



WOMEN IN INDUSTRY

Industry, Leadership, Enterprise
and Development

LEADING

Women rising.
Industries changing.
Futures leading

I-LEAD Women in Industry: uncovering the power of women leaders in Tasmania's traditionally male-dominated industries and occupations.

If we want industries to thrive in Tasmania, we need to embrace the unique and powerful contributions of women. **I-LEAD Women in Industry** is a unique opportunity for rising and established women leaders to accelerate their leadership development while shaping more inclusive, innovative, and resilient industries for the future of Tasmania.

This program is designed exclusively for women to address the under-representation of female leadership in male-dominated industries. It provides practical tools, strategies, and insights to overcome barriers, challenge biases, and disrupt the status quo. Participants will explore ways to increase representation, strengthen decision-making influence, and advance their careers while driving positive change in their fields. The program develops both core leadership capabilities and the targeted skills required for progression into executive and board level roles.

I-LEAD Women in Industry fosters connections among ambitious women, building a supportive network where participants can grow, enhance their leadership capabilities, and boost their confidence. Together, they can champion gender equality and leadership that benefits Tasmania's industries and communities.

Delivered across seven powerful sessions between October and December 2025, the program begins and concludes with in-person gatherings in Launceston and Hobart, complemented by five interactive online sessions.

Weekly online sessions enable participants to apply learnings in real time, ensuring immediate application. They also support development of relationships between participants.

Tasmania's women in male-dominated sectors face unique challenges, and key elements that set this program apart from other I-LEAD programs include:

- A dedicated event to engage with high-profile women, building impactful relationships, networks and inspiring leadership advancement.
- Formal mentoring post-program drawn from the membership of Tasmanian Leaders Alumni and other industry bodies.

Expert facilitators and prominent professionals will guide participants through invaluable insights and practical strategies, empowering women to lead with purpose, navigate complexity, and create lasting change in their industries.

The **I-LEAD Women in Industry** program focuses on three core leadership domains:

Personal Leadership

- Deepen self-awareness and uncover actionable insights into your preferred leadership style.
- Explore the neurobiology of leadership and discover practical strategies to optimise performance for yourself and your team.

Strategic Leadership

- Develop critical thinking skills to navigate and lead effectively in complexity
- Expand your capacity to influence and drive meaningful change within your organisation and industry.

Governance and Board Readiness

- Gain foundational knowledge in governance, including board structures, decision-making responsibilities, and the skills and behaviours required for board effectiveness.
- Explore pathways to board roles and learn how to position yourself as a future candidate.

OUTCOMES

Unlock these results through **I-LEAD Women in Industry**:

- ✓ Better understand your strengths as an industry leader.
- ✓ Craft a powerful and strategic vision for yourself, your organisation and your industry.
- ✓ Improve your capacity to raise your voice and make change in your organisation.
- ✓ Join an encouraging and welcoming network of influential and supportive peers.
- ✓ Advance inclusivity and diversity to drive better organisational performance and results.
- ✓ Play a role in advancing gender equality for the good of everyone in Tasmania.

Who should join?

I-LEAD Women in Industry is designed for rising and established leaders in Tasmania's traditionally male-dominated industries and occupations, including mining, construction, forestry, fisheries, manufacturing, agriculture, STEM, electricity, water, gas, waste services, and technical trades.

If your industry is not listed, please make a case for how women are underrepresented in your industry or occupation and how **I-LEAD Women in Industry** could help.

I-LEAD Women in Industry is committed to the full inclusion of all Tasmanian women. Tasmanians identifying as female are encouraged to apply.

Selection criteria

I-LEAD Women in Industry will most benefit passionate women with management and leadership experience with a genuine aspiration to occupy leadership roles into the future.

Successful applicants will have demonstrated leadership ability and ambitions with a commitment to take their organisations and industries forward with greater inclusivity and diversity.

Applications will be assessed against the following criteria:

- Employment in Tasmania in a traditionally male dominated industry or occupation.
- Demonstrated previous leadership experience and achievement.
- Commitment to participate in the program and work with, learn from and share with others.
- Potential to contribute through current and future roles for the benefit of Tasmania.

2025 KEY DATES

APPLICATIONS

| | |
|----------------------|---------------------|
| Open | NOW |
| Applications close | 15 September |
| Applicants confirmed | 29 September |

SESSIONS

| | |
|-----------------|--|
| OPENING | Door of Hope, Launceston (in-person) 29 - 30 October, 9.00 am – 5.00 pm <i>including evening dinner on 29 October.</i> |
| ONLINE 1 | 4 November, 10.00 am – 12.00 noon |
| ONLINE 2 | 11 November, 10.00 am – 12.00 noon |
| ONLINE 3 | 18 November, 10.00 am – 12.00 noon |
| ONLINE 4 | 25 November, 10.00 am – 12.00 noon |
| ONLINE 5 | 2 December, 10.00 am – 12.00 noon |
| CLOSING | The Old Woolstore, Hobart (in-person) 11 December, 9.00 am – 5.00 pm 12 December, 9.00 am – 2.00 pm <i>Including industry lunch on 12 December.</i> |

TOTAL COMMITMENT

| | |
|------------|-------------------------------|
| 3.5 | full days delivered in-person |
| 1 | evening meal |
| 1 | industry lunch |
| 5 | live online sessions |

Program commitment involves:

- Attending all program events.
- Commitment to preparation and reflection between sessions.

“The I-LEAD Women in Industry program connected women across Tasmania and gave us the unique opportunity to find common ground across our industries. The program enabled us to develop our leadership skills and form connections with likeminded women to give us the support network to enable change across Tasmania.”



- Georgina Kemp, Associate, Plus Architecture

“I found the program to be incredibly empowering and rewarding. Now I understand the value myself and other diverse leaders and thinkers bring to a team or decision-making process; identifying which voices aren't at the table is a powerful tool for making real change for diversity and inclusion.”



- Cassie Tickner-Smith, Consultant, RMCG

“The I-LEAD program is the first leadership program that helped me to understand not only myself as a leader but also the value I bring when I bring my authentic self. The learning environment is supportive and encouraging, through both the facilitators and being surrounded by a group of like-minded individuals. I often lean into my learnings to manoeuvre through the everyday challenges of being a leader.”



- Tammy Brooks, Site Manager, Dyno Nobel

Program fees

The fee for **I-LEAD Women in Industry** is **\$1975**.

Thanks to the support of the Tasmanian Government, there are 40 fully subsidised scholarships available for individuals from non-government organisations.

We also have a limited number of scholarships for Tasmanian Aboriginal People, or those living with a disability.

Next steps

To find out more about **I-LEAD Women in Industry** or to register please visit our website:
www.tasmanianleaders.org.au

Other programs

Seeking a different leadership development opportunity? Please visit our website to see the other programs we offer.

Get in touch

For more information, support with registration or to talk to our staff about **I-LEAD Women in Industry** or any of our programs, please contact Ros Young, our Program Coordinator:

Phone 0429 950 578

Email ros.young@tasmanianleaders.org.au

Stay in touch



@TasmanianLeaders



linkedin.com/company/tasmanian-leaders-inc



www.tasmanianleaders.org.au

Program partners



Tasmanian Leaders proudly supported by

