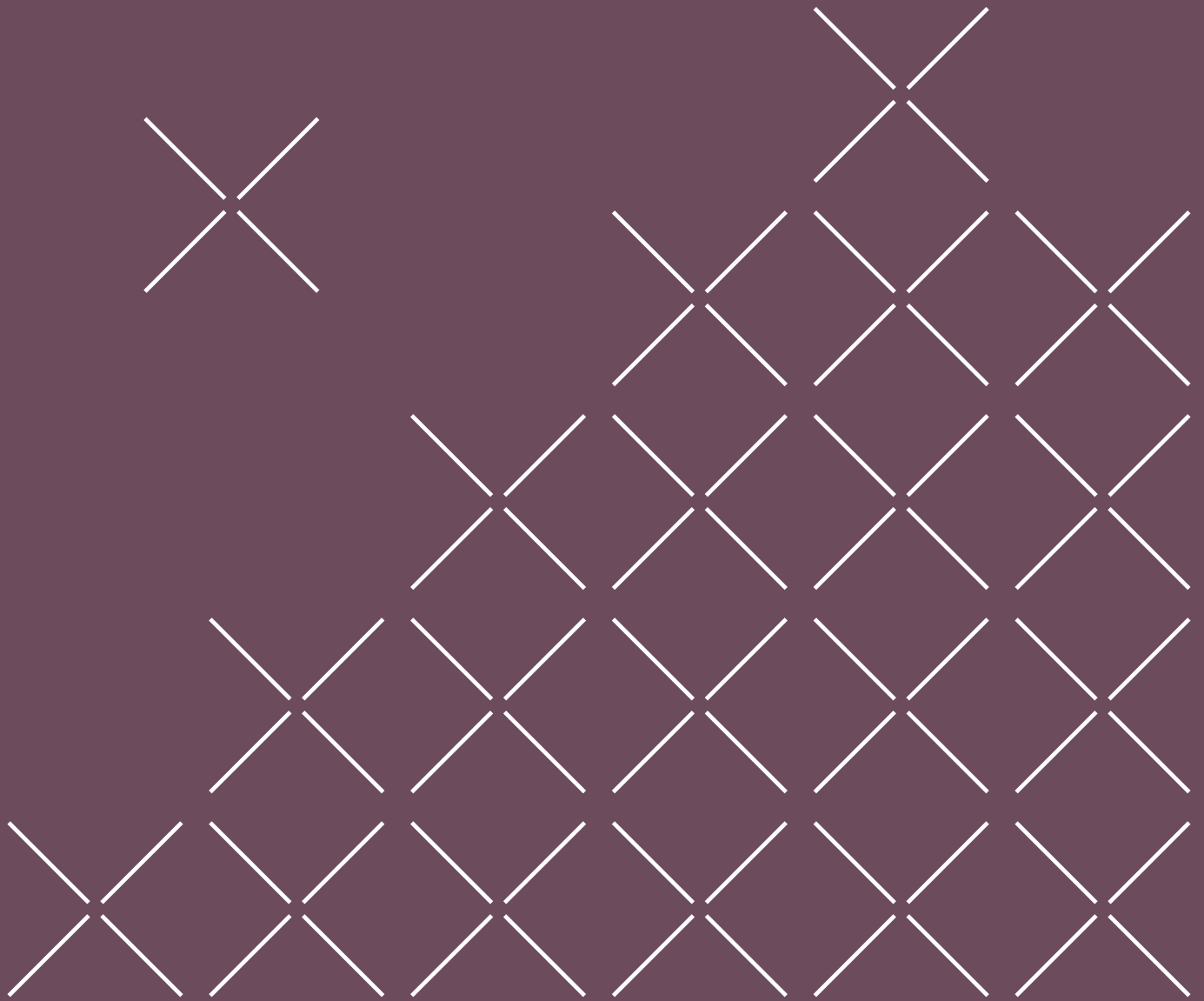


You're Invited

# Improving Democracy: Transforming NSW Parliament for Women



Date: 15-16 December, 2023  
Location: UNSW City Campus, Sydney

Next25™

# An initiative developed exclusively for women parliamentarians to reconnect to their values and harness their power, not only as individuals in the political system but as individuals who can work collectively to improve the system for all.

Australians' lack of trust in government is a root cause of our country's underperformance in creating a flourishing future. To restore trust in government, Next25 supports parliamentarians to reconnect to their values and harness their power, not only as individuals in the political system but as individuals who can improve the system. How women are treated in politics and the parliamentary system is a large part of the overall problem of low trust in government, and women in the political system are powerful agents of change. Creating the conditions for a more inclusive culture in politics can improve democracy for all.

So, in 2023, we are building on the success of our 2022 inaugural "Improving Democracy: Transforming NSW Parliament for Women" program.

This opportunity is open to all NSW women parliamentarians. A two-day workshop based on the most up-to-date leadership research whilst leveraging insights provided directly by parliamentarians and delivered in partnership with Corporate Evolution, a world leader in values-based culture and leadership consulting.

Venue	UNSW City Campus, Sydney
Day One	Friday, 15 December 2023, 8am-5pm (followed by informal dinner)
Day Two	Saturday, 16 December 2023, 8am-5pm

\*Pre-work includes undertaking stakeholder interviews and a 3-hour synthesis workshop

"I was doubtful about the ability of a small group of diverse women to change the culture of parliament. Now I believe that we really can."

**Anon**, (Improving Democracy: Transforming NSW Parliament for Women 2022)



Register Your Interest Today: [tinyurl.com/3wssmr3e](https://tinyurl.com/3wssmr3e)

# 1. Who's Involved

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## Your Colleagues

In 2022, eight of your fellow women parliamentarians (18% of women in parliament at that time) took part in the inaugural “Improving Democracy: Transforming NSW Parliament for Women” program. They united across party lines with a shared desire to rebuild trust with the public and transform the experience and participation of women in parliament. Today, they are still working collaboratively, supported by Next25 and Corporate Evolution, and they want as many women as possible in NSW Parliament to take part in 2023.

Of the women parliamentarians who took part in 2022:

- 100% recommend the program to other parliamentarians
- 100% wanted to be involved in the next steps
- 100% experienced a medium-to-large improvement in their confidence in the ability of themselves and others to play a role in transforming parliament
- 100% encourage Next25 to run this initiative in other Australian parliaments

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## Next25

An independent think-and-do tank with a strong track record working with parliamentarians across Australia. Currently, 17% of NSW Parliament are alumni of Next25 Leadership.

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## Corporate Evolution

A leader in values-based consulting and facilitator accreditation, specialising in creating sustainable change in an unpredictable world. Their work forms the basis of the Next25 Leadership program.

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## Professional Facilitators

**Renu Burr**, Associate Professor, Centre for Social Impact at UWA and Senior Consultant at Corporate Evolution  
**Chloë Spackman**, CEO, Next25

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Next25™



CORPORATE  
EVOLUTION

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# 2. What to Expect

A proven process that will support you in addressing challenges for **self and system**.

This innovative and challenging initiative draws on international best practices from parliamentary and corporate leadership programs. Be prepared to engage with different perspectives, break down previously held assumptions, and be open to creating new possibilities. Within this creative space, you will:

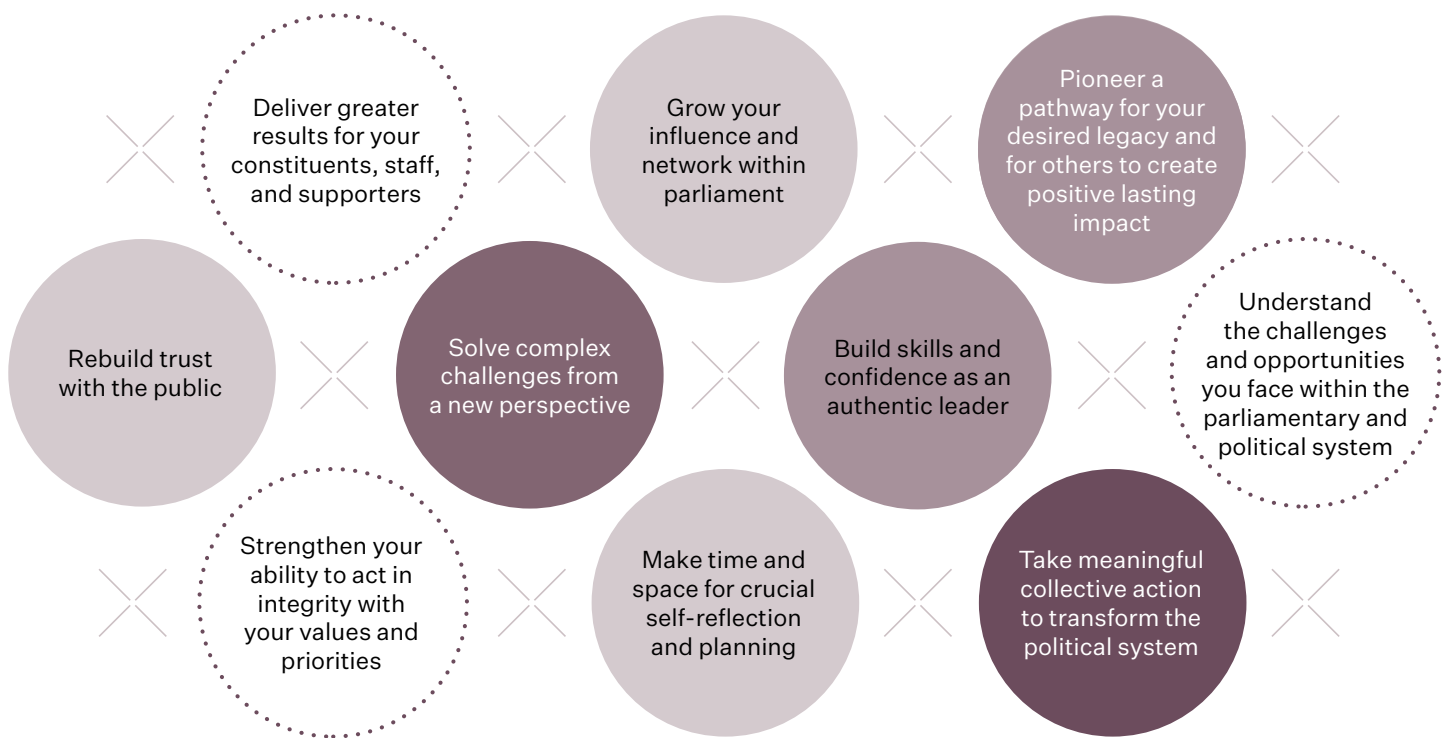
- Unlock a significant leadership challenge that you are currently facing
- Discover how to move from a reactive to a creative mindset
- Explore and define the core challenge for women parliamentarians as a group
- Clarify purpose, vision, and priorities for improving the political system
- Develop a practical and actionable plan to improve the experience of parliament
- Emerge as a more authentic leader with powerful connections among colleagues

Valued at over \$5,500, this specially designed initiative is available to all NSW women parliamentarians for \$1,500 (plus GST). All members of NSW Parliament are eligible to apply for a Skills Development Allowance, which can be used to participate in this experience. It is your responsibility to confirm details of the Skills Development Allowance, your eligibility, and the application process with NSW Parliament directly.

“This is the second time I have completed this course, and I would do it again. Each time I gain a different insight that improves my skills and confidence to be a better contributor to both my community and as a member of the NSW Parliament.”

**Liesl Tesch MP, NSW Labor**  
(Leadership course, 2019 and Improving Democracy: Transforming NSW Parliament for Women, 2022)

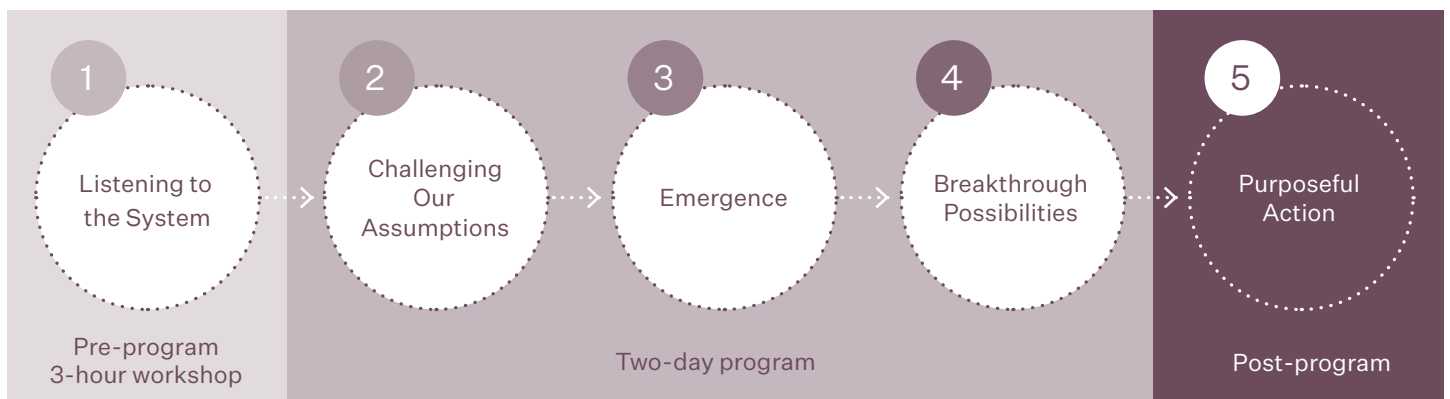
### 3. Why Participate



### 4. About the Process

The process centres around a two-day program designed to bolster individual leadership capability and harness the power of collective action. Based on the proven format of the Next25 Leadership course, you will be supported through a journey of deeply exploring your values and beliefs and learning the skill of moving from reactive to creative behaviours. Together, you will explore the biggest challenges you are currently facing as parliamentarians with the intention of seeing them from a whole new perspective and considering how to make systemic shifts in the experience of parliament for women. This lays the foundation for the next step, where participants can take purposeful action.

By participating, you will increase your capacity to rise to the complexity of today’s challenges, hone your leadership style, and expand your influence through the exploration of values and purpose. Maintaining strict confidentiality, our facilitators create an open learning environment for parliamentarians of all political parties.



## 5. A Lever for Positive Change in Politics

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This initiative holds great promise to be scaled within NSW Parliament and other states and jurisdictions. Imagine if the parliamentary experience for women was transformed through inclusive, intentional work inside the system. The work by NSW women parliamentarians could serve as a blueprint for improvement in other Australian parliaments, including for other marginalised and / or underrepresented groups. The success of this initiative can provide a beacon of possibility for the Australian public, who are frustrated by the treatment of women in the political sphere.

Next25 recognises that women's experience and participation in parliament is not the only challenge to a flourishing political system nor that women should be the only ones invited to change it. However, it is one lever to contribute to transformative change for restoring trust between politicians and a public that is losing confidence in democracy.



Register Your Interest Today: [tinyurl.com/3wssmr3e](https://tinyurl.com/3wssmr3e)

For more information, please contact Next25 CEO, Chloë Spackman:  
[chloe@next25.org.au](mailto:chloe@next25.org.au).

“This course is a rare opportunity to connect with colleagues across party lines in a safe environment. Away from the stressors of parliament, we had the chance to see ourselves and each other in a new light. It's where myself and the other women parliamentarians who are supporting this initiative realised, we have a shared vision for improving parliament - enabling us to take collective action.”

**Helen Dalton MP, Independent NSW** (Leadership course, 2019 and Improving Democracy: Transforming NSW Parliament for Women, 2022)

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## 6. Meet the Facilitators

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**Renu Burr**

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Renu Burr is a highly intuitive executive coach and facilitator. Over the last 32 years in business, leadership and academia, she has built extensive experience and expertise in executive management, leadership development, system and personal transformation. Renu has worked in senior executive, consultant and advisory roles to improve business and leadership effectiveness in the private, public and not-for-profit sectors in Australia and overseas.

Renu holds a PhD in Management and has been on the faculty of the UWA Business School since 1992 where she has held leadership positions of MBA Director and Director of all its Postgraduate Programs. She is currently Associate Professor at the University of Western Australia's Centre for Social Impact and teaches the Leadership for Social Impact unit in the MBA, which examines tri-sector leadership required for social transformation. She has also enjoyed being a member of the faculty for the ELIAS Tri-sector leadership program offered by UWA's Centre for Social Impact and the Presencing Institute, focused on collective leadership for social good. Renu is Director of her own consulting practice, Burr Consulting and enjoys being an Associate Consultant with Corporate Evolution.

She has led numerous change and cultural transformation programs and associated leadership development interventions for more than three decades, starting with the Australian Taxation Office in the mid-1980s. Renu is passionate about whole systems transformation, which starts with the personal transformation of leaders. Her international experience in this space currently includes being a faculty member of the year-long Massachusetts Institute to Technology and Presencing Institute's IDEAS Asia Pacific Program, which brings together tri-sector leaders from across the region to work together to meet the UN's Sustainable Development Goals.



**Chloë Spackman**

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Before becoming Next25's inaugural CEO, Chloë was Next25's Director of Programs and Engagement for six years, managing the programs team and overseeing Next25's "think" (research) and "do" (initiatives) work. During this period, she led the development of Leadership, Improving Democracy: Transforming Parliament for Women and 21st Century Service, a suite of training courses specialising in building culture and capability within the public service.

She brings over a decade of experience in program design, delivery, communications, and evaluation, focusing on leadership and global citizenship, innovation, and social impact. She has extensive experience in the international and higher education and not-for-profit sectors and is the Board President of an Australia-based international charity. She has developed and led multiple symposia to Canberra, Turkey and Brazil as well as Youth Development Forums, speaker events and skills development workshops. She has experience designing theories of change for innovative programs working in complex adaptive systems and is motivated by building connections and community around shared values.

Chloë previously managed a tertiary leadership program that was awarded a prestigious international award for Innovation and Best Practice in Internationalising the Campus.

In 2019, Chloë was a panellist on ABC TV's Q&A program to discuss whether governments are capable of addressing future threats to human survival. She is an accredited Facilitator of Transformation through Values.

# Next25 is an independent think-and-do tank.

Our mission is to ensure Australia has what it takes to make the future its people want. With rigorous research, trusted engagement, and ground-breaking initiatives, we uncover and address levers to shift deep contributing factors of Australia's biggest issues.

## Contact

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