing strategic partnerships, and ensuring organizational excellence that delivers an exceptional customer experience. My passion for continuous improvement and education has led to my participation in some fantastic programs from institutions such as Australian Institute of Management, Stanford University Graduate School of Business, and most recently Crummer Graduate School of Business at Rollins College.



Nick Hughes
Joint Country Head and Group COO, UBS

Nicholas (Nick) Hughes is the Joint Country Head and Group Chief Operating Officer (COO) for UBS in Australasia.

As Group COO (since 2012), Nick is responsible for the front to back control environment for UBS operations across the Investment Bank and Asset Management businesses.

Nick previously served as Chief Risk Officer for UBS Australia in 2015.

Nick chairs the ANZ Investment Bank Management & Risk Committee, ANZ Country Committee, ANZ Operating Committee, ANZ Offshoring Governance Committee and chairs most of UBS corporate entities in Australia, including UBS Securities Australia Ltd. Nick is also a member of the Asset & Liability Committee.

Prior to becoming Group COO, he was Deputy Group COO for UBS in Australasia from May 2011 until May 2012. Nick was formerly a Managing Director in the Investment Banking Department at UBS for 16 years, where he advised corporate and government clients on complex mergers and acquisitions advisory assignments and capital markets transactions. Between 1998 and 2003, Nick was based in London. Nick commenced his professional career as an analyst in the Investment Banking Department at Credit Suisse in Australia in 1993.

UBS Australasia is part of a leading global financial services firm that combines investment banking, wealth management and asset management businesses to deliver superior financial services to private, institutional and corporate clients worldwide.



Amber Matthews
Managing Partner, Australia, DLA Piper

Amber is the Managing Partner of DLA Piper in Australia. In her current role Amber is responsible for day-to-day management of the business and the implementation of the firm's strategy.

Amber has a deep interest in and commitment to diversity, inclusion and wellbeing. She is chair of the DLA Piper's Diversity & Inclusion Committee, Asia-Pacific and a member of the firm's international Diversity & Inclusion Council and Health & Wellbeing Steering Committee.

She has strong experience in risk management and governance issues as a result of leading the firm's international Legal, Risk Management and Compliance team and working with the firm's Executive and Board.

Amber is passionate about empowering women and creating an inclusive, supportive and high-performance culture.



Jason Collins
Head of Australia, BlackRock

Jason Collins is the Head of BlackRock Australasia, Executive Chair of the board of BlackRock Australia and BlackRock New Zealand, and is a member of the BlackRock Asia Pacific Operating Committee. In his role, Jason has responsibility for the commercial and operational performance of BlackRock's Australian operations, and the oversight of team members across the business. Jason previously served as the Deputy Head of BlackRock Australasia; the Head of ETF and Index Investing; and the Head of Client Business in the region.

Mr. Collins joined BlackRock in April 2013 from private equity firm Ascalon Capital Manager, a former subsidiary of BT Financial Group, where he last served as Head of Australia. Ascalon specialised in incubating boutique fund managers with a focus on alternatives. Prior to that, Mr. Collins spent five years with Deutsche Bank in Singapore, working mainly with Global Markets. Mr. Collins started his funds management career with Bankers Trust Australia in 1998. Before joining BT, Mr. Collins worked as a financial markets journalist.

Mr. Collins earned a Bachelor of Business and a Graduate Diploma in Communications from the University of Technology, Sydney. He has also studied languages at universities in Spain and Sweden. Outside of BlackRock, Mr. Collins is a volunteer lifesaver registered with Surf Life Saving Australia, and served as a non-executive director of SurfAid International.



Blair Wark
Country Head, Royal Bank of Canada (RBC)

Blair Wark is a financial services leader with over 25 years of international experience in senior roles across London, New York, and the Asia-Pacific region. Currently, he leads financial and operational teams for RBC across Asia Pacific as CFO, COO, and Country Head in Australia.

Blair is passionate about the financial services industry, with a primary focus on strategy, building partnerships, and managing large, high-performing teams. He has been with RBC since 2010, joining as Director and Head of Finance. Nearly a decade later, he continues to be impressed and inspired by the achievements of his talented teams as they fulfill their purpose of helping clients thrive and supporting local communities.

His teams across the region are incredibly diverse, which he believes is one of their greatest strengths. Since 2016, Blair has served as Chair and an active member of the RBC Australian Diversity Council and mentors young leaders in the industry through Women in Banking & Finance.

In July 2021, he was honored to join the Board of the Aminata Maternal Foundation, an Australian non-profit organization dedicated to empowering women and saving the lives of women and babies in Sierra Leone.



Lisa Harvey-Smith
CEO, Out for Australia

Professor Lisa Harvey-Smith (she/her) is the CEO of Out for Australia, a charity supporting LGBTQIA+ youth in the formative stages of their careers. Between 2018-2024 she served as Australia's Women in STEM Ambassador, with responsibility for increasing participation in STEM education and careers across Australia. Lisa was previously a research and project scientist at CSIRO, studying the birth and death of stars and supporting the development of world-class radio telescopes. Lisa was a presenter on ABC television's Stargazing Live and has published several science books for adults and children.



Nupur Bhushan
CEO & General Manager ANZ & South Asia, ResMed

Accomplished Executive leader and Board Director with extensive experience in Commercial and HR leadership across diverse geographies, industries, and cultures. Proven ability to build and transform organisational capability to align with strategic objectives.



Oscar Mora
Managing Director ANZ, QuestionPro Inc

Oscar Mora is an enthusiastic and passionate researcher backed up by more than 15 years of experience and critical skills in business expansion and execution in the insights, analytics and technology industry in Australia, Europe and South America. He is proud to help marketers, insights teams, researchers and publishers to implement SaaS platform solutions into programs to attain adaptable, scalable and actionable insights. Oscar holds a Masters in Marketing and International Commerce from ESG Montpellier, France - Ecole Supérieure de Commerce, is a Member of the Research Society Australia



Wayne Porritt
Non Executive Director, Sun Hung Kai & Co

Wayne Porritt is an accomplished global risk professional having extensive experience in the banking and finance industry. He has held board and senior executive roles with Standard Chartered Bank and Bank of America. He has held previous roles with Société Générale Australia, Ernst & Young and State Bank of NSW.

Wayne serves on the boards of Hong Kong Stock Exchange listed Sun Hung Kai & Co. Limited and Global Invacom Group Limited, a company listed on the Mainboard of the Singapore Exchange Limited. He has previously served on LGBTIQ+ boards / committees including The Aurora Foundation and Pinnacle Foundation.

He holds various not-for-profit board / advisory roles both in Australia and Hong Kong, including Council Member of Oxfam Hong Kong and Asia Society Australia. Wayne has worked extensively in Greater China & North Asia for over 20 years having lived in Hong Kong, Thailand, Japan and South Korea. He is a Graduate Member of the Australian Institute of Company Directors.



Mark Woodruff
CEO, Citi Australia

Mark Woodruff is the Citi Country Officer and Banking Head for Australia and Sub-Cluster Head for Australia & New Zealand. In this role, he is responsible for Citi's business in Australia, including developing and implementing the business strategy, fostering successful client relationships at all levels of the organisation, managing risk and controls, and protecting and enhancing Citi's reputation in Australia. Mark is a member of Citi's Asia Pacific Management Committee. Prior to being appointed Citi Country Officer, Mark was Head of Global Markets for Citi Australia & New Zealand, a role he assumed in May 2022.

Prior to this he was Head of Investor Sales for Australia & New Zealand. In that role he was responsible for distribution function across the markets' platform to Institutional clients. Mark has worked for Citi for the last 20 years including the first four years in New York before relocating to Sydney. Over this period, he has covered both Corporate and Institutional clients in both sales and management roles.

Mark holds a Bachelor of Economics and Finance from RMIT in Melbourne, Australia.



Linda Brown
President and CEO, Torrens University

Linda Brown is President and CEO of Torrens University, Australia's fastest-growing and only publicly listed for-profit university. She is also the Chair of the Governing Board at Media Design School, the No.1 creative media school in New Zealand and the Southern Hemisphere. Both institutions are owned by Strategic Education Inc.

Linda helped found Torrens University in 2014. Under her guidance, the university has grown from 165 students to 20,000+ today and continues to attract accolades for innovation, quality, digital transformation and prioritising accessibility and choice in education. Today, Torrens University ranks among the top 5 universities in Australia for international and with a presence in 105 countries, Torrens University truly connects the world for good.

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 that believes that education is a fundamental human right.

Her global business and educational experience include Deputy Vice-Chancellor and Director TAFE at Swinburne University, Melbourne; Corporate CEO, Futures Stockbroker; and Managing Director and Director of Stoke-on-Trent FE College. She was also part of the UK Government's rapid response team for the Further Education Funding Council – utilised to turn around failing colleges – and was part of a UK think tank on education as a global business.

In 2022, Linda was named the EY Australia Entrepreneur of the Year 2021 in recognition of her entrepreneurial approach to education and her passion driving down the cost and expanding access to education. In 2024, she represented Australia as the Chair of Judges for the EY Australia Entrepreneur of the Year program and was a judge for the global competition.



Andrew Penfold
Executive Director, Australian Indigenous Education Foundation

Andrew is the Executive Director of AIEF and sits on the National Apology Foundation for Indigenous Australians (NAFIA) Board and in 2014 he was appointed a Member of the Order of Australia for significant service to the Indigenous community.

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.

He is a former finance lawyer and investment banker with 20 years' experience working in leading international firms in Sydney, London and Hong Kong. In 2004, Andrew left the business world and spent five years working on a fulltime but voluntary basis as Founder and Chairman of the St Joseph's College Indigenous Fund and a range of other non-profit and charitable organisations before establishing AIEF in 2007.



April Palmerlee
CEO, AmCham

April Palmerlee has been CEO of the American Chamber of Commerce in Australia since 2017. In 2024, she was elected Chairman of AmChams of the Asia Pacific. American-born, she has lived in Sydney for over 20 years 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 US Studies Centre at USyd, the Lowy Institute, the Centre for Independent Studies, and Potomac Partners. In the United States, she held the rank of Assistant Secretary of State. 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 sits on the boards of CIS, The United Way Australia and Georgetown University Australian and New Zealand Studies Center. April also chairs several scholarship selection committees at the Fulbright Commission and teaches MBA students at the University of Sydney Business School.



Rich Hirst
CEO & Co-founder

Rich's personal purpose is to help people become their better selves and bring out the best in others. Trained in organisational psychology Rich has worked with over 100,000 leaders and 1,000 CEOs plus 100's of the global experts to decode and coach exponential leadership mindframes and tactics to achieve new levels of performance, well-being and abundance for all. He is the cofounder and CEO of Abundium, a growth accelerator network for the local leaders of foreign owned companies and not for profits.



Dawn Emsen-Hough
Director, Pride Inclusion Programs, ACON

Dawn Emsen-Hough is the Director of ACON's Pride Inclusion Programs (Pride in Diversity, Pride in Sport, Pride in Health + Wellbeing, Pride Training). All programs provide employer support for all aspects of Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) inclusion.

Dawn started within ACON in 2009 specifically to develop and establish a national Pride in Diversity Program and to develop the Australian Workplace Equality Index (national benchmark on LGBTQ workplace inclusion). Since that time, the program has grown substantially and gained an international reputation for its leading practice and gold standard index.

Dawn now heads up a team of 45+ with dedicated teams focused exclusively on the inclusion of LGBTQ people within workplaces, sports and health and wellbeing services; in addition to a team offering bespoke LGBTQ+ inclusion training across a variety of industries and sectors. In 2022, Dawn established a specialist team within the division to increase focus on data, academic publications and research.

Dawn currently participates on Corporate Diversity Boards and has spoken both nationally and internationally (UK, US, Hong Kong, Manila, Singapore, Amsterdam) on LGBTQ inclusion. She meets regularly with international counterparts in order to monitor, gauge and shift practice in LGBTQ inclusion gauging best practice internationally and contributing to international recommendations and discussions on future trends. Dawn is passionate about the utilisation of indices and data to measure and drive practice. She has co-authored several academic publications and written 5 publications on aspects of LGBTQ+ workplace inclusion. Dawn lives with her partner of 40+ years, Judy and their border collies in Sydney's inner city.



Allison Rossiter
Managing Director, Genetic Signatures

Genetic Signatures' CEO, Allison Rossiter, brings over 20 years in healthcare, with a distinguished career at Roche Diagnostics. Her exceptional communication, leadership skills, coupled with a strong commercial focus, have enabled her to build robust client relationships, manage teams, and consistently exceed sales targets. As Director of Point of Care Diagnostics for the United Kingdom and Ireland, she secured government reimbursement for diagnostic tests, showcasing her strategic acumen. Ms Rossiter's international career extended to Canada and the United States, where she led teams to surpass revenue and profit goals. Her more recent role as Managing Director of Roche Diagnostics Australia saw Ms Rossiter manage transformative change, navigating complex strategic challenges to achieve notable success.



Adam Lai
Partner PwC

Adam is PwC Australia's Managing Partner, Sydney. He is passionate about bringing the best of PwC's global network of firms to support Sydney's businesses, institutions and community to thrive.

Out Leadership Member Companies



About Out Leadership

Out Leadership is the world's premier global platform for businesses to drive LGBTQ+ equality.

We work closely with the world's leading companies to develop extraordinary talent, produce cutting-edge research, advance powerful advocacy, and improve business outcomes.

Out Leadership is a **certified B Corporation**, which means we have voluntarily met the highest standards of verified social and environmental performance, public transparency, and legal accountability to balance profit and purpose.

Join us and play a part in the fight for equality.

Send an email or refer a friend to info@outleadership.com.

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