

Including an unprecedented line-up Australia's highest ranking leaders



The Australian Police, Defence and Emergency Services Leadership Summit 2010

Canberra, 16th & 17th September - Canberra Southern Cross Club

The Australian Police, Defence and Emergency Services Leadership Summit is the annual leadership development conference for managers and supervisors at all levels of Australia's Police, Defence and Emergency Services.



Air Marshal Mark Binskin, AM, RAAF
Chief of Air Force



Rear Admiral D.R. Thomas AO, CSC, RAN
Deputy Chief of Navy



Iain Mackenzie AFSM, MLshipMgt(Policing)
Deputy Commissioner, Queensland Fire and Rescue Service



Brigadier Alison Creagh, CSC
Director General Public Affairs, Army



Andrew Colvin APMOAM
Deputy Commissioner, AFP



David Melville APM
Commissioner, Queensland Ambulance Service

2010 Presenting Organisations





“Current times need current thoughts on leadership. Your team is your pride and how you inspire them is paramount to them seeing the values that the company wishes to portray in the wider community. All we have is our image and integrity, and that starts at the top. Good leaders get great results.”

**Richard Jones – General Manager, Westpac
Rescue Helicopter Service**

Summit Overview

Including presentations from an esteemed line-up of high ranking officers and officials, as well as frontline and operational people managers, the Summit offers an unparalleled opportunity to observe effective individual and organisational leadership inside of Australia’s police, defence and emergency services. In addition to providing a platform to explore contemporary leadership practice, the Summit provides a unique opportunity for delegates to develop invaluable professional and personal networks.

Summit Audience

Summit attendees will comprise a broad spectrum of middle and upper level managers from Australian police and emergency services organisations, as well as a significant number of representatives from the Australian Defence and Security Services. Delegates will come from a diverse range of organisations across both metropolitan and regional Australia.

Summit Themes

Building public trust: Facing the ongoing challenge of public support

Working towards a common goal: Leveraging inter-agency relationships

Leadership under pressure: Inside the Purana Task Force

People centric leadership: Relating to your people and delivering on your vision

Leadership under the microscope: Leadership lessons from the 2009 Victorian Bushfires Royal Commission

Future Leaders: Managing an effective leadership pipeline

Understanding international aid situations: lessons for front line managers

Supporting your team: Understanding and managing the physical and mental effects of extreme workplaces

Organisational reform: Challenges in changing old habits

Dates and Location

The Australian Police, Defence and Emergency Services Leadership Summit 2010 will be held at Canberra Southern Cross Club on 16th & 17th September.



The Police, Defence and Emergency Services Leadership Summit is facilitated by one of Australia's foremost human resources consultants and organisational Psychologists.

Simon Brown-Greaves
Group Managing Director, National
Leadership Institute (former Manager
Victoria Police Psychology Unit)



Simon Brown-Greaves is an experienced senior executive manager and organisational consultant with extensive experience in managing multi-disciplinary teams and delivering human capital projects and services in the Australian market. Simon is a specialist in the areas of senior leadership development, organisational strategic planning and human capital consulting.

During his time with Victoria Police Simon was involved in the development and implementation of Project Beacon. In the 2 years leading up to Project Beacon members of Victoria Police shot and killed twice as many people as police forces in all other Australian jurisdictions combined. Project Beacon was established - with a 'safety first philosophy' - which put in place a coordinated set of policy, procedural and training initiatives to minimise the use of force by police and maximise community and police safety. Simon continues to advise a number of Australia's police forces on a variety of procedural and human capital issues. Simon also lectures in ethics and professional practice at the University of Melbourne and is on the academic council at the Navitas College of Public Safety.

“Operating in an increasingly complex environment driven by social, demographic, economic and climate change, emergency services are facing many unprecedented challenges. Never before has strong leadership and the ability for organisations to change and adapt been more important. The Police, Defence and Emergency Services Leadership Summit provides an opportunity for us to review the type and style of leadership required to meet these challenges head-on.”

Mary Barry – CEO, Victoria State Emergency Service



Summit Organisers

The Australian Police, Defence and Emergency Services Leadership Summit has evolved and been informed by a strategic alliance between the National Leadership Institute (NLI), the Workplace Training Advisory of Australia (WTAA) and key Australian emergency, defence and security services spanning all states and territories. The Summit organising committee is guided by a specific charter to support the development of leadership excellence at all levels of Australian Police, Defence and Emergency Services.

Contact Details



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Summit Day One - 16 September

9.00 - 9.20

Summit welcome and opening address

Simon Brown-Greaves

9.20 - 9.55

In the business of saving lives: The importance of effective leadership in the police, defence and emergency services



Howard Broad
Commissioner, New Zealand Police

During his presentation the Commissioner will be exploring the importance of effective leadership at all levels of an organisation and how leaders within the New Zealand Police Service are working towards a unified culture of strong leadership.

New Zealand's Police Commissioner has a strong developmental focus and has been involved in making significant improvements in police operational practice, intelligence, planning, responding to diversity, and executive management processes. Since taking office Commissioner Broad has overseen significant growth in the strength of the Police, reformed practices relating to family violence, sexual crimes and child abuse, and developed the police response to organised crime. Commissioner Broad holds a Diploma in New Zealand Policing (Royal New Zealand Police College), and the degree, Bachelor of Laws (Victoria University of Wellington). He is a barrister and solicitor of the High Court of New Zealand.

9.55 - 10.30

Building public trust: Facing the ongoing challenge of public support



Brigadier Alison Creagh, CSC
Director General Public Affairs, Army

Brigadier Creagh will be exploring the challenges of managing public perception particularly in reference to life threatening situations where personal are required to make split second decisions. With an ever decreasing margin for error, how do you manage public expectation whilst maintaining optimal operational effectiveness?

Throughout her career, Brigadier Creagh has served in a wide range of appointments in various Army and joint Australian Defence Force units and headquarters. Her experiences include operations, planning, training, capability development, acquisition and personnel management. Brigadier Creagh holds a Master in Management Studies (Project Management) and a Master in Defence Studies from UNSW and a Graduate Diploma of Communications and Information Systems.

10.30 - 10.50 Morning tea

10.50 - 11.50

Panel Discussion: Identifying and developing effective leaders



Brigadier Matthew William Hall, CSC
Commander of Career Management, Army

Brigadier Matthew Hall entered the Royal Military College in 1983 and was commissioned into the Royal Regiment of Australian Artillery in 1986. Brigadier Hall has held regimental and staff intelligence appointments at tactical, operational and strategic level, as an analyst and Intelligence Officer. Tertiary qualifications include a Bachelor of Arts (Military Studies) and a Masters of Management (Human Resource Management) from the University of New South Wales, a Masters of Defence Studies from the University of Canberra, and a Masters of Strategic Studies from Deakin University.



David Melville APM
Commissioner, Queensland Ambulance Service

Commissioner David Melville has over 32 years experience in bringing a uniformed operational service delivery to the community of Queensland. He has extensive experience in operational planning, management and administration and professional development. The Commissioner holds a Masters in Educational Administration, Graduate Certificate in Public Policy, Graduate Certificate in Applied Management and a Bachelor of Arts degree. He has received additional awards for scholarly achievement at both the University of New England and Australian Institute of Police Management.



Rob Rogers, AFSM
Assistant Commissioner, NSW Rural Fire Service

Assistant Commissioner Rob Rogers has been involved in the fire industry for more than 30 years. In his current role of Director Operational Services, Mr Rogers is responsible for leading the NSW Rural Fire Service's (NSW RFS) operational capabilities in rural fire districts across NSW. The NSW RFS is also the lead co-ordination agency for bush fire fighting throughout the state, an activity undertaken through the state-wide coordination centre which falls under Mr Rogers' area of responsibility. He is also responsible for leading and directing the development and implementation of community resilience policies, strategies and programmes to reduce risks and educate the community. Mr Rogers has represented the Service at international assignments and fire fighting operations in the United States, Singapore, Malaysia, China, Korea, Japan, Vietnam and Brazil.



Madeleine Glynn
Assistant Commissioner SA Police

Madeleine joined the SA Police Force in 1976, and served as a general patrol officer in both country and the metropolitan area before becoming a criminal investigator. Madeleine was promoted in 1993, to Commissioned Rank serving in various management positions in Local Service Areas and Crime Service. In 2002, Madeleine took over as Assistant Commissioner Crime Service. Crime Service is responsible for the policing of serious and organised crime both within South Australia and also in partnerships across state and national agencies and jurisdictions. Currently Madeleine is the Assistant Commissioner Southern Operations Service which provides a policing service to the southern half of South Australia.

11.50 - 12.30

Working towards a common goal: Leveraging inter-agency relationships



John Adrian Lawler, APM
Chief Executive Officer, Australian Crime Commission

The ACC is a dynamic and flexible organisation that collects and disseminates criminal intelligence and undertakes criminal investigations with and for its partners. During his presentation CEO John Lawler will discuss the role of the ACC with a particular focus on their relationships with other agencies and how working collaboratively and effectively is the key to fighting serious and organised crime.

Mr John Lawler APM has extensive experience in a wide range of law enforcement disciplines performing key executive roles at the local, national and international levels. Mr Lawler holds a graduate certificate in Business Banking from Monash University, is a graduate of the Australian Graduate School of Management Managers Program at the University of New South Wales and is a member of the Australian Institute of Company Directors.

12.30 - 12.40

Morning Review

Simon Brown-Greaves

12.40 - 1.30 Lunch

1.30 - 2.20

Panel Discussion: Effective communication at crisis point



Bruce Grady
Acting Chief Officer, Emergency Management
Queensland

Prior to joining the Queensland public sector Bruce Grady spent extended periods with the New South Wales Attorney General's Department and Cabinet Office, and has also been self-employed. Bruce joined Emergency Management Queensland in early 2006 as part of the Queensland Government's Executive Mobility Program. In his role as Acting Chief Officer his focus is on policy development, planning and operational response.



Hadyn Smith
Chief Executive, LandSAR New Zealand

LandSAR is the voluntary organisation that exists to give expert support to the two lead SAR agencies, NZ Police and the Rescue Coordination Centre of New Zealand. Hadyn has led LandSAR at a crucial time for volunteer development as they have evolved into a more complete national organisation, introduced a five year Strategic Plan, developed national competency requirements, raised the organisations public profile and improved coal face membership communication and support.

2.20 - 3.00

Leadership under pressure: Inside the Purana Task Force



Bernie Edwards
Detective Inspector, Homicide Squad, Victoria Police

The Purana Task Force was established to investigate the infamous Melbourne gangland killings. In the years following its creation Task Force Purana has enjoyed success in investigating and halting the killings and has been widely praised for its efforts. As the head of the task force Detective Inspector Edwards was pivotal in guiding the efforts of his team throughout the largest organised crime investigation in Australian history. During his presentation Detective Inspector Edwards will discuss the challenges of leading an investigation in the light of overwhelming media and public interest.

Bernie Edwards joined Victoria Police in 1980 and has spent the past 20 years as a detective. Detective Inspector Edwards holds a Masters in Organisational Leadership.

3.00 - 3.20 Afternoon Tea

3.20 - 4.00

Leading through change: Change leadership versus change management



Iain Mackenzie AFSM, MLshipMgt(Policing)
Deputy Commissioner, Queensland Fire and
Rescue Service

Continuing the age old debate on leadership versus management and focusing specifically on organisational change, Iain will use his extensive experience and knowledge to discuss the challenges of implementing change within an organisation.

Since joining the fire service in 1981, Iain has served in the areas of operations, training, fire investigation and strategic planning and as Deputy Commissioner, he is responsible for the operations and service delivery of the seven regions across Queensland. Iain holds a Masters Degree in Leadership and Management in Policing; is a graduate of the Institute of Fire Engineers and has attended the United States National Fire Academy, Executive Fire Officer Program. Iain currently chairs the Australasian Fire & Emergency Services Council, Workforce Management Group and is accountable for Industrial Relations issues within QFRS, including Enterprise Bargaining negotiations.

4.00 - 4.45

Insights from the floor: Day one review and discussion

Simon Brown-Greaves

5.00 - 6.00

Summit Drinks

The Summit Drinks offers a unique opportunity for comrades across Australia's Police, Defence and Emergency Service organisations to relax, unwind and debrief the days events. This hour provides the perfect opportunity to meet and network with fellow peers from emergency response organizations from across the country.

Summit Day Two - 17 September

9.00 - 9.10

Opening comments

Simon Brown-Greaves

9.10 - 9.50

Leadership under the microscope: Leadership lessons from the 2009 Victorian Bushfires Royal Commission



Ron McLeod AM
Commissioner, 2009 Victorian Bushfires Royal
Commission

Tasked with uncovering the truth about the effectiveness of Emergency Services surrounding both the 2003 ACT and the 2009 Victorian bushfires, Ron McLeod has gained a unique perception of the challenges of leadership under the most extreme pressure. During the Summit Ron will discuss some of the outcomes of the Royal Commission specifically focusing on aspects of leadership and communication and what can be learnt from these significant events.

After an early career in the Public Service Board, Ron moved to the Department of Defence where between 1982 and 1994 he was Deputy Secretary responsible for the Defence Budget and oversight of the Department's civilian workforce. In 1994 he was awarded an AM in the Queen's Birthday Honours for his public service. He was appointed in 1995 as Inspector General of Intelligence and Security, and in 1997 as Commonwealth Ombudsman. Shortly after his retirement, the ACT Government asked Ron to undertake an inquiry into the operational response to the bushfires that swept through Canberra and the ACT in January 2003. Since his retirement, he has undertaken a number of reviews and inquiries for a range of Government Departments and agencies. Most recently, on 16 February 2009, Ron was appointed Commissioner of the 2009 Victorian Bushfires Royal Commission to investigate the causes and responses to the bushfires which devastated Victoria on 7 February 2009.

9.50 - 10.30

Future Leaders: Managing an effective leadership pipeline



Air Marshal Mark Binskin, AM
Chief of Air Force

Leadership is about establishing an enduring and flexible architecture that makes performance happen, gets the work done, and achieves results. Knowing when and how to select new leaders is critical in building depth in an organisation and achieving long term goals. Some organisations wait too long to choose and develop new leaders, and end up giving the position to someone from outside the company. In effective organisations, however, good leaders are often grown not imported. Air Marshall Binskin will explore ways in which the Australian Air Force manages its leadership pipeline.

Air Marshal Mark Binskin was promoted to Air Marshal and appointed Chief of Air Force on 04 July 2008. He was awarded the Member of the Order of Australia (AM) for his performance as a Fighter Combat Instructor and the RAAF F/A-18 Display Pilot. Air Marshal Binskin is a graduate of the Harvard Business School Advanced Management Program, Australian Institute of Company Directors and RAAF Command and Staff Course where he was awarded the Chief of Staff's Prize for Professional Excellence.

10.30 – 10.50 Morning tea

10.50 – 11.50

Panel Discussion: Organisational knowledge versus leadership capability



Martin Studdert, AM
Director General, Emergency Management Australia,
Attorney-General's Department

Martin Studdert is responsible for the coordination of Australia's response to crises, including natural disasters and terrorist or security related incidents both domestically and internationally. He manages the National Disaster Relief and Recovery Arrangements and coordinates the delivery of protective security to Australia's Holders of High Office, events of special significance and to the diplomatic community within Australia. He has a Masters of International Relations, a Bachelor of Arts and post graduate qualifications in management, communications and IT.



David John Owens APM
Deputy Commissioner - Field Operations, New South
Wales Police Force

As Deputy Commissioner - Field Operations, Mr Owens has direct responsibility for the provision of community based policing through 15,000 staff including over 12,500 police officers working from more than 500 police stations across the State. He has performed various roles which include Operation Commander - Operation CONTEGO (APEC 2007 Leaders Week) and Operation Commander - Operation ANGELUS (World Youth Day 2008). Mr Owens currently holds the legislative role of State Emergency Operations Controller, responsible for overall emergency management responses within the State. He has been the corporate sponsor and driving force behind the implementation of the NSW Police Force Mental Health Intervention Team (MHIT) as well as the Incident Commanders course.



Andrew Colvin APMOAM
Deputy Commissioner, Australian Federal Police

Assistant Commissioner Colvin has been a member of the AFP since 1990. In 2002 Andrew was promoted to Superintendent where he assumed the responsibility of National Coordinator for Counter Terrorism. Andrew was awarded the Order of Australia medal for his contribution to the 2002 Bali bombing investigation and was subsequently promoted to Commander where he played a lead role in developing the framework for what is now the Counter Terrorism portfolio of the AFP. Between July 2009 and May 2010, Andrew attained a Masters in Public Administration at the Harvard Kennedy School of Government, Cambridge, USA, before returning to take up his appointment as the Deputy Commissioner Operations. As Deputy Commissioner Operations Andrew has responsibility for the Serious and Organised Crime, and Crime Operations portfolios of the AFP.

11.50 - 12.30

Understanding international aid situations: lessons for front line managers



Reverend Tim Costello,
Chief Executive, World Vision Australia

World Vision provides much needed relief in emergency situations as well as providing long-term support for community development projects. As well as emergency relief World Vision seeks to address the causes of poverty and help people move towards self-sufficiency. During the Summit Tim will be discussing his own role as leader of Australia's largest overseas aid organisation as well as World Vision's ongoing relationship with emergency services both at home and overseas.

In his role as CEO of World Vision Australia, Tim has witnessed the worst of humanitarian disasters and seen the most inspiring human responses to suffering. In 2004, Tim was awarded Victorian of the Year, in June 2005 he was made an Officer of the Order of Australia (AO), for "service to the community through contributions to social justice, health and welfare issues, international development assistance, and to the Baptist Church" and was named Victorian Australian of the Year in 2006.

12.30 - 12.40

Review
Simon Brown-Greaves

12.40 – 1.30 Lunch

1.30 - 2.20

Supporting your team: Understanding and managing the physical and mental effects of extreme workplaces



Major General Paul Alexander,
Surgeon General, Australian Defence Force

MAJGEN Paul Alexander joined the Army in 1976 and completed his medical training at the University of Melbourne in 1978. Following several years of clinical training in Victorian hospitals, he commenced the first of several regimental appointments as the Regimental Medical Officer (RMO) of the 3rd Battalion Royal Australian Regiment. He was promoted to Brigadier in January 2004 and assumed the position of Assistant Surgeon General ADF - Army. MAJGEN Alexander has a Masters in Legal Medicine and is a Fellow of the Australian College of Legal Medicine. MAJGEN Alexander was appointed Commander Joint Health and Surgeon General Australian Defence Force on 4 August 2008 and Joint Health Command was established on 11 August 2008.

Joint Health Command (JHC) provides health care and, from the health perspective, ensures the preparedness of Australian Defence Force (ADF) personnel for operations, as well as preparing deployable elements of JHC for deployment in support of operations. To effect this, JHC develops strategic health policy, provides strategic level health advice and exercises technical and financial control of ADF health units.

2.20 - 3.00

Organisational reform: Challenges in changing old habits



Rear Admiral D.R. Thomas AO, CSC, RAN
Deputy Chief of Navy

Since joining the Navy in 1974, Admiral Thomas has served as a Seaman Officer in a wide variety of ships, and as a Principal Warfare Officer (PWO), where he specialised in above water warfare.

Since becoming a senior leader of the Navy in 2002, Admiral Thomas has gained experience in many different parts of the Australian Defence Organisation, including Commander of the Australian Fleet and Commander of the Australian Defence College. Since 2008, Admiral Thomas has served as the Deputy Chief of the Navy where he is responsible for over 12000 personnel, the coordination and implementation of future Navy Capability including the New Generation Navy initiative, whole of Navy financial management, international engagement and governance arrangements.

During his career, Admiral Thomas has been recipient of the Conspicuous Service Cross and was awarded the Commendation for Distinguished Service on Australia Day, 2003. He was made a Member of the Order of Australia (AM) in 2002 and promoted to Officer of the Order of Australia (AO) in 2009.

3.00 – 3.30

Summit closing comments
Simon Brown-Greaves

