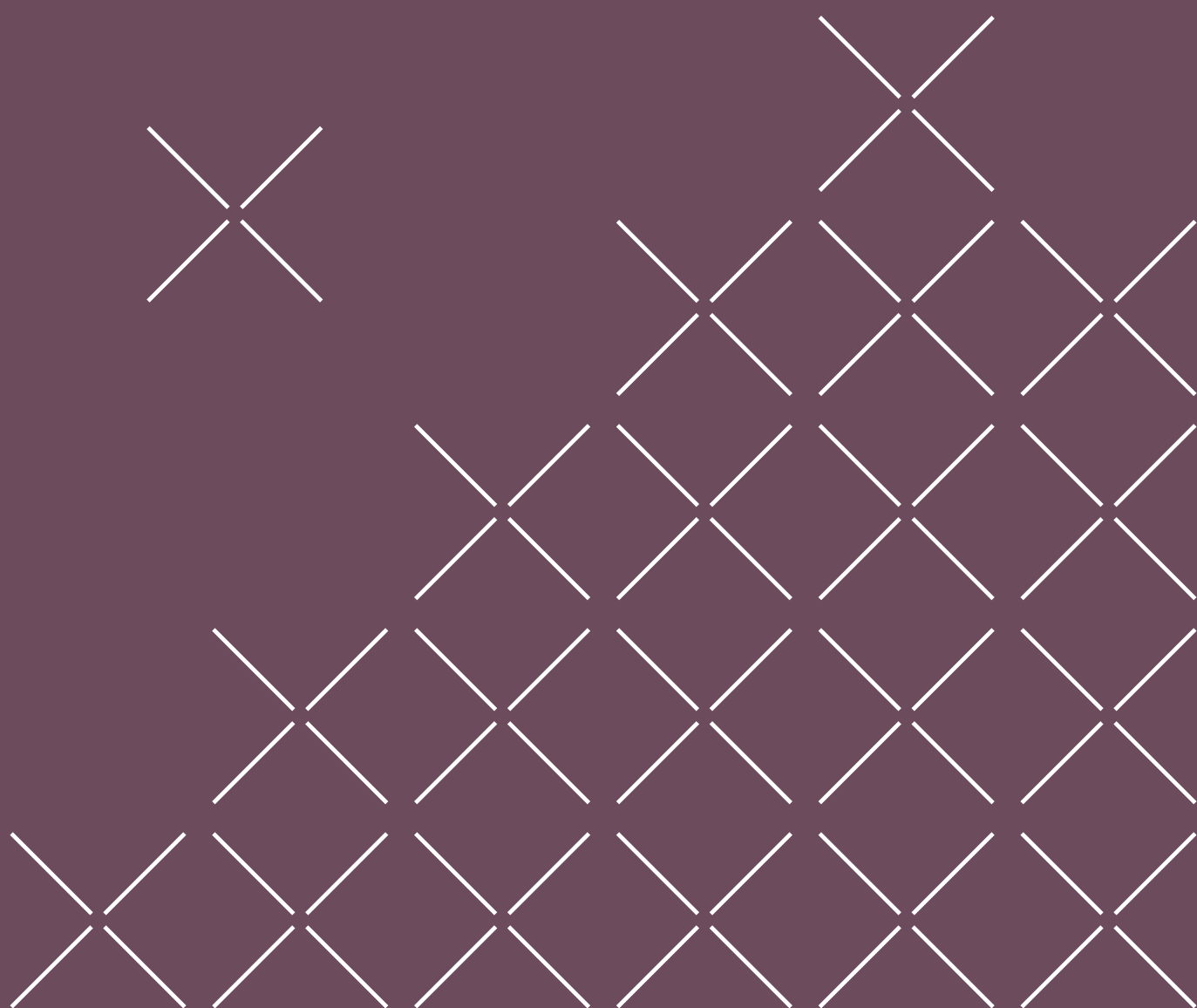


You're Invited

# Improving Democracy: Transforming Parliament for Women



Dates: Friday, 31 January and Saturday, 1 February 2025

**Next25**<sup>TM</sup>

# 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 under-performance 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.

After three years focusing on NSW Parliament, we are excited to invite you to be part of the first nationwide Improving Democracy: Transforming Parliament for Women program, to be held in early 2025. We invite you to grow your leadership and join a growing collective of women transforming parliament from the inside.

This opportunity is open to all women parliamentarians. The two-day workshop is based on highly-regarded leadership research and frameworks, and leverages insights from parliamentarians. It is delivered in partnership with Corporate Evolution, a world leader in values-based culture and leadership consulting.

## Why Attend?

- 100% of former participants recommend the program to other parliamentarians
- 100% want to be involved beyond the initial two-day course
- 100% experienced an 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

## Dates

Friday, 31 January and Saturday, 1 February 2025

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

“More than just professional development that bolsters capability, this course is designed to empower and enable us to improve the political system itself. The alumni community is pivotal in maintaining this space where we can support each other in taking these learnings into action.”

**Liesl Tesch, NSW Labor**  
(Improving Democracy: Transforming NSW Parliament for Women 2022)



Register Your Interest Today: [surveymonkey.com/r/tpw2024](https://surveymonkey.com/r/tpw2024)

# 1. Who's Who

## Participants

Any current State, Territory, or Federal woman parliamentarian is invited to participate in this inaugural, national, non-partisan program. Currently 25% of women in NSW Parliament are alumnae of Transforming NSW Parliament for Women.

## Next25

An independent think-and-do tank with a strong track record working with parliamentarians across Australia. Currently, around 10% of all sitting parliamentarians are alumni of our programs.

## Corporate Evolution

A leader in values-based consulting and facilitator accreditation, specialising in creating sustainable change in a complex world. Their work forms the basis of Next25's programs for parliamentarians.

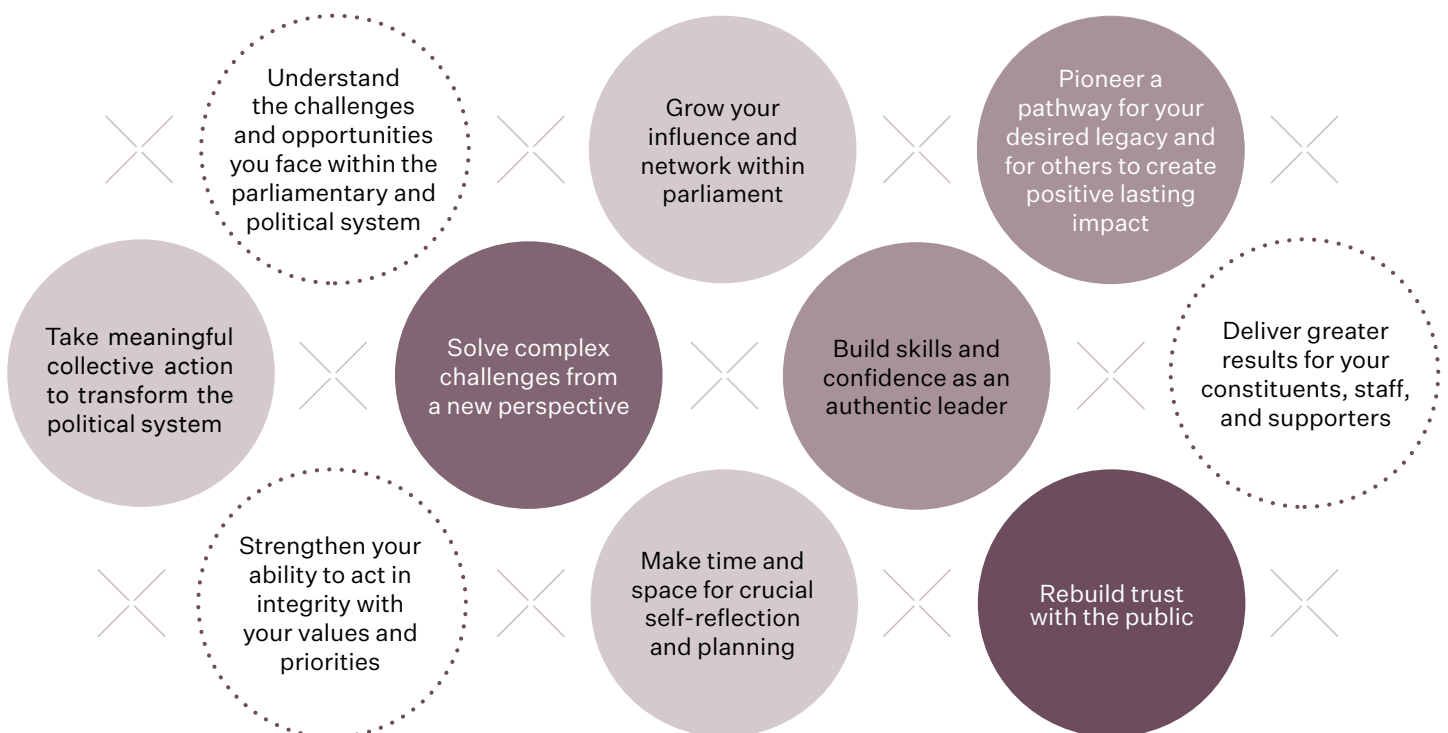
## Professional Facilitators

**DrRenu Burr**, Director, Burr Consulting and Senior Consultant at Corporate Evolution  
**Chloë Spackman**, CEO, Next25

Next25™



# 2. Why participate?



This specially designed initiative is available to all women parliamentarians for \$1,500 (plus GST), and is valued at over \$5,500. You may be eligible to claim the costs of this program through a parliamentary allowance. Please note that participants are responsible for confirming the details of any such allowance.

# 3. About the Process

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

The two days follow the structure of MIT Professor and Presencing Institute founder Otto Scharmer’s “Theory U”, a model for learning and leading in times of disruption to solve adaptive challenges with new mindsets.

## Day One

**Friday, 31 January 2025, 8am-5pm**  
(followed by an informal dinner)

Day One sets the container for the two days, agreeing the dynamics and the culture for you as a group before beginning to delve into the key concepts, tools, and skills of values-based leadership.

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.

### Day One Informal Dinner

A chance to connect with the other participants and facilitators on different levels and reflect on the experience so far.

## Day Two

**Saturday, 1 February 2025, 8am-5pm**

Day Two explores how to set new responses and leadership skills into motion. You will finish the day equipped with practices that will support you in managing priorities, the ability to see complex issues from a whole new perspective and considering how to make systemic shifts in the experience of parliament for women and your communities.

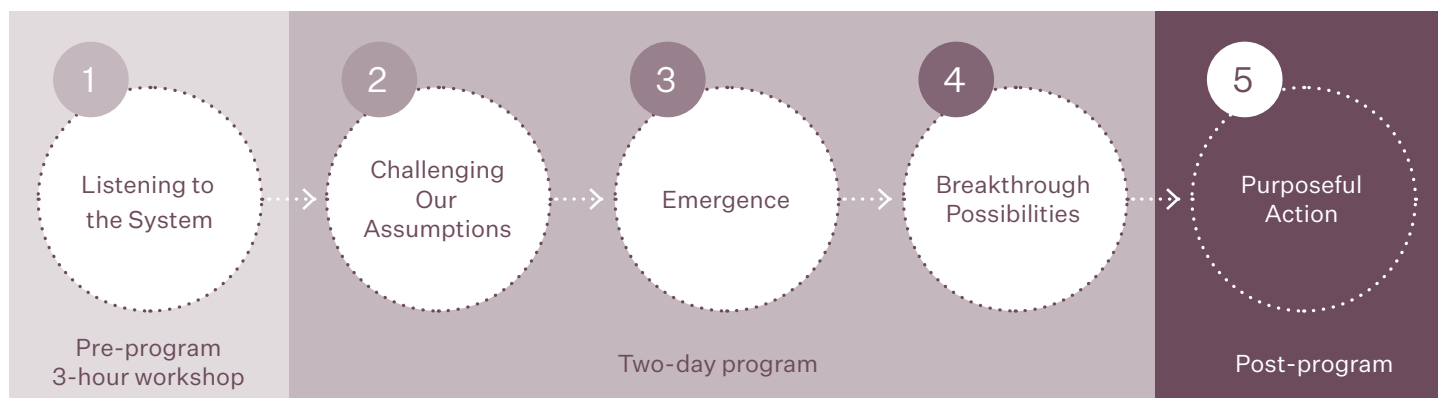
## After

### Ongoing Support

After the two days, there will be opportunities for ongoing support to implement what you have learned, resolve challenges, and remain connected to the program's participants.

“It was a breath of air to have a supported and facilitated space to reflect on the broad challenges of our work and to have a platform for collective action. I would not have taken the time or committed the energy to this task without a program like Next25 that was so strongly recommended by my peers.”

**Anon**, (Improving Democracy: Transforming NSW Parliament for Women, 2023)



## 4. Meet the Facilitators

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**Dr Renu Burr**

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Dr Renu Burr is Senior Consultant at Corporate Evolution and Director of Burr Consulting, her own consulting practice.

Inspiring unimagined possibilities through leadership development, organisational, and personal transformation has been at the core of Renu's 35 years of business, leadership and academic experience.

Renu is a highly intuitive and skilled executive coach and workshop facilitator who has worked with private, public and for purpose sectors in Australia and overseas. She loves holding space for the inner and outer work of leadership to make the invisible visible and for the unspoken to be spoken for the well-being of all.

Renu holds a doctorate in Human Resource Management and was a member of the faculty at the Business School at the University of Western Australia from 1991 -2023, teaching in the MBA and other post-graduate programs. She has also been a faculty member of UWA's Centre for Social Impact and its ELIAS Tri-sector leadership program offered by the Centre in partnership with the Presencing Institute, focused on collective leadership for social good.

She has enjoyed being on the faculty team for the IDEAS Asia-Pacific Leadership Program offered in partnership by United in Diversity (Indonesia), MIT's Sloan School of Management's Global Executive Development Programs and the Presencing Institute, working with leaders to bring about systems change inspired by the UN's Sustainable Development Goals in the region.



**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.

# 5. The Genesis: A Lever for Positive Change in Politics

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## The Challenge

In 2021, four alumnae of Next25's Leadership program for parliamentarians approached us to help them with a shared collective mission: to transform the experience and participation of women in parliament. They united across party lines with a shared desire to rebuild trust with the public and improve democracy for all.

Drawing on the intelligence, best-practice, and tried and tested process of Leadership, Improving Democracy: Transforming Parliament for Women was created with the input of the four alumnae, Next25, and Corporate Evolution. This program offers a unique, confidential, and now proven container for self-reflection, self-improvement, and for emerging new collective approaches to perennial challenges.

Since then, Improving Democracy: Transforming Parliament for Women has run three times in NSW, and the program has grown to comprise over 25% of NSW Women MPs. This collective of women now continue to meet regularly across party lines to share their experiences and implement the prototypes developed during or since they participated in the initial two day workshop. The progress made has demonstrated the program's potential to transform parliaments across Australia.

## The Opportunity

Imagine if the parliamentary experience for women was transformed through inclusive, intentional work inside the system. 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. The work by NSW women parliamentarians was intended to serve as a blueprint for improvement in other Australian parliaments, including for other marginalised and/or underrepresented groups. This expansion of the initiative into all parliaments is one step along that trajectory.

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.

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

“This program has been a wonderful way to connect with women across the political spectrum and pause to take a breath and reflect on why we are in NSW Parliament. As a new MP it has been great to develop these connections and to see the similarities many of us share. The program helps us to find space to work on the longer-term vision of making the parliament a better place, not just for women, but for everyone.”

Kobi Shetty, NSW Greens  
(Improving Democracy: Transforming NSW Parliament for Women, 2023)



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# 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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