



OUT LEADERSHIP'S 9TH ANNUAL

AUSTRALIA SUMMIT 2024

OCTOBER 2024





TODD SEARS, Founder & CEO, Out Leadership

Dear Leaders,

It's no secret that Sydney is one of my favorite places on earth and, after Hell's Kitchen, NY and Fire Island Pines, the place I most frequently call home (at last count this will be my 28th visit!). That's because of three things: the people, the places, and the work. After all, the **Australia Summit** kicks off Out Leadership's world-class fall season of global convenings, where we bring together **the region's most equality-minded business leaders**, corporate allies, and luminaries from the stage to the stadium.

This Summit will be no different. With the sponsorship of long-time partners **HSBC, RBC Capital Markets, American Express, and Citi**, we have curated a top-notch program featuring business and thought leaders, each with a unique point of view connected to our collective goal of winning LGBTQ+ equality through the power of business.

We start with our signature event for emerging LGBTQ+ business leaders, the **OutNEXT Salon and Reception**. Brought to us by **OutNEXT Global Sponsor RBC Capital Markets** and hosted by the **Sydney Swans** (the first sports team to host one of our global convenings!) attendees will listen, share, and – like the Swans – drive towards a goal of personal and professional authenticity. This Summit's OutNEXTERS will hear from **Joel Naoum**, Publishing Director at Hachette; **Hayley Falkiner** of the Sydney Swans, and **Heston Russel**, among others.

The **Sydney Swans** are also the proud hosts of the **OutWOMEN+ Breakfast**, which, along with sponsor Allens, promises to be one of our most popular events. **OutWOMEN+** is the first global network of LGBTQ+ women and nonbinary executives, and our line-up of speakers reflects our commitment to shining a spotlight on the best of the best. You'll hear from **Jones Jones**, Program Manager of Aurora Group; **Sheetal Deo**, Founder and Principal Solicitor of Shakti Legal Solutions; and **Jackie Turner**, Director of the Trans Justice project.

No Summit would be complete without our invite-only **CEO Dinner**, which has become the must-attend event for hundreds

of C-suite executives across the region. The dinners are popular because they provide a unique opportunity for candid, challenging, off-the-record conversations with peers across different sectors. This CEO dinner, hosted by **HSBC Australia and Abundium**, will feature both familiar friends and new faces, including **Antony Shaw**, CEO of HSBC, and **Rich Hirst**, Co-Founder and CEO of Abundium.

Next, with proud sponsor **CITI**, we'll convene a roundtable to debrief the latest in our groundbreaking **OutQUORUM research on the ASX and LGBTQ+ inclusion**—both progress and setbacks—at the board level. The roundtable will be anchored by the research's authors and other notable guests.

Last, we conclude the Summit with the **VIP Reception hosted by American Express and Sponsored by RBC Capital Markets**. Always a show-stopper, the reception will feature leaders, artists, and performances that highlight the leadership of regional leaders, including three local nonprofits.

Like all of our global convenings, the **Australia Summit is the shining proof of concept that face-to-face connection, conversation, relationship building, and networking framed by the proud sponsorship of corporate allies is just one way that we are advancing our mission to win equality and better business practices.**

I look forward to seeing all of you at the Summit!

Todd G. Sears

Founder and CEO
Out Leadership

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AUSTRALIA SUMMIT 2024 IS SPONSORED BY:



GLOBAL SPONSORS:



OUTLEADERSHIP



“ Being in the center of these conversations about important issues surrounding equality – family support, healthcare, workplace environment – is vital to our work.”

Antony Shaw
CEO, HSBC Australia
Australia Summit CEO Dinner Host



“ I’m never going to be that very wealthy person but I’ll be that someone who was, hopefully, pivotal in providing access to justice to a wider community.”

Sheetal Deo
Founder and Principal Solicitor,
Shakti Legal Solutions
OutWOMEN+ 2024 Speaker



Summit Overview

OutNEXT Salon and Reception

Monday, October 21st

Host: Sydney Swans

Sydney Swans Headquarters

Royal Hall of Industries 1 Driver Ave.

Moore Park NSW 2021

2:00 pm | Refreshments Available

2:30 pm | Welcome

Todd Sears, Founder & CEO, Out Leadership

Nick Wheeler, Head of Markets and Securities Services,
Australia & New Zealand, HSBC

3:10 pm | Fireside and Q&A

Todd Sears, Founder & CEO, Out Leadership

Nick Wheeler, Head of Markets and Securities Services,
Australia & New Zealand, HSBC

4:15 pm | Keynote: OutVantage™

Gus Kenworthy, Olympic Medalist, Freestyle Skier, Actor, and YouTuber

5:00 pm | Panel Discussion: OutVantage™

Todd Sears, Founder & CEO, Out Leadership

Joel Naoum, Publishing Director, Hachette

Hayley Falkiner, Communications Manager, Sydney Swans

Rebel O'Rourke, VP, Office of the COO, APAC, RBC Capital Markets

5:30 pm | Closing Remarks and Networking

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GLOBAL OUTNEXT



Capital
Markets

OutWOMEN+ Breakfast

Tuesday, October 22nd

Host: Sydney Swans

Sydney Swans Headquarters

Royal Hall of Industries 1 Driver Ave.

Moore Park NSW 2021

9:00 am | Breakfast Begins

9:30 am | Welcome

Todd Sears, Founder & CEO, Out Leadership

Sam Turner, Chief People Officer, Allens Australia

9:40 am | Panel Discussion and Q&A

Sam Turner, Moderator, Allens Australia

Jackie Turner, Director, Trans Justice Project

Jones Jones, Program Manager, Aurora Group

Sheetal Deo, Founder and Principal Solicitor, Shakti Legal Solutions

10:20 am | Networking

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“ If you want higher performance,
you need a higher purpose -
the reason why you are doing
something.”

Heston Russell

Managing Director, Veteran Support Force
Special Forces Combat Veteran & Public Speaker
VIP Celebration Speaker
#OUTLEADER



“ Trans people have a right to lead
good lives. We have a right to dignity,
respect, safety and inclusion. Period.”

Jackie Turner

Director of the Trans Justice Project
OutWOMEN+ Panelist
#OUTLEADER

Summit Overview

CEO Dinner

Tuesday, October 22nd

Host: HSBC

HSBC | 100 Barangaroo Ave, Barangaroo, NSW 2000, Australia

6:00 pm | Cocktail Hour

6:30 pm | Welcome

Antony Shaw, CEO, HSBC Australia

Todd Sears, Founder & CEO, Out Leadership

Rich Hirst, Co-Founder & CEO, Abundium

7:10 pm: | Dinner Begins

Todd Sears, Founder & CEO, Out Leadership

Tony Shaw, CEO, HSBC

8:45 pm | Closing Remarks and Networking

HOSTED AND SPONSORED BY:



OutQUORUM Dinner

Wednesday, October 23d

Host: Citi

Citigroup Centre, 2 Park Street, Sydney NSW 2000

6:00 pm | Check-in

6:30 pm | Welcome and Opening

Todd Sears, Founder & CEO, Out Leadership

6:40 pm | Table Discussions

8:00 pm | Closing Remarks

8:10 pm | Networking

PROUD SPONSOR:



OutQUORUM Sponsors:



VIP Reception

Thursday, October 24th

Host: ICC

ICC Sydney | 14 Darling Dr, NSW 2000

6:00 pm | Cocktail Hour

6:45pm | Acknowledgement of Country

Daniel Gouger, Director, Corporate Banking, Citi

7:05pm | Welcome

Todd Sears, Founder & CEO, Out Leadership

Blair Wark, Country Head, Royal Bank of Canada

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Summit Overview

7:20pm | Video and Fireside Chat

Gus Kenworthy, Olympic Medalist, Freestyle Skier, Actor, and YouTuber
Todd Sears, Founder & CEO, Out Leadership

7:40pm | Non-profit spotlight - Muslim Peers Project (MPP)

Mohammad Awad, Writer/Director/Poet/Playwright/Musician

7:50 pm | Non-profit spotlight - Blaq Aboriginal Corporation

Benjamin McGroary, Diversity and Inclusion Lead at University of Sydney Union

7:50 pm | Video and Performance

8:00 pm | Performance

Mohammad Awad, Writer/Director/Poet/Playwright/Musician

8:05 pm | Non-profit spotlight

8:15 pm | DJ and Networking

Hosted and Sponsored by:





“ We will never achieve gender parity in organisations at all levels with only half the population represented.”

Rich Hurst
Co-Founder & CEO, Abundium
CEO Dinner 2024 Speaker
#OUTLEADER

“ When you're able to love and appreciate and take pride with yourself, that makes everything easier.”

Gus Kenworthy
Olympic Medalist, Freestyle Skier,
Actor, and YouTuber
Australia Summit 2024 Speaker
#OUTLEADER



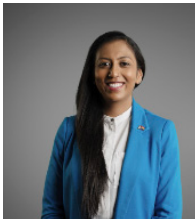
Speaker Bios



Mohammad Awad
Writer/Director/Poet/Playwright/Musician

Mohammad Awad (AKA 3AWADI) is a Writer/Director/Poet/Playwright/Musician who's running out of ways to express himself. Written and directed short films such as The Flower, The Messenger and Beauty Mark, published in an anthology series 'Arab, Australian, Other', they are also one of the proud editors and authors of the award-winning Mental Health collection- 'Admissions'. A development and reading of Mohammads play 'Haram' debuted at Sydney Theatre Company in 2023, alongside award-winning director Tasnim Hossain.

A NSW State finalist in the Australian Poetry Slam, Mohammad has also been honoured as Australia's National Youth Poetry Champion. They have also featured in the Sydney Writers Festival, Sydney Opera House, Sydney Mardi Gras and World Pride, Art Gallery of NSW, The ICC, The Iconic West Ball, Big Thick Energy, Sydney Living Museums - After Dark, Out for Australia's '30 under 30', The Vanguard and Giant Dwarf Theatre. As well as being featured on ABC's hit TV Show 'Space 22', The Drum and SBS.



Sheetal Deo
Founder and Principal Solicitor, Shakti Legal Solutions

Sheetal Deo (She/Her) is an advocate, strategist, and connector. Sheetal is passionate about leveraging platform and privilege to bridge gaps in awareness, education, and accessibility. Sheetal has engaged in a political and social science studies for over 12 years, having earned a Bachelor of Arts degree in Philosophy and Political Science in Canada before obtaining her Juris Doctor, Master of Laws and Graduate Diploma of Legal Practice in Australia. She is a keen believer in 'calling in', not 'calling out' and creating safe and comfortable spaces to ask and learn about otherwise uncomfortable topics.

Sheetal is driven to effect positive social and systemic changes through an intersectional lens and bring this approach to diversity, inclusion, equity and accessibility forums. She recognises that bridging the gap between awareness and action often requires unlearning and challenging the status quo and this needs vulnerability, kindness and compassion. Sheetal strongly believes that issues relating to diversity, equity, inclusion and accessibility may not be our fault, but it is our responsibility.



Hayley Falkiner
Communications Manager, Sydney Swans

Sports journalist turned communications manager with over 10 years experience in TV, radio and online news.

Through my established network of journalists, editors and media outlets I raise the profiles of AFL and AFLW athletes, enhance brand visibility and secure press coverage.

Leaning on my experiences as a journalist, I develop and implement comprehensive communication strategies and manage athlete media commitments.

At my core, I am a passionate storyteller. Through high-quality writing I endeavour to deliver compelling stories, engage audiences and create exciting content.



Daniel Gouger
Director, Citi Corporate Banking in Sydney, Australia

Dan Gouger is a Director in Citi Corporate Banking in Sydney, Australia. As the Global Network Banking Head for Australia and New Zealand, Dan currently manages a team of bankers covering multi-national subsidiaries of US, European, Latin American, and Asia Pacific headquartered companies across all industries. He and his team are responsible to originate corporate banking business including cash management, fixed income, derivatives, and loans.

Dan has been with Citi for 23 years and prior to that was the Global Client Service Manager for Morgan Stanley Capital International (MSCI) for 5 years. Dan is also Co-Chair of the Pride Stream for Citi Australia and New Zealand.

Dan graduated from the University of Pennsylvania's Wharton School of Business with a Bachelor of Science in Economics (Accounting Concentration) and Bachelor of Arts in French from The College of Arts and Sciences. He also earned his Master of Business Administration (MBA) from the Anderson School at UCLA.

Speaker Bios



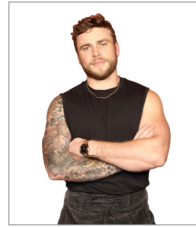
Rich Hurst
Co-Founder & CEO, Abundium

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.



Jones Jones
Program Manager, The Aurora Group

Jones is a dynamic, queer, non-binary parent with 15+ years' experience in business and event management. Passionate about social justice, they created the popular Sydney Vegan Market and vibrant events program for Vegan NSW, and delivered memorable Aurora Balls from 2022 to 2024. Joining Aurora Group in 2021 as Associate Director of Events, Jones became Program Manager in 2023. Their fun, collaborative approach makes them a beloved supporter of Australia's LGBTQIA+ communities.



Gus Kenworthy
Olympic Medalist, Freestyle Skier, Actor, and YouTuber

Gus Kenworthy is a British-American Olympic silver medalist, freestyle skier, actor, model and mental health advocate.

Born in Chelmsford, England, Gus moved to the U.S. when he was two years old and began skiing shortly after in his hometown of Telluride, CO. At 16, Gus was discovered by the international skiing world when he posted a one-minute video of himself on the slopes of Telluride. The video received a lot of attention and sponsors came knocking; his professional career took off.

Kenworthy is known as one of the best all-around park skiers of all time and is one of the only athletes to have podium finishes across all three disciplines (slopestyle, halfpipe and big air) and was the first person to do many groundbreaking tricks in each.

In 2014, Kenworthy won a silver medal for Team USA at the inaugural slopestyle of the Olympic Games in Sochi, Russia. During those Games he gained international recognition after he saved three stray puppies and their mother from euthanization, drawing attention to the plight of rescue animals.

In 2015, Gus came out on the cover of ESPN Magazine and became the first openly gay professional athlete in any action sport.

At the 2018 Olympics, Kenworthy made history by becoming the first openly gay man (alongside Adam Rippon) to compete for the U.S. in a Winter Olympics. During those Games in Pyeongchang, Gus kissed his then boyfriend on live television, which was a significant moment for the visibility of LGBTQ+ athletes and sport communities alike.

Gus had dabbled in acting with cameos on The Real O'Neals, Will and Grace and Olympic Dreams but in 2019 he landed a series regular role on Ryan Murphy's American Horror Story: 1984. He has also appeared on such shows as The Late Show with David Letterman, The Ellen Degeneres Show, Conan, Drop the Mic, Celebrity Family Feud, Hollywood Medium, GMA, The Today Show, Larry King, The Challenge and Coming Out Colton, well as been a guest judge on RuPaul's Drag Race, Top Chef and Beat Bobby Flay. In January 2023, Kenworthy was a contestant on FOX's Special Forces: World's Toughest Test. He also appeared alongside Jane Fonda, Lily Tomlin, Rita Moreno and Sally Field in Paramount's 80 for Brady.

He has appeared on the cover of ESPN: The Magazine, The Advocate, Attitude, Gay Times, Man of Metropolis, OUT, People, Purist, Vulkan magazines and has been featured in Architectural Digest, ESPN's The Body Issue, GQ, Interview, Paper and Vogue.

Gus is an ambassador for Prada, Monster Energy, Smith Optics, Atomic Skis, Beam, CANN and MASTERS App. In 2022, Kenworthy started the Worthy Foundation, a 501c3, to give back to the LGBTQ+ community. No stranger to activism, Gus participated in the AIDS/LifeCycle ride, a 545 mile bike ride from San Francisco to Los Angeles in 2019, raising \$249,745 for the organization. He works with the Trevor Project, a nonprofit organization focused on suicide prevention efforts among LGBTQ+ youth; Happy Hippie Foundation, aiding and focusing on homelessness and LGBTQ+ rights; GLSEN, working to ensure that LGBTQ+ students are able to learn and grow in a school environment free from bullying and harassment; as well as The Humane Society International, working around the globe to promote the human-animal bond and confront cruelty in all its forms.

Kenworthy resides in Los Angeles, CA with his dog Birdie.

Speaker Bios



Benjamin McGrory
Diversity and Inclusion Lead at University of Sydney Union

Chloe Molloy arrived at the club on the first day of the 2023 AFLW Priority Sign and Trade period. Since making her debut for Collingwood in 2018, Molloy has gone on to win the AFLW Rising Star award, the Pies Best and Fairest, earned two All Australian jumpers and booted 37 goals from 47 games. In her first year with the Sydney Swans Molloy was named co-captain and lead the squad to their first ever win and finals series. She will captain the squad alongside Lucy McEvoy for a second season in 2024.



Joel Naoum
Publishing Director, Hachette

Joel Naoum is the Publishing Director at Hachette Australia and was previously the Chief Merchandise Officer at Booktopia. He has worked as a publisher, editor and writer. He ran Pan Macmillan Australia's digital-first imprint Momentum and completed the Unwin Trust Fellowship researching digital experimentation in the book industry in the United Kingdom. He also ran Critical Mass, a book industry consultancy primarily working with self-published authors.



Rebel O'Rourke
Vice President, Office of the Chief Operating Officer, RBC

As a key member of the Office of the Chief Operating Officer Rebel provides support to the Chief Operating Officer on critical areas such as Governance, Regulatory Implementation and Strategy across APAC, predominately supporting the RBC Capital Markets business. Rebel began her career with RBC in 2014 and prior to her current responsibilities held roles within Global Markets and Investment Banking at RBC Capital Markets Australia. Rebel has over 20 years of banking and finance experience having also worked in the Principal Investment Area at Goldman Sachs and in Development Finance at Suncorp Bank.

Passionate about Diversity and Inclusion, Rebel is a member of the RBC Diversity Leadership Council as well as a current member and previous Chair and Secretary of RWomen, RBC's women's employee resource group (ERG). She is an active participant in RBC's Pride and Multicultural ERGs and community engagement activities such as RBC Race for the Kids supporting local youth charities. Rebel is a champion of Lou's Place, a women's refuge based in Sydney with a strong focus on domestic and family violence support, education and awareness.



Heston Russel
Managing Director, Veteran Support Force, Special Forces Combat Veteran & Public Speaker

During my 16 years of serving in the military - where I lead elite teams and completed over 100 combat missions with the Special Forces - I found inspirational purpose defending and protecting those who were innocent - and taking the fight to those were not.

But transitioning back to civilian life was challenging to say the least. In August 2020, feeling irrelevant and isolated, I almost gave up on life. In this harrowing moment, I realised the person truly holding me back was myself.

Now, I'm on a mission to use my experiences learning leadership and human performance to help solve real world problems and empower people to achieve their full potential.

Speaker Bios



Antony Shaw
CEO, HSBC Australia

Antony is the CEO of HSBC Australia. Prior to his current position, Antony led HSBC's institutional sales for the Asia-Pacific region, the Middle East, North Africa and Turkey while also driving growth as its global head of wealth.

He has 30 years of banking experience across domestic and international banks with over 19 years in HSBC. Over the years, Antony has played a significant role in Markets & Securities Services (MSS) where he leads the Institutional Sales for Asia Pacific and the Middle East, North Africa and Turkey (MENAT) regions as well as driving growth as its Global Head of Wealth. Before joining HSBC, Antony worked in the investment banking sector in London and Sydney.



David Lane Sears
Equality Australia Board Director

David is on the Board and Chairs the Investment Committee of Equality Australia. In addition, he is a Trustee on the Colonial First State Super Board and is an Industry Fellow at the University of Technology Sydney.

David is the former Chief Executive, Americas for Perpetual Limited. At Perpetual, he also served as the Group Executive M&A & International Asset Management as well as Group Executive, Perpetual Investments. During his tenure at Perpetual, David was a member of the Perpetual Executive Committee and the Executive Sponsor of the Diversity and Inclusion Council.

Prior to joining Perpetual, David was the Chief Executive Officer of Count Financial. During his 30+ year executive career, David has held various other roles including General Manager - Strategy for the Commonwealth Bank of Australia's Wealth Management Division and Chief Operating Officer of Neuberger Berman's global hedge fund business.

David is a graduate, with honours, from the Wharton School at the University of Pennsylvania. While originally from the United States, David moved to Australia in 1996 with his Australian wife. He is the proud father of a trans daughter and the equally proud son of a lesbian mother.



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 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 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 decade he led it.

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.

Speaker Bios



Jackie Turner
Director, Trans Justice Project

Jackie Turner (she/her) is the Director of Trans Justice Project, the first trans-led national campaigning organisation. She is passionate about community power, developing the leadership of trans and gender diverse people, and building movements that can win. Over the last 10 years as an organiser and campaigner she has led national mobilisations, trained and mentored hundreds of volunteers, and run campaigns across movements for climate and economic justice. When she is not campaigning she enjoys horror movies, cooking, and camping with her wife.



Sam Turner
Chief People Officer, Allens Australia

Sam Turner is an influential global people, inclusion and cultural reform leader with 25+ years' experience across the financial services, technology, higher education, arts, community, and natural resources sectors. Sam is known as an innovator, a strategic thinker, and someone who is passionate about community and the power of positive change.

Sam is the Chief People Officer at Allens, a leading Australian law firm. She is the previous Chief of Staff for Microsoft Asia, and previously served as the Head of Inclusion & Diversity for the Westpac Group. Sam has held senior commercial roles at Microsoft, Westpac, NAB, BHP, and Deloitte.

Sam worked as an independent consultant alongside Elizabeth Broderick, and the Australian Human Rights Commission in their highly respected and public reviews of workplace culture. Sam's focus is specifically on gender and race equality, LGBTIQ+ inclusion, and cultural transformation. She recently co-led the Australian Music Review into sexual harm and harassment.

Sam was the winner of the 2016 Women of Influence Awards and was named one of Australia's Outstanding 50 LGBTIQ leaders in the Deloitte/Google 2018 list and is a Churchill Fellow. She is the Chair of The Aurora Group, one of Australia's largest not for profit LGBTIQ+ Foundations.

Sam holds an Honours degree in Commerce, and a Postgraduate Diploma of Psychology.



Nick Wheeler
Head of Markets and Securities Services, Australia & New Zealand, HSBC

Nick is the Head of Markets and Security Services for Australia and New Zealand, which he started in April 2022. In this role he is responsible for cross-asset product distribution to both Corporate and Institutional clients, HSBC's Securities Services business as well as the bank's treasury division.

Nick also holds the position of the APAC Head of ESG Sales within Global Markets focusing on product innovation, distribution and governance as well as assisting clients on their transition towards sustainable and impact investing.

Joining HSBC's Global Markets division in 2004, Nick has worked in various markets including Hong Kong and Singapore.

Nick graduated from Macquarie University with a Bachelor of Economics, majoring in Finance in Australia.



Blair Wark
Country Head, Royal Bank of Canada

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.

Out Leadership Member Investors



Out Leadership Member Companies



Out Leadership Nonprofit Partners

Out Leadership is proud to convene and partner with 72 nonprofits around the world. In addition, Out Leadership donates 20% of its profits to nonprofit partners.



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.



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

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



The Out Leadership team at OutNEXT Summit for Emerging Leaders 2024

Out Leadership Team



Todd Sears
Founder & CEO



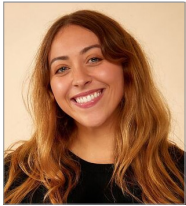
Marco Martinot
Chief Growth
& Financial Officer



Jane Barry-Moran,
Managing Director,
Programs & Research



Michael Paterson
Managing Director, Marketing,
Communications & Creative



Megan Stretton
Director, Global Events



Leo Scheck
Manager, Digital Media
& Communications



Cameron Wu
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& Research



Camille Witt
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Experience



Cara Crosby
Associate, Global Events
& Marketing



Mila Jam
Senior Adviser,
Trans Initiatives



Kalyn Jahansouz
HR Director



Matt Fust
Senior Adviser



Ken Janssens
Senior Adviser



Get involved: info@outleadership.com