

Business Coalition for Women Newsletter



The PNG Directors' Course

The Business Coalition for Women's partnership with the Australian Institute of Company Directors saw the successful completion of the 3-day PNG Directors' Course in August. Twenty-five participants have completed the course and are currently working on the online components of the course to be completed by November of this year. The one-year complimentary membership to The Australian Institute of Company Directors is a fantastic bonus for these participants. Membership with the Australian Institute of Company Directors provides a platform where individuals can take advantage of additional free resources that will enhance their growth and potential as directors.

The Course covered the 3 main areas of Governance, Finance and Strategy & Risk on the 3 different days from the 28th to the 30th of August.

We had some great feedback from participants about the facilitators. Many of the participants found the day that the area of Finance was covered very insightful. One participant stated, *"Stephen (the facilitator for Finance topic) is by far one of the most engaging and talented facilitators I've had the opportunity to hear from. He simplifies the content and makes it easy for non-accountants to understand. I also thought the extra handouts provided were very useful."*

Regarding the relevance and contextualization of the course content, one participant remarked, *"The insights of the facilitator's experiences were insightful and extremely valuable in providing clarity and guidance. The facilitator's experience with indigenous Australians and in Fiji were quite beneficial for the PNG audience."*

With the overwhelming response and feedback, BCFW is definitely looking into partnering with The Australian Institute of Company Directors in 2020 to deliver another Directors' Course.

The Business Coalition for Women would also like to thank The Hilton Hotel for partnering with us to deliver this course by sponsoring the venue and being a great host to our AICD facilitators.



Executive Officer's Message

This year our organisation has focused on expanding the support we can provide to encourage women in leadership. We have done this by increasing varied training opportunities for women, they include our Certificate IV in Leadership and Management, the Senior Executive Women Program and the PNG Directorship Course whom we've partnered with reputable companies to provide. In addition to this training landscape, we actively host and encourage networking and mentoring opportunities for women.

We now know through business success examples and supported by business research such as the Morgan Stanley Report, that encouraging diverse workplaces can increase productivity, greater innovation, better product development and decision making.

So how do you encourage greater diversity at every level of the organisation? One way is to establish an organisational culture that is welcoming and based on respectful practices. This is why, our organisation is also committed to helping companies establish policies that support safe welcoming work environments for all. Contact us to find out about our Non-Discrimination Policy, Family and Sexual Violence Policy, Anti-Sexual Harassment Policy and Gender Smart Safety Policy. We are committed to practical implementation support and can support your company to drive an organisational culture that supports success.

Evonne Kennedy
BCFW Executive Officer

DID YOU KNOW SEXUAL HARASSMENT AFFECTS THE WORKPLACE?

Adverse results include;

- High levels of stress & demotivation among employees
- Reduced productivity
- Compromised teamwork
- Increased absenteeism
- Higher turnover

By employing a sexual harassment policy, your organisation reflects a FIRM stance AGAINST sexual harassment.

The Business Coalition for Women will be hosting a 2-day sexual harassment TOT training on the 13th - 14th of November.

Register Now! Make your workplace safe.

3rd Quarter Highlights...



BCFW's Office Relocation

We have moved office! The BCFW Office is now located within a small gated business area opposite the Jack Pidik Park at Boroko. The month of September has been our first month in our new space and it's been a busy month but a great one too!

Photographed from left to right are some members of the BCFW staff; Elizabeth Asigau (Project Manager), Lolowo Gimiseve (Administrative Assistant), Kayleen Sapak (M&E Officer) and Evonne Kennedy (Executive Officer).

Senior Executive Women Program Session One - July

On the 29th and the 30th of July, we had our first out of three sessions for the Senior Executive Women Program. We had a total of 22 participants registered and we enjoyed 2 days of learning and sharing at this pilot program. The participants heard from several speakers from local businesses and organisations as well as the facilitators and from each other, hence, gleaning from a wealth of knowledge and experience over the two days.

Pictured on the right are our participants, facilitators and BCFW representative at the end of day 2 of Session 1.



APEC Haus Cocktail Reception

Thanks to the generous support of the Oil Search Foundation, and SP Brewery, The Business Coalition for Women held a cocktail reception at the prestigious APEC Haus in downtown Port Moresby. This event also served as the launch of our Senior Executive Women Program. The cocktail event was held on the eve of the completion of the first session of the Senior Executive Women Program.

Our guest speaker was Peter Botten, Managing Director of Oil Search Limited.

Attendees had a great evening of networking.

Certificate IV in Leadership and Management in Bouganville

Late in the second quarter (June, 2019), BCFW embarked on rolling out our first Certificate IV in Leadership and Management Training outside of Port Moresby.

Having done the first block of courses in June, September-October saw participants do block 2 of the course.

Pictured right is a few of our Cohort 12 participants in the Autonomous Region of Bouganville participating in a group activity.



Certificate IV in Leadership & Management

4th Graduation



In August, 31 inspiring women graduated at the 4th graduation of our Certificate IV in Leadership and Management Course. Graduates were from Cohort 8, Cohort 9 and Cohort 10.

Representatives for each cohort had an opportunity to share their experience and the impact that the course has had on their professional lives.

The Cohort 8 representative was Ms. Agnes Friday, who is the Secretary for the Department of Personnel Management, shared that before she took up the course, she was thinking of titles and positions and where she was in her career and was not sure if she would learn as much from the training, however, during the course and after the course, she found that she had learnt a lot from the facilitators and the course content and also from the other participants in her Cohort.

The Cohort 9 representative was Ms Grace Tau, a manager with Bank South Pacific. Grace shared that the course has helped her build her confidence to communicate with her colleagues and members of the management team.

The Cohort 10 representative was Ms Tegana Polum, who is the supervisor for finance and administration for Newcrest Mining Limited. Ms Polum drew from her personal experience and shared the same sentiments as Grace about a boost in her confidence when communicating with the management and executive management in the organisation she works for.

The Deputy High Commissioner for the Australian High commission to Papua New Guinea, Ms Caitlin Wilson was the keynote speaker at the graduation and in her address to the graduates, she highlighted the importance of supporting women in leadership and the Australian Government's commitment to support and groom women leaders through several of their sponsored programs.

We would like to thank Neil Papenfus from Pacific Towing and Alicia Sahib from Bank South Pacific for being part of our program on the day and for their continued support toward BCFW.

We would also like to thank Wings Education for the wonderful job they continue to do in facilitating the Certificate IV in Leadership and Management courses.

And last, but certainly not the least, Congratulations to the 31 amazing women from cohorts 8, 9 and 10! The BCFW team wishes you all the very best in your future endeavors in achieving your personal and career goals.

3rd Quarter Highlights...



Senior Executive Women Program Session Two – August

On the 23rd and 24th of August, BCFW hosted the 2nd session of the Senior Executive Women Program.

The topics were informative and there was a lot of interaction with participants and guest speakers on topics such as Communication Strategies, Risk Management and Understanding Financials.

Pictured left are some of our participants standing with one of our invited speakers – Ms Sisa Kini (fourth from left) Community Development Support and National Content Manager for ExxonMobil.

Sexual Harassment Toolbox Sessions

As part of annual membership, members of BCFW were given the opportunity to call us in for a free one-hour education session on Sexual Harassment.

We would like to acknowledge PNG Power Ltd, Abt Associates, BLACK SWAN PNG LTD, TE PNG Ltd, Steamships, Nambawan Super, PGS Niugini, NASFUND and WINGS Education for making a stance against sexual harassment in the workplace by inviting our team to facilitate one-hour educational sessions with their staff.



Lae trip



In September, two of our the Business Coalition for Women staff flew to Lae to make some valuable connections with our Lae-based members. The trip was primarily to promote the Certificate IV in Leadership & Management Course which will be on offer in Lae in 2020, however, whilst there, our team took the time to visit some of our members and provide information on what we do, as well as conduct education sessions on sexual harassment.

Companies visited include Guard Dog Security, ABT Associates, Bank of PNG, Nambawan Super, Lae International Hotel and Femili PNG. Pictured left is BCFW's Elizabeth Asigau and Evonne Kennedy with staff of Nambawan Super in Lae.

Addressing Sexual Harassment in the Workplace

This 2-day training was hosted at The Voice Inc.'s Dream Hub in downtown Port Moresby on the 10th and 11th of September.

The two companies that participated were PNG Ports Limited and Incentive Fund.

Participants were able to understand what constitutes as sexual harassment, why it is an organisational issue as well as the importance of continuous awareness by developing an implementation schedule to operationalize a sexual harassment policy.

Registration is open for the next training which will be on the 13th and 14th of November.



PacTow Credentials Showcased on World Maritime Day



Female staff, including HR Manager Anna Ingip (L) and Finance Manager Trudie N'Dresane (5th from L), play an important role in Pacific Towing's success.

Thursday 26 September is World Maritime Day – a day created by the United Nations to celebrate the international maritime industry's contribution to the world's economy. The theme for this year is **Empowering Women in the Maritime Community**. Very few maritime organisations have done more for women's empowerment and gender equality than PNG's very own Pacific Towing.

Pacific Towing (PacTow), a successful 42 year old PNG company and subsidiary of the Steamships Group, is growing and diversifying. General Manager, Neil Papenfus, views its female employees as important contributors to its ongoing success not just in PNG but the broader Oceania and South East Asia regions.

PacTow has implemented a range of initiatives to position it as an 'Employer of Choice' for women and to help better recruit, train, empower and promote women.

PacTow's Women's Empowerment & Gender Equality 'Credentials'

Women in Maritime Scholarship: Introduced in 2014 in partnership with the Australian Government's 'Australia Awards' and the China Navigation Company, this program is helping PacTow grow its female workforce. The program is fast tracking the careers of 20 female deck and engine cadets. 2020 will see even more young women benefit from this program.

Gender Smart Safety: This program, developed by the PNG Business Coalition for Women, will be implemented at PacTow worksites in 2020. It is based on the fact that women experience some different workplace safety concerns to men. Gender Smart Safety specifically aims to improve the workplace safety of women by centrally involving them in workplace safety decision making and management.

Female Managers: PacTow has several female managers, including Finance Manager and company 2IC, Trudie N'Dresane, as well as HR Manager Anna Ingip.

Leadership Training: PacTow makes a considerable training investment in all staff. Last year PacTow staff received an average of nearly 400 hours of training each. Included in this training is the Business Coalition for Women's Cert IV in Leadership & Management. Several PacTow staff have received this training which specifically prepares talented and high potential women for senior positions.

Business Coalition for Women: The 'Coalition' produces resources to help the PNG business community improve their gender equality credentials and take advantage of the business benefits of having more gender diverse workforces. PacTow is a foundation member and long term supporter of the Coalition. Papenfus sits on its board and publicly endorses its products. Importantly, PacTow implements its programs (e.g., Cert IV in Leadership & Management, Gender Smart Safety) to the benefit of its female staff and also sponsors Coalition events.

PacTow agrees that this year's World Maritime Day theme of 'Empowering Women in the Maritime Community' serves as an opportunity to highlight the important contribution of women within the maritime sector which has long been a male dominated industry. HR Manager, Anna Ingip, reports that "in increasing numbers our female staff are maintaining and repairing engines, steering and berthing vessels, providing valuable input on complex projects, and making management decisions, all of which contribute to PacTow's success and its increasing contribution to PNG's economy."

Pacific Towing is headquartered in Papua New Guinea and has other businesses in Solomon Islands and Fiji. Towage, mooring, salvage, commercial diving, and liferafts are Pacific Towing's 'core' services. However, the company is increasingly sought out to provide customized solutions in diverse project settings.



Pacific Towing is 'growing its own' female workforce, including Deck Cadets Lylellah Kunai (L) and Glenda Amu (R), via its 'Women in Maritime' scholarship program.

To learn more about Pacific Towing: www.pacifictowingmarineservices.com.

BCFW MEMBERS

PAPUA NEW GUINEA BUSINESS COALITION FOR
WOMEN IS PROUD TO HAVE THE FOLLOWING
MEMBER ORGANISATIONS



ABT Associates
Anitua Group of Companies
ANZ Banking Group
Australia PNG Business Council Inc
Bank of Papua New Guinea
Bank of South Pacific
Barrick Niugini Limited
Black Swan International
Cardno (PNG) LTD
Coffey International
CPL Group of Companies
Curtain Bros PNG Limited
Deloitte PNG
Dentons Lawyers
Digicel
Eda Ranu
ExxonMobil PNG
Hastings Deering
Hilton Hotel
Kina Group
KPMG
Lamana Development Limited
Manufacturers Council
Nambawan Super Limited
NASFUND
MiBank
New Britain Palm Oil Limited
Norton Rose Fulbright PNG Services LTD
Oil Search Limited
Origin Energy PNG
Palladium(Education Capacity Development Facility)
Paradise Foods LTD
PNG Chamber of Commerce and Industry
PNG Chamber of Mines and Petroleum
PNGFM Ltd
PNG Ports Limited
PNG Power Limited
Professional Global Solutions Limited
Rhodes PNG
Royal Papua Yacht Club Inc
Simberi Gold Company Limited
South Pacific Brewery Limited
Steamships Trading Company Limited
Steel Industries Limited
TE(PNG) Ltd
The National Newspaper
Tininga
WINGS Education



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PACIFIC WOMEN
SHAPING PACIFIC DEVELOPMENT